



## CARGILL COCOA & CHOCOLATE COMPANY (WILBUR) INKS NEW CONTRACT

On April 12 and 13, 2016 contract negotiations were held for Cargill Cocoa and Chocolate Company. A tentative agreement was reached, making several improvements to work rules, while securing increases in wages.

On April 18, 2016 the tentative agreement was presented to the employees of the West Lincoln Plant in Lititz. An overwhelming majority ratified the agreement, securing the three-year contract.



## GREETING & SALUTATIONS TO ALL OUR UNION BROTHERS AND SISTERS

As the year 2015 came and went I hope all had a safe winter and prosperous 2016. I want to thank all of the members who held the office of Steward for the 2015 year. I am looking forward to working with all the newly elected stewards for the 2016 year. I give and extend to all of you my congratulations and blessings, and I hope you make it a point to attend the monthly meetings. If you have any questions or concerns you may call me in the evenings at (717) 866-2623 and at the union office at (717) 533-9168 and leave a message for me to get back with you as soon as possible. You also have the option to come to the union office on Tuesday afternoons from 3:30 p. m. to 5:00 p.m. to discuss any contract issue you may have with the conference committee.

As always enjoy life to its fullest with all its blessings.

Until next time, your Branch President,  
Larry Dowhower



## Lebanon County Day of Caring

On Saturday, April 23, 2016, Local 464 participated in Lebanon County's Day of Caring. Members and their families painted equipment at Coleman Park and washed windows at the Lebanon Valley Home in Annville. Local 464 participated in Day of Caring since the program started twenty (20) years ago, when Donna Hopple was the chairperson for our Community Service Committee. It is rewarding for us to give back to our Community.

## LOCAL 464 CONTRACT EXPIRATION DATES

| LOCAL 464 AFFILIATE                   | DATE OF CONTRACT EXP. |
|---------------------------------------|-----------------------|
| #1. Office Clerical Unit – Local #6   | June 1, 2016          |
| #2. Wilkins-Rogers (Spangler's) Flour | November 4, 2016      |
| #3. Bimbo Bakery (Stroehmann Bakery)  | August 16, 2017       |
| #4. The Hershey Company               | October 29, 2017      |
| #5. Country Club of Hershey           | March 18, 2018        |
| #6. Giant Center (S&E)                | March 18, 2018        |
| #7. Hershey Park                      | March 18, 2018        |
| #8. Hotel Hershey                     | March 18, 2018        |
| #9. Hershey Lodge                     | March 18, 2018        |
| #10. Hershey General Contract         | March 18, 2018        |
| #11. M.H.S. Houseparents              | July 31, 2018         |
| #12. Homestat Farm, Limited           | November 30, 2018     |
| #13. Cargill Cocoa & Chocolate Comp.  | April 27, 2019        |
| #14. Palmyra Area School District     | June 30, 2019         |
| #15. Lebanon County E.M.A.            | December 31, 2019     |
| #16. M.H.S. Operations                | July 31, 2020         |



## HERSHEY LABOR NEWS

(USPS 242-440)  
Official Newspaper of the  
Bakery, Confectionery, Tobacco Workers' & Grain Millers'  
Local 464, AFL-CIO



Office located at: Hershey Labor News  
16 West Caracas Avenue  
Hershey, PA 17033-1416  
Telephone: (717) 533-9169  
www.chocolateworkerslocal464.com



Periodical Postage Paid at Harrisburg, PA 17107  
Postmaster: Please send address changes to: Hershey Labor News  
16 West Caracas Avenue, Hershey, PA 17033-1416

VOL. LXX

NO. 1, 2016

|                      |                               |
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| Diane E. Carroll     | Business & Accounting Manager |
| Vickie Heinbaugh     | Secretary                     |
| Ryan Barlow          | Copy Editor                   |
| Michael W. Saylor    | Publicity Board               |
| Merlin P. Adams, Jr. | Publicity Board               |

