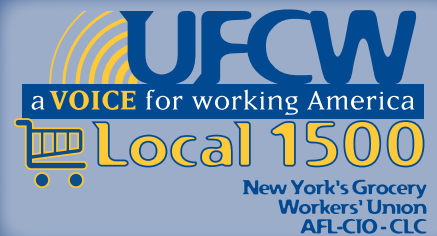


# The Register



**LOCAL 1500 SETTLES CONTRACTS FOR MORE THAN 15,000 MEMBERS**



**WOMEN'S  
MONTH EDITION**

**Pages 6-7**

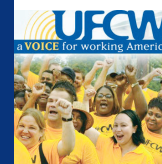
**MEMBERS  
TESTIMONIALS**

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**TIME'S  
UP**

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## THE PRESIDENT'S PERSPECTIVE Tony Speelman, President @aspeel1500

# GET INVOLVED

Happy New Year everyone! The beginning of 2018 brings us not only new challenges, but new opportunities as well. We have recently had some of the most difficult contract negotiations in the history of the Local. However, we have made huge progress with settling contracts such as King Kullen, Stop & Shop, Dan's Supreme, and Pick Quick. At the same time, we have also had stores close which has caused some members to be displaced and lose their jobs. But with new stores on the horizon, such as Food Bazaar in Starrett City; Village ShopRite on Bruckner Boulevard; Stop & Shop in Mahopac; and Pick Quick Key Food in Baldwin to name a few, we are looking at not only getting some of these folks back to work and regaining the lost membership but growing stronger than we have ever been before. Be on the look out for their grand openings and make sure if you live around these future stores that you go and shop in them!

So, what do we do when we are not negotiating or fighting for peoples' jobs? Better yet, what can our Union members do to be involved and active on a daily basis? I'm glad you asked because the answer is...A LOT! Let's start with our General Membership Meetings. Why don't you come out to the next meeting on Wednesday March 14th @ 7:00pm? You can hear first hand what is happening with your Union and if you're lucky you can even win a prize! But if the drive is too much for you that night, you should really join us on Facebook Live from the comfort of wherever you are. And guess what... you can even win a prize that way too!

On March 27th we will be hosting the first of our two blood drives for 2018. These drives are always great events and many of your Union brothers and sisters come out, eat and donate blood. Did you know that there is a concerning low blood supply on Long Island? How many of you reading this have blood? GOOD, then come and donate some of it! You will be saving a life. It doesn't get any more serious or simple than that. I hope to see you at Frank Meehan hall on both March 27th and July 19th. Contact us at [www.UFCW1500.org/BDRIVE18](http://www.UFCW1500.org/BDRIVE18) to reserve a time frame.

Throughout the year we do multiple "Union Value Events" in our stores which usually correspond to the nearest holiday. You may have seen my staff blitzing through your store with carnations for Mother's Day, Union-made jelly beans for Easter and Halloween, or poppies for Veteran's Day. If you'd like to team up with your Rep to visit other members with a gift and a message of value, then make sure you contact your Steward, or your Rep directly. We'd love to have you join us for these fun events.

This year we will continue our tradition of holding fundraisers for different charities that we support. Last year, with your help, we donated about \$100,000 overall to our various charities of choice such as the Breast Cancer Society, the Leukemia and Lymphoma Society, St. Mary's hospital for kids, etc. You should be proud of your participation as your contributions go a long way to helping people in need. Even if you cannot fundraise or donate money, please come join us this year at the LLS Light the Night Walk in Eisenhower Park or the Breast Cancer Walk at Jones Beach. These are two incredibly beautiful events that are always well attended. As time draws closer we will email you and post the details on social media regarding the dates and times for these events. In the meantime, your Rep will probably

be holding individual fundraisers in support of these charities. Please make sure you participate!

The NYC Labor Day parade is scheduled for September 8th. If you've ever been to this event you know how much fun it is. We get together with all of the Unions in the state and march in solidarity up 5th Avenue. It's a day full of fun and food and I'll be looking for you there! Contact your Rep to get on the bus from our office.

Don't forget to apply for a Local 1500 scholarship this year. Last year we gave out \$26,000 in scholarships. Apply online at [www.UFCW1500.org](http://www.UFCW1500.org)

There is something I missed. The every-day in between all of these events. What am I talking about? What are we really doing between events on a calendar? Sun-up to sun-down, day-in and day-out, what are we focusing on? I'm talking about Organizing. If you don't know, you need to know that my staff organizes every day. It's our future and it's the only way to protect your futures. Growing your Union is something that is vital to your livelihood and protecting the industry standards in your contracts. If we do not continue to grow, it becomes very hard to survive. The unionized supermarket industry is under attack. Your salaries and benefit packages are under attack.

Our Organizers are out days, nights, and weekends, trying to better the lives of the people working in non-Union sites, as well as level the playing field for the companies we represent. With every organizing victory and contract won, your job becomes more secure. Why am I bringing this up in an article where I am seeking your involvement? Because although I want and expect you to get involved with everything I have mentioned earlier, we NEED you to get involved in organizing. My staff cannot do it by themselves. Even if we have every Organizer and Rep out there, we only have about 20 people organizing. You are your best resource. We represent just under 20,000 members in the tri-state area. How many of you have a family member working under adverse conditions or have heard someone complaining that they have no where to turn at their job when there's an issue? How many people haven't gotten a raise in years or got fired without reason and didn't have someone to fight for them? Do you know someone who couldn't go to the dentist to fix that tooth or get an eye exam because they had no coverage? I know that most of you know of someone that fits into a few of these categories. Direct them to us. We can speak with them and their coworkers discreetly.

I'll end with this: of all the time that I've asked you to give, the most important thing you can do to support your Union is to come out and speak to non-Union workers along with us. Our Organizers do a fantastic job; however, the message of membership value could never have more impact than when coming directly from a member. We need your help. Contact our Organizing Director Brendan Sexton at [BSexton@UFCW1500.org](mailto:BSexton@UFCW1500.org) or 516-214-1362 if you have someone that he or his team can meet with. 2018 brings us new challenges and new opportunities and while you may be enjoying the benefit of a three, four, or five-year contract at your job, let's use this time in-between contracts to focus on building your Union stronger. The success of your next contract will definitely depend on it!



## LA PERSPECTIVA DEL PRESIDENTE Tony Speelman, Presidente @aspeel1500

# INVOLUCRARSE

¡Feliz Año Nuevo a todos! El comienzo de 2018 nos trae no solo nuevos desafíos, sino también nuevas oportunidades. Recientemente hemos tenido algunas de las negociaciones contractuales más difíciles en la historia de Local. Sin embargo, hemos progresado enormemente en la resolución de contratos como King Kullen, Stop & Shop, Dan's Supreme y Pick Quick. Al mismo tiempo, también hemos tenido tiendas cercanas que han causado el desplazamiento de algunos miembros y la pérdida de sus empleos. Pero con nuevas tiendas en el horizonte, como Food Bazaar en Starrett City; Village ShopRite en Bruckner Boulevard; Stop & Shop en Mahopac; y Pick Quick Key Food en Baldwin por nombrar algunos, buscamos que algunas de estas personas vuelvan a trabajar y recuperen la membresía perdida. ¡Esté atento a sus grandes aperturas y asegúrese si vive cerca de estas tiendas futuras que vaya y compre en ellas!

Entonces, ¿qué hacemos cuando no estamos negociando o luchando por los trabajos de las personas? Mejor aún, ¿qué pueden hacer los miembros de nuestra Unión para participar y estar activos a diario? Me alegra que lo hayas preguntado porque la respuesta es ... ¡MUCHO! Comencemos con nuestras Reuniones generales de membresía. ¿Por qué no vienes a la próxima reunión el miércoles 14 de marzo a las 7:00 pm? ¡Puede escuchar de primera mano lo que está sucediendo con su Unión y si tiene suerte puede incluso ganar un premio! Pero si manejar es demasiado para ti esa noche, al menos deberías unirse a nosotros en Facebook Live desde la comodidad de donde sea que estés. ¡Y adivina qué ... incluso puedes ganar un premio de esa manera también!

