



STOP & SHOP STRIKE



Labor Day Parade ★ Saturday ★ September 7, 2019



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THE PRESIDENT'S PERSPECTIVE
Tony Speelman, President @aspeel1500



Joe Waddy
Assistant to the President

FIGHT FOR YOUR RIGHT TO BARGAIN

Earlier this Spring, about 31,000 of your fellow UFCW members went on strike across New England, standing up for themselves, their coworkers, and their families during difficult negotiations with Stop & Shop. Members of five UFCW Locals (328, 371, 919, 1445, and 1459) walked off the job and put on strike signs to show how unhappy they were with their company's proposals. The time had come to take matters into their own hands. But why did they take such drastic action? I often start my articles by posing a difficult or troubling question to provoke your thoughts on the matter at hand, yes, I actually do this on purpose.

Now I know we can all agree that a strike is not a joyous event and the most people would prefer not to ever have to do it. It's been said many times, no one really wins when there is a strike. Members lose pay, companies lose profits and the community at large is stuck in the middle. That doesn't sound beneficial to anyone, right? However, what choice is left for employees when their employer wants to make life more difficult and absolutely refuses to bend? If these workers were not represented by a Union, what would their wage and benefit packages currently look like? Does anyone think that their company would voluntarily maintain a high level of benefits and wages if they didn't have to? I am sure that there are occasions when an employer may look to cut into their own profits, and share the wealth with the people that work for them, however, in today's times it's more about introducing employee-reducing automation, self-service stores, and significant budget crunching, all under the guise of "staying competitive". More often than not, we find ourselves in a fight just to try and maintain what our membership currently enjoys.

Without your Union, your Company would be free to do whatever it wanted with your entitlements and would certainly act on it. We've told you, for example, about non-Union companies arbitrarily deciding to reduce the number of vacations, holidays or sick days that their employees once had. It was one of the factors that helped lead us to a recent organizing victory. Those employees decided to stand up and fight for what they felt was right. So I am not surprised that when Stop & Shop proposed to impose much higher employee contributions for their medical coverage, reduce member's pensions without much of a raise, and take away their Sunday premiums that the members of the five Unions decided that it was time to stand up and fight. They felt they could not live with the proposed changes to their contract, and I am very proud of them.

What ensued was an 11-day strike, spanning 4 states and tens of thousands of your brothers and sisters. Although a strike was not

the goal of our 'sister' Unions, the five Locals involved conducted an extremely well-executed job action, gaining incredible social and traditional media coverage as well as worldwide attention. The support from the customers and communities throughout the northeast was of paramount importance, and ultimately helped the Union get the Company get back to the bargaining table, and off of some of their worst positions. To see our UFCW International President Marc Perrone walking to the picket line with Senator Elizabeth Warren, or Former Vice President Joe Biden speaking at a rally in support of the striking members really boosts my belief that we are doing the right thing.

Although a strike is never a good thing, it is the ultimate weapon that Union members have to fight corporations, whether small in size or making multi-billion-dollar profits, such as Stop & Shop's parent company Ahold-Delhaize. Think about your paycheck and the money your family makes every week. Think about your paid vacation, sick time, and holidays. Think about your family's healthcare. And think about your retirement...all things that you've worked all these years to enjoy. What if you woke up tomorrow and it was all threatened to be reduced or taken away? What would you be willing to do to protect it?

In about 18 months our Stop & Shop members' contract will expire again and even sooner than that for all of our ShopRite members. You will be in the same fight that we just saw unfold in New England. Those members are you, and you are those members and every day we are in the same fight. And just as when the five Locals up there entered into bargaining a few months ago, when it's our time again, we will not be looking for a strike...We never do. But what will we all be willing to do if your livelihoods are threatened or at stake? We all need to start thinking about it now.

One thing we know for sure is that we can count not only on the support of the 31,000 New England UFCW members, but also on the support of the entire 1.3 million strong UFCW members across North America to have our backs in 2020, just as we had theirs in 2019.

To the five presidents that stuck together: Tim Melia of Local 328, Tom Wilkinson of Local 371, Mark Espinosa of Local 919, Jeff Bollen of Local 1445, and Tyrone Housey of Local 1459, to all of your respective staffs and especially your membership, thank you for standing up for yourselves and for all working people across America!



LA PERSPECTIVA DEL PRESIDENTE
Tony Speelman, Presidente @aspeel1500



Joe Waddy
 Asistente del Presidente

LUCHA POR TU DERECHO A NEGOCIAR

A principios de esta primavera, alrededor de 31,000 de sus colegas miembros de la UFCW fueron a la huelga a través de Nueva Inglaterra, de pie para sí mismos, sus compañeros de trabajo, y sus familias durante las difíciles negociaciones con Stop & Shop. Miembros de cinco locales de UFCW (328, 371, 919, 1445 y 1459) salieron del trabajo y pusieron señales de huelga para mostrar cuán infelices estaban con las propuestas de la compañía. Había llegado el momento de tomar las cosas en sus propias manos. ¿Pero por qué se han hecho una acción tan drástica? A menudo empiezo mis artículos al plantear una pregunta difícil o preocupante para provocar sus pensamientos sobre el asunto en cuestión, si, en realidad lo hago a propósito.