### LOCAL 464 OFFICERS

|                      |                               |
|----------------------|-------------------------------|
| Merlin P. Adams, Jr. | President                     |
| David R. Boger       | Vice President                |
| Frederick J. Boltz   | Business Manager              |
| Diane E. Carroll     | Financial Secretary/Treasurer |
| Michael W. Saylor    | Business Agent                |
| Sharon M. Sheetz     | Recording Secretary           |

### TRUSTEES

|                    |                |                     |
|--------------------|----------------|---------------------|
| Randall L. Bleiler | Kevin L. Boltz | Colleen M. Garrison |
|--------------------|----------------|---------------------|

### SERGEANT-AT-ARMS

|                    |                   |
|--------------------|-------------------|
| Marino T. Taraschi | Rodney S. Carroll |
|--------------------|-------------------|

### EXECUTIVE BOARD

|                   |                       |                   |
|-------------------|-----------------------|-------------------|
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## New Members Spring Report

### THE HERSHEY CO.

Bryant Creecy  
Kathy Stickley  
Robert Stare II  
Socheat Say  
Candy Levan  
Christopher Kardos  
Marti Holmes  
Matthew Boyer  
Helena Batz  
Christopher Gottberg  
Donna Hershey  
Kimsan Nhim  
Trevor Slade  
Jeffrey Demmy  
Sivpao Hong  
Jeremy Eckert  
Julie Smith  
James Burtz  
Tito Ford  
Andrew Hitz  
Ashlie Schell  
Antonio Bush  
Cindy Hoke  
Joyce McMurray  
Shane Siford  
Bertha Bright  
Kathleen Justofin  
James Banks  
Justin Schilt  
Efrain Alicea Iii  
Joseph Boder  
James Compton  
Matthew Corbin  
Dustin Eichelberger  
Callie Gibson  
Todd Hartz  
David Herr  
Donald Hughes, Jr.  
Cathy Keener  
Binh Kim  
Shelby Krall  
Jeffrey Lafaver  
Ricky Mauser  
Melanie Mayo  
Kristen Mckinnon  
Michael C. Miller  
Michael M. Miller  
Zachariah Nauss  
Vanny Nhim  
Sunny Pak  
Jordan Piedra  
Thomas Read  
Kaishla Rivera-Lozada  
Angelica Thompson  
Josue Velazquez  
Donald Walker  
Angelo West  
Paul Winter  
John Salick, Jr.  
Lisa Truance  
Patrick Zug

### HOMESTAT FARMS LTD

Joseph Smith  
Bobbie Foltz  
  
**HERSHEY ENTERTAINMENT & RESORTS**  
Charles Mark  
Jennifer Davis Brandt  
Keith Hinds  
John Bohnert  
Theresa Wagner  
Ryan Gay  
Darnell Gayden  
Ellen Whitley  
Kaleah Gingrich  
Paul Witman  
Caitlin Zellman  
Douglas Siders  
Bunthy Lim  
Benjamin Bow  
Benjamin Chilcote  
Cody Foster  
Breanna Gassner  
Christa Pisano  
Jason Alquist  
Tiberius Hui  
Lindsay Miller  
Khalil Guenther  
Peav Lim  
Angel Reyes  
Andrew Saltzer  
Sonia Ortiz  
Marcy Geyer  
Alexis Yedinak  
Ronald Via  
Stephanie Weber  
Jacob Easterday  
Shelby Kesinger  
Steven Kleinfelter  
Marcia Schwanger  
Mouth Moeun  
Carlos Colon  
Shelby Mcdaniel  
William Berger  
Alesha Dunn  
Nathan Buck  
Abimael Santiago  
Bianca Guzman  
Felicia Jacskon  
Ron Wiley

### MILTON HERSHEY HOUSEPARENTS

Joan Bertone  
Kyle Bertone  
Janet Blake-Perry  
Rendell Perry, Jr.  
Justin Rogers  
Christy Rogers  
Grant Powers  
Valerie Powers  
Richard Hess  
Tiffany Hess  
Kenneth Jenkins  
Christine Jenkins  
Chad Seamon  
John Russell  
Kaede Johnson  
Danny Shoemaker  
Pauline Shoemaker  
Karen Brooks  
Daniel Brooks  
Mu Mu  
Allen Mitchell  
Anita Mitchell  
Jeffrey Stookey  
Katja Stookey  
Dennis Appel  
Jennifer Appel  
Kenell Caesar  
La'trisa Howard Caesar  
John Weber  
Carolyn Weber  
Isaiah Aviles  
Tanya Aviles  
Justin Rizzo  
Danielle Rizzo  
Janeen Johnson

