



FALL 2019

LOCAL 108 RWDSU/UFCW

The official newsletter of Local 108 of the Retail, Wholesale and Department Store Union

GREETINGS FROM THE PRESIDENT

I would first like to thank you for being good Members and making our Union strong. Whether you work in retail or any of the other industries we represent, the work you do helps our country move. Many employers do not value their Workers, but we know it is your work that makes companies successful. Today, we find ourselves in a society that doesn't value working families or see value in investing or uplifting people. Wealth has been concentrated to the top like never before. History has shown those societies made up of the wealthy and poor (with no middle), have failed. Our broken political system is driven by money, listening too and enacting laws that favor the rich and fails to serve the people. Adding to this divide between the wealthy and the poor, we are now experiencing an awakening of racism. The moral compass has turned away from what our Country had to offer its people in better days. I agree with the sentiment we now hear so often: **"we are better than this, and our character will prevail"**. I am proud to be a part of the Labor Movement. Unions stand on the promises of a better life for working families, equality for all and speaking out against injustice. I believe that if not for the labor movement, the greedy and selfish would have inflicted even more damage to our society by now. The labor movement has consistently weighed in on our nation's most pressing issues from civil rights to women's & LGBTQ rights, poverty, child labor, workplace health and safety, retirement & medical benefits, paid time off and much more. These causes were championed by many, but the Labor Movement has always stood in the forefront. I wish more people knew and valued the significant contributions of Unions. It is our mission is to teach them! Your Union has seen many changes through the years. In earlier days, our Membership was primarily comprised of Retail Workers. Local 108 today, in partnership with the UFCW, we represent an array of other industries including Public Sector, Transportation, Building Maintenance, Warehouse, Nursing Home, and Municipal Workers. Our commitment has remained the same and we're fighting even harder to make a better life for all of our Members. To that end, we have renewed our commitment to SERVICE. We are visiting our Members on ALL shifts including weekends. We are also hosting a variety of events outside of the workplace, including family events, open houses and coffee meetings and monthly leadership calls to engage our Members in a more relaxed and comfortable settings. Members have expressed appreciation for these and other efforts to get to know them better, and more importantly the opportunity for them to know their Union and its many benefits. We want our Members to know that Local 108 GENUINELY CARES! We try to be as accessible as possible, taking calls 7 days a week, into the evening, because it's all about YOU...the Member! In closing, one of our biggest hurdles this year was an attack against Workers benefits in the Healthcare Industry. TOGETHER, we fought hard to keep their well-deserved benefits...and WON. A win for one is a win for all. Local 108 stands ready and willing to fight the same good fight for ALL of our Members!

Yours In Solidarity,
President Charles N. Hall, Jr.



Charles Hall, Jr. is the President of Local 108 of the Retail, Wholesale and Department Store Union.

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DON'T FORGET TO VOTE!

Tuesday November 5th

NJ Assembly Elections
PA Congressional Elections
PA Assembly Elections

WHAT HAVE THE UNIONS DONE FOR US



collective bargaining

Printed in house at Local 108 RWDSU/UFCW

LOCAL 108 MEMBERSHIP HAS VALUE!

TAP INTO LOCAL 108'S FREE & DISCOUNTED PROGRAMS

At Local 108 RWDSU, UFCW, our goal is to represent and serve the best interests of our valued Members. In addition to our traditional responsibilities (resolving Member grievances, negotiating contracts, and advocating for Employee rights, benefits and working conditions), YOUR UNION representatives and staff are working hard to offer EXTRAORDINARY benefits for our Members and their families. Take a look:

Healthcare Coverage: Many Local 108 members in Pennsylvania and South Jersey enjoy medical coverage from Independence Blue Cross Blue Shield HMO Plans, with 3 levels of Health plans to choose from. Many of our members in New Jersey enjoy benefits from our Blue Cross Blue Shield Bronze and Silver plans. Eligible members may also enjoy TeleDoctors, Vision, Dental, and Prescription drug plans, Disability and Life Insurance coverage. Open enrollment ends on December 1st.

Child Safety: FREE access to the National Child Identification Program! These ID kits offer a safe, secure way to store fingerprints and other vital information about their children and grandchildren in the National Crime Information Center database. This simple PRECAUTION could mean the difference in life or death in case of abduction or other emergent situation.

Education: The FREE College benefit covers the full cost of tuition, fees, and e-books for the fully accredited Eastern Gateway Community College online Associates Degree Program,. (Available to active and retired Members, their dependents, spouses and domestic partners).

Info / Engagement Events: We have added an ongoing series of workshops, meetings and events designed to engage our Members and provide valuable information to help you get the MOST from your Union Membership and workplace experience. We need to hear from YOU, to make sure we are representing and advocating in YOUR best interests. *(See Coming Events)*

Citizenship Application Workshops: FREE Citizenship Application Workshops to assist and support Immigrants with eligible Green Cards in the process of becoming United States citizens.

Additional Perks: Our Members may also receive discounts on an array of other goods and services such as electronics (HP & Lenovo), Entertainment (movies, etc), Wireless services, Auto Maintenance, and Legal Services.



Please note that Local 108 is converting the union savings plan into a 401K through Vanguard Investment. You can visit their webpage at <https://investor.vanguard.com/home>

For information and/or access to these exclusive benefits, contact your local Representative, email or call our offices.

