


# The Register

**UFCW**  
a VOICE for working America  
 **Local 1500**  
New York's Grocery  
Workers' Union  
AFL-CIO - CLC



 *Happy Holidays* 

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**TONY SPEELMAN**

## MY FINAL PERSPECTIVE



**Joe Waddy**

*Executive Vice President/Recorder \**

I began my career with this union about 45 years ago. At 16 I started working part time at a small drive-in milk store in Patchogue, NY called Dairy Barn. It just so happened that this chain of 64 milk stores on Long Island was under contract with the Retail Clerks Union Local 1500. It was the beginning of a dream come true ride that would culminate with me becoming the President of our great union. In college I was studying to become a meteorologist and I continued to work part-time at Dairy Barn. I guess the company liked me because I became full-time pretty quickly and a short time later I became a store manager. That's about the time I abandoned the idea of becoming a weatherman!

I had no idea what a union really did at that time, but I soon found out. I met my future wife Beverly because I worked at Dairy Barn. She would drive through on my shift every night which I thought that was kind of strange, especially because she didn't always buy something. I finally figured out, with the help of one of my part timers (thank goodness), that she liked me, so one night I decided to ask her out and she actually said yes! That was 38 wonderful years ago. A year and half later we were married and had our 2 beautiful children, Carissa and Derrick.

I realized the value of my union early on because we had great health care that took care of my growing family. I was able to use our legal service plan to help buy a house and offset the cost. I knew when I was going to get a raise and how much it would be. I knew I had a pension plan that would help take care of me in retirement (I will talk more about that in a little while).

I really began my union career when our contract was going to expire. I started to become more involved with our union and was elected to my first union negotiating committee. It was a very tough negotiation and for the first time in my life I learned what a strike was. How did I know that you ask? Because guess what--we had to go out on strike! We walked the picket line for four days and then ultimately reached a deal. It wasn't easy but we did get a pretty good contract. Years later, I was elected again to the negotiating committee and we wound up on strike again, this time for 3 weeks. It was extremely tough, and I didn't really know how this one was going to end, but we all stayed together and eventually we won that strike as well.

I was asked to become a Union Executive Board member in 1979 and, as they say, the rest is history. Back then the Union President was my mentor Frank Meehan. One day Frank called me and offered me a job as an organizer, and I accepted. I was hired In August of 1986 and held that position for over 2 years. Over the last 3 decades plus I served as a union representative, the Political Director, Field Director, Assistant to the President, Secretary-Treasurer and finally, President. It really has been my honor to serve as your President these last 3 and ½ years. I have also been the Plan manager for the Local 1500 Pension, Welfare, Annuity and Scholarship Funds.

Some of you know that I have had some minor health issues recently and that has led me to make a very tough decision. I have spoken at length with our Secretary-Treasurer Rob Newell and I made the decision to resign as President. My resignation took effect as of November 8th, 2019 and I am proud to announce that I asked the Executive Board to unanimously elect Rob Newell to fulfill my unexpired term. Rob has been my right hand for years and I can't thank him enough for putting up with me and making my job a lot easier. Not only are you in great hands, but I believe you are in the right hands to run this Union going forward, and I expect that you will give him your support and your respect. I would also like to thank my assistant, Joe Waddy, for also always being there for me, keeping me on schedule and making sure that I knew what I was talking about. To Aly Waddy, who is only one person, but does like 5 jobs for the Local, thank you for your help, your passion and sharing a love of politics with me for all these years. To the rest of Executive Staff Rhonda Nelson, Terry Quinones and Paul Santarpia, I want to thank you all as well.

I will retire at the end of 2020 and will continue to be the plan manager of the Pension and Welfare funds until then. I will serve as the Senior Advisor to President Newell throughout his transition, as well as work on politics for the Local for the next year or so. So, this isn't goodbye yet, it's more like, I'll see you soon. Those of you that know me from my old Political Director days know that I was always out looking for volunteers from our stores and I assure you that's going to happen again soon. From the bottom of my heart I want to thank you for allowing me to have the honor of serving as your President and I will see you in the stores in 2020!





