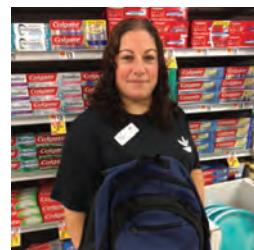


## UFCW LOCAL 1500'S BACK TO SCHOOL GIVEAWAY



**NEW  
CONTRACTS**  
Page 5

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BLOOD DRIVE**  
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**SPECIAL  
EVENTS**  
Page 10



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



**Joe Waddy**  
*Assistant to the President*

## ALWAYS HERE FOR YOU

When you work in the retail industry, you see companies prosper and expand, always looking to branch out into a new neighborhood, and bring their product and service into different communities. However, when you've been around as many years as I have you also, unfortunately, see chains and independent stores struggle and close. Many of us have seen some whole companies disappear, seemingly overnight. Sure, in most cases the proverbial writing was on the wall for years leading up to a closure, but that very next day after a store, or especially a whole company, closes for good it's really hard to believe they are no longer in existence. In my time I have seen companies disappear such as Bohack, Penguin Key Food, Supersol, my alma mater Dairy Barn, and of course, who can forget Pathmark? And these were just chains that employed Local 1500 members.

It is always a difficult time when a store closes, and the members are displaced. Along with shock and heartache, there is also the financial worry for the members of what comes next? When am I getting my next paycheck? How do I pay my bills? How will I take care of myself and/or my family? All very reasonable questions under the circumstances. We do our best to protect employees' hard-earned entitlements, so they can transition into their next job (or retirement) as smoothly as possible. Although your Union will fight as hard as possible to protect you, there is nothing we can do that can overcome mismanagement. Back when Pathmark filed for bankruptcy protection in 2012, we as a Union had some very difficult decisions to make. We were faced with the probability of the entire chain closing, virtually overnight, if we didn't renegotiate our contract mid-cycle. It was an enormous effort to find ways to save the company money and help keep them in business. Of course, our goal was to keep as many members of Local 1500 employed as possible. So, we, along with twelve other UFCW Local unions that represented A&P stores, made the tough decision to meet and bargain modifications to our Collective Bargaining Agreement. It was one of the most difficult times to represent our membership—having people come together to vote on a temporary decrease in salary, vacation time, and Sunday OT to name a few. But overall, the sentiment of the Pathmark membership was that of trying to save their company, even if it meant less for them individually. The renegotiated contract passed but unfortunately, again, in 2015 A&P went bankrupt, was liquidated and the Pathmark chain was lost, and members found themselves asking all the questions I mentioned earlier.

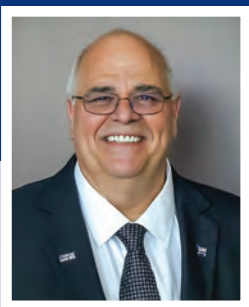
My purpose is not to depress you, but rather illustrate to you what the advantage of being represented by a Union can do for you, even in the worst of times.... especially in the worst of times. I mentioned what happened in 2012, but I firmly believe that if not for Local 1500's involvement, along with all of our sister Locals in the Northeast, the A&P company would have been completely gone in 2012, leaving tens of thousands of people without jobs almost 3 years earlier. Similarly, in 2015 when A&P decided to shop their stores at the auction, I know that it was our relationship with companies such as Stop & Shop,

King Kullen, Dan's Key Food, Glass Gardens ShopRite, and Holiday Farms—that saved, literally, thousands of Union jobs. Was it a perfect situation? Definitely not. Did thousands of people still lose their jobs? Unfortunately, yes. But the losses would have been more than twice that if these companies didn't acquire these stores and most importantly agree to hire the members that they did. Even then it was still a battle to convince these Union employers to maintain most, if not all, of the A&P salaries and benefits for the acquired group of members. It was not a 'given' and it certainly was not an easy task to accomplish. Nevertheless, in the end we were able to help protect the benefits and livelihoods of thousands of our members and their families.

I have heard many times that the cost of Union contracts will put a company out of business. Really? Well how do you explain closures such as Toys R Us, Sports Authority, Circuit City, Borders Books, Linens N Things, The Wiz, Radio Shack? The list goes on and on. These and many other companies became defunct because of mismanagement, over expansion and corporate greed. There were no Union contracts in these stores. The employees there had none of the securities they would have had if they were represented by a Union contract. Was there anyone ensuring the WARN act was being complied with? Was there anyone coordinating meetings with the Department of Labor Rapid Response Team to make sure people were getting everything they needed? Did anyone help these workers properly apply for Unemployment benefits? I'm not so sure about that. There were no job fairs put together for those employees. There was no communication with them after the doors closed. There was no one reaching out to those employees after the fact with potential job opportunities at other employers. Were there any pensions or retirement plans that employees of a qualifying age could depend on, to comfortably move on in their lives? Most people received nothing at the time of closing, and no offer of future help was made to them. We have always said that being a part of this Union means that we are, and always will be, family. And that's why, even well beyond the existence of the now defunct company, we have used our industry relationships to help steer people in the direction of new job opportunities long after the closings. That's what I would want someone to do for me and my family.

