

STOP & SHOP WORKERS AUTHORIZE STRIKE

*The billion dollar employer's proposals include
cutting health benefits for all workers
Negotiations update on pages 8-9*



HAPPY HOLIDAYS
From Local 1500





THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both



TACKLING THE ACA EVERY DAY

"If you already have health insurance through your job — and because many of you are members of unions, you do — nothing in this plan will require you or your employer to change your coverage or your doctor. Let me repeat: Nothing in this plan will require you to change your coverage or your doctor." Those were the words spoken by President Obama at the AFL-CIO Convention in Pittsburgh on Sept. 15, 2009.

That one simple statement from President Obama is at the heart of this year's contract dispute. Unfortunately, it has become increasingly clear, with each passing day, that the President's statement to labor in 2009 is not a reality for millions of workers.

For decades, UFCW Local 1500 has negotiated high quality, affordable health insurance through our nonprofit Taft-Hartley plan. Our health and welfare benefits are mutually agreed upon between your union Trustees and your employer Trustees and provides benefits to thousands of Local 1500 members.

In addition to being a long-standing and successful plan, our plan has been a model of efficiency, achieving better cost savings than for-profit insurance carriers with medical loss ratios often exceeding 90 percent. That means 90 cents out of every dollar goes to patient care.

The Affordable Care Act (ACA) defines a full-time employee as someone working over 30 hours per week. As a result, many employers are either reducing hours below 30 or attempting to discontinue part-time health coverage altogether. This is a cut in pay and benefits workers simply cannot afford. For example, a worker making \$10 an hour that has his or her schedule cut by six hours a week would lose \$3,120 a year in income. With millions of workers impacted, this will have a devastating effect on our economy.

The ACA also offers a subsidy to lower-income individuals and families so they can afford to purchase this insurance. As many of our members fall into this category, we believe the subsidy can and

should apply to nonprofit plans. All we want is equality — where our plans are treated the same as for-profit insurers.

We were all hoping for a legislative fix, but ultimately this is the administration's responsibility. It's their signature law. Unfortunately this has not happened and time for a fix is running out as we continue to try to reach an agreement on new collective bargaining agreements. . The

increased cost to our healthcare fund, due to these unnecessary mandates, unfair regulations and removing the CAPS, leaves us scrambling to find ways to continue to fund our welfare plans and provide fair wage increases.

We don't want a handout from Washington D.C. We simply wanted to keep the healthcare we have. We just wanted to be treated fairly.

Regardless of the eventual resolution, be confident that your Local 1500 leadership is working around the clock and fighting on multiple fronts to ensure that you continue to receive the benefits and wages you have earned over the years.



We understand that the only thing between you and excessive employer greed is your Union fighting for YOU.



Debbie Gernand Awarded Outstanding Member UFCW Region 1

UFCW Local 1500 member Debbie Gerand of Pick Quick Key Food in Floral Park, was honored as one of UFCW Region 1's most outstanding members. After accepting the award, Gernand said, "I am so touched, honored and thankful...I'm speechless. I go to work each day and tell my younger co-workers how important our union is, how important it is to fight for our benefits and rights at work. Most of them don't know it, so I teach them every day." Congratulations, Debbie!



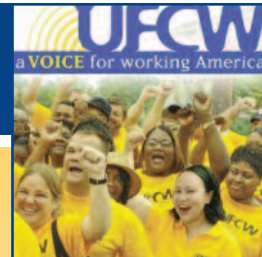
We couldn't be more proud to have you as a member of our union!





JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500



WINNING TOGETHER

As you know, the UFCW International Union has rejoined the AFL-CIO. This is a decision that we all support and look forward to great success as a united and dedicated labor movement. I want to share with you some inspiring comments made by AFL-CIO President Richard Trumka at the UFCW International Convention in Chicago this past August. I believe you will conclude, as I did, that the best days of the labor movement lie ahead of us.

"Brothers and sisters of the UFCW, history is being made here in Chicago. Our labor movement is growing stronger today. Brothers and sisters, the UFCW is a proud and powerful union, and Joe Hansen is a proud and principled leader. I'm proud -- damn proud -- that the letters U. F. C. W. will be on the wall in the entrance hall at the AFL-CIO.

On behalf of the 12 million working men and women of the affiliate unions of the AFL-CIO, I want to welcome you to the federation -- We're stronger together. Joe Hansen and I have been working together and standing together for a long time.

We fought side-by-side for Obamacare, and we'll keep fighting to make it better, and to make damn sure every American has access to quality, affordable health care. We fought side-by-side in the fiscal crisis, and to defend Social Security and Medicare, and we will fight for food stamps and other pieces of the social safety net, because we won't let the far right destroy America's moral center.

We fought for immigration reform, and we're not done, not until America has a true and workable path to citizenship for the millions of people who are Americans in every way but on paper. We stood together and won in our fight for a full National Labor Relations Board, and by damn, it feels good to win, and we're going to win again and again! Sisters and brothers, we have done a lot of good work together, and we're going to do a lot more. We stand together. We struggle together. And we're stronger together. Together, all of us, will transform the American labor movement into a forward-looking movement.

We have a common vision and shared values, and it starts with the belief that each of us, every one of us, if we play by the rules and work hard, if we do our part, can expect to build a decent life. That's the American Dream. With that vision to unify us, we will take our country back, because working men and women make America run.

We staff the stores. We drive the taxis, teach the children, and build the roads. We're high-tech and low-tech, and everything in between. We answer the call. We rise to the task. We do what it takes, no matter the price. This is our America.

Brothers and sisters, America needs our labor movement now more than at any time since the Great Depression, and I take that responsibility very seriously.

You know the deal. You know how global free trade has emptied our factories and closed our mills. Plants that used to produce television sets for households around the world today only produce dry weeds in an empty parking lot. We all know the deal. As the good jobs left, all working families have suffered from financial insecurity. All except the CEOs, and the 1%, who have taken 84 percent of income gains since 1979.

The far-right has used that insecurity to divide us against each other, to attack our public education, as if teachers and firefighters and nurses are somehow enemies of the state. They blame America's problems on public workers, and immigrants, and union workers.

We've all heard that. But it won't work. Working people aren't the problem. No matter where we were born, what we do, or what language we speak. We never have been the problem. We know the real problem is the corporate right-wing that replaced an economy built on good jobs, with one built on real estate bubbles and financial crashes.

We all know the real problem and we know who's going to solve it. We will solve the problems. Why? Because working people are the solution not the problem.

My friends, America's workers, all workers, need a powerful labor movement and together we will build that movement. More and more people understand, and take seriously, the idea that we can stand together for a voice in our democracy, and stand together on the job for decent wages, workplace safety, health care, and retirement security.

We must recognize and applaud any elected leader who stands with working people, whatever their political party. We must look at all votes. We must look at all records. Working people will fight and vote and win for working people. No exceptions.

Nobody else can shape our vision and our values and our destiny. That responsibility is ours, and ours alone. Nobody else will transform our visions into reality. That will be the work of our own hands, working together with common purpose, and a united dream.

