



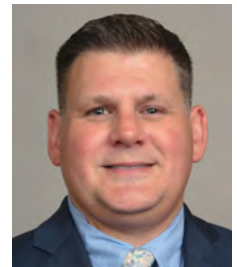
MARK A. ESPINOSA
President

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

NOVEMBER 2025

Unions have always been the backbone of worker rights from securing fair wages and safe workplaces to protecting benefits and pensions. But as we step into 2026, the landscape looks very different than it did even a decade ago. Work is more digital, and more fast-paced than ever. In 2026, labor unions will face significant challenges, primarily revolving around an unfavorable political and legal environment, the ongoing impact of technology like AI on the workforce, and the critical need to engage and recruit younger workers.

Unions anticipate "pro-corporate policies" that weaken labor standards, limit organizing tactics, and make it easier for employers to union bust. A startling example of this is the current administrations move to cancel federal employee union contracts that diminish union protections for hundreds of thousands of federal workers. Changes in the composition and leadership of the NLRB has resulted in delayed/no decisions at all or decisions that are less favorable to workers, potentially reversing recent progressive rulings that expanded worker protections and made organizing easier. The NLRB was the Union's crucial defense to protect workers rights to hold employers accountable for their anti-union activity. The current administration has left the NLRB fractured, unable to rule. The current administration by executive order, has also paralyzed Federal Mediation with massive mediator layoffs (up to 95%) and closures of offices. Their vital role was to assist in mediating labor disputes between Unions and Employers.

Artificial intelligence is a key challenge, as it threatens to eliminate entry-level and foundational jobs. Workers are at the epicenter of the greatest technological transformation of the modern era; our rights and economic security are at stake. Now more than ever, workers need the collective power of unions with contracts that provide guardrails to AI. Employers are currently deploying increasingly sophisticated AI-enhanced technologies in order to hire, monitor, evaluate, discipline and streamline operations, reduce labor and increase profits. Labor unions do not necessarily oppose AI. AI has the potential to unleash prosperity that improves working conditions and lifts us all up. But if left unchecked in the hands of corporate profiteers, AI will increase economic inequality, and curtail our rights.

I am reminded of a popular picket line chant, "Workers United will never be divided!" As Union members we need to stay united, strong, and resolute. The collective strength of unions is essential for securing better wages, benefits, and working conditions for all workers. Remember that solidarity is the source of your power to negotiate from a position of strength and to build a more equitable society together. We must hold our elected politicians accountable and demand that they fight and support pro-worker legislation. We must protect our contracts and guard them jealously. Unions still matter and might just be the key to saving democracy!

In Solidarity,
Jason Dokla

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 23, 2025

Monday September 22, 2025

Monday, December 15, 2025



LOCAL 919's *Holiday Gathering*

Is sure to blow you away!

Join Us!

December 15th

After the General Membership Meeting

Doubletree by Hilton

42 Century Drive, Bristol CT, 06010

**Raffles to Benefit the
UFCW Charity Fund**



UFCW **LOCAL 919**

GENERAL MEMBERSHIP MEETINGS

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

Meetings start promptly at 6 PM

MEETING NOTICE

Monday, March 24, 2025

DO NOT HESITATE TO CONTACT YOUR UNION
office if you have a problem pertaining to you job or
any problem where you feel the union can help you.

PHONE CALLS LOCAL LONG DISTANCE

Union office (860) 677-9333 1-800-842-2215

Health & Welfare Pension Office

Health & Wefare ... (860) 470-8551 1-888-705-1092

Pension Office (860) 677-8118 1-800-842-2214

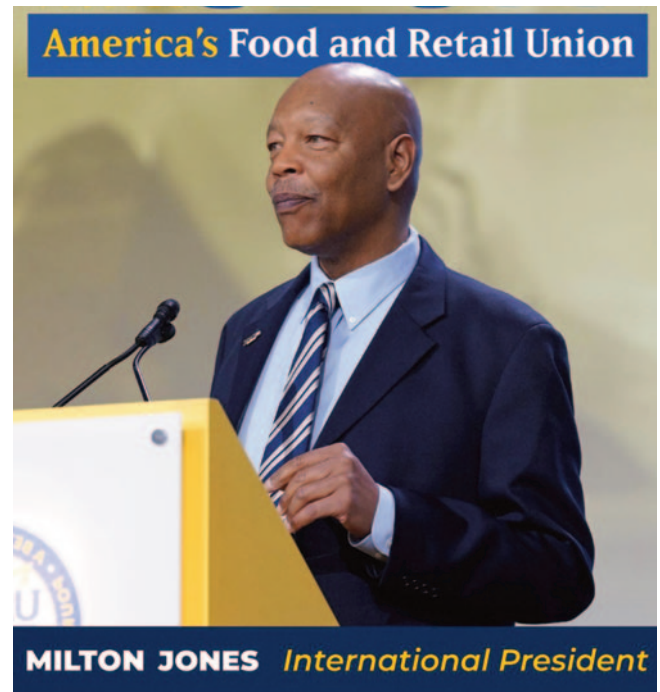
Credit Union 1-877-696-3876

UFCW 919 congratulates new International Union president

After more than five decades of tireless service, International President Marc Perrone has announced his retirement. From his early days in Pine Bluff, Arkansas, to the top ranks of the labor movement, President Perrone's legacy is one of unwavering dedication to working people. We extend our deepest gratitude for his leadership.