So yes, both Union and non-Union companies alike unfortunately shutter their doors sometimes. The difference is how those employees are treated when and if that time unfortunately comes. Our Union has been very vocal about how unfair non-Union companies, such as Best Market, Target, Wal Mart, or North Shore Farms treat their employees on a regular basis. Will these companies treat their workers with the same dignity and respect as the companies I mentioned in my opening paragraph? You know, the ones that were represented by Local 1500. Or will they shut the doors and never look back on the employees, even after all their years of hard work and dedication? That remains to be seen, but when you have an advocate, like UFCW Local 1500, that truly looks out for your well-being, both in good times and bad, it can certainly make all the difference in your life.





## LA PERSPECTIVA DEL PRESIDENTE

**Tony Speelman, Presidente @aspeel1500**



**Joe Waddy**  
Asistente del Presidente

# SIEMPRE AQUÍ PARA LO QUE NECESITES

Cuando trabajas en la industria minorista, ves que las empresas prosperan y se expanden, siempre buscando diversificarse en un nuevo vecindario y llevar sus productos y servicios a diferentes comunidades. Sin embargo, cuando llevas tantos años como yo también, desafortunadamente, ves cadenas y tiendas independientes que luchan y se cierran. Muchos de nosotros hemos visto desaparecer algunas compañías enteras, aparentemente de la noche a la mañana. Claro, en la mayoría de los casos la escritura proverbial estuvo en la pared durante años previos a un cierre, pero ese mismo día después de que una tienda, o especialmente toda una compañía, se cierra definitivamente, es en realidad difícil creer que ya no existen. En mi época, he visto desaparecer compañías como Bohack, Penguin Key Food, Supersol, mi alma mater Dairy Barn y, por supuesto, ¿quién puede olvidar Pathmark? Y estas fueron solo cadenas que emplearon miembros de Local 1500.

Siempre es un momento difícil cuando se cierra una tienda y los miembros son desplazados. Junto con la conmoción y la angustia, ¿existe también la preocupación financiera para los miembros de lo que viene después? ¿Cuándo recibiré mi próximo cheque? ¿Cómo pago mis cuentas? ¿Cómo me cuidaré yo y / o mi familia? Todas las preguntas muy razonables bajo las circunstancias. Hacemos nuestro mejor esfuerzo para proteger los derechos adquiridos con tanto esfuerzo de los empleados, para que puedan hacer la transición a su próximo trabajo (o jubilación) de la mejor manera posible. Aunque su Unión luchará lo más duro posible para protegerlo, no hay nada que podamos hacer para superar la mala administración. Cuando Pathmark se declaró en quiebra en 2012, nosotros como sindicato tuvimos que tomar algunas decisiones muy difíciles. Nos enfrentamos con la probabilidad de que toda la cadena cerrara, prácticamente de la noche a la mañana, si no renegociamos nuestro contrato a mitad del ciclo. Fue un esfuerzo enorme encontrar formas de ahorrar dinero a la empresa y ayudar a mantenerlos en el negocio. Por supuesto, nuestro objetivo era mantener a tantos miembros de Local 1500 empleados como fuera posible. Entonces, nosotros, junto con otros doce sindicatos locales de UFCW que representaban a las tiendas de A & P, tomamos la difícil decisión de cumplir y negociar modificaciones a nuestro Acuerdo de negociación colectiva. Fue uno de los momentos más difíciles para representar a nuestra membresía: que las personas se reúnan para votar sobre una disminución temporal en el salario, el tiempo de vacaciones y el domingo OT, por nombrar algunos. Pero en general, el sentimiento de la membresía de Pathmark era el de tratar de salvar a su empresa, incluso si significaba menos para ellos individualmente. El contrato renegociado pasó, pero lamentablemente, nuevamente, en 2015, A & P quebró, se liquidó y la cadena de Pathmark se perdió, y los miembros se encontraron haciendo todas las preguntas que mencioné anteriormente.