Sisters and brothers, there is no secret to success. No silver bullet. It's not rocket science. It takes hard work. You've got to take it day by day, and always believe that what seems impossible can be possible, if we hold the absolute and certain belief that every worker, every single worker, deserves a voice on the job, and a chance to improve his or her life through collective action.

What we want is not too much to ask: A chance for a decent life, fair wages, health care, a secure retirement, education, a better life for our kids and grandkids, a voice in our workplaces, and our democracy for all of us.

We'll stand for it. We'll fight for it. We'll stand together, with solidarity -- real solidarity -- the kind where your picket line is my picket line, and where we pick each other up when we fall, and we all march on together.



It'll take time! It'll take commitment!
It'll take struggle!
Take nothing for granted!
Not victory! And, certainly not defeat!

But always, always, keep reaching!
Keep fighting! Energize! Organize.
Mobilize!

Those are the keys!
That's the strategy!
We will never, never give up!
We will always go forward!
Together, we will win, for our families,
for each other, for our future, for our country!

That's how we'll go forward. That's how we'll win. Standing together! Fighting together! Organizing together! Voting together! Winning together!

Executive Board Member Anthony Giamei Announces Retirement

After 37-years, Anthony Giamei announced his retirement this September. Giamei worked as a Meat Manager and Butcher for D'Agostino's Supermarkets and was elected to the UFCW Local 1500 Executive Board in January 2001. "It was a sincere privilege working and serving on the Executive Board," Giamei said at his final Executive Board meeting, "It was a very humbling experience, and I learned a lot. I'm grateful for the opportunity I had to fight and argue with the company on behalf of our union. Thank you to President Both and the entire Executive Board for the memorable years." Congratulations to Anthony and thank you for your time serving our union!



President Both Announced Staff Reorganization in October



Rob Newell

Rob was appointed as Assistant to the President. Newell brings strong bargaining leadership and over 18-years of field service to the Executive Office.

New Union Executive Board Member Elected

In November Debra Gernand (Pick Quick Floral Park) was unanimously elected to the Executive Board. Debra has been a UFCW Local 1500 member for over 30-years. "Debra's experience and commitment to fighting for union-members is a quality we're proud to have on our Executive Board. She brings an unparalleled dedication to UFCW Local 1500 members to work every day," Assistant to the President Rob Newell said.



Aly Waddy

Aly was appointed as Director of Organizing. Waddy has been organizing non-union workers for over 14-years. She leads four organizers in active campaigns in New York City's Five Boroughs, Upstate New York and Long Island.

Walmart Holds Thanksgiving Food Drive for Employees

In November a Walmart in Ohio held a food drive, not for their community in need, but for their needy employees.

"Please Donate Food Items Here, so Associates in Need Can Enjoy Thanksgiving Dinner," read signs affixed to the tablecloths.

Norma Mills of Canton, who lives near the store, saw the photo circulating showing the food drive bins, and felt both "outrage" and "anger."

"Then I went through the emotion of compassion for the employees, working for the largest food chain in America, making low wages, and who can't afford to provide their families with a good Thanksgiving holiday," said Mills, an organizer with Stand Up for Ohio, which is active in foreclosure issues in Canton. "That Walmart would have the audacity to ask low-wage workers to donate food to other low-wage workers -- to me, it is a moral outrage."

The story sparked a national outrage, and celebrity actor/producer, Ashton Kutcher decided to chime in and ended up in a heated twitter debate with Walmart.

Kutcher (@aplusk) tweeted about the news about the Ohio Wal-Mart taking up an employee-to-employee food charity collection "so Associates in Need can enjoy Thanksgiving dinner." He wrote,

"Walmart is your profit margin so important you can't Pay Your Employees enough to be above the poverty line?"

Fourteen minutes later, the company's @WalmartNewsroom account, echoing its replies to others on the topic, tweeted back at Kutcher, "It's unfortunate that an act of human kindness has been taken so out of context. We're proud of our associates in Canton." After 10 minutes, Kutcher shot back, "you should be proud of your associates but I'm not sure if they should be proud of you."

The tweets can be seen here (right), thanks to Kutcher for saying, Dude, Where's My Wages?

The twitter war came on the heels of a report release from the progressive think tank Demos argued Wal-Mart could afford to pay their employees \$14.89 by redirecting the money it currently spends on repurchasing its own stock.



"Actually, it's for the employees inside."

UFCW LOCAL 1500 FUNDRAISING EXCEEDS \$100,000 FOR 2013

Our Union raised tons of money this year for some amazing organizations. Whether it was through fundraisers at Comedy Clubs, Fishing Trips, Baseball games, or 5k Run/Walks, our union came out once again to make a difference in our community. A huge thank you to all who participated in any charity events during 2013, we look forward to making an even bigger difference next year!

For more photos head to www.ufcw1500.org/charity2013



Breast Cancer Photos Credit: UFCW Local 1500 Member Stan Yoniack



King Kullen Contract Negotiations



Like Stop & Shop, negotiations with King Kullen have presented numerous challenges. We're bargaining to cope with the ACA's continually changing effects. Throughout the majority of negotiations, King Kullen voluntarily sat behind Stop & Shop's aggressive, greedy lead during negotiations. This decision got both sides nowhere fast. Kullen then decided to leave Stop &

Shop's lead and begin negotiating fairly. In this good faith decision, the negotiating committee signed a third contract extension through November 30th.

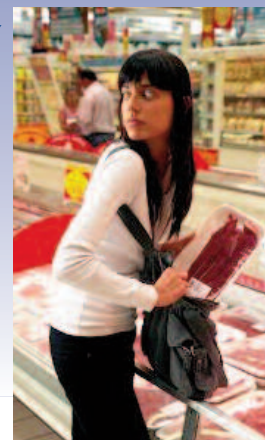
Norman Checkers, a 30-year King Kullen employee and a union negotiating committee member gave his take on negotiations, "This is my third time serving on the negotiation committee and it's by far the worst. It's difficult to maneuver through the challenges ACA regulations are putting on our contract. That being said, we're fighting like hell every day, to secure a contract that our families can not only live off of, but also be proud of." Stay up to date on contract updates online at www.ufcw1500.org/contract2013

KING KULLEN CONTRACT TIMELINE

- **May 2013:** Negotiation Committee Selected
- **July 2013:** Negotiations begin, company and union exchange proposals
- **September 19th:** Negotiating Committee announces both sides are still significantly far apart, cite ACA costs as major issue. King Kullen follows Stop & Shop's lead negotiating tactics
- **September 24th:** Contract extension Signed thru Oct. 12
- **October 11th:** Second contract extension signed thru Nov. 2nd
- **October 30th:** King Kullen steps away from Stop & Shop's negotiations lead, signs Contract Extension thru Nov. 30
- **Negotiations resume throughout November**

Lessons from the Field: Do NOT get involved with Shoplifters!