Ahora sé que todos podemos estar de acuerdo en que una huelga no es un acontecimiento gozoso y la mayoría de la gente preferiría no tener que hacerlo nunca. Se ha dicho muchas veces, nadie gana realmente cuando hay una huelga. Los miembros pierden sueldo, las empresas pierden ganancias y la comunidad en general está atrapada en el medio. Eso no le parece beneficioso a nadie, ¿verdad? Sin embargo, ¿qué opción se deja para los empleados cuando su empleador quiere hacer la vida más difícil y absolutamente se niega a doblar? Si los trabajadores no estuvieran representados por una Unión, ¿cuáles serían sus paquetes de salarios y beneficios actualmente? ¿Alguien piensa que su compañía voluntariamente mantuviera un alto nivel de beneficios y salarios si no tienen que hacerlo? Estoy seguro de que hay ocasiones en que un empleador puede mirar para recortar sus propios beneficios, y compartir la riqueza con las personas que trabajan para ellos, sin embargo, en los tiempos de hoy se trata más de introducir automatización reductora de empleados, tiendas de autoservicio, y significativas cálculos presupuestario, todo bajo la apariencia de "Quedarse competitivo". Más a menudo que no, nos encontramos en una lucha sólo para tratar de mantener lo que nuestra membresía disfruta actualmente.

Sin su sindicato, su compañía sería libre de hacer lo que quisiera con sus derechos y sin duda actuaría en su contra. Le hemos dicho, por ejemplo, que las empresas no sindicales deciden arbitrariamente reducir el número de vacaciones, días feriados o días de enfermedad que sus empleados habían tenido. Fue uno de los factores que nos ayudaron a llevar a una reciente victoria organizadora. Esos empleados decidieron ponerse de pie y luchar por lo que sentían que era correcto. Así que no me sorprende que cuando Stop & Shop propuso imponer contribuciones mucho más altas de los empleados para su cobertura médica, reducir las pensiones de los miembros sin mucho de un aumento, y quitar su prima del día Domingo que los miembros de los cinco sindicatos decidieron que era hora de levantarse y luchar. Sentían que no podían vivir con los cambios propuestos a su contrato, y estoy muy orgulloso de ellos.

Lo que siguió fue una huelga de 11 días, que abarcó 4 Estados y decenas de miles de sus hermanos y hermanas. Aunque una huelga no era el objetivo de nuestras "hermanas" uniones, los cinco locales involucrados llevaron a cabo una muy bien-ejecutada acción laboral, ganando increíble cobertura social y tradicional de medios locales y atención de todo el mundo. El apoyo de los clientes y las comunidades en todo el noreste fue de suma importancia, y en última instancia ayudó a la Unión a conseguir que la empresa regrese a la mesa de negociación, y de algunas de sus peores posiciones. Para ver a nuestro presidente internacional UFCW Marc Perrone caminando a la línea de piquete con la senadora Elizabeth Warren, o el ex vicepresidente Joe Biden hablando en una manifestación en apoyo de los miembros llamativos realmente aumenta mi creencia de que estamos haciendo lo correcto.

Aunque una huelga nunca es una buena cosa, es el arma definitiva que los miembros del sindicato tienen para luchar contra las corporaciones, ya sea de tamaño pequeño o haciendo ganancias de miles de millones de dólares, como la empresa matriz de Stop & Shop, Ahold-Delhaize. Piense en su sueldo y el dinero que su familia hace cada semana. Piense en sus vacaciones pagadas, tiempo de enfermedad y vacaciones. Piense en la atención médica de su familia. Y piense en su jubilación... todas las cosas que has trabajado todos estos años para disfrutar. ¿Y si despertaras mañana y todo se amenazara con ser reducido o quitado? ¿Qué estarías dispuesta a hacer para protegerla?

En unos 18 meses, nuestro contrato para los miembros de Stop & Shop expirará de nuevo e incluso antes que eso para todos nuestros miembros de Shoprite. Usted estará en la misma lucha que acabamos de ver desplegado en Nueva Inglaterra. Esos miembros son ustedes, y ustedes son esos miembros y todos los días estamos en la misma lucha. Y al igual que cuando los cinco locales de allí entraron en la negociación hace unos meses, cuando es nuestro tiempo de nuevo, no vamos a estar buscando una huelga... Nunca lo hacemos. Pero, ¿qué estaremos dispuestos a hacer si sus medios de subsistencia están amenazados o en juego? Todos tenemos que empezar a pensar en eso ahora.

Una cosa que sabemos con certeza es que podemos contar no sólo con el apoyo de los 31,000 miembros de la UFCW de Nueva Inglaterra, sino también con el apoyo de todo el 1.3 millones miembros fuertes de la UFCW en Norteamérica que tendrán nuestras espaldas en 2020, al igual que tuvimos la suyas en 2019.

A los cinco presidentes que se quedaron juntos: Tim Melia de Local 328, Tom Wilkinson de Local 371, Mark Espinosa de Local 919, Jeff Bollen de Local 1445, y Tyrone Housey de Local 1459, a todos sus respectivos empleados y especialmente su membresía, gracias por estar de pie para ustedes y para toda la gente trabajadora en todo Estados Unidos!