### MILTON HERSHEY OPERATIONS

Eric Hibshman

### LEBANON COUNTY EMA

Tyler Brubaker  
Warren Evans

### PALMYRA AREA SCHOOL DISTRICT

Janine Burrows  
Lynn Kelnfelter  
Matthew Houser  
April Cinqmars  
Heidi Bingeman  
Megan Price

## 2016 ELECTION RESULTS

Congratulations to the newly elected and incumbent Union Stewards, your dedication and hard work is greatly appreciated and makes our union strong. The Union Steward should be the first person a member contacts when a problem arises. If the Union Steward is unable to assist the member, they will contact the Branch President. Some of the smaller divisions where there are only Union Stewards will have to contact the Union Office if they are unable to assist their members.

The following is a list of the Local 464 member who were elected and appointed to serve as a Union Steward in their work area from April 1, 2016 to March 31, 2017. Thank you again for taking your time to serve Local 464.

### UNION STEWARDS

#### **Lebanon E.M.A.**

Thomas Neuin  
Daniel Kohr

#### **Bimbo Bakeries**

Ronald Beaver

#### **Spangler's Mill**

Matthew Patterson

#### **Homestat Farms**

Lisa Moyer

### 2016 CARGILL

### UNION STEWARD RESULTS

#### **West Lincoln Plant, Days – A Shift**

Terry Wise

#### **Days – B Shift**

Barry Rowe

#### **Nights – A Shift**

Connie Eberly

#### **Nights – B Shift**

Shelli Fishel

### HOTEL HERSHEY 2016

### STEWARD ELECTION RESULTS

#### **Kitchen A.M.**

Joann Beard

#### **Kitchen P.M.**

Brion Jones

#### **Beverage Department**

Heather Mowry

#### **Engineering & Maintenance A.M.**

Thomas Daggett

#### **Engineering & Maintenance P.M.**

Steve Long

#### **Guest Services**

Bruce Grant

#### **Banquet Staff**

Lorri Diller

#### **Banquet Staff Assistant**

?

#### **Dining Room & Cocoa Beanery A.M.**

Jolenna Bowen

#### **Dining Room & Cocoa Beanery P.M.**

Yvonne Smith

#### **Houseman A.M.**

Gustavo Marcial

#### **Houseman P.M.**

Gustavo Marcial

#### **Housekeeper A.M.**

T.B.A.

#### **Housekeeper P.M.**

T.B.A.

#### **Assistant Housekeeper A.M.**

T.B.A.

#### **Assistant Housekeeper P.M.**

T.B.A.