El 27 de marzo organizaremos la primera de nuestras dos campañas de donación de sangre para 2018. Estas campañas siempre son grandes eventos y muchos de sus hermanos y hermanas de la Unión salen, comen y donan sangre. ¿Sabía que existe un suministro de sangre relativamente bajo en Long Island? Estarás salvando una vida. No hay nada más serio o simple que eso. Espero verte en la sala Frank Meehan el 27 de Marzo y el 19 de Julio. Contáctenos en [www.UFCW1500.org/BDRIVE18](http://www.UFCW1500.org/BDRIVE18) para reservar un marco de tiempo.

A lo largo del año hacemos múltiples "eventos de valor de unión" en nuestras tiendas. Es posible que haya visto a mi personal caminando por su tienda con claveles para el Día de la Madre, gominolas hechas en la Unión para Pascua y Halloween, o amapolas para el Día del Veterano. Si desea formar un equipo con su Representante para visitar a otros miembros con un obsequio y un mensaje de valor, asegúrese de ponerse en contacto directamente con su delegado o representante. Nos encantaría que te unas a nosotros para estos divertidos eventos.

El año pasado, con su ayuda, donamos más de \$100,000 en general a nuestras diversas caridades de elección, como la Sociedad del Cáncer de Mama, la Sociedad de Leucemia y Linfoma, el hospital St. Mary's para niños, etc. Debería estar orgulloso de su participación como sus contribuciones contribuyen en gran medida a ayudar a las personas necesitadas. Su representante probablemente realizará eventos de

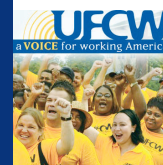
recaudación de fondos individuales en apoyo de estas organizaciones de caridad. ¡Por favor, asegúrese de participar!

No se olvide de solicitar una beca Local 1500 este año. El año pasado dimos \$26,000 en becas. Solicite en línea en [www.UFCW1500.org](http://www.UFCW1500.org)

Hay algo que se me olvido. El día a día entre todos estos eventos. ¿De qué estoy hablando? ¿Qué estamos haciendo realmente entre los eventos en un calendario? Sol a sol, día tras día, ¿en qué nos estamos enfocando? Estoy hablando de Organizar. Si no sabe, debe saber que mi personal se organiza todos los días. Es nuestro futuro y es la única forma de proteger su futuro. Hacer crecer su Unión es algo vital para su sustento y proteger los estándares de la industria en sus contratos. Si no continuamos creciendo, se vuelve muy difícil sobrevivir. La industria sindicalizada de supermercados está bajo ataque. Sus salarios y paquetes de beneficios están bajo ataque.

Nuestros organizadores están fuera días, noches y fines de semana tratando de mejorar las vidas de las personas que trabajan en sitios que no pertenecen a la Unión, así como de nivelar el campo de juego para las compañías que representamos. Con cada victoria organizativa y contrato ganado, su trabajo se vuelve más seguro.

¿Por qué menciono esto en un artículo donde busco su participación? Porque, aunque quiero y espero que se involucre con todo lo que he mencionado antes, NECESITAMOS que participe en la organización. Incluso si tenemos todos los organizadores y representantes disponibles, solo tenemos unas 20 personas organizando. Eres tú mejor recurso. Representamos a menos de 20,000 miembros en el área tri-estatal. ¿Cuántos de ustedes tienen un familiar que trabaja en condiciones adversas o han escuchado a alguien quejarse de que no tienen dónde acudir en su trabajo cuando hay un problema? ¿Cuántas personas no obtuvieron un aumento en años o fueron despedidas sin razón y no tenían a alguien para pelear por ellas? ¿Conoces a alguien que no pudo ir al dentista para arreglar ese diente o hacerse un examen de la vista porque no tenían cobertura? Sé que la mayoría de ustedes conoce a alguien que encaja en algunas de estas categorías. Dirígelos a nosotros. Podemos hablar con ellos y sus compañeros de trabajo discretamente. Terminaré con esto: de todo el tiempo que te he pedido que des, la cosa más importante que puedes hacer para apoyar a tu Unión es salir y hablar con los trabajadores que no pertenecen al Sindicato junto con nosotros. Nuestros organizadores hacen un trabajo fantástico; sin embargo, el mensaje de valor de la membresía nunca podría tener más impacto que cuando proviene directamente de un miembro. Necesitamos tu ayuda. Póngase en contacto con nuestro Director Organizador Brendan Sexton en [BSexton@UFCW1500.org](mailto:BSexton@UFCW1500.org) o 516-214-1362 si tiene a alguien con quien él o su equipo puedan reunirse. 2018 nos brinda nuevos desafíos y nuevas oportunidades, y mientras disfruta del beneficio de un contrato de tres, cuatro o cinco años en su trabajo, usemos este tiempo entre los contratos para centrarnos en fortalecer su Unión. ¡Su éxito en su próximo contrato definitivamente dependerá de ello!



JUST FOR THE RECORD  
**Rob Newell, Secretary-Treasurer @ufcw1500**

## ADAPTING TO CHANGE EVERYDAY

Over the past 12 months we have successfully negotiated new contracts for more than 15,000 Local 1500 members. As I am writing this article the current contract cycle is still FAR from over. Over the next 12 months, 18 contracts covering more than 4,500 Local 1500 members, still need to be renegotiated. Many of the issues we have dealt with this year at the bargaining table have been very difficult to overcome. New York's minimum wage increases have had and will continue to have a very significant impact on your employer's profitability. However, these increases mean significantly more money in the weekly paychecks of our members, especially the part timers. These increases have caused all of your employers to focus more on reducing costs and cutting expenses in any way that they can. Today the rising costs of healthcare and pension plans, just to maintain your current level of benefits, cannot be denied by anyone these days.

There is no question that the crunch on hours scheduled each week is being felt by each and every one of you, regardless of your status or length of service. The employers have been fighting harder and harder to reduce any/all hourly premiums and have become especially focused on eliminating 1 ½ X for Sunday and Holiday work. I wish I could tell you that all of your employers can easily just absorb the additional costs without an issue, but that would be a lie. As many of you know, a few of the companies we represent are much less financially secure than some others. This creates a very delicate situation while we negotiate new contracts. The goal of Local 1500's negotiating team has always been to maximize the level of benefits and the dollars earned per hour for all of our members each time we are at the bargaining table. However, if we negotiate a settlement that is too rich for your employer and they close stores or go out of business what have we really accomplished?

Protecting the long-term job security of our members must include making sure that every settlement we secure is affordable to your specific employer. In today's environment we must all try to do everything we can to

support our Union employers and keep them competitive in spite of changing legislation or the influx of non-union competition throughout our jurisdiction. We must also recognize that the vision for the new contracts can no longer be looked at as "one size fits all". If the fall of A&P (Pathmark for us) has taught us anything, it has taught us that when a company fails and/or goes out of business, the impact on the members that work there is beyond catastrophic. More than 2,000 members and their families that worked for Pathmark were negatively impacted when it was liquidated and auctioned off in pieces. Many members were forced to relocate, take reduced early pensions and/or to accept new low wage/no benefit jobs to try and make ends meet. That is a situation that none of us ever want to see again in our industry.