**TONY SPEELMAN**

## MI PERSPECTIVA FINAL



**Joe Waddy**

*Vice Presidente Ejecutivo/Recorder\**

Empecé mi carrera en este sindicato hace unos 45 años. A los 16 años empecé a trabajar a tiempo parcial en una pequeña unidad-en la tienda de leche en Patchogue, NY llamado Dairy Barn. Sucedió que esta cadena de 64 tiendas de leche en Long Island estaba bajo contrato con el sindicato Local 1500. Fue el comienzo de un viaje real hecho en sueño que culminaría conmigo convirtiéndome en el Presidente de nuestra gran unión. En la universidad estaba estudiando para convertirme en meteorólogo y seguí trabajando a tiempo parcial en Dairy Barn. Supongo que le gusto a la compañía porque me convertí en tiempo completo bastante rápido y poco tiempo más tarde me convertí en gerente de una tienda. ¡Fue cuando abandoné la idea de convertirme en meteorólogo!

No tenía idea de lo que realmente hacía un sindicato en ese momento, pero pronto me enteré. Conocí a mi futura esposa Beverly porque trabajaba en Dairy Barn. Ella llegaba durante mi turno todas las noches, lo que me pareció extraño, especialmente porque no siempre compraba algo. Finalmente me di cuenta, con la ayuda de uno de mis compañeros a tiempo parcial (gracias a Dios), que le gustaba, ¡así que una noche decidí invitarla a salir y realmente dijo que sí! Eso fue hace 38 maravillosos años. Un año y medio más tarde nos casamos y tuvimos nuestros 2 hermosos hijos, Carissa y Derrick.

Me di cuenta del valor de mi unión desde el principio porque teníamos una gran atención médica que cuidaba de mi creciente familia. Pude usar nuestro plan de servicio legal para ayudar a comprar una casa y compensar el costo. Sabía cuándo iba a recibir un aumento y cuánto sería. Sabía que tenía un plan de pensiones que me ayudaría a cuidar de mí en la jubilación (hablaré más sobre eso en poco tiempo).

Realmente comencé mi carrera sindical cuando nuestro contrato iba a expirar. Empecé a involucrarme más con nuestro sindicato y fui elegido para mi primer comité de negociación sindical. Fue una negociación muy dura y por primera vez en mi vida me enteré lo que era una huelga. ¿Cómo me enteré preguntaras? ¡Porque adivina qué, tuvimos que salir en huelga! Caminamos por la línea de piquete durante cuatro días y luego finalmente llegamos a un acuerdo. No fue fácil, pero conseguimos un contrato bastante bueno. Años más tarde, fui elegido de nuevo para el comité de negociación y terminamos en huelga de nuevo, esta vez durante 3 semanas. Fue extremadamente duro, y realmente no sabía cómo este iba a terminar, pero todos nos quedamos juntos y finalmente ganamos esa huelga también.

Me pidieron que me convirtiera en miembro de la Junta Ejecutiva de la Unión en 1979 y, como dicen, el resto es historia. En ese entonces el Presidente de la Unión era mi mentor Frank Meehan. Un día Frank me llamó y me ofreció un trabajo como organizador, y acepté. Fui contratado en agosto de 1986 y ocupé ese cargo durante más de 2 años. Durante las últimas 3 décadas más me desempeñé como representante sindical, el Director Político, Director de Campo, Asistente del Presidente, Secretario-Tesorero y finalmente, Presidente. Realmente ha sido un honor para mí servir como su Presidente estos últimos 3 años y medio. También he sido el gerente del Plan para los Fondos de Pensiones, Bienestar, A anualidades y Becas de Local 1500.

Algunos de ustedes saben que he tenido algunos problemas menores de salud recientemente y eso me ha llevado a tomar una decisión muy difícil. He hablado extensamente con nuestro Secretario-Tesorero Rob Newell y tomé la decisión de renunciar como Presidente. Mi renuncia tuvo efecto a partir del 8 de noviembre de 2019 y estoy orgulloso de anunciar que le pedí a la Junta Ejecutiva que eligiera por unanimidad a Rob Newell para cumplir con mi mandato no vencido. Rob ha sido mi mano derecha durante años y no puedo agradecerle lo suficiente por soportarme y hacer mi trabajo mucho más fácil. No sólo están en buenas manos, sino que creo que están en las manos adecuadas para dirigir esta Unión en el futuro, y espero que le brinde su apoyo y su respeto. También me gustaría agradecer a mi asistente, Joe Waddy, por estar siempre ahí para mí, mantenerme a tiempo y asegurarme de que sabía de lo que estaba hablando. También a Aly Waddy, que es una sola persona, pero hace 5 trabajos para el Local, gracias por su ayuda, su pasión y compartir un amor por la política conmigo durante todos estos años. Al resto del Personal Ejecutivo Rhonda Nelson, Terry Quinones y Paul Santarpia, quiero darles las gracias a ustedes también.