#### **Arrangements 3rd Shift**

Austin Hartlieb

#### **Trevi V**

Gina Capretti

#### **Room Service**

Deborah Ebersole

#### **Spa Massage Therapists**

Milton Flickinger III

Stephanie Smeltzer

#### **Salon Services**

Jolene Kinsey

#### **Harvest**

Jill Purner

### MILTON HERSHEY HOUSEPARENTS

### 2016 STEWARD ELECTION RESULTS

#### **Elementary Division**

Chris Irvin

Rick Gonzalez

Darin Kimberl

Paul Uhl

#### **Middle Division**

Shelia Davis

Jeffrey Johnson

#### **Senior Division**

Katherine Adame

Brian Barral

Sam Biggar

Don Helms

John Rothwell

#### **Transitional Living Assistant**

Larray James

### MILTON HERSHEY OPERATIONS 2016 STEWARD ELECTION RESULTS

#### **Carpenters, Sheet Metal, Tile, Flooring, Painters Department**

Greg Wallace

Shawn Turner

#### **Electricians, Appliances Repair, Mechanical Systems, Hvac, Plumbing Department**

Greg Moad

Justin Moyer

#### **Grounds Maintenance Department**

William Jones

Dining Room Workers

Jeanette Yoas

#### **Utility Person, Receiving Dept., Butcher Dept., Food Distributors, Cook & Bakers**

Kenneth Cook

#### **Transportation Department (All Shifts)**

#### **Mailroom**

Shawn Weaser

Michael Wiest

#### **Vehicle/Equipment Maintenance Technicians-Central Inventory**

Joseph Reinhard

#### **Custodians**

1st Shift – Braden Maines

2nd Shift – Vickie Stahl

#### **Clothing Room**

Rebecca Bowman



### **LOCAL #6 SECRETARIES**

Patricia Rosser

### **PALMYRA AREA SCHOOL DISTRICT 2016 STEWARDS**

#### **Food Service**

Wendy Klein

#### **Custodial/Maintenance**

Walter Akright

#### **Aides**

Pamela Weierbach

#### **Secretaries**

Rebecca Gorton

### **2016 WEST HERSHEY STEWARD RESULTS**

#### **EXISTING PROCESSING**

Day 1 Steward – Carl Bruce

Day 2 Steward – Randy Bleiler

Night 1 Steward – Lonnie Edwards

Night 2 Steward – Anthony Romanoski

#### **K-2 PACKAGING**

##### **1st Shift Stewards**

Sharon Sheetz & Roxanne Snider

##### **2nd Shift Stewards**

Elizabeth Clews & Larry Elliott

##### **3rd Shift Stewards**

Scott Daubert & Sue Nye

#### **WHITE PASTE DEPARTMENT**

Jewel Gravely

#### **UTILITIES DEPARTMENT**

Brian Hostetter

#### **PRE-TREATMENT PLANT**

Eric Yorty

### **EXPANSION AREA**

#### **EXPANSION PACKAGING**

##### **1st Shift**

Randy Stamm, Darwin Williams,

Sue Evans

##### **2nd Shift**

Suzette Deiter, Linda Umberger,  
T.B.A.

##### **3rd Shift**

Tim Brandt, Ann Smith,  
T.B.A.

#### **ALMOND ROASTING DEPARTMENT**

Ron Herman

### **BOTH AREAS**

#### **TRANSPORTATION**

Brad Steffen

#### **STOREROOM, TRAINING COORDINATORS, SAFETY, QUALITY, LABOR SCHEDULERS**

Matt Miller

#### **SANITATION DEPARTMENT**

Barbara Chambers

#### **MAINTENANCE ( 8HR. & 12 HR.)**

1st Shift – Brian Eby

2nd Shift – T.B.A.

3rd Shift – Dave Rodemaker

### **2016 COUNTRY CLUB ELECTION RESULTS**

#### **Area 1 Waitstaff**

Tiffany Plunkett

#### **Area 2 Kitchen, Housekeeping, Arrangements & Maintenance**

Bradley Yehl

#### **Area 3 Course Maintenance**

Michael Deiter

### **2016 ELECTION RESULTS GENERAL CONTRACT**

#### **LAUNDRY**

##### **Laundry & Shirts**

Andrew Vodyik

##### **Dry Cleaning, Maintenance, Drivers,**

##### **Tailoring & Embr.**

Kristen Butler

##### **Nursery**

Jeffrey Yeagley

##### **Tele Communications**

Expo Service

### **2016 S & E CONTRACT GIANT CENTER**

#### **Maintenance Department**

Gary Troxell

#### **Utility/Housekeeper**

T.B.A.



### **2016 LODGE & CONVENTION CENTER STEWARD RESULTS**

#### **Lebbies Waitstaff**

Amy Cappelli

#### **Cocoa Beanery**

Vicki Cantrell

#### **Kitchen**

1st Shift – Scott Green

2nd Shift – Michael Cappelli

#### **Bellstand**

Marc Spencer

#### **Housemen A.M.**

John Riggengbach

#### **Houseman P.M.**

T.B.A.

