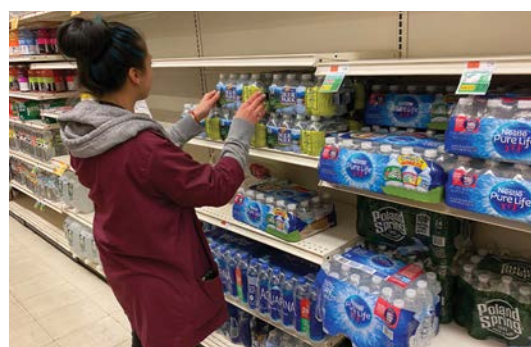


# The Register

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

## THANK YOU



## LOCAL 1500 MEMBERS

GROCERIES DEEMED CRITICAL DURING CORONAVIRUS PANDEMIC





THE PRESIDENT'S PERSPECTIVE  
**Rob Newell, President**



## CONQUERING TOUGH CHALLENGES IN 2020

Who could've seen 2020 coming? As far as what Local 1500 and our members are preparing for in 2020, I don't think anyone could've predicted it more than a few months ago. Truth be told, when the ball dropped to end 2019 and 2020 began most of us here at the Local knew that this was going to be a year unlike any other in recent history. We were already about a year into Stop & Shop's proposed acquisition of the King Kullen & Wild by Nature companies without a functional end in sight. We knew that we were going to have to be heavily involved in the US Presidential election later in the year. We knew that we had 19 contracts to renegotiate that cover approximately 11,650 members. We knew that we had Local Union Election of Officers Petitioning that would take place during the 4th quarter. We knew that the Trustees had a great deal of work to do regarding the Pension Fund and trying to find the right solution to deal with the significant credit balance problem it currently faces.

I don't think that many people thought, on top of all those things I just mentioned, that Fairway (our 3rd largest employer and a part of the fabric that makes up New York City) would file its 2nd bankruptcy in less than 4 years less than a month into 2020. The major difference with this bankruptcy is that the same Company will not emerge after the bankruptcy proceedings. Our great members, the stores, the iconic name, the intellectual property, all the merchandise and equipment will be broken down and sold to the highest bidder(s) or displaced.

We were on top of this situation immediately and got down to work. We met with both Union counsel and the counsel to the Pension and Welfare Funds to make sure that both firms were working in conjunction with one another. We then retained one of the most experienced bankruptcy law firms in New York City, Cohen, Weiss & Simon to guide us through the bankruptcy process and to help protect our members rights and interests! As I write this article I can report to you that both Local 1500 and the Local 1500 Pension Fund are represented on the Unsecured Creditors Committee and that an initial (stalking horse) bid was made for up to 5 stores and the PDC by a very responsible Local 1500 Union Employer, Village ShopRite. We are already working with Village to establish a new contract for these stores, to preserve as many jobs as possible and to make sure that this transition

is a successful one for our Fairway members. For all our members in the stores not being purchased by Village, we are actively recruiting additional Union bidders to come to the auction to buy those stores and protect your jobs and working conditions as well. We fully understand the difficulty and uncertainty that many of you are experiencing right now and want you to know that we are taking advantage of every opportunity and using every tool at our disposal to secure a positive resolution to this process for everyone.

While all of that has been going on, we are beginning the process of setting up membership proposal meetings for the various companies and getting ready to select your rank and file negotiating committees. Additionally, in February, Secretary-Treasurer Waddy and I asked your Executive Board for permission to allocate another 1 million dollars to the Local 1500 Strike Fund. After that motion was unanimously passed, there was additional discussion with the Board, and we have their permission to allocate additional money (up to another 1 million dollars) during the year if we feel that bargaining isn't progressing the way it should. Executive Vice President/Recorder Joe Waddy, who also serves as the Lead negotiator for most of our contracts, was very excited that the Board supported these motions because he felt it showed that the entire Union stands ready to support any and all of the members that will be bargaining throughout 2020. I couldn't agree more Joe!

In closing, I want to say that although my first few months working as your President have been a bit crazy, I remain unbelievably thankful to you for continuing to reward me with the opportunity to serve you and I truly appreciate the trust you place in me to make the best decisions possible regardless of the circumstances. Although 2020 will certainly be a year of trials, occasional uncertainty and more than likely legendary battles, I feel a very strong sense of confidence. The ability of our members and staff to not only take on, but successfully overcome all challenges and challengers has never been less of a question in my mind. Equally as important is knowing the type of year it's going to be, I couldn't be more proud and ready to stand side by side with, and fight with you to help achieve all that you deserve. Let's get back to work!

**#MyUnionHasValue**



LA PERSPECTIVA DEL PRESIDENTE  
**Rob Newell, Presidente**



## CONQUISTANDO DESAFÍOS DIFÍCILES EN 2020

¿Quién pudo haber visto venir en el 2020? En cuanto a lo que Local 1500 y nuestros miembros se están preparando para el 2020, no creo que nadie podría haberlo predicho hace más de unos meses. La verdad sea dicha, cuando la bola cayó a finales de 2019 y 2020 comenzó la mayoría de nosotros aquí en la Local sabía que este iba a ser un año diferente a cualquier otro en la historia reciente. Ya estábamos a un año de la adquisición propuesta por Stop & Shop de las empresas King Kullen & Wild by Nature sin un final funcional a la vista. Sabíamos que tendríamos que estar muy involucrados en las elecciones presidenciales de Estados Unidos más adelante en el año. Sabíamos que teníamos 19 contratos para renegociar que cubren aproximadamente 11,650 miembros. Sabíamos que teníamos la elección de los oficiales de la Local de la unión que tendría lugar durante el cuarto trimestre. Sabíamos que los Fideicomisarios tenían mucho trabajo que hacer con respecto al Fondo de Pensiones y tratando de encontrar la solución correcta para hacer frente al importante problema de equilibrio crediticio que actualmente enfrenta.