Although we cannot tell your employers how to run their stores or who to hire, we also cannot ignore the significant cost of your contracts, especially when compared to what a non-union operator pays. We are trying to find ways to help keep some of the less financially secure employers in business longer in an effort to keep you all working. So far, all of the recent settlements have been overwhelmingly approved which tells me that you are all on the same page and that you understand what it is that we are trying to accomplish. Getting everyone to dedicate themselves to organizing the non-union competition is a primary goal for Local 1500 in 2018 and beyond.

Let's face it, change is not normally welcomed, especially when it's not seen as a positive one. However, whether we are talking about your health insurance, pension plans, your contracts or the supermarket industry in general, one thing is for sure...changes are coming. If we get out in front of them and plan properly, as opposed to waiting until the last minute, the changes can be minimized, communication will be better, and we will be able to better protect all of you and your families for decades to come. Unfortunately, the days of just continuing to do things as they have been done in the past are behind us. As a Union we are constantly trying to find

new ways to provide increased value to you for your membership fees. We hope that you have seen this and are taking advantage of the many non-contractual benefits we also provide. Please go to [ufcw1500.org/your-union-benefits/other-union-benefits](http://ufcw1500.org/your-union-benefits/other-union-benefits) if you haven't already and take advantage of any/all that apply to you and your family.

As we continue through this bargaining cycle and move into the future the only way to truly be successful is by planning better and listening more. President Speelman and the rest of the team here at Local 1500 remain dedicated to hearing your thoughts and value what you have to say. We do not take the words or opinions of any member lightly and never, EVER, take our positions or responsibilities for granted. The more involved the membership is in the bargaining process and in organizing the more representative of your true needs and feelings the final settlements will be. The years ahead will certainly be a challenge for all of us, but they don't have to be a negative experience. On behalf of the leadership team, the field and office staffs here at Local 1500, I want to thank you all for your continued support and the faith you have in us to lead this great Union and its members into the future. Please remember that in unity there is strength and for the record, in my 27 years as a member of our Union, I have never felt weak!  
**#MyUnionHasValue**

*In keeping with the spirit of my article, please see a letter in the center of the next page sent to me in early 2017 by a retiree from the Bohack Company. The gentleman's name is Roland Grebinger and he has been retired from Local 1500 since 1977. Roland has been sending me letters for a few years now and to say that his words have been inspiring would be an understatement. Thank you, Roland, for your years of service in the United States military and for sharing your stories with me. We are proud to have had you as a member of our great Union and wish you continued good health in 2018 and beyond! Stay in touch!*





2-28-17

Dear Rob,  
Thank you very much for those great gifts. They sure will come in handy on these cold winter days and thank you for thinking of me. I have said it before, I really enjoy reading the Register and seeing what is going on in the industry with the contracts for the different companies. Rob, I know it's not easy when you are fighting to negotiate a new contract for the workers and I know that the biggest issue is always Health Benefits. When I was working for Bohack they were tough to deal with but Local 1500 always got us the best coverage going. My wife worked for the Board of Education as a school aide. Her Union was DC37 and her coverage was nothing compared to what we got from Local 1500. But at least she does get a good Pension. Rob, thank you again for thinking of me. I will be 92 years old in November and I still have good health except that I have trouble walking. God Bless you and the Union and keep up the good work.

Roland H. Grebinger

P.S. I am a World War II veteran who fought in the Battle of the Bulge. I received the Bronze Star for saving my buddy who was hit in the leg by machine gun fire.



# WOMEN'S MONTH EDITION

## ESTHER LÓPEZ

Secretary-Treasurer of the UFCW International Union



On February 3rd, 2016 Esther López was unanimously elected to the position of International Secretary-Treasurer of the UFCW International Union. Throughout her career, Esther has been a champion of the rights of all workers – regardless of where they come from or where they were born. To help provide hope to immigrant workers, she launched a groundbreaking program to ensure eligible UFCW members were first in line to apply for citizenship. Prior to that, Esther spearheaded the Union Citizenship Action Network, also known as UCAN, to help UFCW members become naturalized and get on the path to citizenship. She was the lead staff person on the UFCW Commission on ICE Enforcement that highlighted civil rights abuses in the 2006 Swift raids. All along, Esther has never lost focus on the broader goal of giving aspiring Americans the chance to become citizens and ensuring all workers and their families are protected from exploitation. Prior to her career at the UFCW, López played an active role in improving labor conditions within the state of Illinois, serving as Deputy Chief of Staff for Labor, as well as in the governor's cabinet as Director of the Illinois Department of Labor.

## GEMMA DELEON-LOPRESTI

National Director of Strategic Planning for the RWDSU Council



As National Director of Strategic Planning of the Retail, Wholesale and Department Store Union, UFCW Gemma is responsible for expanding member engagement and services for 100,000 members primarily in the retail, healthcare, food service, poultry and manufacturing industries. She acts as liaison between the national office and local unions, community groups and non-profits, assisting with member communication and outreach for a wide variety of programs to enhance quality of life for members and to help overcome barriers to race, gender and income equality. She is leading the union's national childcare policy and advocacy work, including a partnership with Cornell University's School of Industrial Labor Relations to assess the scope and impact of the lack of access to affordable childcare on low wage workers and their families. She writes and produces the union's internal communications newsletter, RWDSU Insights. Gemma currently serves on the Board of the Health and Welfare Council of Long Island, which advocates for the region's most vulnerable – the sick, elderly, children and disabled. She is a Trustee of Suffolk Community College, New York.

## RHONDA NELSON

Recorder/EVP for UFCW Local 1500



Rhonda came to work for UFCW Local 1500 in 1979 as an Organizer. Throughout her career Rhonda has also served the membership as a Union Representative, Vice President, Field Director and in November of 2009, the Local 1500 Executive Board unanimously voted to appoint Rhonda Nelson as the 3rd Trustee of the Union. Rhonda is our most tenured staff member and her years of experience are quickly recognized anytime she is presented with a problem that needs solving. Throughout the years that Rhonda has been stationed in our Office she has assisted literally thousands of Local 1500 members with their medical questions, medical bills and of course their Pension questions. Rhonda has been a part of the UFCW Local 1500 negotiating team for decades and has successfully led and assisted in achieving hundreds of great settlements. Mrs. Nelson currently serves as the chair of the United Food and Commercial Workers International Women's Network and is routinely asked to travel around the country to speak to working women throughout the UFCW.

## ALY Y. WADDY

Assistant to the Secretary-Treasurer for UFCW Local 1500/VP



Aly began her membership in Local 1500 when she started working PT at Dan's Supreme Key Food in 1998. In June of 1999, Aly came to work for UFCW Local 1500 as an Organizer. She worked on numerous campaigns concentrating on retail organizing and working to level the playing field and protect Union jobs. Since then, Aly has served in various leadership positions at the local, including Lead Organizer, Assistant Director of Organizing, Director of Organizing, and most recently Director of Special Projects. In April of 2017, Aly was unanimously voted onto the UFCW Local 1500 Executive Board as a Vice President. In August of 2017, Ms. Waddy was appointed Assistant to the Secretary Treasurer. In January of 2018, Aly was appointed as a Trustee on the Local 1500 Pension Fund. Aly's tireless efforts, dedication to the membership and ability to react quickly in every circumstance has led her to continuously climb the ranks of Local 1500. Aly has taken her years of organizing knowledge and used it to assist the Union in almost every facet. The end result of every good organizing campaign is growth for the Union and Aly brings that mentality to work every day and it shows in everything that she handles. Aly has also shown a laser focus on assisting the immigrant membership of Local 1500 to fully understand their rights and is always available to help advance their path to citizenship.



## **TERRY QUIÑONES**

**VP/Field Director for UFCW Local 1500**



Terry began her Local 1500 career in September 1977 working as a Part-Time cashier for D'Agostino Supermarket. She transitioned to working for the Union in 1993 as an organizer. She worked on many campaigns throughout her tenure as an organizer in some of the toughest areas that the Union represents.