#### **Housekeeper A.M.**

John Riggengbach

#### **Housekeeper P.M.**

Emilio Gonzalez

#### **Housekeeper Assistant A.M.**

Deborah Haas

#### **Housekeeper Assistant P.M.**

Deborah Haas

#### **Housekeeper 3rd Shift**

Emilio Gonzalez

#### **Bear's Den**

Michael Cappelli

#### **Forebay**

T.B.A.

#### **Beverage & Lobby Bar**

Danielle Vucenic

#### **Hershey Grill**

Hector Pinto

#### **Convention Center Catering**

Nancy Sipe

#### **Convention Center Catering Assistant**

T.B.A.

#### **Convention Center Maintenance**

Michael Mccarral

#### **Convention Center Arrangements**

1st Shift – Dave Miller

2nd Shift – Walt Daubenspeck

3rd Shift – T.B.A.

#### **Convention Center Kitchen**

1st Shift – Trevor Smith

2nd Shift – T.B.A.

#### **Room Service**

T.B.A.

#### **Storeroom**

T.B.A.

## **2016 HERSHEY PARK & ARENA –DIVISION I**

### **CHIEF STEWARD WARREN KLEINFELTER**

**Electrician**  
Robert Martin

**Utility**  
Robert Eide

**Laborers**  
Tracy Fisher

**Carpenters**  
Bradley Langer

### **Mechanics – Midway**

Corey Bricker

### **Mechanics – Water**

Warren Peters

### **Mechanics – Pioneer**

Dustin Fregm

### **Mechanics – Circle**

Edward Butchkoski

### **Mechanics – Hollow**

Bruce Winters II

### **Special Mechanic – Garage Area**

Kevin Boltz

### **Paint Shop**

Lee Vanetten

### **Storeroom, Machinist, Welders**

Debra Longenecker

### **Plumbers**

Jeremy Brandt

### **HVAC, Central Plant & Warehouse**

Warren Kleinfelter

### **Games**

Bradford Flynn

### **Zoo America**

Marino Taraschi

### **Sign Shop**

Robert Bupp

## **OUR SYMPATHY**

**Our Sincere Sympathy is Expressed to All Members and Their Immediate Families:**

Charles R. Buck – Retired Member Brother of James Buck  
David Francis Murphy – Retired Member  
Doris L. Winters – Mother of Bruce Winters II  
Verna E. Schultz – Mother of Judy Smith  
Neal R. Dohner – Father of Tania Fasnacht, Father-In-Law of Robert Fasnacht  
Gilda M. Pugliese – Retired Member  
Charles T. Brunner – Father of Judith Hupfer  
Peggy A. Linnane – Sister of Judith Hupfer  
Dorothy Getz Flowers – Retired Member  
Lamar J. (Bud) Dull, Jr. – Member  
Donald G. Strine, Sr. – Retired Member, Father of Scott & Jeffrey Strine  
Lester Leon Smith – Father of Tom Smith  
Nancy Turner – Mother of Galen Hibshman Step-Mother of Mike Turner  
Samuel O. Bryant – Retired Member Husband of Jean Bryant  
Richard E. Myers – Retired Member  
Lisa M. Thomas – Member, Wife of Jerry Thomas, Sister of Karen Bickel  
Doris Jeanette Fox – Retired Member  
Arthur E. “Art” Brown – Retired Member  
Kennie J. Lambert – Step Father of Penny Keller  
James L. Hetrick – Retired Member, Father Of Lisa A. Hetrick,  
Uncle of Dennis Eisenhower  
Helen Meily – Retired Member  
Christine Frances Matarazzi – Retired Member, Sister of Martin Matarazzi  
Esther J. Gingrich – Mother of Michael Gingrich, Mother-In-Law of  
Lisa Gingrich  
Margaret K. Herr – Retired Member  
Albert E. “Tom” Chambers, Sr. – Father of Albert E. Chambers,  
Father-In-Law of Sherry Chambers  
Geraldine Elliott – Mother of Larry Elliott  
Mildred W. Rearick – Retired Member  
Eugene Mathern – Grandfather of Elizabeth Whitney  
Ol Sam – Member  
Anna May Kreiser – Retired Member  
John E. Roof – Father of Kelly Smith, Father-In-Law of Michael Smith  
Olive E. Watkins – Mother of Kenneth Watkins  
Boyd E. Martin – Retired Member  
Robert Peploe – Brother of Samantha Viglione  
Gretchen Viglione – Mother of Samantha Viglione