Me retiraré a finales de 2020 y seguiré siendo el gerente del plan de los fondos de Pensiones y Bienestar hasta entonces. Serviré como Asesor Superior del Presidente Newell a lo largo de su transición, así como trabajo en política para el Local para el próximo año más o menos. Así que, esto no es adiós todavía, es más como, nos vemos pronto. Aquellos de ustedes que me conocen desde mis viejos días como Director Político saben que siempre estaba buscando voluntarios de nuestras tiendas y les aseguro que eso volverá a suceder pronto. Desde el fondo de mi corazón quiero agradecerles por permitirme tener el honor de servir como su Presidente y te veré en las tiendas en 2020!



**JUST FOR THE RECORD**  
**Rob Newell, President\***



**Aly Y. Waddy**  
**Secretary-Treasurer\***

## MOVING FORWARD TOGETHER

The UFCW Local 1500 Pension Fund and the coming changes have been on the minds of our leadership team, your Union staff and the thousands of active plan participants (members) for virtually all of 2019. Our Pension Plan's funding is in the red and changes need to be made to secure all the past benefits earned and to ensure that no matter what we do the plan can meet all its future obligations as well. The Plan Trustees, both Union and management, have been working with professionals from the Segal Company, our International Union and the Pension Fund's contract professionals throughout the year but haven't found an acceptable solution yet.

Many of you heard Tony and I say over the course of the last year that we were not in a hurry to make this decision. We felt it was paramount to first investigate all potential avenues and find the best fit for our participants (members), our contributing employers and our Fund. We are not a Local Union that is fond of imposing delays or dealing with long drawn out processes for our members/participants because we recognize the uncertainty and discomfort that it creates for you and your family's. However, in this case, the long delay yielded a positive result for all plan participants and the contributing employers in 2020. Because the Trustees had yet to adopt a formal rehabilitation plan, we found an option that gave us the ability to protect another full year of accruals for all active participants. Simply stated, that means that 2020 will be the same as the last number of years as far as your pensions go. Each full-time participant will receive \$60 and each part-time participant will receive \$30 accrual credit should they work the complete year in covered service in 2020. Originally, we were of the impression that the accruals would have to change at the end of 2019 and there was a huge unknown as far as what 2020 would bring.

Additionally, this change will also remove the current 5% surcharge (as of 12/31/19) that each contributing employer has been paying since July 2019 and will avoid a projected 10%

surcharge that was scheduled to be applied on 1/1/20. The Employers already have a scheduled 4% increase that they are obligated to pay on 1/1/20 but that is better than paying that increase plus the surcharge. This doesn't mean that we are out of the woods nor does it mean that a long-term solution has been found. What it does mean is that we all get another year in the pension books the way we are accustomed to. There is still a great deal of work and research to be done before we find the best solution to this problem. But while that work is being done everyone knows what to expect from 2020, at least as far as the Pension Fund is concerned. Let's not forget that we also have contracts for more than 10,000 of our members expiring throughout 2020, so it is going to be a busy year for many of us.

I am sure that virtually everyone reading this article has already heard that our President, Tony Speelman, stepped down on November 8th, 2019. To say that Tony is a man that never ceases to amaze me is an understatement. Tony and I had been talking for about 8 or 9 months about his future plans and what we needed to do to ensure no disruption for our members. Well, in early October Tony decided it was time to make his plans a little more public to our stewards, members, staff and business partners. Although Tony didn't give anyone other than me an exact date, he did provide a pretty obvious timeframe to everyone he spoke with. Very shortly after those announcements, Tony came to see me and told me that he had decided to expedite his plans and was stepping down in less than a month. Anyone that knows me knows that I am rarely, if ever, at a loss for words, but I didn't say anything for what felt like an hour. Although it may have only been a few seconds, what he had just said was unbelievably significant for our Union, for him and for me.

Thankfully Tony was the type of President that always made sure that our Local was ready to take on any challenge and adapt to any change. He always told me that no matter what happens we need to be prepared to do whatever it takes

so that it would be business as usual for our members in no more than a day or two. Luckily, for all of us, nothing negative had happened to bring this on. Tony just woke up one morning and made the decision that he didn't want to wait any longer to make this happen. Tony is a beautifully gigantic personality and he is often seen as family to most people he knows. He knows a great deal more about the people he works with, and for, than they typically know about him. He will listen to you tell your tale for an hour but when it comes time to talk about himself, he'll do it in two minutes flat. Deep down Tony is a pretty private person, especially when it comes to his own wellbeing, and his mind was made up.

