



MARK A. ESPINOSA
President

UNITED FOOD AND COMMERCIAL WORKERS UNION

L O C A L 9 1 9

U.F.C.W.

6 Hyde Road • Farmington, Connecticut 06032-2802 • Tel. 860-677-9333
Outside Local Dialing Area 1-800-842-2215
www.ufcw919.org



JASON DOKLA
Secretary-Treasurer

February, 2024

Do you know a co-worker who has worked off the clock? Perhaps you have given some “free-time” back to your employer? Here is a fact, it is illegal. The biggest reason why you should never work off the clock is that it is against the law. Unless you are exempt, your employer is getting away with wage theft by not paying you for all time you work. Not paying for work time including overtime saves your employer money at your expense. As Union Reps, we often lecture and warn our members not to work off the clock. The term “work off the clock” simply means that you are working for free. Working off the clock is not new to our industry. There were always those few members that thought they had to stay over, off the clock, and get more work done and look like a hero. Lately, we have seen some increased amount of discipline, in the form of suspensions and terminations, to our members for working off the clock.

Members work off the clock for various reasons. Sometimes they feel so overwhelmed with work, that the only way to complete their daily tasks is to work beyond the allotted time. That would be fine if the company was willing to pay them for the work that they were performing. But members are generally told by management that there is no overtime allowed and they need to finish all their work before they go home. So, if overtime is not allowed, and all the work must be completed, many members conclude that they must stay off the clock to keep from getting in trouble.

A good reason why you should never work off the clock is that the wage laws require you to be paid for all the work you do and the hours you work. Why let your employer keep all that money back when you could use it for your own life and family? Another good reason why you should never work off the clock is that it will throw off the reality of work getting finished. The employer will expect you and your co-workers to get more work done at less cost because your employer is using free labor. Hours may have been cut and there will be pressure on everyone to keep working under those standards even though they are not realistic. Or maybe you punch out for lunch and go back to work or work through your breaks. Let's not even talk about the implication of getting hurt while off the clock. Any way that it is done it is wrong, a violation of the contract and wage & hour law. The discipline is usually given to members for falsification of time records and where there is no employer knowledge the employee may be summarily discharged. Violations of this nature are very serious. It is much easier for the Union to defend members that did not complete their work assignments and received a written warning than it is for falsification of time records. Your labor is important! It is a simple transaction, you sell your labor to your employer and they are suppose to pay for it. Why would you risk your good union job that comes with strong wages, health benefits, a pension and more? It's not worth it.

Remember, working off the clock is never a good plan. It is a recipe for your termination. Do not hesitate to contact your Union Representative if you have questions and/or concerns regarding this or any workplace issue.

In Solidarity,
Jason Dokla

Over 70 Years of Services To Its Members and The Community

Want to learn more about what your local union does for you?

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IN PERSON

UFCW **LOCAL 919** GENERAL MEMBERSHIP MEETINGS



DOUBLE TREE
by Hilton
42 Century Dr.,
Bristol, CT 06010
7:00 P.M.



MEETING NOTICE

Monday June 24, 2024
Monday September 23, 2024
Monday December 16, 2024

UFCW **LOCAL 919** GENERAL MEMBERSHIP MEETINGS

Meetings will be held on the
Local's Face Book Live Page.

Meeting starts promptly at 6 PM

MEETING NOTICE

Monday March 25, 2024

TAKE ADVANTAGE OF THE UFCW'S • NEW DISCOUNT COLLEGE PROGRAM

The UFCW recently launched a new UFCW Discount College Program to provide members and their families with an affordable and flexible path to their higher education goals.

The new program replaces the previously existing "Free College Benefit," and expands members' access to a broader selection of participating colleges, as well as degree programs spanning from certificates and associate to bachelor's degrees. Master's degrees will also be introduced as a new addition to the program, providing even more opportunities for members and their families to continue their education. All classes are online, and members and their families can attend part- or full-time.

The UFCW's new partners, EBS Union College Benefit and EDVANCE, will facilitate the selection and admissions process. Each partner offers members and their families exclusive discounted tuition rates ranging from 30 percent to 50 percent at participating colleges and prospective students can work directly with school administrators to apply for additional federal financial assistance, which could cover their remaining tuition costs.

Our partners will also help members and their families to narrow down what school is the best fit, evaluate any existing transcripts to determine if earned credits can be applied to a new degree, and offer other support services.

Members of Local 919 are encouraged to take advantage of this amazing new benefit. You can learn more about the UFCW Discount College Program at www.ufcw.org/ufcw-discount-college-program/



MARK A. ESPINOSA
President

Dear Scholarship Applicant:

This is your long form application for the Local 919 Scholarship Awards program. The officers, executive board and entire membership extend their warmest wishes for your future success.

Fraternally,
Mark A. Espinosa
President



Long Form Application

Scholarship Awards Competition Sponsored by United Food & Commercial Workers
Local 919, 6 Hyde Road, Farmington, Connecticut 06032-2802

You must fill in this form and then have the reverse side completed and signed by an official of the high school attended and mail it to the Local 919 Scholarship Selections Committee at the above address. The application must be printed clearly in ink or typewritten. Be sure to fill in all parts.