Terry became a Union representative in 1995 and served in that capacity for 16 years. In 2011 she was promoted to Field Director. She currently holds the position of VP/Field Director and oversees the day to day operation of half of the Union Representatives in the field. Terry has been a part of the Union's negotiating team for years and most recently participated in the successful settlements at Shop Rite and Stop & Shop.

## **MICHELE WRIGHT**

**Floor Supervisor for UFCW Local 1500**



Michele started her career with Local 1500 as a member in 1981 while working in the Pathmark of Garden City Park. In just under 3 years she was promoted to full-time. Michele worked full-time with Pathmark for almost 32 years spending most of her time in Garden City Park and New Hyde Park. She began working with Local 1500 in December 2015 in our

general office. On November 7th, 2017 Michele was promoted to the position of Floor Supervisor. In her new position, she oversees all office departments and reports to the Executive staff. Along with her team, Michele handles all of the billing, posting and Union application processing and has been instrumental in helping the Union transition to a new software program that will allow us increased flexibility and create better servicing opportunities for decades to come.

## **LYNN SHIELS**

**Union Representative/Organizer for UFCW Local 1500**



Lynn Shiels has been with UFCW Local 1500 for over 25-years. Lynn started working for Local 1500 in 1989 as a member of the in-house office staff in medical & bookkeeping. In 1997, when the Local expanded its membership Servicing program, Lynn moved out of the office staff and into the Field staff where she has worked for the last 20 years. In 1999 Lynn

was promoted to the position of Union Representative where she has serviced Local 1500 members in Suffolk & Nassau counties as well as Queens. A few of Lynn's most obvious passions are working with women, especially single mothers, and fighting to raise money for leukemia & breast cancer research. Lynn currently sits as a Trustee on the Local 1500 Scholarship Fund and the Legal Service Fund.

## **VILMARIE FLORES**

**Union Representative/Organizer for UFCW Local 1500**



If there were a few sentences that could describe Vilmarie it would be that she has a very colorful personality and she is extremely passionate about representing our members. As a former long-term rank and file member of Local 1500 Vilmarie has never forgotten what it feels like to work in the stores and takes on every member's grievance as if it was her own. Vilmarie has been

a member of Local 1500 since 1988 and came to work on the field staff as an Organizer in 2007. In 2010, Vilmarie moved onto becoming a Membership Servicing Representative where she was tasked with servicing the entire Local during the later shifts. Vil was promoted to Union Representative in 2012 and has spent the last few years servicing and taking thousands of selfie's with our membership in Brooklyn, Queens, Westchester County and the Bronx.

## **TERESA APONTE**

**Union Representative/Organizer for UFCW Local 1500**



Teresa Aponte joined UFCW Local 1500 in 2001 when she was hired as a member of our in-house office staff. After less than 3 years her passion and devotion to the membership was so noticeable that she was asked to become a member of our Field Staff. Teresa started her time in the field as a Membership Servicing Representative where she took a significant hands-on approach

with the members, especially those that worked for Fairway Market. In 2008 Teresa was promoted to become a Union Representative. Teresa has also served on a number of contract negotiating committees over the last 13 years. As a dedicated mother of three, and proud grandmother of 4, Teresa cannot hide her passion for helping working woman every day. She has represented Local 1500 members in NYC, Queens, New Jersey and Connecticut as well as Nassau and Suffolk Counties.

## **NICOLE NORRIS**

**Plan Director for the UFCW Local 1500 Legal Services Fund**



In December 2016, Nicole became the Director of Legal Services for UFCW Local 1500. Nicole graduated with a BA in US History from SUNY Stony Brook, with honors in 1990 and received her JD from Hofstra University of Law in 1993. Prior to becoming the Director of the UFCW Local 1500 Legal Services Fund, she had a multitude of experience in the private law firm

and corporate environment. She began as an intern during law school at a firm specializing in civil appeals and declaratory judgment litigation and worked her way up to associate and later, became a named partner. She also served as Senior Coverage Counsel for a AAA-rated international insurance company for a decade and later as Associate General Counsel for a large Long Island based transportation insurance carrier for many years. She has been "of counsel" to multiple large Long Island private law firms throughout her career, focusing on complex litigation and appellate work.





I HAVE USED THE UNION BENEFITS FOR A MULTITUDE OF SERIOUS ISSUES. THE BENEFITS COVERED THE BIRTH OF MY DAUGHTER AND MY CANCER TREATMENTS.



BEING IN THE UNION IS LIKE... HAVING A FRIEND. SOMEONE YOU CAN TALK TO IF YOU HAVE A PROBLEM OR SOME QUESTIONS.



BEING WITH LOCAL 1500... I KNOW I'M GETTING GREAT SERVICE.



THANK GOODNESS I HAVE THE UNION BECAUSE THEY GIVE ME THE BENEFITS THAT I NEED TO TAKE CARE OF MYSELF.



GET WITH THE UNION. THAT'S WHAT YOU NEED TO DO BECAUSE THE UNION WILL HELP YOU OUT!



I LIKE THE UNION BECAUSE IT PROVIDES ME JOB SECURITY. IF ANYTHING WERE TO GO WRONG THEY WILL BE THERE TO CORRECT IT.



IF WE HAVE A UNION IT SHOWS THAT WE HAVE BACK UP. WE HAVE THAT SAFETY NET, WE HAVE THE UNION REPS TO FALL BACK ON.



THE BENEFITS ARE A HUGE PLUS FOR ME. HEALTH INSURANCE AND DENTAL ARE GUARANTEED.



WHAT IT'S LIKE HAVING UNION BENEFITS... IT'S LIKE A WARM BLANKET. YOU FEEL SAFE. YOU FEEL MUCH BETTER EVERYDAY KNOWING THAT JUST IN CASE YOU NEED ASSISTANCE YOU GET IT. CONTINUE BEING THE STRONG ARM YOU HAVE ALWAYS BEEN!





WORKING IN A UNION SHOP IS GOOD BECAUSE YOU KNOW THAT YOU HAVE BENEFITS. IF YOU EVER HAVE A PROBLEM YOU CAN CALL THE UNION AND THEY WILL HELP YOU OUT. I KNOW WE HAVE MEDICAL, DENTAL AND RETIREMENT BENEFITS THANKS TO LOCAL 1500.



TO ME IT'S LIKE FAMILY. YOU KNOW? YOU ARE WORKING WITH FAMILY. YOUR BACK IS COVERED. YOU DON'T HAVE TO WORK YOURSELF TO DEATH. I LIKE KNOWING I HAVE A UNION. I DON'T WANT TO WORK ANOTHER JOB WITHOUT A UNION.



WORKING IN A NON-UNION JOB... I GOT NO HOURS. THEY DIDN'T REALLY WORK WITH MY SCHEDULE. I GOT STUCK THERE LATE. I HAD TO WAKE UP EARLY THE NEXT DAY AND GO TO CLASS AND IT DIDN'T REALLY WORK OUT FOR ME.



LOCAL 1500 IS DOING A GREAT JOB. MY UNION HAS VALUE!



I ENJOY WORKING UNDER THE PROTECTION OF LOCAL 1500



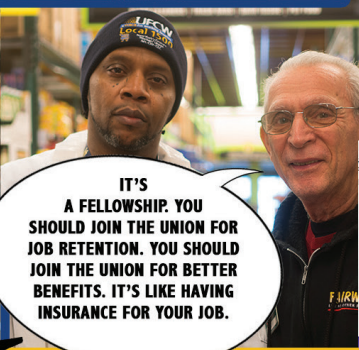
I WOULD SAY TO SOMEONE WHO IS NOT IN THE UNION THAT IT'S MUCH PREFERABLE TO WORK IN A JOB THAT HAS A UNION BECAUSE I FEEL SAFE. IF SOMETHING WERE TO HAPPEN MY JOB IS SECURE AND THE UNION WILL BACK ME UP.