What do you say to the guy that has helped you get where you are today when he tells you that he's leaving? I can't tell you all the things I really said to him that morning, but I will tell you that the main focus of it was "Thank you". Not thank you for teaching me the million things he did, not thank you for literally being like my older brother, not thank you for understanding me when no one else did and not thank you for picking me to succeed him. All those things mattered to me, VERY MUCH. But none of them mattered more than thanking him for his tireless dedication to our members, for his unmatched patience in every circumstance we faced, for his unbreakable grip on the past history of this Local Union, for his unflappable desire to ALWAYS do what's right and for always being incredibly humble, especially when in a room as full of egos as the ocean is water. Thank you, Tony, thank you from the bottom of my heart, for being the type of human being, family man, labor leader, confidant and friend that I will always look up to and reach out to for advice. Thank you for trusting me to lead this Local with you for the last few years and thank you for staying on with me for 2020, this transition would not be the same without you. God bless you Tony and I wish you, and your family, nothing but the best that the world has to offer. All the best to the best! Salud!


**#myunionhasvalue**





# LABOR DAY PARADE



Watch Previous LABOR DAY  
Parades and other Union  
Events on our YOUTUBE   
**SCAN THE QR CODE**







**November 3rd 2019**  
**Comedy Fundraiser Night**  
**OVER \$800.00 RAISED**  
**for Muscular Dystrophy**

For More Information Contact Lynn Shiels  
516-214-1339









# 38<sup>TH</sup> ANNUAL SHOP STEWARD







# SEMINAR

**UFCW**  
a voice for working America  
**Local 1500**  
New York's Gateway  
Western Union  
UFCW-CLC





# STAFF CHANGES

## WELCOME YOUR NEW EXECUTIVE BOARD MEMBER



### **Jean Bottitta, Vice-President**

Jean Bottitta started her journey with Local 1500 back in May 1990 when she got a part-time job at the old Pathmark store in Bay Shore, NY. After 7 years, Jean got a chance to go full-time and made the jump to the new ShopRite SRS store that opened literally across the highway, in Bay Shore, NY. Throughout her almost 30 years as a member of Local 1500 Jean has proven to be an asset to the members in her store(s) and to the many Union Representatives that have serviced the area. Jean isn't afraid to tell anyone what's on her mind which has served her well as a Shop Steward for more than a decade. She has always managed to maintain the respect of her management teams while never, ever, ignoring the needs of her fellow members or standing up for what's right. Jean was unanimously elected to serve on the Executive Board on October 9th, 2019. "I'm very proud to have Jean serve with us as one of the ten rank and file Vice Presidents. I've known her personally since 1990 (we worked in the same Pathmark store) and have grown to appreciate her very much, especially for her values, her honesty and her opinions," said President Rob Newell.

## NEW OFFICE STAFF



### **Ann Deion-Zavala, Executive Bookkeeper**

Ann Deion-Zavala joined UFCW Local 1500's staff in October of 2019. Ms. Deion-Zavala holds the position of bookkeeper and comes with 38 years of experience in that field. "We welcome Ms. Deion-Zavala to our Union family and look forward to utilizing her skills to service the great membership of Local 1500" said President, Robert W. Newell.

"We are really excited to have Ann on our team and we believe she will bring value to the members of Local 1500" said Secretary-Treasurer Aly Y. Waddy. Ann is a Long Islander and resident of Suffolk County where she lives with her husband and their two children.



### **Terri Gorman, Office Clerk**

Terri Gorman is a long time member of Local 1500, beginning in 1988 when she began working for Pathmark, going on to work in stores in Brooklyn, Queens, and Nassau County. She was there almost 30 years when that company closed, displacing many great employees. Terri has always been a very proud, strong, and outspoken Local 1500 member, having attended countless meetings and events held by our Union. When a position recently became available within Local 1500's general office, Terri gladly accepted, and we are happy to have her on board. We look forward to working with Terri in her new capacity and welcome her again to our family!

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

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

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

These benefits will be provided subject to the same deductible and coinsurance applicable to other medical and surgical benefits provided under your plan.