This story is prefaced with a caution that your union does not want members in any danger and strongly suggests that no one confront shoplifters. However, some members feel compelled to step in and help stop thieves from robbing their store or are asked by security for assistance. Earlier this year, a UFCW Local 1500 member stopped a thief from stealing a coat-load of merchandise. The company rewarded the 30-year member by suspending him pending termination (big thanks, huh) for "assaulting a shoplifter" and "allegedly injuring him with a box-cutter". A UFCW Local 1500 Union Rep. watched the video of the incident and assessed that the alleged "assault was unclear. Additionally, the company asserted, "as a matter of policy, UFCW Local 1500 members are not to help with Security affairs". Well, the Union Rep. did some research and found out that not only is there no such written policy, Security routinely asks for assistance from Local 1500 Members. The Rep also found an even more common practice, members on all shifts act on their own when discovering shoplifters. In this member's case we filed for and attended arbitration proceedings. After much discussion & review, the member was awarded a large lump sum settlement. Our members should not be interfering with shoplifters. Even though your heart may be in the right place, be assured that management will go to any length (no matter what you save them) to terminate union members and reduce costs.



2013 YEAR IN REVIEW: ORGANIZING



Best Yet: Long Island & NYC:

With 19 locations open in our jurisdiction, and more to come in 2014, Best Yet Market is one of the fastest growing grocery chains in New York. To date, they've replaced over 10 former union shops in our jurisdiction. We have active campaigns at their stores. Since 2010 at their Harlem and Astoria stores, they've been fined over \$4,000 for over 70 counts of New York City consumer violations!

Our union continues to work with other UFCW Locals throughout our jurisdiction to organize these stores. Many former A&P and Pathmark managers have moved to work in their stores, so if you know anyone working at Best Yet, let us know and help us organize this legitimate threat to our union's market-share.

Mrs. Green's: Mt. Kisco:

Mrs. Green's is a specialty grocery store located throughout upstate NY. Mount Kisco workers approached our Organizing Dept. in March (2013), after management moved from a mixture of full and part time workers, to an entire staff of Part-Timers. Livelihoods were threatened and Mrs. Green's workers were so committed and motivated to fight back, filing for an election almost immediately after contacting our Union. The company panicked, and flew their CEO into Mt. Kisco, to speak to this small group of workers in a private meeting about how the Union "was bad" for them. On May 3rd a Union election was held at the store, workers lost by just three votes. Shortly after, the National Labor Relations Board found that Mrs. Green's violated a number of labor laws during the union election process. According to workers, management instructed them they could not discuss their wages or benefits with anyone. Management threatened to eliminate their benefits "if the union got in", and created an intimidating atmosphere where workers felt like they were always "being watched". The workers were so committed that even after the exhausting federal election process, they traveled from Mt. Kisco to Manhattan to give testimony against the management's civil rights violations. The result? By federal order, Mrs. Green's must post this notice of employee rights in their Mt. Kisco store



workers rights in the store, and if they violate these laws again, the government will prosecute them to the fullest extent. If you'd like to get involved in the campaign to help workers at Mrs. Green's or know anyone who works for them contact us, info@ufcw1500.org.

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT ask you about employee support for the United Food and Commercial Workers Local 1500, herein the Union, or any other labor organization, or give you the impression that we are surveilling your union activities.

WE WILL NOT tell you that it would be futile to select the Union, or any other labor organization, as your bargaining representative.

WE WILL NOT threaten you with loss of current terms and conditions of employment if you choose to be represented by or support the Union, or any other labor organization.

WE WILL NOT threaten bankruptcy if you choose to be represented by or support the Union, or any other labor organization.

WE WILL NOT promise you improved terms and conditions of employment in order to discourage you from voting for or supporting the Union, or any other labor organization.

WE WILL NOT maintain rules that prohibit you from discussing your wages and other terms and conditions of employment with each other or with any third party, or that prohibit you from soliciting during non-working time in non-selling work areas.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL revise the Confidential Information and Solicitation rules in the current handbook.

MRS. GREEN'S NATURAL MARKET
(Employer)

Dated: 11/18/13 By: SVP of OPERATIONS
(Representative) (Title)

By Federal order, Mrs. Green's now must post this notice of employee rights in their Mt. Kisco store

Farmbria: 217-20 Linden Blvd. Cambria Heights, NY 11411

At first glance, Farmbria is a typical Queens, NYC grocery store. What's not so typical is the behind the closed-door abuse workers face every day. The Asian run supermarket is employed with a majority of Latino and West Indian descent workers, who face racial and economic discrimination abuses every day. The laundry list of abuses can start here: Most workers are paid in cash, and are not paid for the accurate amount of



Just one of many obstacles workers face at Farmbria, an unsafe, unstable kitchen

hours they're actually working. There are countless questionable "deductions" on their "pay-stubs" for benefits workers have never received, and many workers have not received a raise in over 6-years. If that's not enough, baggers at the store are unpaid, only making what they can in tips from customers, and if there's a theft from the store at the register, it comes out of the cashier's and bagger's pockets.

Our campaign to help the workers at Farmbria is not public, yet. New York Attorney General Eric Schniederman's office has been investigating the abuses and horrors these grocery workers face every day. We expect Farmbria to be held accountable for mistreating their workers and bring justice that's long overdue to Farmbria workers in 2014. If you'd like to help out on this campaign please contact us at info@ufcw1500.org

Trader Joe's: New York

Earlier this year Trader Joe's made national news for cutting the benefits of all Part-Time workers because of "Obama-Care" (sound familiar?). What's the

catch? Their entire workforce is Part-Time except management. Not only did workers see benefits cut, but their hours were beginning to be drastically cut as well. Trader Joe's workers throughout our jurisdiction responded in a huge way, forming worker committees on their own and then researching the best UFCW Local to reach out to that can deliver them a contract. They reached out to our union, Local 1500, where our Organizers have been working underground in this campaign to organize Trader Joe's workers the past 6-months. If you'd like to join this exciting non-public campaign or know someone who works for Trader Joe's contact us at info@ufcw1500.org!



STOP & SHOP NEGOTIATIONS



President Durso & Secretary-Treasurer Morrissey from UFCW/RWDSU 338 along with UFCW Local 342 President Abondolo and UFCW International Region 1 Director Rich Whalen pledge solidarity to Stop & Shop workers.



We will not allow Stop and Shop to use the ACA as an excuse to gut our contract

- Stop & Shop Negotiating Committee

With a number of contracts expiring the next few months, and a federal healthcare mandate that is changing nearly every week, all UFCW Local 1500 members (not just Stop & Shop members) should watch these negotiations closely. These are times when we need to be together as one unit more than ever. Stop & Shop members' battle is our membership's battle. These negotiations have been the most difficult our union has ever seen, and our Union has received national support during these difficult times.

It began when Stop & Shop decided to host an "Associate Appreciation Day" in some of their stores, just 24-hours before contracts with 6,000 workers expired.

This didn't sit right with not only Stop & Shop workers, but with some prominent people throughout the country. "The idea of celebrating associate appreciation with free food, while knowing what they were offering at the negotiation table, was insulting," said Tony Speelman, lead Union negotiator for Stop & Shop.