Mi propósito no es deprimirme, sino ilustrarte lo que la ventaja de ser representado por una Unión puede hacer por ti, incluso en los peores momentos ... especialmente en el peor de los tiempos. Mencioné lo que sucedió en 2012, pero creo firmemente que, si no fuera por la participación de Local 1500, junto con todas nuestras locales hermanas en el noreste, la compañía de A & P habría desaparecido por completo en 2012, dejando a decenas de miles de personas sin trabajo casi 3 años antes. Del mismo modo, en 2015, cuando A & P decidió comprar sus tiendas en la subasta, sé que fue nuestra relación con compañías como Stop & Shop, King Kullen, Dan's Key

Food, Glass Gardens ShopRite y Holiday Farms lo que ahorró, literalmente, miles de trabajos de la Unión. ¿Fue una situación perfecta? Definitivamente no. ¿Miles de personas aún perdieron sus trabajos? Por desgracia sí. Pero las pérdidas habrían sido más del doble que si estas compañías no adquirieran estas tiendas y, lo que es más importante, aceptasen contratar a los miembros como lo hicieron. Incluso entonces, todavía era una batalla convencer a estos empleadores de la Unión de que mantuvieran la mayoría, si no todos, los salarios y beneficios de A & P para el grupo de miembros adquirido. No fue un 'dado' y ciertamente no fue una tarea fácil de lograr. Sin embargo, al final pudimos ayudar a proteger los beneficios y los medios de subsistencia de miles de nuestros miembros y sus familias.

He oído muchas veces que el costo de los contratos de la Unión hará que una empresa deje de funcionar. ¿De Verdad? ¿Cómo se explican cierres como Toys R Us, Sports Authority, Circuit City, Borders Books, Linens N Things, The Wiz, Radio Shack? La lista sigue y sigue. Estas y muchas otras compañías se extinguieron debido a la mala administración, la expansión y la avaricia corporativa. No hubo contratos con la Unión en estas tiendas. Los empleados no tenían ninguno de los valores que tendrían si estuvieran representados por un contrato de la Unión. ¿Había alguien asegurando que se cumpliera con la ley WARN? ¿Hubo alguien que coordinara reuniones con el Equipo de Respuesta Rápida del Departamento de Trabajo para asegurarse de que las personas obtuvieran todo lo que necesitaban? ¿Alguien ayudó a estos trabajadores a solicitar adecuadamente los beneficios de desempleo? No estoy tan seguro de eso. No se organizaron ferias de trabajo para esos empleados.

No se organizaron ferias de trabajo para esos empleados. No hubo comunicación con ellos después de que se cerraron las puertas. No hubo nadie llegando a esos empleados después del hecho con posibles oportunidades de empleo en otros empleadores. ¿Hubo alguna pensión o planes de jubilación de los que pudieran depender los empleados de una edad calificada para avanzar cómodamente en sus vidas? La mayoría de las personas no recibió nada al momento del cierre y no se les ofreció ninguna ayuda futura. Siempre hemos dicho que ser parte de esta Unión significa que somos, y siempre seremos, familia. Es por eso que, incluso más allá de la existencia de la ahora extinta compañía, hemos utilizado nuestras relaciones con la industria para ayudar a orientar a las personas hacia nuevas oportunidades de trabajo mucho después de los cierres. Eso es lo que quisiera que alguien haga por mí y mi familia.

Así que sí, tanto las empresas de la Unión como las que no lo son desafortunadamente cierran sus puertas a veces. La diferencia es cómo esos empleados son tratados cuando y si ese momento desafortunadamente llega. Nuestra Unión ha sido muy elocuente sobre cómo las empresas desleales no sindicales, como Best Market, Target, Wal Mart o North Shore Farms, tratan a sus empleados regularmente. ¿Estas compañías tratarán a sus trabajadores con la misma dignidad y respeto que las compañías que mencioné en mi párrafo inicial? Ya sabes, los que fueron representados por Local 1500. ¿O cerrarán las puertas y nunca mirarán hacia atrás a los empleados, incluso después de todos sus años de arduo trabajo y dedicación? Queda por ver, pero cuando tienes un defensor, como UFCW Local 1500, que realmente ve tu bienestar, tanto en los buenos como en los malos momentos, ciertamente puede marcar la diferencia en tu vida.



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



**Aly Waddy**  
*Assistant to the Secretary-Treasurer*

## IN AN EVER-CHANGING INDUSTRY IT IS OUR MEMBERS THAT ARE THE CONSTANT

Is it really September? Is Summer over already? Is it seriously time for our kids to head back to their bus stops and classrooms? The answer to all three of those questions is obviously yes. This year has really flown by so far, but it has not been without its share of industry drama and changes at your Union. We had 2 more retirements this Summer, one from our office and one from the field staff. Tony DeSantis, a member and employee who worked for our Union for more than 40 years, left us at the end of June. Jeff Mausser, a longtime member favorite, not only for his servicing style but also for that great big smile he always wore, retired on July 6th after 20 years of working hard to protect our members in the stores.

A few months ago, we also changed the Union's internal data and membership system for the first time in over 30 years. Changes of this nature never come without dozens of unforeseen hiccups and operational difficulties. I am proud to report that, after a great deal of hard work, the system transition has been a success. This change will allow our Union to be much more flexible and nimbler than ever before, especially from a data collection and reporting perspective, which in turn increases our ability to provide better service to our members every day.