**Employee Trustees**  
Anthony G. Speelman, Plan Manager  
Robert W. Newell, Jr.  
Rhonda Nelson (Welfare)  
Joseph D. Waddy (Welfare)  
Theresa Quiñones (Pension)  
Aly Y. Waddy (Pension)



## WELFARE & PENSION FUNDS

425 MERRICK AVENUE, WESTBURY, NY 11590  
TEL: 516-214-1300

**Employer Trustees**  
Patrick J. Dunning  
Charles J. Faraglia  
Robert Spinella  
Robert M. Jandovitz

October 17, 2019

### To All Eligible Full-Time Participants and Dependents:

This notice, called a "Summary of Material Modifications" ("SMM"), is being provided to advise you of certain changes that the Board of Trustees has made to the UFCW Local 1500 Welfare Fund Full-Time Plan (the "Plan"). After you read this SMM, please keep it with your Summary Plan Description ("SPD") booklet, so that when you refer to the SPD you will be reminded of the changes described in this SMM.

Effective January 1, 2020, the UFCW Local 1500 Welfare Fund Full-Time Plan is being modified as follows:

Benefits for treatment of Hypodontia and Anodontia (disorders in which the patient does not have a tooth bud or buds present to properly grow teeth) caused by a genetic disorder/defect will be covered under the medical benefits of the Full-Time Plan.

All claims will be processed pursuant to Plan guidelines with regard to the status of the provider (i.e., participating [in-network] or non-participating [out-of-network]), allowed/eligible benefit amount, deductibles, coinsurance, copayments, out-of-pocket maximums and all precertification requirements.

If you have any questions regarding any of the information in this notice, please contact the Fund Office at 1-800-522-0456. If you have any questions regarding your benefit coverage, please contact Associated Administrators, LLC at 1-855-266-1500.

Sincerely,

The Board of Trustees

## SUMMARY ANNUAL REPORT FOR UFCW LOCAL 1500 LEGAL SERVICES PLAN

This is a summary of the annual report for the UFCW Local 1500 Legal Services Plan, EIN 11-2531776, Plan No. 501, for the period January 1, 2018 through December 31, 2018. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of trustees has committed itself to pay all qualified legal benefit claims incurred under the terms of the plan.

### Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$358,857 as of December 31, 2018, compared to \$347,967 as of January 1, 2018. During the plan year the plan experienced an increase in its net assets of \$10,890. The plan had total income of \$354,647 including employer contributions of \$351,378, and earnings from investments of \$3,269.

Plan expenses were \$343,757. These expenses included \$168,850 in administrative expenses and \$174,907 in benefits paid to participants and beneficiaries.

### Your Rights To Additional Information

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

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment; and
4. transactions in excess of 5% of the plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call Board of Trustees, UFCW Local 1500 Legal Services Plan, 425 Merrick Ave, Westbury, NY 11590, (516) 214-1300. The charge to cover copying costs will be \$4.00 for the full annual report, or 25 cents per page for any part thereof.

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

You also have the legally protected right to examine the annual report at the main office of the plan UFCW Local 1500 Legal Services Plan, 425 Merrick Ave, Westbury, NY 11590 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## SUMMARY ANNUAL REPORT FOR UFCW LOCAL 1500 WELFARE FUND

This is a summary of the annual report for the UFCW Local 1500 Welfare Fund, EIN 23-7176373, Plan No. 501, for the period January 1, 2018 through December 31, 2018. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of trustees has committed itself to pay all medical, surgical, hospitalization, dental, vision, prescription, death and temporary disability claims incurred under the terms of the plan.

### Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$40,628,362 as of December 31, 2018, compared to \$33,843,402 as of January 1, 2018. During the plan year the plan experienced an increase in its net assets of \$6,784,960. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$73,588,547 including employer contributions of \$73,030,071, participant contributions of \$1,949,284, realized losses of \$(428,200) from the sale of assets, losses from investments of \$(980,524), and other income of \$17,916.

Plan expenses were \$66,803,587. These expenses included \$2,022,661 in administrative expenses and \$64,780,926 in benefits paid to participants and beneficiaries.

### Your Rights To Additional Information

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

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment; and
4. transactions in excess of 5% of the plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call Board of Trustees, UFCW Local 1500 Welfare Fund, 425 Merrick Ave, Westbury, NY 11590, (516) 214-1300. The charge to cover copying costs will be \$7.25 for the full annual report, or 25 cents per page for any part thereof.