It turned out Speelman was right. In just a matter of hours influential organizations like the National AFL-CIO, Occupy Wall Street, Occupy Oakland and Working America began sending messages asking people to support Stop & Shop workers, and spreading the word that Stop & Shop wasn't bargaining fair.

That's not all, prominent people like Randi Weingarten (President of United Federation of Teachers), New York City Council Members Donovan Richards and Mark Levine also sent out messages, tweets and status updates on social media, demanding Stop & Shop bargain fairly.



STOP & SHOP CONTRACT TIMELINE

- **May 2013:** Negotiation Committee Selected
- **July 2013:** Negotiations begin, company and union exchange proposals
- **September 19th:** Negotiating Committee announces both sides are still significantly far apart, cite ACA costs as major issue
- **September 24th:** Contract extension Signed thru Oct. 12
- **October 11th:** Second contract extension signed thru Nov. 2nd
- **October 28th:** No progress in negotiations, Strike Vote Taken and approved by Stop & Shop members
- **November 1st:** Stop & Shop holds "Associate Appreciation Day" just hours before contract expires
- **November 2nd:** Stop & Shop refuses contract extension, contract expires
- **November 5th:** Federal Mediator called into negotiations

RALLY NATIONAL SUPPORT!

In total, over 550,000 people got the message! "I'm not surprised so many people felt the same way, after all, it's quite easy for Stop & Shop to show appreciation for their workers," Speelman explained, "Stop squeezing pennies and give them a contract they can support their family with, that's true appreciation, not free food."

With a contract expiring in just a matter of hours, instead of participating in Stop & Shop's "Associate Appreciation Day", some Stop & Shop workers held UFCW Solidarity Days, and asked Stop & Shop to show their appreciation by giving them a fair contract.

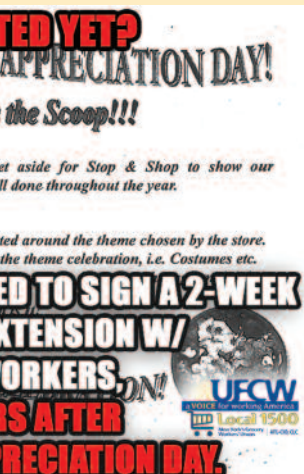
Still, Stop & Shop declined to sign a two-week contract extension and allowed the contract to expire. After they declined the extension, Speelman said in a public statement, "Despite Stop & Shop's disregard for their loyal workers and shoppers, the Union will not immediately commence a strike and will remain at the bargaining table. However, it takes two parties to make a deal. Stop & Shop's approach to these negotiations has been one-sided and obstinate. If they do not change their approach, a strike is inevitable."

Greg Pasquale, Produce Manager for Stop and Shop in Beekman, New York and a member of the Union's Negotiating Committee

echoed Speelman's sentiment, "My co-workers and I do not want to inconvenience shoppers, lose pay or create economic hardship for our communities. However, management must come back to the table with a new attitude and partner with us to reach a fair agreement to avoid a strike." Our negotiation committee has continued to meet with Stop & Shop officials throughout November, as both sides prepare for the worst possibility, a potential work stoppage.

The fabric of our union is solidarity. We need to support our brothers and sisters from other stores when they have a battle. That's what we're seeing during Stop & Shop negotiations, true solidarity. Please support Stop & Shop workers here:

www.ufcw1500.org/communitysupport



WHERE'S STOP & SHOP ON KEY ISSUES?

Stop&Shop

Wants to eliminate the Pension Plan.

Wants to eliminate Health benefits for Part-Timers and go to a plan that puts significant costs on workers.

AHOLD REPORTED \$5.9 BILLION IN SALES LAST QUARTER (2013 Q3)

But the billion dollar company still insists on slashing benefits, wages and eliminating a pension plan for 6,000 NY Stop & Shop workers.

UFCW Local 1500

ufcw1500.org/communitysupport [/ufcw1500](https://www.facebook.com/ufcw1500) [@ufcw1500](https://twitter.com/ufcw1500)

Occupy Wall Street @OccupyWallSt

6,000 #StopAndShop employees authorize strike after S&S announces "Associate Appreciate Day" same day contract expire ow.ly/qnB9l

06:16 PM - 31 Oct 13

Tweet

In reply to @TomHall

Randi Weingarten @rweingarten

@UFCW1500 #Honored #1u - we are with you!!!

10/31/13, 22:10

2 RETWEETS 2 FAVORITES

Mark D. Levine @MarkLevineNYC

Stop&Shop is using #ACA as an excuse to gut health care for 6k NY workers - Add your voice in protest: ow.ly/qkZCU @UFCW1500

Thunderstop

STOP & SHOP WORKERS AUTHORIZE STRIKE

STOP AND SHOP IS USING THE ACA AS AN EXCUSE TO GUT THE UNION CONTRACT OF 6,000 EMPLOYEES IN NEW YORK STATE.

Appreciate YOUR Workers!

View on web

7:58 AM - 31 Oct 13

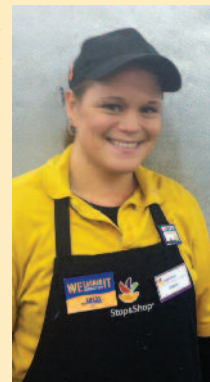
STOP & SHOP BEEKMAN HOLDS UFCW SOLIDARITY DAY



One day before our Contract Extension with Stop & Shop expired, Stop & Shop decided to host an "Associate Appreciation Day" in some of their stores. This didn't sit right with some UFCW Local 1500 Members, and some had plans of their own. In Beekman (upstate NY), Marcy Tabor saw the "appreciation day" as a day she could show her appreciation for her Union. So with their contract expiring in just a matter of hours, instead of participating in Stop & Shop's associate appreciation day, the Beekman store held a UFCW Solidarity Day, and asked Stop & Shop to show their appreciation by giving them a fair contract! The cupcakes and action literally went viral on Facebook and



Twitter, sparking an uproar throughout the country. People like Randi Weingarten (President of the United Federation of Teachers) and groups like Occupy Wall-Street and the National AFL-CIO chimed in and agreed with the Beekman store, demanding Stop & Shop appreciate their workers with a contract on appreciation day, not free food! In total, over 550,000 people got the message. Great job and great courage from the Beekman Stop & Shop!



Marcy Tabor, Decorated the UFCW Solidarity Cupcakes!

UFCW LOCAL 1500 MEMBERS HELP ELECT BILL DE BLASIO AS MAYOR, NYC

Throughout the election season, UFCW Local 1500 members hit the streets to help get the most progressive NYC Mayor elected. Now, here's what we're expecting from our new mayor elect:

"Inequality in New York is not something that only threatens those who are struggling. We are all at our best when every child, every parent, every New Yorker has a shot. And we reach our greatest height when we all rise together." Bill de Blasio, Election Night Victory Speech



Dear Mayor Elect Bill de Blasio,

The 23,000 members of United Food and Commercial Workers Union congratulate you on your inspiring campaign and victory to be the next Mayor of New York City. This is a tremendous triumph for all working men, women and families throughout the five boroughs. It is even more exciting that you won with a strong mandate, having won by the largest margin of mayoral victory for a non-incumbent in the City since 1897. We have been honored to have worked with you over the years on many issues that have directly affected us and are excited to continue the journey we have shared together.