IT IS GREAT KNOWING WHAT TO EXPECT FROM MY JOB AND HAVING THE SUPPORT OF MY UNION!



YOU ARE THE BACKBONE. YOU ARE LIKE MY RIGHT, AND MY LEFT HAND. IF I'M FIGHTING, YOU ARE THERE FIGHTING WITH ME. YOU KNOW YOU ARE DOING A GOOD JOB.



IT'S A FELLOWSHIP. YOU SHOULD JOIN THE UNION FOR JOB RETENTION. YOU SHOULD JOIN THE UNION FOR BETTER BENEFITS. IT'S LIKE HAVING INSURANCE FOR YOUR JOB.



THANK GOODNESS I HAVE THE UNION BECAUSE THEY GIVE ME THE BENEFITS THAT I NEED TO TAKE CARE OF MYSELF. IT'S GREAT TO HAVE A UNION JOB!



A UNIONIZED JOB WILL WORK FOR YOU. YOU NEED THE UNION TO BACK YOU, TO GIVE YOU A SECURE FUTURE IN YOUR EMPLOYMENT.



IT'S A VERY GOOD THING TO HAVE PEOPLE WHO CARE ABOUT YOU AND BE IN A BUSINESS WHERE YOU KNOW YOU DON'T HAVE TO WORRY ABOUT BEING FIRED FOR NO REASON.





RECORDER & EXECUTIVE VICE PRESIDENT  
**Rhonda Nelson**

## Sexual Harassment Is Illegal And Your Union Is Here To Help!

I remember back in 1991 when Anita Hill accused Supreme Court nominee Clarence Thomas of sexual harassment. My eyes were glued to the television and I wondered how the hearing would end. Her life was on full display. However, as with most accusers, the media portrayed him as the victim.

As we all know, the hearing ended with Clarence Thomas becoming a Supreme Court Justice. Yet, Ms. Hill's testimony started a national movement that gave many women the courage to stand up and speak out.

Anita Hill's testimony even had an impact on Local 1500. Local 1500 began receiving calls from members about sexual misconduct, and hostile working environments. Grievances were investigated, and charges were filed. Many of our companies responded by posting notices about what to do if workers are sexually harassed, held anti-sexual harassment workshops and trainings, and disciplined individuals who violated sexual harassment policies.

The #MeToo and #TimesUp movements have once again brought sexual harassment out to the forefront. Almost every day, I read headlines about someone being accused of sexual harassment. Women who were afraid to speak out, because they were ashamed, afraid of losing their jobs, or thought that their abuser was too powerful, are now coming forward because they know that they're not alone. I commend these women for having the courage to speak out and tell their stories as they did twenty-six years ago.

Today, I say to any Local 1500 member who may or may not have experienced sexual harassment, you too are not alone! Local 1500 is committed to stopping sexual harassment wherever it occurs in the workplace. Remember, sexual harassment is any unwanted sexual attention. It threatens and intimidates through personal threats and economic blackmail; it violates you, and it's a violation of the law. Sexual harassment can include:

- Unwanted touching, pinching, or cornering.
- Suggestive remarks, propositions, and lewd comments.
- Physical assault and rape.

Sexual harassment is not your fault, but you can help stop it. Your company has an obligation by law to provide you with a safe and hostile-free workplace. Should you have any questions, please contact me at (516)-214-1300 ext. 1303 or your Union Representative.

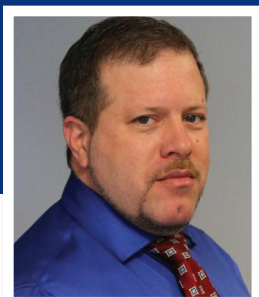


## Translation Service Is Available at Associated Administrators to Help Participants

Associated Administrators subscribes to a service to help speak with people for whom English is not their primary language. Language Line Services will provide a three-way telephone conversation that includes the participant, a Participant Services representative from Associated Administrators, and a language translator. Language Line Services allows Associated Administrators to speak with people in a number of languages, including Spanish, French, Mandarin, Vietnamese, Burmese and more.

To reach the Language Line Services, call the Participant Services Department at (855) 266-1500. If you know of participants who have not called Associated Administrators because they don't feel they speak English well enough, tell them help is available.





UNION REPRESENTATIVE

**Rob Ecker**

## The Union Value Challenge

### NO ONE'S EVER HAPPY WITH WHAT THEY HAVE!

And why should you be? It's simply human nature to gripe about what you don't have rather than celebrating what you do have. It's what drives us to work hard, do what we do well and fight for a little bit more.

Your Union membership comes with **tremendous** value. Respectfully, you shouldn't have to be convinced of, or even told that. However, so many of us have been around our industry for decades and so many more are working their first Union job that the bulk of the membership lacks contrast for what else is out there.

I recently had a conversation with the spouse of a Full-Time member who was inquiring about getting on her husband's benefits. She explained that although she worked in the medical field, the doctor's office she works in charges big bucks for a medical plan. In fact, the cheapest of her three plan options would cost her over \$100 a week! She went on to describe the plan still had high co-insurance, co-pays and a \$3,000 deductible. She couldn't believe the difference between benefits through a supermarket job and those offered to someone with a job ACTUALLY IN THE MEDICAL FIELD. I told her, "Most people don't believe the difference. Many of them, our own members."

In how many other retail settings, do you think, is Sunday... just another day? Ask around. Local 1500 has maintained in its contracts that Sunday is a family day, a Holy day & an optional day to work. Local 1500 members receive premiums from \$2.00 per hour all the way up to time-and-one-half. A company attorney, during some recent negotiations, winced in pain at the thought of paying \$23 an hour on a Sunday for "a carriage boy to shag carts around the lot". Any time an employer's representative can feel the pain that you go through as workers, it brings me joy. The pain of not being able to afford the things we want and/or need. Having to sometimes make a choice between, paying the rent, the phone bill or to keep the lights on. Sometimes not even being able to stretch that paycheck far enough to pay for transportation to get to work at the end of the week. Feel the pain, pal. It's a good burn.

Throughout our territory, NYS minimum wage continues to rise, further enhancing every element of our contracts. However, so much more energy seems to be focused on "what someone else got, that I didn't get when I got here, when I had to wait for blah, why should they get this or that, blah, blah,

blah". Again, discontent is important fuel for achievement but, it distracts from seeing what is valuable.

In order to celebrate what we have, we must first identify what we have. Let's talk about value. Let's think about a 2-1/2-year part time member working somewhere in NYC, making \$13.25 an hour.

### ANNUAL VALUE

Premium time for just a 4-hour Sunday worked every other week:	\$689
A week paid vacation, 2 personal days, 2 sick days:	\$477
The quarter that represents the minimum PT rate on a 24-hour week:	\$312
Nonproductive pay for six paid Holidays:	\$318
Night differential for a 24-hour night crew worker:	\$1,650

These are just a few of the Union Value differences that put hundreds, if not thousands of dollars in the pockets of our members. What about the things that can't be valued through math. How do you value the protections against hours being cut below the contractual minimum, or schedules not being changed midweek or unfair discipline or discharge? How about the tens of thousands of you that use your optical and dental benefits, have been reimbursed by the Legal Services Fund or have won a Local 1500 Scholarship? The value goes on and on.

### So, here's the challenge:

Before I start, there are no prizes, no trophies, no gift cards, not even a hat. But, if you do accept the challenge, you'll quite likely do something wonderful for someone you care about. I challenge you to talk to your friends, your neighbors and your family. Maybe talk with someone that works in the same shopping plaza who you bump into occasionally while on break. Talk to them about their job and what happens to their schedule when it's slow, busy or snows. Talk about working on Sundays. Talk about whatever you find valuable about your Local 1500 job. Share what you have and excite them with the prospect of getting their hands on it too. Create your own great Union Value story about such an interaction and post it on the Local 1500 Facebook page. You never know, you may just accidentally become an activist.