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

You also have the legally protected right to examine the annual report at the main office of the plan UFCW Local 1500 Welfare Fund, 425 Merrick Ave, Westbury, NY 11590 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## SUMMARY ANNUAL REPORT FOR UFCW LOCAL 1500 PENSION PLAN

This is a summary of the annual report for the UFCW Local 1500 Pension Plan, EIN 23-7176372, Plan No. 001, for the period January 1, 2018 through December 31, 2018. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of trustees has committed itself to pay all pension benefits incurred under the terms of the plan.

### Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$456,917,733 as of December 31, 2018, compared to \$468,313,092 as of January 1, 2018. During the plan year the plan experienced a decrease in its net assets of \$(11,395,359). This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$8,093,936 including employer contributions of \$30,904,856, realized gains of \$5,841,379 from the sale of assets, losses from investments of \$(28,673,518), and other income of \$21,219.

Plan expenses were \$19,489,295. These expenses included \$3,782,317 in administrative expenses and \$15,706,978 in benefits paid to participants and beneficiaries.

### Your Rights To Additional Information

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

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment; and
4. transactions in excess of 5% of the plan assets.

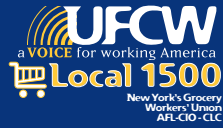
To obtain a copy of the full annual report, or any part thereof, write or call Board of Trustees, UFCW Local 1500 Pension Plan, 425 Merrick Ave, Westbury, NY 11590, (516) 214-1300. The charge to cover copying costs will be \$6.75 for the full annual report, or 25 cents per page for any part thereof.

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

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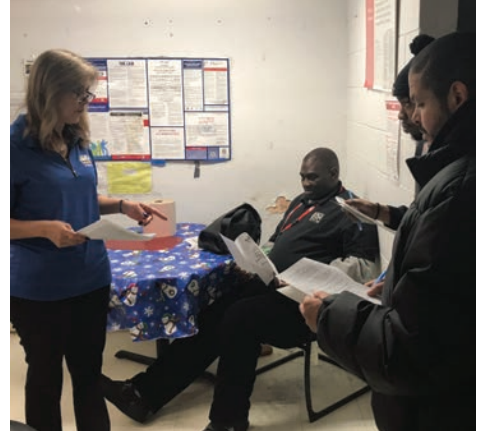
# CONTRACT UPDATE



We are pleased to announce that over on December 5th, 30% of the D'agostino membership unanimously ratified their new contract!

We've had a tough few years bargaining contracts within the City of New York, but Local 1500 members employed by D'agostino Supermarkets echoed what their counterparts at Gristedes also showed... If we all stick together and remain strong, we will get to the absolute best resolution, no matter how long it takes!

Congratulations to some of our strongest members out there, and as we roll into 2020 and get ready to encounter the lion share of our expiring contracts, we will look to D'agostino and Gristedes members for your support!







**Dave Young, Director of Region 1**

## Take Advantage of UFCW Membership Benefits During the Holiday Season

Members of Local 1500 are well aware of the value of being a member of our union family—including strong union contracts with jobs that provide better wages, health care, paid vacation, holiday and sick leave, fair scheduling, overtime protection and other benefits.

As we celebrate the holiday season, I hope you take advantage of the value of belonging to the UFCW outside of the workplace. As many of you know, being a member of our union family means that you have access to exclusive discounts that can add up to thousands of dollars in savings for you and your family members, including:

- 50 to 60 percent off on hotels and theme parks
- Up to 24 percent off movie tickets at three national movie theater chains
- 15 percent off items at JCPenney and up to 75 percent off items at Bed Bath & Beyond
- 25 percent off Teleflora flowers and Gift Tree gift baskets
- Over 40 percent off on theater tickets
- Up to 12 percent off on pet insurance

You can access these member-only discounts by visiting <http://myufcw.org/discounts/>.

In addition to exclusive discounts, members of Local 1500 are also eligible for the UFCW Free College Benefit. This amazing benefit 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.

This 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 the UFCW Free College Benefit by visiting [www.ufcw.org/college/](http://www.ufcw.org/college/).

Thank you again for all that you do to make our union family better and stronger. We will continue to update you about new benefits and discounts that come with being a member of our union family. Happy holidays and best wishes for the new year.