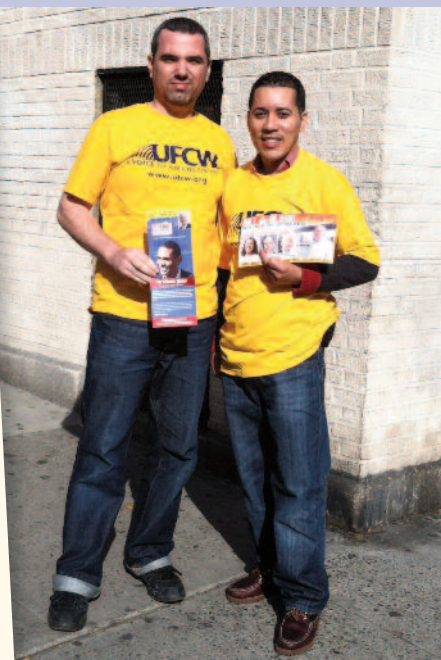
We are aware that you will have many priorities as you enter office, however, we want to present to you issues of importance to the members of UFCW Local 1500:

- We oppose the expansion of Walmart into New York City, thereby preserving union jobs, small businesses and local communities.
- We support holding employers accountable for the tax-payer subsidized development money they receive in return for providing "good jobs."
- We support expanding the "Paid Sick Days Bill" to impact big box stores like BJ's and Target regardless of vacation time offered.
- Support increasing supermarket jobs through tax-breaks for good job creation.
- We support increasing New York City's minimum wage.
- We support expanding and improving the FRESH initiative to bring more supermarkets to underserved communities.
- We support removing any obstacle to people obtaining Food Stamps.

We are excited to have a progressive Mayor that will aggressively represent the working people of New York City. We are ready, mobilized and fired up to help you achieve historic change. We wish you the best of luck and are looking forward to partnering with you in moving forward a reformist vision for this City.

In Solidarity,

The Members of UFCW Local 1500



"I was out this election day with my Union to elect a more progressive city that represents the people. It was exciting to get out the vote for Bill de Blasio for mayor, who will be putting the needs of working people over the needs of wealthy business owners."
Shop Steward Miguel Claudio



MILLIONS GO HUNGRY DUE TO FEDERAL CUTS IN FOOD STAMPS



Pat Purcell with Congressman Elliot Engel, Purcell said, "You cannot support job growth and support cuts to the SNAP program. Those things are contradictory."

Join YOUR Union in Taking Action against the Recent and Unjust Cuts to SNAP Benefits

Once again, a program that assists Americans suffering during economic times to purchase groceries is under attack by "Tea party" politics in Washington. Due to the delay in the passage of a new Farm bill, food stamps (aka Supplemental Nutrition Assistance Program, SNAP) cuts took place on November 1st. Further cuts may take place in the future as the Senate has proposed \$4 billion worth of additional cuts while the Republican controlled house proposed cuts of \$39 billion. Every day at work, our union members ring people up with food

stamps and are faced with the reality of how many people depend on these benefits to survive. It is UNACCEPTABLE that people are going hungry in this country, and even more disturbing that our representatives want to take away that right from the people that need it most.

Here are some interesting facts as to why cutting Food Stamps is immoral for humanity, wrong for the economy and hurts our union:

- For every dollar that's spent on SNAP, \$1.70 of economic activity is generated,
 - Cutting SNAP benefits means less money spent in OUR stores, which leads to less workers, and less hours needed,
 - 48 million Americans depend on Food Stamps to survive (that's 1 in 7 people),
 - These cuts would leave every SNAP recipient with \$1.40 less per meal,
 - SNAP benefits disproportionately help families with children.
- About 1 in 4 children today live in a home with a family that receives food stamps,**

We need to tell Congress that cutting SNAP benefits is UNACCEPTABLE. Please call Congressmen Michael Grimm and let him know how important fully funded SNAP benefits are for the people of this country.

Call Congressman Michael Grimm (R- Brooklyn) at (202) 225-3371

Want to get involved in fighting back against the SNAP cuts?

Email adam@ufcw1500.org



THANK YOU, CHRISTINE QUINN

On January 1st, 2014 our union will bid farewell to one of our greatest supporters and friends, Speaker of the New York City Council Christine Quinn. Speaker Quinn is term limited out of her job after serving 12-years in the New York City Council.

"Speaker Quinn is the number one reason there are no Walmarts in New York City," said President Bruce W. Both. "The first day Walmart discussed coming into New York City, Speaker Quinn courageously stood up against them and set the tone, defending our city. She led a charge of overwhelming support the "Walmart Free NYC" campaign, championing the cause to hold Walmart accountable, saving thousands of jobs, small businesses and communities while doing so," Both continued, "Our union owes her a tremendous debt of gratitude and will miss her leadership.

We wish her great success as she moves on to the next chapter of her life."

Speaker Quinn is the number one reason there is no Walmart in New York City

– President Bruce W. Both.

Speaker Quinn was elected to the New York City Council in 1999 representing the neighborhood of

Chelsea. In 2005, her fellow Councilmembers elected her to the leadership position of Speaker.

"Speaker Quinn did what so few politicians ever do: She kept her word," said Patrick Purcell, V.P. and Director of Political and Legislative Affairs, "She answered the call every time we rang the bell for help. Whether it was during contract negotiations, walking a picket line or understanding the need for more supermarkets in underserved communities, Speaker Quinn was there with a helping hand. She has steadfast loyalty and sincere respect for working families. We will all miss her and thank her for her friendship," Purcell concluded.



OFFICIAL NOTICE

OFFICIAL NOTICE – SUMMARY ANNUAL REPORT – 2012 – UFCW LOCAL 1500 PENSION FUND – 425 MERRICK AVENUE, WESTBURY, NY 11590

This is the summary annual report for the UFCW Local 1500 Pension Plan, EIN 23-7176372 for the period January 1, 2012 to December 31, 2012. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided through insurance and/or annuity contracts or directly from the plan. Plan expenses were \$54,539,977. These expenses included \$3,112,738 in administrative expenses and \$51,427,239 in benefits paid to participants and beneficiaries. A total of 38,243 persons are participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons have yet earned the right to receive benefits.

The plan has a contract with the Prudential Insurance Company that allocates funds toward group annuities. The value of the plan assets, after subtracting liabilities of the plan, was \$324,776,770 as of December 31, 2012 compared to \$314,210,935 as of January 1, 2012. During the plan year, the plan experienced an increase in its net assets of \$10,565,835. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or cost of assets acquired during the year. The plan had total income of \$65,105,812 consisting of employer contributions of

\$30,154,357, no employee contributions, investment income of \$6,978,284, gains from sales of assets of \$9,303,890, unrealized gains on investments of \$18,274,226, and other income of \$395,055.