- Name _____ Soc. Sec. No. _____
(Last) (First) (Middle)
- Home Address _____
(Number) (Street) (City) (Zip Code)
- Date of Birth of Applicant _____ Sex _____ Married? _____ Home Phone _____
- Are you a member of Local 919? (Yes) (no) If not, is your parent a member? (Yes) (no)
- Parent's name (if a member) _____ Soc. Sec. No. _____
(Last) (First)
- Indicate any job experience you have had, including present job.

Name and address of Employer	Kind of position	Dates held

7. List every school you have attended whether you graduated or not, giving exact dates of attendance.

	Name and location	Date of Entrance	Date of Withdrawal	Diploma or Degree received	Reason for withdrawal other than graduation
High Schools					
Other					

8. In what student activities did you participate in high school. Please check.
Nonathletic: band _____ glee club _____ orchestra _____ debate _____
school publications _____ other _____
Athletic: baseball _____ basketball _____ football _____ fencing _____ soccer _____
swimming _____ track & field _____ tennis _____ other _____
9. List any offices held or honors received in these activities. _____
10. List any academic honors which you may have received. _____
11. Check the career for which you are preparing.
_____ Liberal Arts (B.A.); Law _____ Business Administration; Accounting
_____ Communication Arts, Teaching etc. _____ Economics; Labor-Management
_____ Science; Engineering _____ Physical Education
_____ Medical School, Pre-Dental _____ Other

I am currently attending _____ College / University

Applicant's Signature _____ Date _____

I will graduate from High School (Check one):

☐ February 2024 ☐ June 2024

APPLICATION DEADLINE MAY 31, 2024

Applicant's Character Report

TO BE COMPLETED ONLY BY AUTHORIZED SCHOOL OFFICIAL

The range scale below is based on the normal curve. Principals or headmasters are requested to use it by comparing the applicant with one or more recent and representative graduates of the same school who have been successful in college work, by entering check marks showing the results of the comparison in the appropriate spaces.

This information will, of course, be regarded as confidential.

Class standing of student _____ No. _____ out of _____

	Top 5%	Top 15%	Top 50%	Top 85%	Lowest 15%	
Social Maturity						
Reliability						
Initiative						
Courtesy						
Cooperation						

How long and in what connection have you known the applicant? *(Please do not fail to answer this question).*

Do you wish to add further comments concerning this applicant which might prove helpful to the Admissions Committee?

School Official's signature _____

Date _____ Title _____

IMPORTANT NOTE

This form IS NOT A TRANSCRIPT, but merely an application. IT MUST BE ACCOMPANIED BY AN OFFICIAL HIGH SCHOOL AND COLLEGE TRANSCRIPT.

Also, applicants who have any emergency or extenuating situations (loss of parent(s), recent accident or illness, etc.) are invited to attach an accompanying note of explanation.

U.F.C.W. Local 919 Scholarship Forms

Check the web site for printable forms

You can also request via a phone call or email to the union.

Education is the most powerful weapon which you can use to change the world. - Nelson Mandela

UFCW MEMBERSHIP HAS ITS' BENEFITS

quick look

large employer
health care strategies

An increase in mental health issues—identified as the top prolonged impact on worker health and well-being from the COVID-19 pandemic—is a key area of focus for employers, according to a recent survey from the Business Group on Health. Employers responding to the *2024 Large Employer Health Care Strategy Survey* also weighed in on their approaches to improving health equity and containing health care costs. Following are some survey highlights.

Prolonged Impact of COVID-19 on Employee Health and Well-Being	Currently seeing impact	Anticipate impact	Do not anticipate impact	Don't know
Increased mental health issues	77%	16%	1%	5%
Increased access challenges due to medical care labor issues	30%	36%	19%	15%
More medical services due to worsening population health	28%	34%	22%	16%
Higher chronic condition management needs	21%	41%	21%	17%
Increased disability claims	21%	18%	35%	26%
Higher prevalence of late-stage cancers due to delayed screenings	18%	41%	19%	21%
Increased issues due to long COVID	10%	23%	39%	28%

TOP 7 Conditions Driving Health Care Costs

1. Cancer 86%
2. Musculoskeletal issues 75%
3. Cardiovascular conditions 30%
4. Diabetes 27%
5. Maternity 23%
6. Mental health 17%
7. Gastroenterology/digestive issues 12%

53%

of employers offer on-site or near-site clinics.

Current Strategies for Addressing Health Equity

79% Work with employee resource groups to promote initiatives to targeted groups

58% Require health plan and navigation partners to maintain provider directories

47% Increase provider diversity through expanded networks

38% Seek employee input to identify disparities

36% Require health equity reporting from vendor/health plan partners

33% Offer dedicated care navigation for marginalized populations



Source: Business Group on Health. 2024 Large Employer Health Care Strategy Survey.

UNITED FOOD AND COMMERCIAL WORKERS UNION

L O C A L 9 1 9

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“Dedicated to Serving Its Members and the Community for Over 70 Years”

Local 919
It doesn't cost - It pays to belong to

Return Service Requested
C-126



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LOCAL 919
6 Hyde Road • Farmington, Connecticut 06032-2802

WHEN YOU MOVE ...
Please Notify Your Local
Union Immediately

Nonprofit Org.
U.S. POSTAGE
PAID
PERMIT NO. 22
Farmington, CT