Cheryl Manning – Retired Member  
Robert D. Godlevski – Retired Member  
Dylan G. Yiengst – Mother of Brenda Jo George  
Dean R. Kerlin – Father of Robert D. Kerlin  
Ronald E. Van Scyoc – Retired Member  
Lucy C. Via – Retired Member  
Anna W. Baldwin – Retired Member  
Caleb F. Wehry – Brother of Tiffany Plunkett  
Robert M. Massar – Father of Robert A. Massar  
Nancy Knoche – Retired Member  
Joan Marie Hainly – Mother of Scott Hainly  
Rose C. Kovach – Retired Member  
Milford J. Hauck – Father of Ken Hauck  
Theresa G. Cortelazzi – Mother of Rosemarie Bell  
Anna P. Miller – Retired Member  
Margaret E. Fake – Retired Member  
Harold W. Risser, Jr. – Father of Hal Risser  
Patricia Shank – Wife of Paul Shank  
Harold Dundore, Sr. – Father of Cathy Fortna  
Ruth Ann Risser – Mother of Harold W. Risser  
Helen C. Steffen – Retired Member, Mother of Bradley Steffen  
Gertrude B. Schaeffer – Retired Member  
Rose Marie Fox – Mother of Cindy Keller, Mother In Law of Bruce Keller  
Ada P. Evans – Retired Member  
Ronald E. Rupert – Father of Karen Daugherty  
Julie E. Espenshade – Retired Member  
Thomas W. “Chet” Wetzal – Member  
Tori Brackbill – Daughter of Brennan & Lesa Brackbill  
Kristen Mays – Wife of Paul Mays  
William Morgan – Father of Keana Morgan  
Gary E. Lebo – Retired Member  
Glenn G. Beidler – Retired Member  
Margaret C. Greish – Mother of Sue Schneck & John Greish  
James W. “Bill” Fisher – Father of Tracy Fisher  
Marion R. Cornelius – Father of Dianna Cowan, Father-In-Law of Craig Cowan  
Ammon S. Kreider – Father of David & Michael Kreider  
Diane J. Staller – Mother of Robert Staller, Jr.

# Understanding FMLA

By Russ Wengert

The key to understanding FMLA is to know what qualifications are necessary to receive the benefits. There is paid FMLA and unpaid FMLA.

To qualify for Family Medical Leave Act (FMLA) you need to have worked for that employer for at least **12 months and have worked for 1,250 hours in that 12 month period.** For FMLA to be paid under the Hershey Contract **YOU PERSONALLY NEED TO HAVE A MEDICAL REASON DEFINED BY FEDERAL LAW** to be eligible. Eligible employees may take up to 12 work weeks under FMLA, which doesn't impact your attendance record toward absentee, benefits, seniority, and gives you job restoration when you return. Without a **Collective Bargaining Agreement (our Hershey Contract)** an employer is not required to hold your posted job during an FMLA leave.

Under FMLA, where the need is foreseeable, employees must give the employer the most notice possible. Most employers may require that a request for leave be supported by medical documentation, which should include the expected duration of the medical leave. As soon as you know that you are going to be off work for an illness or surgery, contact Health Services to get the paperwork for your doctor to fill out. The Hershey Company requires that the certification for FMLA, which is filled out by a health care provider be faxed, hand delivered or mailed back to Health Services within 15 calendar days of when you received it from Health Services (the paper work is date stamped). The same 15 day rule applies if you are off work unexpectedly for an illness, injury or surgery and you have called off for more than 3 days; FMLA papers will be mailed to you Certified Mail. You or a family member can also contact Health Services to get FMLA paperwork to be filled out and return it within 15 days of your first day off work.