Minimum Funding Standards

An actuary's funding statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. List of assets held for investment;
3. Actuarial information regarding the funding of the Plan;
4. Financial information and information on payments to service providers;
5. Transactions in excess of 5% of plan assets;
6. Insurance information including sales commissions paid by insurance carriers;
7. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Mr. Bruce Both, who is the Plan Manager, at 425 Merrick Avenue Westbury, NY 11590 (516) 214-1300. The charge to cover copying costs will be

\$7.50 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the Plan manager, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes or a statement of income and expense of the Plan and accompanying notes, or both. If you request a copy of this full annual report from the Plan Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include the charge for the copying of these portions of the report because these portions are furnished without charge. You also have the legally protected right to examine the annual report at the main office of the plan,

UFCW Local 1500
425 Merrick Avenue
Westbury, NY 11590

and at the U.S. Department of Labor in Washington, D.C., to obtain a copy from the U.S. Department of Labor, correspondence should be addressed to:

U.S. Department of Labor
Employee Benefits Security Administration
Public Disclosure Room
200 Constitution Avenue, N.W.
Room N-1513,
Washington D.C. 20210.

OFFICIAL NOTICE

OFFICIAL NOTICE – SUMMARY ANNUAL REPORT – 2012 – UFCW LOCAL 1500 WELFARE FUND – 425 MERRICK AVENUE, WESTBURY, NY 11590

This is a summary of the annual report for the UFCW Local 1500 Welfare Plan, EIN 23-7176373, Plan number 501 for the period January 1, 2012 to December 31, 2012. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has a contract with insurance carriers to pay claims incurred under the terms of the plan. Benefits under the plan are provided by insurance contracts and directly from the plan.

Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$10,062,106 as of December 31, 2012 compared to \$16,217,655 as of January 1, 2012. During the plan year, the plan experienced a decrease in its assets of \$6,155,549. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$64,354,217, including employer contributions of \$63,091,206, employee contributions of \$480,055,

realized losses of \$513,985 from the sale of assets, and earnings from investments of \$833,834 and other income of \$436,107.

Plan expenses were \$70,509,766. These expenses included \$1,614,229 in administrative expenses and \$68,859,537 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. List of assets held for investment;
3. Financial information and information on payments to service providers;
4. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Mr. Bruce Both, who is the Plan Manager, at 425 Merrick Avenue Westbury, NY 11590, (516) 214-1300. The charge to cover copying costs will be \$7.50 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan Manager, on request and at no charge, a statement of the assets and li-

abilities of the plan and accompanying notes or a statement of income and expense of the plan and accompanying notes, or both. If you request a copy of this full annual report from the plan Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include the charge for the copying of these portions of the report because these portions are furnished without charge. You also have the legally protected right to examine the annual report at the main office of the plan:

UFCW Local 1500
425 Merrick Avenue
Westbury, NY 11590,

and at the U.S. Department of Labor in Washington, D.C., to obtain a copy from the U.S. Department of Labor, correspondence should be addressed to:

U.S. Department of Labor
Employee Benefits Security Administration
Public Disclosure Room
200 Constitution Avenues, N.W.
Room N-1513,
Washington D.C. 20210.

OFFICIAL NOTICE

OFFICIAL NOTICE – SUMMARY ANNUAL REPORT – 2012 – UFCW LOCAL 1500 LEGAL FUND – 425 MERRICK AVENUE, WESTBURY, NY 11590

This is the summary annual report for the UFCW Local 1500 Legal Services Plan, EIN 11-2531776, Plan number 501 for the period January 1, 2012 to December 31, 2012. The annual report has been filed with the Employee Benefits Security Administration as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$474,035 as of December 31, 2012, compared to \$561,180 as of January 1, 2012. During the year, the plan experienced a decrease in its assets of \$87,185. During the year the plan had total income of \$409,597 consisting of employer contributions of \$407,396 and earnings from investments of \$2,201.

Benefits under the plan are provided directly through the plan. Plan expenses were \$496,742. These expenses included \$271,166 in administrative expenses and \$225,576 in benefits paid to participants and beneficiaries. A total of 19,425 persons were participants in or beneficiaries of the Plan at the end of the Plan year.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. List of assets held for investment.
3. Financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Mr. Michael Onufrak, who is the Plan Manager, at 425 Merrick Avenue Westbury, NY 11590 (516) 214-1300. The charge to cover copying costs will be \$7.50 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the Plan manager, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes or a statement of income and expense of the Plan and accompanying notes, or both. If you request a copy of this full annual report from the Plan Manager, these two statements and accompanying

notes will be included as part of that report. The charge to cover copying costs given above does not include the charge for the copying of these portions of the report because these portions are furnished without charge. You also have the legally protected right to examine the annual report at the main office of the plan

UFCW Local 1500
425 Merrick Avenue
Westbury, NY 11590,

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor, correspondence should be addressed to:

U.S. Department of Labor
Employee Benefits Security Administration
Public Disclosure Room
200 Constitution Avenues, N.W.
Room N-1513,
Washington D.C. 20210.



REGIONAL VIEWPOINT

By Richard J. Whalen, Int'l Vice President & Director, UFCW Region 1



AS THE HOLIDAYS APPROACH, OUR WALMART MEMBERS PREPARE FOR BLACK FRIDAY ACTIONS



Since its inception, a group made up of current and former Walmart workers - the Organization United for Respect at Walmart (OUR Walmart) - has called on the retail giant to publicly commit to raising

wages and increasing access to full-time hours so that no worker at Walmart makes less than \$25,000 per year. OUR Walmart members have also asked the retailer to stop its practice of retaliating against workers who are simply exercising their right to speak out for a better life and improved working conditions. Their calls for change have been met with Walmart's extreme response of firing and disciplining workers who speak out for positive changes in the workplace - leading many to seriously question the company's relationship with workers throughout its supply chain.

Leading up to the holidays, members of OUR Walmart and community supporters will continue to call on the company to raise wages and increase access to full-time hours so that workers can support their families and contribute to their local economies. Members of OUR Walmart are also calling for the rescission of all illegal firings and/or disciplinary actions against more than 70 workers who participated in a legally protected unfair labor practice strike at the company's annual shareholder meeting in Bentonville, Arkansas, earlier this summer.



Friday, November 29 - also known as Black Friday - is the most important day of the year for retailers like Walmart, and members of OUR Walmart have announced widespread protests and strikes leading up to and on Black Friday this year. The workers made headlines last year on Black Friday with the largest strike in the company's history.

At Local 1500, we know that Walmart can and should lead the way in making sure that retail jobs are good jobs - the kind that come with good benefits and wages for all workers. Walmart's sheer scale in size means that its low-wage, part-time business practices have an enormous impact on our country's labor, business, and employment climate, and many retail employers have followed Walmart's lead by skimping on hours and preventing full-time schedules so they won't have to provide benefits to their employees.