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



Aly Waddy
Assistant to the Secretary-Treasurer

PROTECTING YOUR PENSION BENEFIT

The Local 1500 Pension Fund has been around for more than 50 years. To say that a lot has happened between today and the plans creation would be an understatement. The Fund has seen large swings in headcounts more than once, dealing with both fast growth and significant reductions in the number of contributions and active participants. The Pension Fund has also weathered the storm created by multiple market crashes and corrections over the last number of decades. It has, a few times in the past, been able to pay a 13th Pension check to its pensioned participants because times were good, and the cost of living had outpaced the pension checks that our retirees were receiving back then.

Since their inception, Pension Funds have always been reliant on future contributions and investment earnings to help pay all their financial responsibilities. It makes sense when you think about it. How could a Pension Fund just start paying benefits within the first few years of its creation? Where would it get the money? How could it pay all the administrative and/or startup expenses? How much would the monthly contributions have been if they were expected to pay all the benefits up front? Many members don't realize that the monthly contributions made on their behalf alone aren't nearly enough to fund the years of benefits that you collect when you retire. There are many variables that can impact a member's actual monthly pension amount, but let's try to look at a quick, simple, example to better illustrate why our Pension Fund assets have to be invested to pay the benefits promised.

This example assumes a member with exactly 30 years of Pension Credits, all earned after 8/31/2002, no surviving spousal option taken, and a retirement date that is 1st of the month after the members 65th birthday. I'm also going to use the Employer contribution rate as of 1/1/2020 for the whole 30 years of service, even though the monthly contributions from 2002 – 2020 were much lower and the rates after 1/2020 would more than likely be higher. It's just a simple illustration to try and make a point so there isn't any benefit in making it too involved. Now let's look at the numbers...

Effective Date	Full-time Contribution	Part-time Contribution
January 2020	\$381.85 per month	\$127.74 per month
	\$4582.20 per year	\$1532.88per year

If you take the "per year" numbers above and multiply them by 30 years that equals \$137,466 for a full-timer and \$45,986.40 for a part-timer. Now remember that each year of service, after 8/31/2002, for a full-time member is worth \$60 per month and each year of service, after 8/31/2002, for a part-time member is worth \$30 per month. Now you must take the \$60 or \$30 and multiply that times 30 years to get the monthly pension

amount for this example (see below).

Full-time Monthly Pension	Yearly Pension	Total Paid	Break-Even Point
\$1,800 a month	\$21,600	\$137,466	6.36 years
Part-time Monthly Pension	Yearly Pension	Total Paid	Break-Even Point
\$900 a month	\$10,800	\$45,986.40	4.258 years

In the chart above, the "Monthly Pension" is multiplied by 12 to get the "Yearly Pension". The amounts in the "Total Paid" column are the Employer contributions (listed on the 1st chart) multiplied by 360 months (30 years). The "Break-Even Point" is how many years of benefits you would receive if the "Total Paid" was the only money available to pay your monthly Pension benefits and there were absolutely zero expenses for the Fund to operate, which is obviously impossible.

There are many expenses the Pension Fund experiences each year that reduce the amount of money available to pay benefits. There are legal fees, accounting fees, consultant fees, insurance, PBGC fees, the cost of printing benefit books and the paperwork used to file your pensions, postage, the salaries and benefits for employees who collect and process all of the monthly contributions sent in on your behalf, rent and administrative costs, checking and bank fees, computers, software and please don't forget the wonderful Pension Fund employees who are there every day to answer your calls and emails, meet with you in person and process all of your letters, requests for information and eventually your Pension paperwork timely. All these expenses and and we haven't even invested a dime of the money yet, which by the way also costs money.

Taking the expenses into account and recognizing that most members collect their Pensions for more than 4-6 years when they retire, you can easily see that there is a need to generate more money to pay your benefits. So where does the rest of the money come from? Believe it or not the shift from buying Annuity contracts at Prudential to paying pensions directly from the Fund saved the Fund millions of dollars and has continued to save the Fund millions every year since. Even though that saved the Fund so much money there is still way more money needed to pay your lifetime benefits. There are several ways that the Pension Fund generates the additional money it needs to pay your benefits and offset its administrative costs.

The most obvious is investing in the stock markets, real estate, bonds, commodities and other investment vehicles. There are several members out there that think that the way they manage their personal

investments is the way the Pension Fund's investments should be handled. Unfortunately, that's just not a possibility. Although the goals are the same, to generate income, the manner in which the Pension Fund must handle its investments is significantly more conservative than what the lion's share of independent investors can or may do. Either way, our Pension Fund operates with an assumed rate of return of 7.25% per year. Any year that that ROI isn't achieved creates a shortfall and any year where a ROI of more than 7.25% is achieved it increases the amount of money available to pay benefits or helps offset a shortfall from a previous year.

Another source of money used to pay vested Pension benefits comes from contributions that are received on behalf of members that do not stay long enough to vest their service. Since 1999, anyone who completes 5 years of service or more must have their pension service vested. Basically, in our Fund, that means you will have a pension to collect at age 65 (or later if your 5-year anniversary is after you turn 65). Before 1999, you needed a minimum of 10 years in our Pension Fund before you were vested. What that meant to the Fund was that a large amount of money that was unassigned in 1998 became assigned and allocated overnight in January of 1999. It also meant that the number of additional contributions that would remain in the Fund by unvested participants would now be significantly reduced. The cost of doing business for the Pension Fund had just gone up.