We are continuing to negotiate open contracts, and although some are taking longer than expected, we are making progress with each bargaining session we complete. Our largest open contract is with Fairway, who's contract expired in April of this year and is currently on an extension. For those of you that follow the industry and trade publications, I am sure that you have seen that today's Fairway is a very different company than the Fairway of old. A small company that used to be owned and operated successfully by a few staunch industry professionals has been forced to learn how to survive in today's NYC retail climate as a larger company, run aground first by a private equity company and now overseen by a bank. To put it mildly the climate in these stores could not feel any different for our 2500 brothers and sisters who work there every day and do their best to provide for their families and serve their customers well. To our Fairway members, I assure you that we are doing everything that

we can to help find the best possible solutions to get you through this difficult time and get you a new contract that you can vote on and be proud of!

With all the rumors that are buzzing around the supermarket industry right now it's become difficult to look in the same direction more than once a day. There are rumors about more than five current operators in our jurisdiction, both Union and non-Union chains, that are having financial issues, looking to sell/close stores and even a few that may opt to file for bankruptcy protection. For decades, a few of the outside contract negotiators we dealt with blamed all of your employer's business difficulties on the costs of the Union contract and its members. Clearly that is an easier statement for an outsider to make, especially when their only job is to step in and try to gain concessions from your contracts every few years. But those owners that worked side by side with our members each day always knew the real truth, our members have always done their best, worked harder and cared more than the average non-Union worker.

Obviously, it is costlier to run a Union supermarket than a non-Union supermarket, but there is way more to the story than that. Union members typically make more money, which helps them provide a better life for themselves and their families. Paid time off gives Union members the opportunity to stay home when they are sick, deal with the loss of a loved one without an additional loss of income and to get the necessary time away from the job to enjoy their family and recharge their engines. Union members have more access to better healthcare and retirement plans than non-Union workers. All of these items (and dozens more) have a cost, but also create a better overall work environment. A positive work environment changes how many members view their "job". It goes from just being a "job" and becomes their "career". Our "career" Union members always go the extra mile, provide great service, watch out for their employer's business/bottom line and come to work on time and ready to take on whatever new challenge the day confronts them with. This has always been a service business and the customers may shop differently today than they did 10 years ago, but the basics are still

the same...have the products in stock, present a clean store, have enough help and provide GREAT customer service. No self-scanners, shopping buddies or store roaming robots can deliver ANY of those basic goals...not without the help of our members.

Local 1500 is currently involved in 3 major organizing projects against some of your employers' biggest competitors and is gearing up for a full scale, full staff organizing drive again in 2019. Leveling the playing field for your employers is something that we absolutely believe in and must continue to strive towards. Although there may be no perfect solution to stopping the spread of the non-Union operators in our jurisdiction, we will not sit idly by and let your jobs be put in jeopardy. We do our fair share of fighting with your employers daily, trust me, or just ask a few of them yourself, but we still respect the fact that they are all running Union supermarkets. In the decades past our Union was always viewed as a servicing Local first and an organizing Local second. Since President Speelman was elected we have shifted our focus to growing our Union and in turn protecting your Employers. This rededication may create the biggest change in this industry over the next few years. We are not only working on our own projects right now. We are also working on joint campaigns with our sister Local's 338 & 342, as well as projects with the Region 1 District Council Organizing committee.

During times of difficulty, change and turmoil you can either grab the reigns and take control of a situation or you can let that situation control you. The leadership & staff of our Union, in coordination with our sister Locals and our International have never been the type to be controlled by outside influence. We have never let this ever-changing industry dictate what's going to happen next and I don't see that changing now or in the future! Keep your eyes open and watch our emails and social media posts for opportunities to assist us in our organizing drives in the future. Our best organizers have always been our members...the same group that, although often overlooked, has helped make their owners very wealthy and prove every day that they do it better than anyone else in the Industry! **#MyUnionHasValue**







## STAFF PROMOTIONS



### Stefanie Andrade

Stefanie Andrade has been promoted the position of "Administrative Assistant to the Offices of the President & Secretary-Treasurer". Stefanie has shown an uncanny ability to adapt to any and all things thrown her way during her relatively short tenure with us here at Local 1500. To put it mildly, Stefanie is a no nonsense/business first person and it shows every day in the quality of her work. She has been instrumental in getting the Local's digital files in order, managing our vendor agreements, reviewing and paying all incoming invoices and just making sure the entire flow of the Executive Office is a better one for all of us. In this new position Stefanie will report to, and assist, both the offices of the President and the Secretary-Treasurer in all of their business, while continuing to deal with all of our vendors, process & ensure accuracy on all incoming invoices, negotiate new vendor agreements and continuing

to supervise and train Executive secretarial staff.