SELF-CARE / HEALTHCARE BENEFITS UNDER ATTACK

While negotiating contracts in the NJ /PA area, our Teams have noticed a disturbing trend by companies seeking to cutback, or rescind Employee Paid Time Off, Healthcare and other critical Benefits. This trend is particularly prevalent in the Healthcare Industry. This thinking not only devalues Workers but seeks to place greater value on profits at the expense of PEOPLE.

Here's what we KNOW:

- A HEALTHY Employee is a productive employee.
- Prevention is the best "cure" for almost every illness.
- Mental / emotional wellbeing is as urgent as medical healthcare.
- STRESS is a silent killer and contributes to most illnesses.

We at Local 108 know how hard you work! We VALUE the wellbeing of you and your families, and understand that you MUST take care of yourselves in order to be most productive. Employees who find themselves stressed over medical bills, or unable to take the time needed for preventive healthcare are less effective and tend to display decreased quality of performance, especially in the case of patient care. We want you to know we are committed and determined to protect our Members benefits at all cost. We will not sit idly by while Companies put greater value on profit than PEOPLE. We are committed to standing up for our Members RIGHT to Healthcare, Selfcare, and other essential benefits. All we ask is that you stand in solidarity WITH us by supporting your local Shop Stewarts.

MODELL'S
SPORTING GOODS

**Gotta
Go To
Mo's**

**EXCLUSIVE OFFER
FOR LOCAL 108**

15%
OFF*

YOUR TOTAL PURCHASE



USE AGAIN & AGAIN! NOW-12/31/19

CALL THE LOCAL 108 OFFICE AT 973-762-7224 TO GET YOUR COUPON!

NEW JERSEY GOVERNOR'S "FUTURE OF WORK" TASK FORCE



Local 108 is proud to have been invited to be a member in the NJ Governor's **Future Of Work Task Force**, along with NJ Department of Labor and Workforce Development, the Center for Workplace Development at Rutgers University, and the State's Chief Innovation Officer. "As we began the process of reclaiming New Jersey's place as the State of Innovation, we must prepare our workforce for any challenges that may arise and ensure that our residents have the support necessary to succeed," said Gov. Phil Murphy.

RIVER EDGE WORKERS STAND UP

Kudos to our members at the River Edge Police Dept. and DPW Workers for working alongside President Hall and Local 108 Representatives to stand strong in support of their interests. Employees Chris Tabor and Eric Phillips boldly led the charge to demand that the River Edge Borough Council put the brakes on a new \$2.6 million Community Center project and focus, instead on pending contract negotiations for Workers. According to a Sept. 12, 2019 NorthJersey.com article, "union members packed the Council chambers" in support of their representative, noting that River Edge has the "highest number of steps to top pay", and are "one of the lowest-paid in Bergen County..." Tabor said: "All the employees ask for is the borough to start working toward giving back to the people that keep this town great and go above and beyond their duties for the residents of this town."



UPCOMING LOCAL 108 EVENTS:

October 11

Pomptonian Englewood Coffee with Pres.

October 17

Academy Bus Middlesex Coffee with Pres.

October 20

General Membership Meeting

November 10

Healthcare Forum

November 17

New Jersey Shop Stewards Training

November 24

Pennsylvania Shop Stewards Training

FREE HELP WITH IMMIGRATION

IF YOU ARE A LEGAL PERMANENT RESIDENT AND ELIGIBLE TO BECOME A U.S. CITIZEN, THIS WORKSHOP IS FOR YOU!

TO SCHEDULE AN APPOINTMENT CALL US AT 973-762-7224

TO BE ELIGIBLE YOU MUST:

- Have been a legal permanent resident for 5 years, or 3 years if married to a U.S. citizen
- Have a clear record
- Have a basic understanding of the English language for the English and Civics Exam (English proficiency not required for the clinic).

CONTACT US

New Jersey Office: 1576 Springfield Ave, Maplewood, NJ 07040 973-762-7224

Pennsylvania Office: 550 State Street, Bensalem, PA 19020 215-633-1605

Email: cnhalljr@yahoo.com

Relaunch of the Local 108 website & Facebook page coming soon!

PHOTOS FROM AROUND LOCAL 108 RWDSU/UFCW



The 2018 General Membership Meeting of Local 108 RWDSU / UFCW



Loretta Kplepo



Lucy Hurst

Congrats to two shop stewards on recent victories! Loretta Kplepo at the Silver Lake rehab center got members restored to their jobs with back pay after improper suspensions in violation of the contract. And Lucy Hurst at River Run Rehab resolved a major grievance on starting pay, securing members pay increase and back wages. Great work!



Traffic Control Officer Kevin Champion, a shop steward for the City of Hoboken Part Timers, took advantage of an OSHA training open to all members. Kevin has asked the union for more training opportunities!

PHOTOS FROM AROUND LOCAL 108 RWDSU/UFCW



Local 108 Supermarket members



River Edge, NJ, Contract Negotiations



Local 108 Members Become U.S. Citizens!



Burlington Woods Contract Negotiations



NJ Senate Testimony on Good & Safety



Gateway Drivers in Newark



Local 108 Leadership Conference Call



Pennypack members



Hudson County Union Cookout



Local 108 Supermarket Member



Union City Crossing Guards



Pembroke Rehab Picnic