The definition of a qualifying reason is as follows:

1. "Serious health condition" is defined as an illness, injury, impairment or physical or mental condition that requires impatient care or continuing treatment by a health care provider.
2. The birth of a son or daughter.
3. The placement of a son or daughter with the employee for adoption or foster care.

You can also qualify for unpaid FMLA, by meeting the same requirements as paid FMLA. Working for the employer for at least 12 months and have worked for 1,250 hours in those 12 months. Unpaid FMLA can be taken to care for a spouse, son, daughter or parents suffering from a serious health condition.

An employer must post a general notice explaining the FMLA provisions and provide information regarding procedures for filing a claim under the act in a noticeable place where it can be seen by employees.

To clarify certification we need to understand the Health Insurance Portability and Accountability Act also known as HIPPA. Communication between an employer and an employee's health care provider must comply with the regulations set forth by HIPPA. Employers may contact an employee's health care provider for authentication or clarification regarding a sum-mited FMLA form. **This does not give the employer access to all of your records and they cannot require you to sign a medical release or waiver as part of the certification process.**

Once FMLA leave has been used, and depending on what serious health condition warranted it's use, the employer can require a fitness-for-duty certification before you return to work if a question of safety is a concern.

If your FMLA runs out and you need more time off for an illness, surgery, etc. you can continue to be off work if you are under a doctor's care. The same rules would apply under the absenteeism policy 4 continuous days or more count as 1 absentee day. If you would need to be off for treatments or follow up that requires you to miss work, under the Hershey Contract on page 51, it talks about Traumatic Life Procedures. That is another avenue you can use if you qualify.

## THINGS TO REMEMBER ABOUT FMLA:

1. If you know you are going to be off work for a foreseeable illness or surgery contact Health Services as soon as practicable to get the paper work for FMLA.
2. If you are off work for an unforeseen circumstance, FMLA forms will arrive via certified mail after an absence of 3 days, or can be picked up in Health Services at the West Hershey plant.
3. From the date stamped on your FMLA paperwork you have 15 calendar days to have it returned to Health Services at the West Hershey plant.
4. Once your FMLA has ran out or you haven't worked enough time to have another 12 weeks of FMLA apply for Traumatic Life.
5. FMLA can also be used for intermittent leave or appointments needed for treatments from an illness or surgery.
6. You can also get Intermittent FMLA for treatments, appointments related to an illness, surgery etc.

## When it comes to your to-do list, put your future first.

To find out how to get your financial goals on track, contact your Edward Jones financial advisor today.



### **HERSHEY**

**Paul M. Smith**  
547 Old West Chocolate Avenue  
717-534-8563

**Jeffrey M. Stover, AAMS®**  
9 Briarcrest Square  
717-534-2999

### **HUMMELSTOWN**

**Michael Hoskins**  
403 E. Main Street, Suite B  
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### **LEBANON**

**David M. Kolter, Jr., AAMS®**  
751 East Cumberland Street  
717-272-0447

**Rob Lowrie, AAMS®**  
711 Poplar Street  
717-274-8391

**Craig M. Lowrie**  
2120 Cornwall Road, Suite 3  
717-272-3127

### **LITITZ**

**Michael Hulyo, AAMS®**  
100 Highlands Drive, Suite 202  
717-627-3409

### **MOUNT JOY**

**Nathaniel L. Miller, AAMS®**  
410 B West Main Street  
717-653-1874

### **MYERSTOWN**

**Steven B. Goodhue, AAMS®**  
113 West Main Avenue  
717-866-2747

### **PALMYRA**

**John A. Foltz**  
2866 Horseshoe Pike, Suite 2  
717-838-4240

**Eigil Frost, AAMS®**  
33 East Main Street  
717-838-8892

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WHEN: 4th Tuesday of the month of whatever date union meeting is scheduled

TIME: 11:30 A.M. to 7:00 P.M.

WHERE: Union Hall: 16 West Caracas Avenue, Hershey, PA

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## Thank You

Local 464 would like to thank Bob Huffman for his service as Branch President of Palmyra School Support Staff. He held this position for 11 years and did a great job representing the members. He will be greatly missed, especially at Executive Board and Regular Membership meetings, he was a character and his reports were always entertaining. Enjoy your retirement!!