**Good Luck and have fun with it.**



DIRECTOR, LEGAL SERVICES FUND UFCW LOCAL 1500  
**Nicole Norris, Esq.**

## Practically Legal

**We all have people** in our lives for whom we care deeply who need our help in one way or another. At some point you will likely be approached with a request from someone who needs assistance getting a loan. They want to buy a car, a house or further their education. Maybe they are young and have no credit history; perhaps life has dealt them a difficult hand or they have made some mistakes and they are trying to turn their life around. Whatever the cause, they find themselves unable to obtain credit on their own and ask you to “just” cosign their loan.

My goal in writing this is not to advocate for or against cosigning. I endeavor instead to educate you about the dangers of cosigning a loan so you are aware of the potential long lasting consequences if you decide to undertake the obligation.

### **What exactly is a cosigner?**

A cosigner is a person who agrees to pay a borrower's debt if he or she defaults on the loan. The person asked to cosign a loan usually has a good credit score and a lengthy credit history, which greatly improves the odds of approval. It's a myth that the cosigner is only vouching for the individual who wants the loan. The cosigner is typically obligated to make any delinquent payments on the loan. In addition, once you cosign for a loan, the debt will appear on both of your credit reports.

Cosigners are not only critical for the primary borrower, they also play a valuable role in the lending world. Without cosigners, it would often be impossible to establish first time credit or rehabilitate credit that has been damaged. While the usefulness of cosigning is clear when evaluating it from the point of view of a lender or the person who needs support in the credit arena, it places the party who is cosigning in a perilous position. Here's why.

**If you decide to cosign**, you risk:

- getting sued by a lender for someone else's debt obligation
- a negative impact on your credit score due to a delinquent loans
- strained relationships between family/friends
- denial of credit that you seek for yourself because the loan you have cosigned for counts as an open line of credit on your credit report, potentially making you appear to be a greater risk to your own lenders
- learning too late that a loan you have cosigned for is already delinquent and has damaged your credit

**Alternatives to cosigning** include loaning or gifting money in order to increase a down payment, thus lowering monthly payments so that a cosigner is not required. The person needing

some help gets it from you and also builds their own credit and you don't have the exposure you would if you cosigned.

### **Things to consider.**

If you are seriously considering cosigning a loan, examine your own financial picture and determine if you can afford the consequences. Be aware that if the person whom you cosigned for defaults, you will bear the ramifications. Make sure your budget can handle the extra debt if you are forced to pay it off.

Know your borrowing partner very well. You are essentially becoming married to them financially for the duration of the loan. Take an honest look at how they have historically handled financial responsibility and conflict.

If you decide to cosign, obtain and read important papers, such as the loan contract, the Truth-in-Lending Disclosure Statement, any warranties and request that duplicate statements be sent to you directly from the lender. The lender does not have to provide you with this information, so you may have to rely on the borrower. This can become problematic if communication breaks down, so ensure you have online access to the loan status. This enables you to monitor the status of the loan before any delinquencies arise.

**Get off the loan as soon as possible.** Once you become a cosigner on a loan, the likelihood that you can be removed from the loan at a later date is very remote and usually requires a new loan application. If you're told that you can just ask to remove your name, don't believe it. However, some lenders will allow the cosigner to be released from the loan after a certain amount of debt is paid off. Get that in writing.

### **Taking a loan out for someone is basically a gift.**

Statistics indicate that nearly half of cosigners wind up paying some or all the loan balance when the individual that wanted the financing did not make payments. If you still want to cosign after considering all the risks, then go for it.

**The Legal Services Fund is here to help.  
Call us at (800)522-0456 or (516) 214-1310.**

For more information on cosigning, see the following resources: Better Business Bureau ([bbb.org](http://bbb.org)); Consumer Financial Protection Bureau ([consumer.ftc.gov](http://consumer.ftc.gov)); [www.forbes.com/sites/financialfinesse/2017/05/07/what-to-know-before-cosigning-a-loan/#493f53d66119](http://www.forbes.com/sites/financialfinesse/2017/05/07/what-to-know-before-cosigning-a-loan/#493f53d66119); [www.carsdirect.com/auto-loans/requirements-for-using-a-cosigner-for-a-car-loan](http://www.carsdirect.com/auto-loans/requirements-for-using-a-cosigner-for-a-car-loan).





DIRECTOR OF REGION 1  
**Dave Young**

## The Importance of Spreading the Word About Our Union Family

One of our core beliefs at the UFCW is that no one should have to struggle alone. That core belief helped Local 1500 achieve significant organizing victories last year, and we have more opportunities to bring more hard-working women and men into our union family this year.

The simple fact is this: Everyone knows someone who is toiling away in a job with low wages, little to no benefits, and erratic schedules that make it impossible to take care of life's demands, such as caring for a child or family member, taking a second job to earn more money, or going back to school. This year, let's make a pledge to reach out to friends, neighbors, customers and even vendors who service our stores, and spread the word about the value of belonging to our union family.

Let's make an effort to let workers who may not have a collective voice in their workplace know that union members are more likely to have jobs with higher wages than nonunion workers. Let's talk about our union contracts and the benefits union jobs provide, including health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, and overtime protection. On top of a strong union contract, let's make an effort to let people know that members of Local 1500, along with their families, have exclusive access to the UFCW Free College Benefit, as well as discounts that can save families up to \$3,000 this year alone. In a nutshell, let's spread the word that UFCW membership brings people truly great value.

Finally, let's commit to taking this a step further by putting those who are interested in learning more about our union family in touch with one of our organizers at Local 1500. By taking that extra step, we can help workers attain the better lives they have earned and deserve and strengthen the communities that we call home.

Members of Local 1500 know that adding more members to our union leads to stronger contracts. In unity, there is strength, and increased worker power leads to higher workplace standards for all workers—both union and nonunion.

Thank you for being part of our union family. With your help, we can make Local 1500 better and stronger this year and in the years ahead.



*UFCW Local 1500 Executive board being sworn in for 2018*



# Local 1500

## 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.

Adore, Winston R.  
Aiello, Charles  
Bally, Agnes  
Barrows, Ludora  
Bieker, Roger  
Bianca, James J.  
Bohlert, Richard  
Brennan, Anne  
Briehof, Joseph  
Burdo, Margaret M.  
Chase, Andre O.  
Clarke, Andre  
Coco, Geraldine  
Corcoran, Stephan  
Cunane, James  
Delenzik, Wacław K.  
Deodato, Larry  
Driscoll, Walter J.  
Emond, Raymond F.  
Ellis, Steven A.  
Esposito, Genaro J.  
Fabian, Catherine  
Faglione, Guiseppe  
Famigletti, Kerry  
Figueroa, Eliseo "Pete"  
Flohr, Henry  
Ganley, Barbara  
Giordano, Stephen  
Gonzalez, Domingo  
Gregg, Carol L.  
Guarino, Linda  
Guerriero, Patsy  
Harding, Diane M.  
Hasan, Masoodul  
Henley, Stephen J.  
Henry, Lawrence E.  
Hill, Frank  
Hughes, Mary  
Imbriano, Angelo J.  
Ingrassia, Peter  
Jessie, Laura J.