Stepping into this role is Milton Jones, newly elected International President. President Jones brings more than 45 years of union experience, beginning his journey at age 16 as a courtesy clerk at Kroger. His lifelong commitment to our members will guide UFCW's 1.2 million workers toward a bold and united future.

We celebrate President Jones's leadership and Secretary-Treasurer Haggerty's legacy and honor President Perrone's legacy. The UFCW remains strong, united, and ready to continue the fight for essential workers across North America.



Stop & Shop Members Don't Lose



Your Vacation or Personal Holidays!!

For many years, at the end of the year, most Stop & Shop store managers would pay out any unused vacations or personal holidays a member hadn't taken during the year. This past year, however, that didn't happen in many stores.

You must use your vacation or personal holidays in the year you've earned them, or you could lose them. The only exceptions are:

If you were hired after December 1 of the previous year, then you'll have until March 1 to use those earned vacations;

If you do not take your vacation by December 31 because of a request by your employer, your employer must pay you the appropriate vacation pay (per the contract).

What everyone should be doing now—

Vacations: The regular vacation schedule should have been posted by April 15.

Please **USE THESE VACATIONS AND HOLIDAYS** because you have **EARNED** them! Don't expect your store manager to let you know the deadline for taking your personal days or vacation weeks! If you have any questions – about how many personal days or vacation weeks you're entitled to and when you have to take them – be sure to speak to your shop steward or business agent.

Rosie's Corner



Avoid sexual harassment in the workplace

Sexual harassment in the workplace includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

When this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with his or her work or creates an intimidating, hostile or offensive work environment, it is considered sexual harassment.

The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex. The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker or a non-employee.

A victim does not have to be the person who is harassed but could be anyone affected by the offensive conduct. Harassment can be verbal, visual or physical.

Prevention is the best tool to eliminate sexual harassment in the workplace.

Calling someone "doll," "honey," "babe" or "hunk" are examples of conduct that can be construed as sexual harassment. So are whistling, cat calls, sexual comments about a person's body, other sexual comments or innuendos, sexual jokes or stories, or even turning a work discussion to a sexual topic.

Making repeated requests for social contact or a date is also something that, if unwelcome, is considered sexual harassment. So are sexual comments about a person's clothing, anatomy or looks.

Even facial expressions or excessive staring and glaring

can be construed as sexual harassment.

One has to be especially careful about touching others. Even a "friendly" back rub can get someone in trouble if the recipient signals you in any way that he or she is not receptive or if the person is just "going along to get along."

A good exercise is to ask yourself if you would behave the same way if your spouse, parent or child were standing next to you. Would you want someone else to act this way toward your spouse, parent or child?

If you are a victim of sexual harassment, do not "let it slide." Tell your supervisor. State and federal laws prohibit retaliation against anyone who makes a good-faith complaint, participates in an investigation or exercises any right under anti-discrimination laws.

You can help protect yourself from unwarranted charges by avoiding a reputation for telling off-color jokes or touching or flirting. Never use vulgar or foul language at work. Don't shout, belittle or browbeat anyone at work and DO take "no" for an answer.

SIGNAL FOR HELP



1) PALM TO CAMERA AND TUCK THUMB



2) TRAP THUMB

ATTENTION Union Members



AT&T is the only nationwide unionized wireless carrier. When you choose AT&T, you support the nearly 150,000 union members employed there. Visit an AT&T store where you'll likely be helped by a fellow union member.

Shop Online

Go to the AT&T Union Member site and enroll in the union Member Discount Program.



Go to AT&T Store

Visit your neighborhood AT&T store and show them your union ID and the Union Plus discount code: 3508840.

UNITED FOOD AND COMMERCIAL WORKERS UNION

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6 Hyde Road • Farmington, Connecticut 06032-2802



Return Service Requested



Nonprofit Org.
US POSTAGE
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PERMIT NO 22
Farmington, CT

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

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

Healthy and Prosperous New year!!

From your Executive Board and your fellow workers
of United Food and Commercial Workers Union,
Local 919

WE CARE

MARK A. ESPINOSA
PRESIDENT

JULIETTE SABO
VICE PRESIDENT - #673 S&S

CHRIS MAURO
VICE PRESIDENT - #696 S&S

JASON DOKLA
SECRETARY - TREASURER

GARY SANDERSON
VICE PRESIDENT - #689 S&S

SHERRY TOLLEFSON
VICE PRESIDENT - #613 S&S

JASON FRECHETTE
EXECUTIVE VICE PRESIDENT

ROBERT GIGILETTI
VICE PRESIDENT - #606 S&S

JOANNA SANTANA
RECORDER

UFCW MEMBERSHIP HAS ITS BENEFITS



Over 70 Years of Services To Its Members and The Community