### VALUE OF MY UNION

Legal  
Reimbursements  
To Members  
YTD 2019 :

**\$112,929.50**

Members  
Assisted By  
Legal Services  
YTD 2019 :

**566**

**2019 YTD Prescription Plan  
Total Amount Paid Out :  
\$8,446,233.00**

**Yahaira Abreu  
(516) 214 - 1330**

**Jan 19 - Nov 19**  
**Pensioned Members: 478**  
**Pension Amount: \$280,082.90**







# 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.

Amado, Edelmira  
Andersen, Marilyn J.  
Aponte, Teresa  
Avilez, Alida  
Badalato, Maria,  
Baker, Wandra A.  
Baktis, Michele A.  
Barone, Vito J.  
Bartley, Judith V.  
Battaglia, Anthony  
Belsky, Helen M.  
Berletic, Andrew J.  
Bittrolff, Mary E.  
Borozny, Joseph  
Brandi Jr., Lorenzo J.  
Brynien, Naomi S.  
Burdett, Teresa J.  
Butkerait, Carolann  
Byam, Cynthia V.  
Calamia, Kenneth A.  
Callegari, Robert  
Capria Jr., George R.  
Caruso, Rosemary  
Ceramello, Marie L.  
Cervino, Jean T.  
Charles, Jacquelin  
Cintron, Gloria  
Collins, Christine  
Concepcion, Sheila  
Corbett, James C.  
Croce, Dennis J.  
Croner, Charles H.  
Cruz, Manuel  
Curry, Lorraine M.  
Dayton Jr., John E.  
Defalco, Luigi A.  
Depalo, Joyce  
Dipietro, John  
Djakov, Dusanka  
Donnelly, Nancy E.  
Doxey, Jorgen H.  
Edwards, Abramham H.  
Eisenhardt Jr., John J.  
Erdman, Catherine A.  
Ferome, Nicholas G.  
Festa, Aldo G.  
Fierro, Thomas J.  
Formisano, Denise J.  
Franki, Robert J.  
Frenger, Carol L.  
Gallagher, Patrick V.  
Gallo, Marguerite C.  
Gernand, Debra A.  
Gonzalez, Peter  
Haddad, Sharon M.  
Hartig, Linda T.  
Haskell, James L.  
Heckel, Robert F.  
Hidalgo, Jose L.  
Ilasi, Vincent J.  
Ingargiola, Louise  
Isengard, Robert P.  
Jemmott, Gene

Johnson, Donna M.  
Kaur, Narinder  
Kay, John  
Keating, Robert J.  
Keenoy, James J.  
Kelly, Joanne  
Khan, Muhammed T.  
Kikis, Athanasia  
Klingner, Diana T.  
Kourouma, Mamadi  
Krasowski, Joseph  
Kretz, Margaret A.  
Leavitt, Debbie  
Lentino, Michael G.  
Leslie, Michael G.  
Lewis, Douglas E.  
Loisage, Robert J.  
Mandery, Lori E.  
Mercurio, Anthony P.  
Monteleone, Frank  
Moody, Peter J.  
Moore, Arnelia L.  
Motisi, Salvatore M.  
Muscio, Carl J.  
Neseosupe, Gladys  
Norelli, Denise G.  
Northrop, Gail O.  
O'Connor, Francis X.  
Oliva, Gladys G.  
Orlando, Vito  
Parent, Linda S.  
Passaras, Nancy J.  
Pelella Jr., James  
Perez, Rene  
Permuy, Michael  
Pesa, Biserka  
Persaud, Jamra  
Pierre, Joseph  
Pineda, Susan A.  
Pittides, Loretta A.  
Preval, Marie D.  
Prudente, Julie  
Richter, Maria,  
Rojas, Antonio A.  
Ruiz-Prieto, Jorge E.  
Schaefer, James G.  
Schmid, Gary C.  
Sciowie, Maria C.  
Sfraga, Paul T.  
Skidmore, Jean M.  
Sponsper, Amelie A.  
St.Clair, Jean M.  
St.John, Douglas  
Tedesco, Guy  
Thomson, Richard F.  
Troche-Villano, Elizabeth L.  
Vargas, Randy  
Velez, Lynda  
Vidal, John V.  
Villard, Mary  
Villarreal, Angelina  
Waldron Jr., Paul  
Walker, Patricia N.