Kenney, Joanne M.  
Lallemant, Beatrice  
Lambertucci, Renzo  
Lerose, John T.  
Liptak, Stephen  
Lombardi, Margaret  
Maher, William  
Mcnamara, Carol A.  
Mitchell, Beatrice  
Monti, Lucia  
Moore, Richard T.  
Morales, Rolando  
Morgan, Fannie M.  
O'sullivan, Erin J.  
Passalacqua, Nick  
Reme, Alice  
Rentas, Robert  
Robinson, Betty  
Rodriguez, Francisco  
Rodriguez, Theresa A.  
Roselli, Luigi  
Ross, Rosemarie V.  
Rothe, John  
Sheehan, Patricia M.  
Siano, Joseph M.  
Siesing, Ronald  
Skidmore, Doris E.  
Smith, Eric Z.  
Smith, Thomas P.  
Solano, Nestor  
Southworth, Susan  
Squazzo, Frederick  
Stavola, Theresa  
Thomas, Donald L.  
Velazquez, Jose  
Vogel, Eileen  
Vogel, Josephine  
Wonsever, Anita  
Woolston, Eleanor A.  
Zarou, Charles

## 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 Yahaira Abreu, Ext. 1330 or Ronnie Survilla, ext. 1333.

Adonetto, Anthony P.  
Behlen, Donna  
Bentley, Arthur G.  
Brice, Lecene  
Charles, Christine  
Coleman, Tony  
Collura, Bruce P.  
Cooke, Diana  
Cooper, Sam  
Cruz, David  
Dansby, Timmie  
Dicostanzo, Maria C.  
Farraro, Wade  
Filomeno, John R.  
Gardner, Harriet  
Gooler, Richard D.  
Harocopos, Lampros  
Hoffman, Craig A.  
Hoffman, Lynda A.  
Huyer, Joseph F.  
Iannuzzi, Steven  
Iulicci, Paul  
Kirkland, Amos  
Knuth, Donald  
Kupitz, Michael  
Lemelin, Errol J.  
Liautaud, Guy A.

Lucarelli, Anthony J.  
Lynch, Patrick P.  
Maraffino, Nicholas S.  
Marrero, Jose D.  
Marrero, Mark A.  
Mcgee, Elizabeth M.  
Muhammad, Ali  
Obregon, Hermifred  
Ortiz, Dorothy  
Pandya, Nandini  
Parsons, Maryann  
Patel, Varsha R.  
Perez, Margarita L.  
Porcillo, Elizabeth A.  
Reddy, Eileen M.  
Redka, Matthew  
Reimers, Lauren E.  
Rojas, Gerardo J.  
Scott, David J.  
Sochinski, James J.  
Speh, Charles T.  
Trifano, Rosanne  
Valenti, John L.  
Vollbehr, Suzanne L.  
Ward, Lawrence H.  
Yozenas, Linda A.

## 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 BETTER WAGES,  
BENEFITS AND WORKING CONDITIONS

### SHOP THESE UNION STORES

KING KULLEN GROCERY COMPANY, INC. TOPS MARKET  
KING'S SUPERMARKET . SHOP-RITE . STOP & SHOP SUPERMARKETS  
SCATURRO SUPERMARKETS . GRISTEDES . FAIRWAY MARKETS  
D'AGOSTINO SUPERMARKETS . WILD BY NATURE HEALTH FOODS SUPERMARKET  
KEY FOOD: MAN-DELL FOOD STORES . PICK QUICK FOODS . DAN'S SUPREME  
FOOD BAZAAR

### SHOP UNION - SAVE JOBS

## DON'T SHOP THESE NON- UNION STORES

STEW LEONARD'S . BEST YET MARKETS . GOLDEN MANGO  
COMPARE FOODS . BJ'S WHOLESALE CLUB . WALMART STORES  
SAM'S WAREHOUSE CLUB . K-MART . TARGET . GARDEN OF EDEN  
PRICE CHOPPER . WHOLE FOODS . CVS DRUG STORES . TRADER JOES  
WALGREEN'S . COSTCO WHOLESALE CLUB . HANNAFORD BROTHERS

ALDI . MRS. GREEN'S NATURAL MARKET  
AMISH MARKET . THE FRESH MARKET . SAVERS

### SHOP UNION - SAVE JOBS

## MOVING? KEEP THE FUND OFFICE INFORMED OF YOUR NEW ADDRESS

It is very important that you tell the Fund Office when your address and/or telephone information changes. Often, the Fund Office sends out important information about your benefits, coverage change notices, Plan booklets, and even the Register. If we don't have the correct information, we may not reach you and that may affect your benefits.

If you are planning to move (even temporarily), or have recently moved, let the Fund Office know your new address and telephone number by calling (800) 522-0456. Remember, telling the Union or your employer is not the same as telling the Fund Office. Tell us where you live so we can send you important information regarding your benefits, claims, changes, etc.

## Prescription Drug Exclusions



We advise all members that the Trustees have specifically indicated that any drugs purchased in the following stores will **NOT** be reimbursed under the Local 1500 Welfare Fund Prescription Plan under any conditions:



K-MART, C.V.S., WALMART, SAM'S,  
PRICE CHOPPER, COSTCO, BJ'S, (SAVON DRUGS, SUPER X & BROOKS  
DRUGS), WALGREENS, TARGET & HANNAFORD.

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# Bulletin Board

## NOTICE OF DUES INCREASE

To All Local 1500 Members;

You work hard and go to work every day. You have the right to a living wage, affordable health care, and a secure retirement. These are core UFCW values. They are the values that allow workers to build a better life for their families. They are values worth fighting for, values worth winning in the battle against corporate America's attempt to turn good jobs into low-wage, no-benefits, high-turnover jobs.

The key to advancing our values is bringing union representation to new members, because a growing UFCW provides more union strength at the bargaining table and lessens the employer's leverage to destroy our living standards.

Clearly, the agenda of corporate America is to establish a low-wage, high turnover, no benefit workforce. Their actions are motivated solely by greed, not financial need, leaving workers, including UFCW members no other choice, but to fight back.

As you know in 2015, due to the closing of Pathmark, we lost over 4,000 members. Luckily many of our union employers acquired some of those stores which resulted in approximately 2,000 Pathmark members regaining their jobs. Unfortunately, the loss in members and revenue makes our job to organize such non-union companies as Best Markets, Stew Leonard's and Whole Foods more urgent than ever before. That's why we're asking for a dues increase during the March 14, 2018, General Membership meeting. With your approval, Full-time weekly dues will increase from \$9.44 to \$10.10 and Part-time weekly dues from \$7.64 to \$8.05 effective June 2018. For those members who are on check-off, these deductions will begin in May 2018. For those members who are not on check-off, the increase will be collected in June 2018, when dues are normally collected. The dues increase is an investment in our living standards, our families, and our future.

A poll by the nationally recognized Peter Hart Associates revealed that more than 40 million non-management workers throughout America are interested in gaining union representation. At the same time, more and more corporations – including those where UFCW members work – are spending unprecedented billions to suppress workers' democratic freedom to choose union representation. This corporate strategy is specifically designed to destroy good union jobs by preventing workers from gaining organized voices at work. Companies count on intimidating workers into silence, to help drive down wages and benefits until every employer, including those where workers are organized, inevitably demands lower living standards using the rationale that only cuts, and reductions can keep the company competitive.

We can prevail in this fight. We can advance UFCW values, win new members and build better futures for our families. It will take preparation and action. It will take a commitment from every Local 1500 member to help defend our living standards and win a better life for our families. The dues increase ensures we will have the necessary tools and resources to unify and mobilize our efforts. We can make it happen!

Best Regards,  
Anthony G. Speelman  
President

## AVISO DE AUMENTO DE CUOTAS SINDICALES

A todos los miembros de Local 1500;

Trabaja duro y va a trabajar todos los días. Usted tiene derecho a un salario digno, atención médica asequible y una jubilación segura. Estos son valores UFCW centrales. Son los valores que permiten a los trabajadores construir una vida mejor para sus familias. Son valores por los que vale la pena luchar, valores que valen la pena ganar en la batalla contra el intento corporativo de los Estados Unidos de convertir los buenos empleos en trabajos de salarios bajos, sin beneficios y de alta rotación de personal.