Too many Walmart workers are struggling to support their families and contribute to their local economies because of low wages, insufficient hours and ongoing efforts to silence workers who are speaking out for better jobs. With income disparity between the rich and the poor at more extreme levels than during the Great Depression, Walmart must be held accountable for its track record of lowering standards for millions of retail workers. As Black Friday approaches, please commit to supporting OUR Walmart members as they take action this holiday shopping season by signing the petition pledging to join Walmart workers this year in their calls for change at

action.changewalmart.org/page/s/black-friday-pledge

HEALTHCARE CORNER

SEEKING HELP FOR MENTAL HEALTH OR SUBSTANCE ABUSE

Nearly 1 in 3 Americans, or over 75 million people, suffer from a mental health/substance abuse disorder. Full time participants in UFCW Local 1500 Welfare Fund may receive help for these disorders through Long Island Council on Alcohol and Drug Dependency ("LICADD"), part of the Employee Assistance Program ("EAP"). LICADD provides inpatient and outpatient treatment for mental health/substance abuse up to the limits of the Plan. Be sure to show the provider your Blue Cross Blue Shield ID card.

Contacting a Therapist/Psychiatrist at LICADD

- Call the 24/7 phone line at (516) 747-2606

- Log on to www.licadd.org

- Offices:

1. 114 Old Country Road, Suite 114, Mineola, NY 11501
Phone: (516) 747-2606, Fax: (516) 747-0714
Hours: Monday- Friday 8:30 AM - 6:00 PM; Wednesday open until 9:00 PM (Walk-Ins Welcome)
2. 2805 Veterans Highway, Suite 26, Ronkonkoma, NY 11779
Phone: (631) 979-1700, Fax: (631) 676-3114
Hours: Monday - Friday 8:30 AM - 4:30 PM
3. 877 East Main Street, Suite 107, Riverhead, NY 11901
Phone: (631) 284-9583
Hours: By Appointment

Common Pain Relievers Can Be Toxic

How often do you find yourself reaching for a pain reliever? Answering the following questions can alert you to possible danger:

1. Do you find yourself taking pain relievers daily for aches and pains in more than the recommended dosage?
2. Do you regularly take Tylenol or a similar medication after consuming 3 or more alcoholic drinks?

3. Do you take it on a frequent basis or while fasting?

Acetaminophen is a common pain reliever that is found in more than 600 over-the-counter band names, such as Tylenol, NyQuil, Aspirin-free Excedrin, Benadryl Allergy Sinus, St. Joseph Aspirin-Free Reducer for Children, Bayer Select Max-Strength Headache Relief Formula, along with many more.

When acetaminophen is taken in large doses and/or frequent doses, acetaminophen can build-up in your system and may lead to liver failure and death. It is especially toxic if taken frequently by those who consume alcohol on a regular basis. Toxins form when acetaminophen is ingested at excessive amounts, which can lead to life-threatening liver damage. The liver secretes a toxin-fighting compound called glutathione, which protects the liver. However, when there is an overdose of acetaminophen, glutathione is depleted. This chain-reaction breakdown can lead to liver damage, then liver failure or malfunction, and ultimately death.

Even though excessive alcohol use does lead to liver failure, experts have concluded that acetaminophen poisoning is the culprit in more than 70% of cases with acute liver failure.

According to Tylenol's website, "Just taking the drug in high doses during a weekend of binge drinking or while fasting during a weeklong battle with the flu can cause a lethal acetaminophen overdose."

There is nothing wrong with taking Tylenol or any of the other brand names containing acetaminophen if taken precisely as directed on the label. The FDA is urgently trying to get the word out to people about the inherent danger of taking acetaminophen and not following label directions.

This information is general and is not intended to replace the advice of your doctor. Consult your personal physician about your own medical condition.

Information in this article was taken from www.tylenoldanger.com, Mayo Clinic, February 2003, Mayo Clinic, July 7, 2004, www.mercola.com.

Local 1500

Apply for the UFCW Local 1500 Scholarship!

Each year, we award thousands of dollars in scholarships to Local 1500 members and dependents (if a parent or guardian is a member) working towards higher degrees. Fill out the form below and send it back, or apply online at www.ufcw1500.org/scholarship

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Social Security or
Member ID#: _____

Are you a Local 1500 Member? Yes ☐ No ☐

Employed by: _____

College Students must be Active Local 1500 Members

Are you Full-Time or Part-Time: F/T ☐ P/T ☐

If you are a full-time college student, please circle the highest academic level you will complete by Dec. 2013: Freshman ☐ Sophomore ☐ Junior ☐

High School Students Only:

If you are not a Local 1500 member, write UFCW Local 1500 member's name, social security # & employer:

Name: _____ SS#: _____ Employed By: _____

Relationship to Member: _____



High School Graduation Date (Month/Year): _____

Deadline is December 31, 2013

Return to: UFCW Local 1500 Attn: Scholarship Dept. 425 Merrick Ave, Westbury, NY 11590

Notice Required by The Women's Health and Cancer Rights Act

October 2013

The Women's Health and Cancer Rights Act ("WHCRA") provides protections for individuals who elect breast reconstruction after a mastectomy. Under federal law related to mastectomy benefits, the Plan is required to provide coverage for the following:

- All stages of reconstruction of the breast on which a mastectomy is performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of all stages of mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under your plan. If you would like more information on WHCRA benefits, call your plan administrator toll free at (855) 266-1500.

LOCAL 1500 RETIREES

The officers of UFCW Local 1500 extend their warmest congratulations to these new Retirees and urge them to join the Union's Retiree Club. Contact the Club through the Union office. Call 516-214-1300 or 1-800-522-0456, and ask for Leonora Cioffalo, Ext. 1330 or Ronnie Survilla, ext. 1333.

Andreas, William
Anop, Paul
Baucage, Ruth
Cummings, Joy
DeMaria, Frank
Dice, Nicholas
DiChristina, John
DiNanno, Aphrodite
Ermilio, Arlene
Foley, Carole
Galasso, Faith J.
Giordano, Steve
Gulotta, Joan
Harchuck, Eugene
Harris, James
Hickey, Joyce
Intachai, Puangin
Jackson, Frederick
Laskowski, Edward
Leschitz, Margaret
Loria, Albert

Manomet, Leslie
Maria, Ignazio
Mauro, Vincent J.
McKinnon, Dorothy
Mitchell, Robie
Molloy, Kathleen E.
Olivieri, Vito
Palazzo, Paula
Palopoli, Frank
Peterson, Keith
Picone, John B.
Rath, Robert
Richards, Reynold
Santomauro, Kenneth
Shah, Akhtar
Steinmueller, Al
Strubeck, Frank
Walker, Carl
Welutowicz, Joanne
Yankosky, Michael
Zeibaq, Suheil

NEED A WITHDRAWAL CARD?

Send an email to wcards@ufcw1500.org with the following content in the email:

- Name
- Company
- Store Number
- Last Day Worked

For further questions on withdrawal cards, please contact your union representative. You can also send a letter requesting a withdrawal card to:

UFCW Local 1500 Attn: Carol Borcharding
425 Merrick Avenue, Westbury, NY, 11590

Member Assistance Program (MAP)



Long Island Council on Alcohol and Drug Dependency

Counseling for Local 1500 Members on all substance abuse, gambling and other personal problems:

Nassau Office
114 Old Country Rd, Ste. 114
Mineola, NY 11501
516-747-2606

www.licadd.org
recover@licadd.org

Suffolk Offices
2805 Veterans Hwy, Ste. 26
Ronkonkoma, NY 11779
631-979-1700

877 East Main Street, Ste 107
Riverhead, NY 11901
631-979-1700

Bulletin Board

Teachers Federal Credit Union



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*Subject to membership eligibility.