## THANK YOU FOR SHOPPING UNION STORES

■ YOU HELP PRESERVE YOUR JOBS WHEN YOU SHOP UNION  
■ UNION JOBS CONTRIBUTE TO THE COMMUNITIES TAX BASE  
CONTINUE TO SHOP UNION STORES IN YOUR  
COMMUNITY WHERE UNION WORKERS HAVE DECENT WAGES,  
BENEFITS AND WORKING CONDITIONS

### SHOP THESE UNION STORES

MANDELL KEY FOOD . PICK QUICK KEY FOOD . DAN'S KEY FOOD  
KING KULLEN GROCER 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  
FOOD BAZAAR

### SHOP UNION - SAVE JOBS

## NEED A WITHDRAWAL CARD?

Send an email to [wcards@ufcw1500.org](mailto:wcards@ufcw1500.org) with the following content in the email:

- Name
- Store Number
- Company
- Last Day Worked

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

UFCW Local 1500 Attn: Rosanne Wynne-Torres  
425 Merrick Avenue, Westbury, NY, 11590

## MEMBER ASSISTANCE PROGRAM (MAP)



LONG ISLAND COUNCIL ON ALCOHOL AND DRUG DEPENDENCY  
COUNSELING FOR LOCAL 1500 MEMBERS ON ALL SUBSTANCE ABUSE GAMBLING AND OTHER PERSONAL PROBLEMS

NASSAU OFFICE  
114 OLD COUNTRY RD, STE. 114  
MINEOLA, NY 11501  
516-747-2608

SUFFOLK OFFICES  
2805 VETERANS HWY, STE. 28  
RONKONKOMA, NY 11779  
631-979-1700

877 EAST MAIN STREET, STE. 107  
RIVERHEAD, NY 11901  
631-979-1700

WWW.LICADD.ORG  
RECOVER@LICADD.ORG



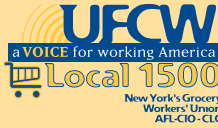


## GENERAL MEMBERSHIP MEETINGS

Wednesday, March 11, 2020

Wednesday, June 10, 2020

Wednesday, September 9, 2020



**ALL MEETINGS START AT 7:00 P.M.**

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

**Prizes Will Be Awarded!**

### UFCW LOCAL 1500 2020 SCHOLARSHIP



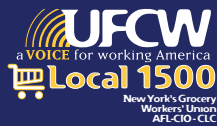
*EACH YEAR WE AWARD THOUSANDS OF DOLLARS IN SCHOLARSHIPS TO  
OUR MEMBERS AND THEIR DEPENDENTS. NOW IS THE TIME TO APPLY FOR 2020!*

#### WHO IS ELIGIBLE:

ALL LOCAL 1500 MEMBERS AND THEIR DEPENDENTS  
(PLEASE READ MORE FOR MORE DETAILS)

ATTENDING AN ACCREDITED COLLEGE/UNIVERSITY IN 2020

**DEADLINE: DECEMBER 31, 2019 TO APPLY: VISIT [UFCW1500.ORG/APPLYONLINE](http://UFCW1500.ORG/APPLYONLINE)**



## 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

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 Newell, Rob – President

1305 Waddy, Aly – Secretary-Treasurer

1303 Waddy, Joseph – Executive Vice President/Recorder

1304 Scorzelli, Jay – Assistant to the President & Vice President

1318 Quiñones, Theresa – Vice President & Senior Director

1369 Santarpia, Paul – Vice President & Field Director

1351 Wright, Michele – Office Manager

### UNION REPRESENTATIVES

1353 Ecker, Robert\*

1371 Flores, Vilmarie

1317 Guardado, Jeff

1346 Guardado, Juan

1358 Mauleon, Rafael

1356 Pasquale, Greg

1339 Shiels, Lynn

1349 Walter, Fred Jr.

1357 Woods, John

\*Administrative Field Coordinator

### MEMBERSHIP SERVICING & ORGANIZING

1368 Dufrey-Lavoie, Lee

1315 Farrands, Bruce

1361 Hernandez, Rafael

1350 Kapogiannopoulos, George

1345 Organizing Hotline

1343 Saka, Yekini

### MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator

1372 Thomas, Tarrik



After 45 years  
as member and 33  
years on staff,  
our beloved President  
Anthony G. Speelman  
stepped down  
as President of  
Local 1500.



@UFCW1500



@UFCW1500



@UFCW1500

SCAN QR CODE  
TO WATCH  
PENSION VIDEO



Any suggestions or comments for the Register?

Send us your feedback to

[Nallen@ufcw1500.org](mailto:Nallen@ufcw1500.org)



# MY UNION HAS VALUE