We want to also send out a shout of appreciation to our union stewards that also recently retired from Palmyra School. Dale Huffman and Claudia Chapel, your service was very supportive as the eyes and ears of the union at the Palmyra School District. Another thank you goes out to Mike Turner for his years of service as Branch President of "Wilbur" Cargill Cocoa & Chocolate Company. He was always faithful in attending our meetings here at Local 464 and Union meetings held at the American Legion in Lititz. His devotion and service was greatly appreciated.

Conference Committee members and stewards that gave of their time to represent the union members at Wilbur Chocolate over the years, we appreciate your dedication and commitment.

Enormous big thanks to all of our Part Time Officers and Union Stewards current and past, you are the front line, the strength and the voice of Local 464 and we greatly appreciate your time and service.

**IF YOU DON'T WISH TO HAVE THE *HERSHEY LABOR NEWS* DELIVERED TO YOUR HOME AND WOULD RATHER LOOK IT UP ON OUR WEBSITE, PLEASE CALL THE UNION HALL AT 717-533-9168 AND WE WILL TAKE YOU OFF THE MAILING LIST FOR THE PAPER.**

## GRADUATION PICTURES WANTED!

If you have a son, daughter or grandchild graduating from high school, college or technical school in 2016, we would like to include his/her graduation picture in the second quarter issue of the Hershey Labor News. If you are interested please send us an electronic version in large resolution of their picture to dcarroll464@verizon.net and include the information below in your email.

If you don't have an email account or would rather not send it through email, you can fill out the information below and send it along with your photo to:

Local 464 at 16 West Caracas Avenue  
Hershey, Pa. 17033

or deliver it to us at the Union Office.

The deadline for receiving the graduation pictures is Friday, September 16, 2016. If you provide a self-addressed, stamped envelope the picture will be returned to you.



Name of Student: \_\_\_\_\_

School Graduating from: \_\_\_\_\_

Name of Parents and/or Grandparents: \_\_\_\_\_

\_\_\_\_\_

Who works at What Local 464 Facility: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Future Plans of Graduate: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



HERSHEY LABOR NEWS • ISSUE NO. 1, 2016

## Going from Short Term Disability (STD) to Long Term Disability (LTD)

Under short-term disability leave (STD), if you are nearing your fourth month off with no return to work date from your doctor, you should begin the process of applying for long-term disability (LTD). The process of applying for LTD can take six to eight weeks, so it is best to start the procedure early to avoid an interruption to your income. Keep in mind you must be off work at least six months to transfer over to LTD or apply for Social Security Disability. When you are off on STD it doesn't automatically turn in to LTD without applying for it. To start the process you must contact your Human Resources, Health Services, or Benefits Department depending on which location you are employed at.

The Hershey Entertainment and Resorts Company's STD lasts for 30 weeks, or about seven months. Employees should start the application procedure for LTD by the fifth month, as to avoid interruption of future disability income.

For any further questions or assistance, please contact Diane Carroll at Local 464 at 717-531-2162.

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## E.M.A. UNANIMOUSLY APPROVES NEW CONTRACT

A tentative agreement that was reached March 9, 2016 and voted on March 17 and 18, 2016 was unanimously approved by the membership. The four-year contract included increases in wages each year, compensation for being on call, increase in shift premium, compensation for training, along with enhancements to sick leave and the grievance procedure. The new contract runs from January 1, 2016 to January 31, 2019.



## LOCAL 464 ORGANIZING RETIREES GROUP

Come out and see your fellow coworkers who have retired recently or some time ago! The Local hopes to organize a Retiree's Chapter of 464. This group will be member-run by union retirees who can choose their level of involvement in fun events, community service projects, or simply joining others in fellowship for social meetings. The group would be welcome to schedule use of the union hall's conference room for their meetings.

Anyone who is interested in being part of this group should call Local 464 at (717) 533-9168 between the hours of 7:00 am and 4:00 pm.

**[www.chocolateworkerslocal464.com](http://www.chocolateworkerslocal464.com)**