La clave para avanzar en nuestros valores es llevar la representación sindical a los nuevos miembros, porque un UFCW en crecimiento proporciona más fortaleza sindical en la mesa de negociaciones y disminuye la influencia del empleador para destruir nuestros niveles de vida.

Claramente, la agenda de las empresas estadounidenses es establecer una fuerza de trabajo de bajos salarios, alta rotación y sin beneficios. Sus acciones están motivadas únicamente por la codicia, no por la necesidad financiera, lo que deja a los trabajadores, incluidos los miembros del UFCW, sin otra opción, sino a defenderse.

Como saben en 2015, debido al cierre de Pathmark, perdimos más de 4,000 miembros. Afortunadamente, muchos de nuestros empleadores sindicales adquirieron algunas de esas tiendas, lo que resultó en que aproximadamente 2,000 miembros de Pathmark recuperaran sus empleos. Desafortunadamente, la pérdida de miembros e ingresos hace que nuestro trabajo para organizar compañías no sindicales como Best Market, Stew Leonard's y Whole Foods sea más urgente que nunca. Es por eso que estamos solicitando un aumento en las cuotas durante la reunión de Membresía General del 14 de marzo de 2018. Con su aprobación, las cuotas semanales a tiempo completo aumentarán de \$9.44 a \$10.10 y las cuotas semanales a tiempo parcial de \$7.64 a \$8.05 a partir de junio de 2018. Para aquellos miembros que han optado la deducción automática de cuotas estas deducciones comenzarán en mayo de 2018. Para esos miembros quienes no han optado la deducción automática de cuotas, el aumento se cobrará en junio de 2018, cuando normalmente se recaudan las cuotas. El aumento de las cuotas es una inversión en nuestro nivel de vida, nuestras familias y nuestro futuro.

Una encuesta realizada por Peter Hart Asociados, reconocida a nivel nacional, reveló que más de 40 millones de trabajadores no administrativos en todo Estados Unidos están interesados en obtener representación sindical. Al mismo tiempo, cada vez más corporaciones, incluidas aquellas en las que trabajan miembros de UFCW, están gastando miles de millones sin precedentes para reprimir la libertad democrática de los trabajadores para elegir representación sindical. Esta estrategia corporativa está específicamente diseñada para destruir los buenos trabajos sindicales al evitar que los trabajadores obtengan voces organizadas en el trabajo. Las empresas confían en intimidar a los trabajadores para que reduzcan los salarios y beneficios hasta que todos los empleadores, incluso aquellos donde los trabajadores están organizados, inevitablemente exijan un nivel de vida más bajo utilizando los fundamentos que solo recortan y las reducciones pueden mantener a la empresa competitiva.

Podemos prevalecer en esta lucha. Podemos avanzar en los valores de UFCW, ganar nuevos miembros y construir mejores futuros para nuestras familias. Tomará preparación y acción. Tomará un compromiso de cada miembro de Local 1500 para ayudar a defender nuestros estándares de vida y ganar una vida mejor para nuestras familias. El aumento de las cuotas asegura que tendremos las herramientas y los recursos necesarios para unificar y movilizar nuestros esfuerzos. ¡Podemos hacerlo realidad!

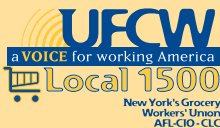
Atentamente,  
Anthony G. Speelman  
Presidente



## GENERAL MEMBERSHIP MEETINGS

Wednesday, March 14, 2018

Wednesday, June 6, 2018



ALL MEETINGS START AT 7:00 P.M.

UFCW LOCAL 1500, FRANK MEEHAN HALL  
425 MERRICK AVENUE, WESTBURY, NY 11590

**Prizes Will Be Awarded!**

# BLOOD DRIVE

BRING DONOR  
CARD



AGES 16 - 75  
EAT WELL & DRINK FLUIDS  
NO TATTOOS FOR PAST  
12 MONTHS

BRING ID  
(w/ Signature of photo)  
MINIMUM WEIGHT 110 LBS

Donors will  
receive  
McDonald's  
Coupon

**MARCH 27, 2018  
2 - 8PM**

FRANK MEEHAN HALL - 425 MERRICK AVE. WESTBURY, NY

RSVP NECESSARY: 516.214.1305

INFO@UFCW1500.ORG



## UFCW LOCAL 1500 PRESENTS BOWL-A-THON

For the  
LEUKEMIA-LYMPHOMA  
Society

**\$17  
PER PERSON  
CASH ONLY**

2.5 hours unlimited bowling  
Shoe rental & your donation included  
Reserve your lane by paying your store captain  
or Greg Pasquale: 516.214-1356

**FISHKILL BOWL**  
SATURDAY MAY 12TH  
5:30-8:00 PM  
@ T10 ROUTE 82  
FISHKILL, NY

**RESERVE YOUR SPOT EARLY!**

Chinese Auction Featuring:

Golf Outings - Lower Level Seats to Yankee Game -  
Restaurants & much more! Captain:



@UFCW1500



@UFCW1500



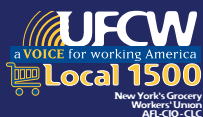
@UFCW1500



Any suggestions or comments for the Register?

Send us your feedback to

Nallen@ufcw1500.org



## FRANK MEEHAN HALL OFFICE HOURS & PHONE

516-214-1300 • 800-522-0456

General Office Hours, Pension & Welfare & Legal Services, Mon. thru Fri. 8:00 a.m. - 5:00 p.m.

UFCW1500.ORG

INFO@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, followed by the 4  
digit extension number of the person with whom you  
wish to leave a message. 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

Rosanne Wynne-Torres, Ext. 1332

### PENSION

Yahaira Abreu, Ext. 1330

Jamie Mercado, Ext. 1333

### MEDICAL-DISABILITY-VISION

Laura Behr, Ext. 1335

Michelle Sefcik, Ext. 1337

### MEMBERSHIP APPLICATION

Arnetta Ellison-Bates, Ext. 1306

### SCHOLARSHIP

Wendy Flores, Ext. 1310

### 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 Wendy Flores

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

### EXECUTIVES

1305 Speelman, Tony - President

1306 Newell, Rob - Secretary-Treasurer

1303 Nelson, Rhonda - Recorder & Executive Vice President

1304 Waddy, Joe - Vice President & Assistant to the President

1306 Waddy, Aly - Vice President & Assistant to the  
Secretary-Treasurer

### DIRECTORS

1318 Quiñones, Theresa - Vice President & Field Director

1369 Santarpia, Paul - Vice President & Field Director

1362 Sexton, Brendan - Director of Organizing &  
Political Coordinator

### UNION REPRESENTATIVES

1353 Ecker, Robert\*

1311 Aponte, Teresa

1371 Flores, Vilmarie

1317 Guardado, Jeff

1358 Mauleon, Rafael

1343 Mausser, Jeff

1356 Pasquale, Greg

1340 Scorzelli, Jay

1339 Shiels, Lynn

1360 Waldron, Paul

1357 Woods, John

\*Administrative Field Coordinator

### MEMBERSHIP SERVICING REPRESENTATIVE ORGANIZING & POLITICAL

1315 Farrands, Bruce

1361 Hernandez, Rafael

1354 Schifano, Jose

1349 Walter, Fred Jr.

1345 Organizing Hotline

### MEDIA & COMMUNICATIONS

1374 Allen, Nicholas - Media & Communications Coordinator

1372 Thomas, Tarrik

**BLOOD DRIVE: TUESDAY, 3/27 @FRANK MEEHAN HALL 2PM-8PM**