### Michele Wright

Michele Wright has been promoted to the position of Office Manager. All office, Computer, Payroll, Accounting, Pension, Welfare, Legal, Reception and Building employees will report directly to her on a daily basis. Michele has used her vast experience as a rank and file member from our stores to find new ways to help our members each and every day. Michele's continued respect for doing things the right way, every time, is what makes her stand out each and every day. She has great leadership skills and focuses on further training our office staff to ensure that Local 1500 provides the best possible service and value to our members.

## STAFF RETIREMENTS



### Congratulations On Your Retirement Tony DeSantis!

On June 30th, after more than 40 years of service, Tony DeSantis has decided to retire from Local 1500. Tony served the membership of Local 1500 as a computer programmer in the data entry department. During his long tenure, Tony witnessed many changes in technology, as well as staff changes, and he survived them all. We wish him the best of luck in his retirement!

For the first time, Local 1500 sponsored a back to school giveaway event. We are happy to report that over 125 members and their dependents received school supplies to welcome in the new school year. Be on the lookout for next year's giveaway event. #MYUNIONHASVALUE



## CONGRATULATIONS!

### Anthony Drago

What can be said about Anthony Drago? A lot actually. Being affiliated with Local 1500 since 1987 at Mannix ShopRite, Anthony is the senior Vice President of Local 1500, serving as an Executive Board member since May of 1992. His no-nonsense approach to the issues that Local 1500's members have faced for decades has truly helped lead this Local in the right direction over the years. "Anthony's passion for doing the right thing for both the Company and the Union is felt in everything he says. You will never find someone that takes their membership and role in this Union more seriously than Anthony Drago" said Secretary-Treasurer Rob Newell. His dedication to the Executive Staff of the Union will sorely be missed. Anthony has served on many negotiating committees over the years, most recently with the tenuous ShopRite bargaining in 2016 that spanned almost one year. Anthony was instrumental in the Union and the Company reaching a settlement. Hopefully, they've made more just like you, Anthony. Congratulations on your well-earned retirement!



### Joan Marie Stilson

It is with mixed emotions that we announce the retirement of Joan Marie Stilson. Affectionately known as Joanie, she began working in the deli department with Dan's Supreme Key Food in 1993. Over the years Joanie became Deli Manager and a very active member, also serving as a Shop Steward for many years. She then joined our Executive Board in March of 2016. Although her time as a Vice President of Local 1500 has been relatively short, she has made a positive impact on the staff and membership of the Union. "Joanie always brought a fresh perspective to the table. She's been a member, a steward, a negotiating committee member, and a Vice President, and her presence will be missed" said President Speelman. Joanie, we are sad to see you leave, but wish you all the best in relocating with your husband Colby. You will be missed!



## MAKING STRIDES AGAINST BREAST CANCER







## JONES BEACH FIELD 5

**SUN. OCT. 21, 2018**  
**WALK: 7AM - 12PM**  
**RSVP:**  
**UFCW1500.ORG/BC18**  
**516-214-1305**



**LEUKEMIA &  
LYMPHOMA  
SOCIETY®**  
fighting blood cancers

## LIGHT THE NIGHT WALK

TAKING STEPS TO MAKE **SOMEDAY TODAY**



**JOIN OUR TEAM & WALK WITH  
OUR UNION IN HONOR OF FORMER  
PRESIDENT FRANK MEEHAN**

**SATURDAY, OCT. 20, 2018**

5:30 PM MEET AT EISENHOWER PARK  
7 PM WALK START AT EISENHOWER PARK



SIGN UP AT **UFCW1500.ORG/LTN**  
**CALL: 800-522-0456 EXT 1305**





# UFCW SUMMER BLOOD DRIVE & BBQ









## SCHOLARSHIP RECIPIENT BREAKFAST



## LOCAL 1500 MEMBERS AT A YANKEE GAME







UNION REPRESENTATIVE  
**Jay Scorzell**

## RISE OF THE SHOPPING MACHINE?

Remember the days when “Shop ‘til you Drop” was a funny way to refer to people who spent their day strolling store aisles, trolling for coupons and looking for the best deals? In today’s world of instant gratification and electronic euphoria those days are gone. Gone, too, are the days when you could enter your local supermarket and ask a store associate for a new great dinner idea or even the price of an item. In the new world of automated markets, not only does the typical store associate not have the time to try and learn about a great suggestive menu idea or retain the prices of their products, he or she is usually only one of a select few people working on the entire sales floor. Today, Self-Scan Checkouts, Scanner to Bag Shopping and Robotic Stock Personnel are quickly becoming the norm rather than the exception in most Supermarket chains.