Our Union and our Pension Fund grew steadily throughout the 1990's and 2000's. The number of Union Employers and the number of stores they operated were on the rise. At our high point Local 1500 represented over 23,000 members and although not all those members were around long enough to be participants in the Pension Fund, there were literally thousands more Pension contributions coming in every month back then. This made the long-term forecasting for the Fund look strong and gave the Board of Trustees at the time the ability to raise the monthly accruals from less than \$35/\$17.50 for every year of service to the current benefit levels of \$60/\$30 for every year of service. This was very expensive to do but the membership and number of monthly contributions was on the rise and the markets were relatively strong, except a few obvious major exceptions during those two decades so it made sense. Additionally, during the same time period, the Employers monthly contributions were also reduced because we were over 100% funded.

Currently we represent approximately 18,200 members but not all of them are in our Pension Fund. Coupled with the fact that in both 2017 & 2018 the Pension Fund did not reach its investment goal of 7.25%, the Fund has now been certified in the "Red Zone" or "Critical Status". So, the cost of doing business for the Pension Fund has gone up once again. Unfortunately, in this case we are faced with fluctuating market conditions, about 5,000 less monthly Pension contributions, and the ever-changing legislative landscape. So, changes for our Pension Fund are not only inevitable, but necessary. The Board of Trustees are doing everything in their power to come up with a plan for the Fund that protects every dollar of benefits earned by the participants, can pay all its expenses and remains solvent for decades to come.

We fully recognize that there is no good way to announce or discuss changes to a member's retirement vehicle, but it is what we will eventually have to do. Once the rehabilitation plan has been completed and the changes have been agreed to by the Board of Trustees, we will be holding area meetings to explain where we are currently, where we are heading in the future and what the impact is on every participant, past, present or future. While your Employers have made significant contribution increases over the last few years, the amount of additional money that they would have to contribute to continue with the current plan structure without making changes is way beyond reality.

As we have said many times in the past, and even more so since the "red zone" certification letters were mailed out, our goal is to protect you, our members, and all the Pension benefits that you have earned throughout your years of service. Unfortunately, this has been a slow and difficult process so far, so your patience is necessary and appreciated. The entire Board of Trustees feel that we have the best advisors guiding us through this process. Both the Union and Management Trustees stand ready to make the best decisions possible to get everyone through these changes and to help move you comfortably into the future.

Hopefully this article helps explain a little better where we are and how we got here. As always, we are here to answer any questions that you may have, but until the rehabilitation plan is completed and approved there isn't going to be much new information.

#MyUnionHasValue

#FEELGOODFRIDAY

UFCW 1500 Member
Jack Miller Tells His Experiences
at the PGA Championship

On  **Youtube "UFCW Local 1500" or Scan QR Code**

STOP & SHOP

KING KULLEN/WILD BY NATURE MERGER

We are writing to you this afternoon in an effort to try and keep the members of all three companies impacted by this proposed merger/acquisition as up to date as we can. As of right now the deal STILL has not been signed off on or approved by the Federal Trade Commission (FTC). Although this process was originally supposed to be closed at the end of the 1st quarter of 2019, and then at some point in the 2nd quarter of 2019, it is still not done.

As would be expected, there are rumors rampantly flying around throughout the stores in all three chains. Unfortunately, any information, coming from literally any source, is being taken as truthful and is quickly spreading throughout our jurisdiction. Some of these rumors are probably based on a fact but unfortunately the majority are more likely based on the bastardization of a fact, someone's independent opinion, blatant hyperbole or the misinterpretation of a comment or conversation with someone who you might believe is "in the know". We have heard more than a few rumors about which company is buying which store or stores, especially over the last two weeks or so. But the reality is that no King Kullen or Wild by Nature store can be sold by Stop & Shop until they own the company. Here are a few, hopefully helpful, questions and answers that we can give you as of today:

1. Do we think that every King Kullen or Wild by Nature store will be approved and converted to operate as a Stop & Shop by the FTC in this merger/acquisition? **No.**
2. Have we heard that other companies have been in stores and looking at them as potential purchases? **Yes.**
3. Have we already heard from some operators that they are interested in buying one or more of the King Kullen or Wild by Nature stores if they become available? **Yes.**
4. Have any operators told us that they have already bought a store or stores? **No. To the best of our knowledge, King Kullen is NOT currently selling any of their stores to any operator except Stop & Shop. Until Stop & Shop owns King Kullen and Wild by Nature they cannot legally sell anything, store or otherwise, to any other operator, food or nonfood.**
5. How can King Kullen or Wild by Nature be closing a store or stores right now if the deal with Stop & Shop isn't finalized? **It is our understanding that there are a few King Kullen stores that have short leases. King Kullen may choose not to renew them or may not be able to renew them with the respective landlord. We are sure that Stop & Shop is aware of the status of the leases of all the King Kullen & Wild by Nature stores, as they had made a bid to buy all 37 of them earlier this year. Until someone else owns the stores, King Kullen is free to do whatever it wishes with its stores or leases, as it always has been.**
6. What happens to the Union members in a store that is sold to another operator if/when this deal does finally get approved by the FTC and closes? **It is our position that everyone currently employed by King Kullen or Wild by Nature has a contract in place and that the terms and conditions of that contract must prevail and be enforced in full, even in terms of a sale. We would insist that there are seniority and bumping rights for our members that cannot be ignored. That being said, as has happened many times in the past, we are sure that if a new operator buys an existing King Kullen or Wild by Nature store that they are going to want/need help to run it. They will more than likely make offers to our members in that store to stay working for them. We will be aggressively talking to and negotiating with any/all prospective buyers on behalf of our members once we know who they are or if there are any.**
7. Can Stop & Shop be forced to sell a store or stores to another operator by the FTC as a part of their approval of the deal? **Yes.**
8. Would Stop & Shop sell a store to a non-union operator? **The short answer is yes, but we would hope not. However, if they are instructed to sell or divest a store or stores, and there are no Union buyers interested, that may be the only choice they have.**
9. Will Stop & Shop close any stores even if the FTC says that they can operate them as a Stop & Shop? **It is almost a certainty that when Stop & Shop evaluated this deal in its entirety they identified stores that they may not want to run long term, may sell to a nonfood retailer (where not restricted by the FTC and/or allowed in the current lease agreement) or may just close because they feel that it just works better financially for them. It will be their choice only if/when the FTC approves the sale.**
10. Is there a chance that this deal doesn't close and that the whole merger/acquisition falls apart? **Yes. Between the FTC's review and position on certain stores being approved as part of this deal, the amount of time that has passed, the cost of the strike in New England to Stop & Shop and the financial liabilities that Stop & Shop is projected to take on from King Kullen, including your Pension Fund's withdrawal liability, this deal is in no way guaranteed to close.**

As always, we will keep you updated with whatever information we can. However, we will NOT spread rumors and/or put out messages with anything other than certifiable facts. That may make some of you unhappy or uncomfortable, but it is what we must do. To deal in anything other than fact at a time like this would be completely unprofessional and downright inexcusable in our eyes. Our Union Reps and Field Directors will continue to visit your stores to collect whatever information you may have heard most recently. As usual, we will do everything we can to run down every rumor that you give us. We fully recognize that this is not an easy time for any of our members at King Kullen and Wild by Nature and we remain dedicated to both helping and guiding every member impacted by this process in every way possible.

In Solidarity,

Tony Speelman
President

Rob Newell
Secretary-Treasurer

KEY FOOD ASTORIA RALLY



For your information, from Nicole Norris, Director of the Legal Services Fund:

A recent call from a participant seeking legal advice reminded me about the New York State Office of Unclaimed Funds. According to their website, New York State has over \$13 billion in lost money. Every day \$1 million is returned to those who file a claim. Lost or unclaimed money gets turned over by organizations required to report dormant accounts to the New York State Office of the State Comptroller. This money includes things like forgotten savings accounts, lost paychecks, and stocks or bonds.

www.ny.gov/services/find-lost-money; 1-800-221-9311; NYSOUF@osc.state.ny.us.

I checked it out and found some unclaimed funds of my own!

STOP & SHOP STRIKE





IT PAYS TO BE UNION



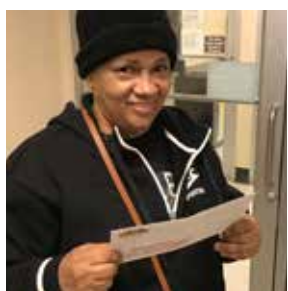
Local 1500 conducted a regular payroll audit and found that the Abed Key Food company failed to pay contractual wage increases to our members, some for a few months.

The Company refused to pay, so we were forced to file an arbitration for our members, which was finally heard in November of 2018. The outcome was a large back pay award for our members, totaling over \$60,500.00.

Going through the process is typically difficult and lengthy, but ultimately being able to deliver back pay checks to our members with the money they are owed always makes it well worth the fight.

You can routinely see Local 1500 Representatives in your workplace conducting payroll audits and enforcing our Collective Bargaining Agreements, and this is exactly why we do it!

#MyUnionHasValue





Katelyn Hughes

Dependent of Elizabeth Hughes
Store: Stop & Shop #2584
School: Hicksville High School
Activities: Band, Competitive Dance, National Honor Society, Math Honor Society, Science Honor Society, Social Studies Honor Society, Modern Music Masters, Spanish Honor Society



Barbara Watterson

Dependent of Patricia Watterson
Store: King Kullen #39
School: Hicksville High School
Activities: President of Thespians-Theater Club, Vice President of Chamber Singers, National Honor Society, Tri-M Music Honor Society, International Thespian Honor Society, English Honor Society, Spanish Honor Society, Rho Kappa National Social Studies Honor Society



Emma Mah

Dependent of Alfred Mah
Store: Stop & Shop #539
School: Townsend Harris High School
Activities: Band, Soccer, Tennis, Badminton



Nicole Kubinski

Dependent of John Kubinski
Store: Shop Rite Mannix #109
School: Tottenville High School
Activities: SING Director, National Honor Society



Rachelle Carmen

Store: Stop & Shop #553
School: Newfield High School
Activities: Honors Band, Varsity Soccer Captain, First Chair Clarinet, Vice President of School Newspaper, Foreign Language National Honor Society, Mastery in Math and Science