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C.V.S. DRUG STORES • STEW LEONARD'S • TRADER JOES
COSTCO WHOLESALE CLUB • WALGREEN'S
HANNAFORD BROTHERS
BEST YET • BROOKS • ALDI • FRESH DIRECT
SHOP UNION – SAVE JOBS

THANK YOU FOR SHOPPING UNION STORES

- You help preserve your jobs when you shop union
- Union jobs contribute to the communities tax base

CONTINUE TO SHOP UNION STORES IN YOUR
COMMUNITY WHERE UNION WORKERS HAVE DECENT WAGES,
BENEFITS AND WORKING CONDITIONS

SHOP THESE UNION STORES

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DAN'S SUPREME • SCATURRO SUPERMARKETS • GRISTEDES
DAIRY BARN • FAIRWAY MARKETS • D'AGOSTINO SUPERMARKETS
WILD BY NATURE HEALTH FOODS SUPERMARKET

SHOP UNION – SAVE JOBS

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In Memoriam

Local 1500 mourns the passing of the following members.
To their families and friends, we extend our deepest sympathy. May they rest in peace.

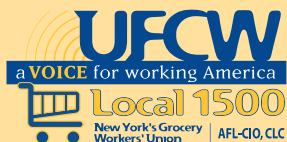
Altschuler, Ralph
Bavedas, Myrtle
Bravo, Luis
Brusdeiins, Sophia
Cook, Patricia
Costabile, Salvatore
Coveney, Betty L
Curry, Mary
Davis, James W.
Destefano, Antoinette
Domke, Richard
Durgolo, Marion J.
Fanini, Germano
Fitzpatrick, Bernard
Frank, Hubert
Fulgieri, Lee
Giglio, Joseph
Gioia, Antonino
Greif, Helen
Harnik, June A.
Heinrich, William C.
Iannicelli, Jean
Jaramillo, Jorge
Jones, Mildred
Kaniuka, Mary
Kidwell, Ethel
King, Janice E.
Koster, William

Laduca, Mary
Liotta, Frances
Masella, Joan F.
McDougall, Martha M.
McEnery, Charles
Meroles, Robert
Miller, Carol A.
Moore, James
Mrva, Nevenka
Olchak, David
Patanella, Carmine
Primiani, Angelo
Ranieri, Frank
Renda, Louellen
Rosella, Antonio
Ryan, Benjamin
Schollmeier, Carla
Shapiro, Jerome
Silverman, Louis
Soria, Antonio
Spatz, Molly
Squiciarino, Jean
Starace, Marie
Williams, Fannie O.
Williams, Lawrence
Willis, Hubert N.
Zelmanovic, Sara

Prescription Drug Exclusions

We advise all members that the Trustees have specifically indicated that any

GENERAL MEMBERSHIP MEETINGS



Wednesday, December 11th
Wednesday, March 12, 2014

ALL MEETINGS START AT 7:00 P.M.

UFCW LOCAL 1500 UNION HALL
425 MERRICK AVENUE, WESTBURY, NY 11590

Prizes Will Be Awarded!

APPLY FOR THE UFCW LOCAL 1500 SCHOLARSHIP!

Each year, we award thousands of dollars in scholarships to Local 1500 members and dependents (if a parent or guardian is a member) working towards higher degrees.

Apply online at: www.ufcw1500.org/scholarship



Anthony G. Speelman said it:



#StopandShop: On Associate Appreciation Day, Appreciate YOUR workers by giving them a FAIR contract they deserve! #labor #1u

Follow your Secretary-Treasurer on Twitter @Aspeel1500

For the \$7.6B Walmart spent buying back its own stock, it could give its low-wage employees a \$6/hr raise. demos.io/wmtwage

Follow your Union on Twitter @UFCW1500



You can also find us on [Facebook.com/ufcw1500](https://www.facebook.com/ufcw1500)



OFFICE HOURS & PHONES

516-214-1300 • 800-522-0456

General Office Hours, Pension & Welfare & Legal Services
Monday thru Friday 8:30 a.m. - 4:30 p.m.

CHECK OUT THE NEWLY IMPROVED

www.UFCW1500.ORG

WHOM TO CALL:

Do you have a question about Blue Cross?

Or a problem with Group Life?

Or about any other benefit or membership service?

For a quick and accurate answer, phone the Union - 516-214-1300 or the toll-free number, 800-522-0456 - and ask for the office staff member listed next to the subject of your inquiry. They will be glad to help you.

Local 1500 has voice mail to better serve the membership. Members can call Local 1500 regarding any matter 24 hours a day.

To access the voice mail, a member can call Local 1500 at 516-214-1300 or 800-522-0456, then press 1, followed by the four digit extension number of the person with whom you wish to leave a message. Voice mail can only be accessed from a touch tone phone. You may also email the union at info@ufcw1500.org for any questions or concerns you may have.

Dues Refund:

Ejay Martin, Ext. 1328

Withdrawal Cards:

Carol Borcharding, Ext. 1329

Pension:

Leonora Cioffalo, Ext. 1330

Ronnie Suvilla, Ext. 1333

Medical-Disability-Vision:

Sheila Hobson-Jones, Ext. 1335

Eileen Hansen, Ext. 1336

Michelle Sefcik, Ext. 1337

Membership Application:

Linda Campisi, Ext. 1325

Scholarship:

Gloria Benton-Williams, Ext. 1306

Ejay Martin, Ext. 1328

Welfare Fund Benefits:

Associated Administrators, LLC 855-266-1500

Health & Welfare Medical Forms:

516-214-1300 or 800-522-0456

Exts. 1334, 1335, 1336 & 1337

Legal Services:

Direct Line: 516-214-1310 or

800-522-0456 Ext. 1310 for Norberta Volmar

You cannot leave a message for a Union Representative by dialing the direct number for Medical or Legal Services.

EXECUTIVES

1303 Nelson, Rhonda - Recorder

1304 Newell, Robert - Assistant to the President/VP

1348 Walter, Fred - Executive Vice President

1318 Quiñones, Theresa - Vice President/Field Director

1322 Aly Waddy - Director of Organizing

UNION REPRESENTATIVES

1311 Aponte, Teresa

1340 Scorzelli, Jay

1360 Castelli, Joe

1362 Sexton, Brendan

1353 Ecker, Robert

1339 Shiels, Lynn

1343 Mausser, Jeff

1317 Vargas, Anselmo

1342 Onufrak, Mike

1349 Waddy, Joe

1369 Santarpia, Paul

1357 Woods, John

ORGANIZING

1361 Hernandez, Rafael

1374 Narcisse, Christina

1341 Obernauer, Adam (Political Organizer)

1345 Organizing Hotline 1355 Political Hotline

NEW MEDIA & RESEARCH

1354 Fedele, Joe - Director