It wasn’t too long ago when the first self-scanning checkouts began to appear at some of the larger supermarket chains. Everyone was enthralled with the technology and parents were more than willing to occupy their bored children by allowing them to scan and bag their purchases. Today, by design, consumers are herded to those self-check-out lines in hoards. Some supermarket chains decided long ago that it was more cost effective to replace 6 employees with 1. That 1 employee is now responsible to oversee as many as 6 self-scanning registers at the same time. To ensure their use (and increase their bottom lines) stores nationwide have reduced the number of live cashiers on all other registers. This practice results in much longer lines at traditional registers, which routinely causes those customers in a hurry to jump to the self-scan lines to get out of the store while there is still daylight. This change was gradual and may have seemed less harmful when it began, but it has resulted in our members having their hours reduced and their jobs going unreplaced in record numbers.

Another, similar method Supermarket chains have implemented that results in our members’ losing hours is the Scan to Bag shopping experience, like Stop & Shop’s “Scan-It”. This allows shoppers to take a scanner

when they enter the store and scan their own items and put them in their cart as they shop the store. The consumer is encouraged to bring their own bags to avoid any further delay when they arrive at the front end. Once again, this seems like an invaluable tool to save the consumer a little time, but a closer inspection reveals that once again, this “convenience” is just another tool to further eliminate the need for live cashiers in the store. If you think that the savings garnered would result in an increase in floor personnel to keep the shelves better stocked, help guide shoppers or even to ensure that shoppers are actually scanning all their groceries you’d be wrong! Large chains have deduced that the reduction in salaries and benefit costs far outweigh the potential product loss from unscanned items being dropped in carts around the store.

*Who will be there  
to help if and when  
the machines  
malfunction?*

*Let’s remember that  
no matter how good  
these machines get,  
they are not as good  
as our friends  
and neighbors.*

Besides--- they are already testing and developing new prototype shopping carts that will automatically scan and tally your items as soon as they are added to your cart. This would mean that any losses are significantly

minimized. Some of the most innovative of these shopping carts in development can also import your personal shopping list, lead you to your items in the store’s aisles, keep a running total of how much you are spending and use the payment card you have on file to automatically check out your order. Just think, searching aisles for the out the ordinary products will be a thing of the past. Again, at first glance this may have some of us cheering this “shopping assistant”, but what about the loss of the additional impulse buys that are typically a result of shopping the whole store? In addition, these shopping carts could eventually replace hundreds, if not thousands, of our members.

Recently, Amazon publicized the robotic devices that are used to stock and fetch items from their enormous warehouses. This technology may not be that long away from being new norm as the method of stocking shelves in supermarket chains. Some stores in Europe already have fully automated stores that use these robots to stock shelves and some even shop for the customers. Newer prototypes are being developed that will actually go to your store, shop and deliver your groceries right to you.

We must start to contemplate who all these conveniences are actually benefitting. Can we save time? Yes. Can we shop from home? Yes. But, let’s think about it another way. Are we willing to eliminate people’s livelihood for the sake of expediency? Should we be happy that we have eliminated all human contact from our shopping experience? Who will be there to help if and when the machines malfunction? Let’s remember that no matter how good these machines get, they are not as good as our friends and neighbors. They can’t tell us the best way to cook a filet. They can’t explain what the perfect smell is for a ripe pineapple or the proper firmness for a melon. How much human sacrifice are we willing to accept for the rise of these “Shopping Machines”?

**To contact Jay Scorzelli email at  
JScorzelli@UFCW1500.org or  
516-214-1340.**

## Health Insurance Portability & Accountability Act of 1996 Privacy Notice Reminder

As you are aware, the Federal government enacted the Health Insurance Portability and Accountability Act of 1996 to ensure, among other things, that your medical information (referred to in the legislation as "Protected Health Information") is secure and kept private. The "Privacy Rule", as it is commonly referred to, requires the Local 1500 Welfare Fund to comply with the regulations, one of which is to notify all individuals of the Fund's privacy policies and procedures.

You have previously received the Fund's privacy policies and procedures. However, this will serve as a reminder that you have the right to receive a copy of the Fund's privacy policies and procedures by requesting one, in writing, and sending your request to Local 1500 Welfare Fund; 425 Merrick Avenue; Westbury, NY 11590. You may also contact the Fund Office at (516) 214-1300 to request these documents.

Should you have any questions about this notice or the Fund's procedures, please contact the Fund Office. The personnel there will be more than happy to assist you.

### Newborns' & Mothers' Health Protection Act of 1996

This will serve as a reminder that, pursuant to the Newborns' & Mothers' Health Protection Act of 1996, the Fund may not generally restrict benefits for any hospital length of stay, in connection with child-birth, for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, the law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours or 96 hours, as applicable.