Jeanine Guelee

Dependent of Gina Guelee
Store: Stop & Shop #2565
School: Walter G. O'Connell Copiague High School
Activities: Band, School Publications, School Play, Track & Field, Captain of Gymnastics Team, President of Junior Chamber of Commerce, National Honor Society, Tri-M Music Honor Society



Stephanie Young

Store: Stop & Shop #516
School: Walt Whitman High School
Activities: Interact Club, Ambassadors Club, Girls Leaders Organization, National Honor Society, National Business Honor Society, National English Honor Society, World Language Honor Society



Ethan Grimes

Store: King Kullen #50
School: John F. Kennedy High School
Activities: Band Organizer, Orchestra, Drama Club, National Honor Society



Alyssa Sorensen

Dependent of Michael Sorensen
Store: King Kullen #1
School: Huntington High School
Activities: President of the Young Leaders Organization, Vice President of Student Government, Girls Varsity Soccer Captain, Girls Varsity Basketball Captain, Girls Varsity Lacrosse Captain, Treasurer of National Honor Society, Secretary of Art Honor Society, Spanish Honor Society, Math Honor Society, Science Honor Society, Social Studies Honor Society

COLLEGE RECIPIENTS



Jason Trujillo

Store: King Kullen #23
School: Suffolk County Community College
Activities: Member of Phi Theta Kappa Society



Elizabeth Jankowski

Store: Key Food #11
School: Purchase College, SUNY
Activities: President of Cosplay Club, E-Sports Club, Learning Assistant for Physiological Psychology



Anthony Gallo

Store: Pick Quick #15
School: St. Francis College
Activities: Baseball, Football, Soccer, Hospitality & Tourism Academy

**Watch Our Scholarship
Winners 2019 Video**

On Youtube "UFCW Local 1500" or Scan QR Code



UFCW Local 1500 Welfare Fund Benefits Recently Offered Under Your Medical Coverage

Recently, the UFCW Local 1500 Welfare Fund began to offer cost savings options to your traditional Plan. While these are voluntary, if you choose to use these options, it will save you money and, in many cases, time. So, in the future, when you need to see a doctor for a common sickness, or if you need to have radiology services such as an MRI, consider using one of these services.

LIVE HEALTH TELEMEDICINE – DOCTOR VISITS FROM THE COMFORT OF YOUR COUCH

The telemedicine benefit is offered through Anthem's LiveHealth. It provides online physician's visits for mild and common conditions. You no longer need to go out in the late hours and visit an Urgent Care facility for routine illnesses.

Examples of some of the commonly treated medical conditions through this service are:

Abrasions/minor wounds, Anxiety, Asthma, Allergies/allergic rhinitis, Back pain, Cough/Cold, Diarrhea, Ear pain, Fever, Headache/migraine, Flu, Nausea/Vomiting, Pinkeye/other eye infections, Rashes, Sinus infections, Sore Throat, Sprains/strains and Urinary tract infections. Please note, this list is shown to illustrate examples only and is not a full list of all conditions that can be treated via LiveHealth.

Telemedicine offers access to live, on-demand, face to face video physician visits 24 hours a day, 7 days a week, 365 days per year. This benefit can be accessed via your smartphone, your tablet, or your computer, by simply downloading the Live Health app and setting up an account. It is that easy. Where allowed by law, the physician can also prescribe medications to treat your illness and will send the prescription directly to your in-network pharmacy of choice.

The future of medicine is here at 1500 and is available to you. Why not use it.?

ONE CALL CARE MANAGEMENT – RADIOLOGY SERVICES FOR MRIs, MRAs, PET SCANS & CT SCANS

The Fund has entered into an agreement with One Call Care Management ("One Call") to offer participants and their covered family members access to reduced cost radiology services. One Call is a voluntary benefit and you are not required to use it for your imaging services. But why not use it and its concierge scheduling services?

Once your doctor advises of the need for one of the imaging services, you or your physician should call One Call at the number on the back of your medical ID card. One Call's concierge service representatives will review your benefits and the radiology service required and assist you in selecting a radiology facility that is convenient to your home or place of work. After you have chosen the free-standing facility, One Call will arrange a 3-way call with you (or your family member if he/she is the patient), the facility and One Call to schedule an appointment convenient for you.

There's no need to use the outpatient department of a hospital when you can use One Call to arrange the same quality service at a more convenient location for you and may provide lower out of pocket costs to you, if applicable.

The Fund and your Union are constantly researching ways to provide the best services to you and your family, while, at the same time, assisting you with any out of pocket costs you may have. The benefits above are available to you and your covered family members and the Fund and your Union hopes you will take full advantage of them

STAFF CHANGES

Congratulations on your retirement, Carl!

Carl Thompson joined Local 1500 back in 2001, just after the tragic events of September 11th. Prior to working at Local 1500, Carl worked in the vicinity of the World Trade Center and was displaced after the unfortunate attacks. He has spent the past 18 years with us and had become a fixture of our Union family. He was primarily our mailroom clerk but assisted in our office in various ways. Carl would handle the incoming and outgoing mail, take in any deliveries and distribute them throughout our building, always bringing his special kind of charm to anyone he came across. He also became pretty handy and would even assist in minor repairs when needed. Please join us in wishing Carl a very healthy and long retirement. Carl, this place will never be the same without you!