36

Reasons why you should  
*Thank a Union*

- Weekends
- All breaks at work, including your lunch breaks
- Paid vacation
- FMLA [Family and Medical Leave Act]
- Sick leave
- Social security
- Minimum wage
- Civil Rights Act/Title VII (Prohibits Employer Discrimination)
- 8-Hour work day
- Overtime pay
- Child labor laws
- Occupational Safety & Health Act (OSHA)
- 40 Hour Work Week
- Worker's Compensation (Worker's Comp)
- Unemployment Insurance
- Pensions
- Workplace Safety Standards and Regulations
- Employer Health Care Insurance
- Collective Bargaining Rights for Employees
- Wrongful Termination Laws
- Age Discrimination in Employment Act of 1967
- Whistleblower Protection Laws
- Employee Polygraph Protect Act (Prohibits Employer from using a lie detector test on an employee)
- Veteran's Employment and Training Services (VETS)
- Compensation increases and Evaluations (Raises)
- Sexual Harassment Laws
- Americans With Disabilities Act (ADA)
- Holiday Pay
- Employer Dental, Life, and Vision Insurance
- Privacy Rights
- Pregnancy and Parental Leave
- Military Leave
- The Right to Strike
- Public Education for Children
- Equal Pay Acts of 1963 & 2011 (Requires employers pay men and women equally for the same amount of work)
- Laws Ending Sweatshops in the United States

## Local 1500 supporting the DC Poor People's Campaign







DIRECTOR OF REGION 1  
**Dave Young**



# You and Your Family Save Money

Members of Local 1500 have always played a significant role in helping us improve our union.

You've reached out to friends, neighbors and family members and helped us amplify our belief that no one should struggle alone and that by standing together, hard-working men and women have the power to build a better life. You've helped us spread the word that the value of UFCW membership extends beyond the workplace, including access to the UFCW's Free College Benefit, which makes it possible for members, retirees, and family members to further their education with no out-of-pocket costs or need for loans. You've also helped us fight for social and economic justice issues, including giving the nation's poor a voice by taking part in the revival of the Poor People's Campaign, and feeding the hungry

by taking part in the Stamp Out Hunger food drive.

In addition to all you do for our union, I know that many of you are involved with organizations outside of work. Community allies have always played a vital role in our ability to organize more workers and negotiate better contracts. To that end, I urge you to reach out to us and let us know about the organizations you work with and if you believe they could be potential allies for our union.

I also urge you to continue to help us build political power by between now and November 6. We need to reach out to those who may feel apathetic or unengaged, whether it's going door to door, phone banking, or talking with friends, neighbors and family members, and underscore

what's at stake for working and middle class families this year.

We need to need to spread the word about the importance of electing officials who are committed to improving the lives of working and middle class families. We need to elect leaders who will support the rights of workers to stand together for a voice in the workplace. Most importantly, we need to elect leaders who have the knowledge, strength and vision to get things done.

With your help, we can win a better future for our union and make a positive difference in the lives of working families.

Thank you for everything you have done and continue to do to grow and improve our union.





## 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.

Attridge, Richard M.	McMahon, Thomas J.
Barcia, Francisco	Merz, Harold W.
Benvenuti, Lisa J.	Millard, Harry P.
Berndt, Rose	Mooney, Edward
Bruzzese, Natale	Musella, Nicholas R.
Cairns, Mary	Olevnik, Martin J.
Chiarappa, Carmela	Palaio, Frank J.
Curtis, Florence	Pawlak, Sylvester
Dangelo, Salvatore	Peck, Robert
Dawes, James	Penberg, Marlene
Deis, Frank O	Purcell, Kathleen
Delia, Mary K.	Pursino, John
Eggermann, George W.	Rodriguez, Enrique
Farkas, Lazar	Shannon, Bridget
Forte, Ronald W.	Shapiro, Martin
Fuchs, David M.	Siegel, Kathy
Garvey, Martin J.	Simon, Bernadette
Greco, Dominick	Singer, Barry A.
Hinton, Kathleen	Tofano, Richard M.
Hydar, Bibi A.	Vaglica, Salvatore
Lamy, Ophelia M.	Vecchio, Ortenzio "Artie"
Larmond, Daphney	Ventura, Martin
Leonhardt, Maureen	Vidal, Silbino
Liptake, Stephen	Walsh, Mary
Lopez Kasie L.	Wanser, Judy L.
Loverro, Diane T.	Weaver, Leroy
Malone, Patrick H	Yaeger, Marta A.
Masten, Richard L.	

## 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.

## NEED HELP FOR PAYING QUALITY CHILD CARE ?

FAMILIES MUST WORK OR LIVE IN AN ELIGIBLE ZIP CODE AND EACH PARENT IN THE HOUSE MUST WORK AT LEAST 20 HOURS PER WEEK.

### INCOME ELIGIBILITY:

FAMILY SIZE	2	3	4
MAX. INCOME ALLOWED	\$43,808	\$55,248	\$66,688

FOR MORE INFORMATION PLEASE CONTACT

RHONDA NELSON @ 516-458-1540

OR RHONDAN@UFCW1500.ORG

## 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

## 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.



# Bulletin Board

**Visit [UFCW.ORG/LANGUAGE](http://UFCW.ORG/LANGUAGE) today.**

For Travel For Work For Fun For Yourself

**UFCW members can learn a foreign language for free.**

[UFCW.org/LANGUAGE](http://UFCW.org/LANGUAGE)

**Earn your GED for Free**

Please visit [UFCW.ORG/GED](http://UFCW.ORG/GED) to find out more.

No matter when you last sat in a classroom, your union is here to help you build a better life.

[UFCW.org/GED](http://UFCW.org/GED)

**VALUE OF MY UNION**

**MEMBERS ASSISTED BY  
LEGAL SERVICES**

**YTD 2018:**

**465**

**VALUE OF MY UNION**

**LEGAL REIMBURSEMENTS  
TO MEMBERS**

**YTD 2018:**

**\$67,937.00**

## 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.

Almeraz, John A.	Klebour, Steven
Amaro, Esmeraldo	Lane, Andre E.
Arnold, Kathleen M.	Lattanzi, Peter
Barrett, Brenda	Lee Jr., Oscar
Bassi, Ellen	Lee, Carol A.
Brommage, William J.	Lucena, Robinson
Bucolo, Giuseppa I	Martinez, Gloria E.
Conaty, Patrick J.	McFarlane, John
Concepcion, Julie	Messina, Paul M.
Coppola, Louis	Miller, John C.
Cutolo, Frank	Proscia, James
De la Cruz, Ercilia	Raimundi, Louie A.
Diorio, Patrick	Rossi, Laura
Escobosa, Ana M.	Salas, Miguel
Figura, Dennis J.	Saunders, Lamont
Frasciello, Josephine	Shmuel, Michael
Giampa, Mark	Sinovoi, Joanne A.
Hammer, Stacy T.	Smilardi, Joni S.
Han, Jean N.	Solari, Philip
Herschbach, Rita	Unbehagen, Keith T.
Hidalgo, Edith	Wechsler, Robert
Jones, Pernola	

## MANDATORY INTERNATIONAL DUES INCREASE EFFECTIVE 7/1/2018

At the 2018 Eighth Regular International Convention of the UFCW Union the delegates voted to amend the International Constitution and increase the Local Union dues by \$0.46 per week.

Because we recognize that your dues were raised earlier this year, the increase will not take effect for Local 1500 members until 2/1/2019. In addition, we will not be increasing your dues by the mandated additional \$0.46 per week. The Full-Time dues will be increasing by \$0.40 per week, while the Part-Time dues will be increasing by \$0.35 per week.

For those members on payroll deduction the above increase will be reflected in the deductions made by your employer in January, 2019 for your February dues. For those members not on payroll deduction the above increase will be reflected on the dues billing you receive in February, 2019 which will be for your February dues.

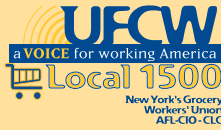
By Constitution, because this increase was voted on and approved at the 2018 Eighth Regular International Convention of the UFCW Union by an overwhelming majority of the delegates present, no additional Local Union membership vote is necessary.



## GENERAL MEMBERSHIP MEETINGS

Wednesday, September 12, 2018

Wednesday, December 5, 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!**



**MAKING STRIDES  
AGAINST BREAST CANCER**



**SUN. OCT. 21, 2018**

**JONES BEACH**

**WALK: 7AM - 12PM**

**FIELD 5**

**RSVP: UFCW1500.ORG/BC18**

**516-214-1305**



On June 23rd UFCW marched on Capitol Hill in solidarity with all advocates of the Poor People's Campaign. This was the first Poor People's Campaign on Capitol Hill in 50 years. It was originally organized by Martin Luther King Jr.



@UFCW1500



@UFCW1500



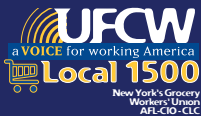
@UFCW1500



**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](mailto: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. 1329

### 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

1318 Quiñones, Theresa – Vice President & Senior Director

### DIRECTORS

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

1356 Pasquale, Greg

1340 Scorzelli, Jay

1339 Shiels, Lynn

1360 Waldron, Paul

1349 Walter, Fred Jr.

1357 Woods, John

\*Administrative Field Coordinator

### MEMBERSHIP SERVICING & ORGANIZING

1315 Farrands, Bruce

1361 Hernandez, Rafael

1354 Schiffino, Jose

1345 Organizing Hotline

### MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator

1372 Thomas, Tarrik

**SHOP STEWARD SEMINAR OCTOBER 2ND**