In May of 2019, Ray Marrero was unanimously voted onto Local 1500's Executive Board as Vice-President.

Raymond Marrero has served the membership of Local 1500 as a Shop Steward, negotiating committee member and now serves as a Vice-President on Local 1500's Executive Board. Ray works for Fairway Market and holds the position of cheese manager. Mr. Marrero has worked in union and non-union markets and through that experience has learned the true value of union membership. **Congratulations and thank you for your service!**



DIRECTOR OF REGION 1
Dave Young



Take Advantage of UFCW Membership Benefits

In addition to strong union contracts that provide important benefits, such as better wages, fair schedules and quality, affordable health care—members of Local 1500 also have access to exclusive discount programs, as well as education benefits, that can save you and your family thousands of dollars.

These member-only discounts range from car and rental insurance to legal advice to theme parks that can add up to thousands of dollars in savings. In addition to discounts on theme parks, members of Local 1500 can also save up to 24 percent off at three national movie theater chains (AMC Theaters, Regal Cinemas and Cinemark

Theaters) and 25 percent off on flowers and gift baskets. I hope you take advantage of these member-only discounts by visiting www.UFCW.org/value.

In addition to discount programs, members of Local 1500 are also eligible for the UFCW Free College Benefit, which makes it possible for UFCW members and their families to earn an Associate Degree online through Eastern Gateway Community College (EGCC) with no out-of-pocket costs or need for loans. Since our union launched this benefit two years ago, thousands of UFCW members and their families have taken advantage of

this amazing opportunity to achieve their academic goals.

The UFCW Free College Benefit is available exclusively to UFCW members, retired members, and family members, including children, spouses, grandchildren, domestic partners, and dependents. You can learn more information about this free educational benefit by visiting www.ufcw.org/college/. Thank you for being a member of our union family. We hope you take advantage of the exclusive savings and discounts your UFCW membership gives you access to this summer and all year round.

#MYUNIONHASVALUE



United Latinos Executive Board, longtime Fairway member Abdoulaye Abeidi was awarded the United Latinos scholarship for citizenship.

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.

- | | |
|----------------------|--------------------------|
| Arrue, Heather B. | Lam, Kwong L. |
| Asiedu, Samuel | Lamothe, George E. |
| Baldwin, Anna S. | Leckery, Robert R. |
| Barcia, Salvatore | Linger, Warren B. |
| Basurto, Jose | Lionetti, Alfred |
| Bergius, Vincent | Lopez, Elaine |
| Bertram, Theresa | Madrazo, Peter G. |
| Biel, Alan | Maglaras, Patricia |
| Blossfeld, Diane M. | Martinez, Emanuel J. |
| Brown, Aston | Mercado, Priscilla |
| Burton, Mary | McDonnell, James V. |
| Calsie, Nancy | Mitchell, William |
| Camacho, William | Murguia, Manuel |
| Caraher, Charles | Musella, Theresa A. |
| Carbone, Joseph | Palma, Diana |
| Casuba, Vatsala | Pellegrino, Frank |
| Corum, Everett | Piccolino, Michele |
| Cruz, Rosa E. | Portanova, Lydia |
| Defrancesco, Libonio | Robinson, Al |
| Delessandro, Marco | Robinson, Cephus |
| Dunfee, Donald | Rodgers, Michael |
| Ellis, Steven A. | Ross, Theresa M. |
| Fox, Edward J. | Sanacore, Lucy |
| Hamann, Harry R. | Sheinman, Fred |
| Hoffmann, Carl E. | Squier, Joanne |
| Hons, Charles W. | Trongone Jr., Michael A. |
| Howell, Harriet | Varricchio, Thomas J. |
| Garcia, Roseann | Vickers, Winnifred A. |
| Genovese, Gildo J. | Walsh, Anna |
| Guariglia, Eleanor | Williams, Robert |
| Kayton, Andrew | Yamuder, Hyman A. |
| Kinkaid, Roy | Zappia, Carmela |
| Kornblatt, Alan G. | Zeidel, Zina |
| Laflamme, Roger | |

EMERGENCY BLOOD SHORTAGE



DONATE BLOOD NOW...

PEOPLE CAN'T LIVE WITHOUT IT

Time 1:45 PM- 7:45PM

Date July 18th 2019

Place Frank Meehan Hall
425 Merrick Ave Westbury, Ny



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.

LOCAL 1500 UNION NOTICE

**ADD UNION VALUE
TO YOUR "OTHER JOB"**

**UFCW LOCAL 1500 NOT ONLY
REPRESENTS WORKERS IN
THE GROCERY INDUSTRY.
IF YOU'RE A LOCAL 1500
MEMBER AND YOU ARE
INTERESTED IN ADDING
UNION VALUE TO YOUR
OTHER JOB, CALL US AT
1-516-214-1305**

Bulletin Board

UFCW LOCAL 1500 PENSION PLAN IMPORTANT NOTICE

This notice is being provided to all Vested Participants who will be eligible to receive a Pension Benefit from the UFCW Local 1500 Pension Plan ("Plan").

Please be advised that each year you have the right to request a free estimate of your total accrued pension benefit, the vested portion (nonforfeitable) of the benefit and, if not yet vested, the earliest date you will become vested under the Fund. Please understand that the information to be provided is just an estimate of your pension benefit based on the information on hand. This amount may change depending on the duration of your covered employment, your marital status at the time you apply/receive your pension and the category of pension you will apply for and receive (i.e., Single Life, Joint and Survivor, Early, Normal, etc.).

If you wish to receive a statement of your estimated pension benefit or if you have any question as to whether you are vested to receive a pension benefit, please contact the UFCW Local 1500 Pension Plan office at 425 Merrick Avenue, Westbury, NY 11590. You may also call the UFCW Local 1500 Pension Plan at (516) 214-1330. The personnel at the Pension Fund office are more than happy to answer your questions and provide you with the information you are seeking.

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 Jamie Mercado, ext. 1333.

Aguanno, Barbara L.	Jukic, Ljubica
Anderson, Diane C.	Knapick, Rosalie A.
Bamberger, Gary S.	Lasher, Steven J.
Beach, Joan C.	May, Nancy E.
Belosic, Susan A.	McGowan, Terrence F.
Biel, Alan	Melendez, Carlos
Blaise, Manfred	Morales, Ivonne
Blanchard, Michele	Morales, Maria D.
Blanton, Mary E.	Moye, Bellinger D.
Bottiglierio, James J.	Musillo, Leonard
Bucaria, Roxanne	Nisito, Louis M.
Burton, Lucy A.	Norfleet, Mary
Byble, Duane F.	O'Neill, Debbie M.
Ciforelli, Robert R.	Oropeza, Little E.
Claude Hall, Shirley	Partain, Gary A.
Costanzo, Lola P.	Pratt, James "Jimbo"
De Blasi, Antonio	Pratt, James E.
Demeo, Linda S.	Priller, Raymond
Devaney, Ronald J.	Puterbaugh, Kathryn
Dottone, Deborah L.	Reyes, Pedro
Douglas, Alexander	Romao, Peggy
Duran, Olvin	Rossi, John A.
Farinella, Deborah K.	Ruibal Jr., Eugene
Figueroa, Jose M.	Savasta, Stephen
Forman, Sheldon	Schmidt-Deltoro, Marylou
Galliano, Philip	Schwartz, Joan D.
Gallo, Michael	Seide, Lorrie
Gargiulo, Barbara A.	Sena, Guillermina
Gecewicz, Gregory	Singh, Nirmal
Giammarino, Rita M.	St. Julien, Nerlande
Hagan, Terry M.	Strunk, Theresa
Harden, Kathleen	Urciuoli, James J.
Inzerillo, Robert R.	Walker, Fitzroy A.
Jeffrey, Sara	Warren, Denise C.
Johnson, Peter R.	Welch, Barbara E.

FISH FOR

A CURE **SHOW YOUR UNION PRIDE**
OUR ANNUAL FISHING TRIP!

FRIDAY JUL. 26TH 2019 5PM TO 9PM
FISH ON @ WIND SWEEP MARINA
215 ATLANTIC AVE EAST MORICHES, NY

\$50.00 PER ADULT
\$35.00 CHILDREN
(12 & UNDER)

**COSTS INCLUDE: DONATION, FOOD,
ALL PROCEEDS TO BENEFIT
LEUKEMIA**

MORE INFO CONTACT: LYNN SHIELDS @ 516-214-1339

JAY SCORZELLI @ 516-214-1340

JOHN WOODS @ 516-214-1357

UFCW1500.ORG @UFCW1500 INFO@UFCW1500.ORG

@UFCW1500

/UFCW1500

Prescription Drug Exclusions

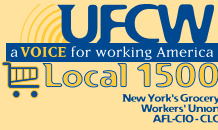
We advise all members that the Trustees have specifically indicated that any drugs purchased in the following stores will **NOT** be reimbursed under the Local 1500 Welfare Fund Prescription Plan under any conditions:



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

GENERAL MEMBERSHIP MEETINGS

Wednesday, September 11, 2019
 Wednesday, December 11, 2019



ALL MEETINGS START AT 7:00 P.M.

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

Prizes Will Be Awarded!



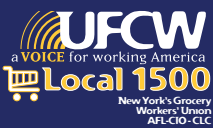
Subscribe to us on
YouTube



SCAN QR CODE
 TO WATCH
 PENSION VIDEO



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

UFCW1500.ORG
INFO@UFCW1500.ORG

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

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

Michele Wright, Ext. 1351

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 & 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

UNION REPRESENTATIVES

- 1353 Ecker, Robert*
- 1371 Flores, Vilmarie
- 1317 Guardado, Jeff
- 1346 Guardado, Juan
- 1358 Mauleon, Rafael
- 1356 Pasquale, Greg
- 1340 Scorzelli, Jay
- 1339 Shiels, Lynn
- 1349 Walter, Fred Jr.
- 1357 Woods, John

*Administrative Field Coordinator

MEMBERSHIP SERVICING & ORGANIZING

- 1315 Farrands, Bruce
- 1361 Hernandez, Rafael
- 1350 Kapogiannopoulos, George
- 1345 Organizing Hotline

MEDIA & COMMUNICATIONS

- 1374 Allen, Nicholas – Media & Communications Coordinator
- 1372 Thomas, Tarrick