No creo que mucha gente pensó, además de todas esas cosas que acabo de mencionar, que Fairway (nuestro 3er más grande empleador y una parte de la tela que compone la ciudad de Nueva York) presentaría su 2a bancarrota en menos de 4 años menos de un mes en 2020. La principal diferencia con esta bancarrota es que la misma Compañía no surgirá después del proceso de bancarrota. Nuestros grandes miembros, las tiendas, el nombre icónico, la propiedad intelectual, toda la mercancía y el equipo serán desglosados y vendidos al mejor postor o desplazado.

Estábamos encima de esta situación de inmediato y nos pusimos a trabajar. Nos reunimos con el abogado de la Unión y con el abogado de los Fondos de Pensiones y Bienestar para asegurarnos de que ambas empresas trabajaban conjuntamente entre sí. ¡Luego retuvimos uno de los bufetes de abogados de bancarrota más expertos en la ciudad de Nueva York, Cohen, Weiss & Simon para guiarnos a través del proceso de bancarrota y para ayudar a proteger los derechos e intereses de nuestros miembros! Mientras escribo este artículo, puedo informarle que tanto Local 1500 como el Fondo de Pensiones Local 1500 están representados en el Comité de Acreedores No Garantizados y que se hizo una oferta inicial (caballo acechando) hasta para 5 tiendas y el PDC por un empleador de la Unión Local 1500 muy responsable, Village ShopRite. Ya estamos trabajando con Village para establecer un nuevo contrato para estas tiendas, para preservar tantos trabajos como sea posible y para asegurarnos

de que esta transición sea un éxito para nuestros miembros de Fairway. Para todos nuestros miembros en las tiendas que no están siendo comprados por Village, estamos reclutando activamente a postores adicionales de la Unión para que vengan a la subasta a comprar esas tiendas y proteger sus puestos de trabajo y condiciones de trabajo también. Comprendemos completamente la dificultad y la incertidumbre que muchos de ustedes están experimentando en este momento y queremos que sepan que estamos aprovechando cada oportunidad y utilizando todas las herramientas a nuestra disposición para asegurar una resolución positiva de este proceso para todos.

Mientras todo eso ha estado sucediendo, estamos comenzando el proceso de establecer reuniones de propuestas de membresía para las diversas empresas y preparándonos para seleccionar su rango y presentar comités de negociación. Además, en febrero, el Secretario-Tesorero Waddy y yo le pedimos permiso a su Junta Ejecutiva para asignar otro millón de dólares al Fondo de Huelga de la Local 1500. Después de que esa moción fue aprobada por unanimidad, hubo una discusión adicional con la Junta, y tenemos su permiso para asignar dinero adicional (hasta otro millón de dólares) durante el año si creemos que la negociación no está progresando como debería. El Vice Presidente Ejecutivo/Recorder Joe Waddy, que también sirve como negociador principal para la mayoría de nuestros contratos, se entusiasmó mucho que la Junta apoyara estas mociones porque consideraba que toda la Unión está dispuesta a apoyar a todos y cada uno de los miembros que negociarán a lo largo de 2020. ¡No podría estar más de acuerdo, Joe!

Para terminar, quiero decir que, aunque mis primeros meses trabajando como su Presidente han sido un poco locos, sigo estando increíblemente agradecido a usted por seguir recompensándome con la oportunidad de servirle y realmente aprecio la confianza que depositan en mí para tomar las mejores decisiones posibles independientemente de las circunstancias. Aunque 2020 será sin duda un año de pruebas, incertidumbre ocasional y batallas más que probables legendarias, siento una fuerte sensación de confianza. La capacidad de nuestros miembros y nuestro personal no sólo para asumir, sino superar con éxito todos los desafíos y retos nunca ha sido menos una pregunta en mi mente. Igual de importante es conocer el tipo de año que va a ser, no podría estar más orgulloso y listo para estar al lado de, y luchar con usted para ayudar a lograr todo lo que se merece. ¡Regresemos a trabajar!

**#MyUnionHasValue**





**JUST FOR THE RECORD**  
**Aly Y. Waddy, Secretary-Treasurer**



## **SUPERMARKET AND GROCERY STORE WORKERS ARE EXTREMELY CRITICAL**

For far too long supermarket and grocery store workers have been categorized as lowly, menial workers fulfilling a non-critical role. Now, in these unique and nationally strenuous times, the community of workers – from warehouse receivers, to shelf stockers and cashiers – have become essential workers in all parts of our domestic economy. While other storefronts shutter and the food industry braces for institutional changes – supermarkets stay open, are open, and will remain open.

Through the hard work of the daily workers and 24/7 planning by management staff, Americans everywhere – especially in New York City where some communities have been hit the hardest – are able to still feed their families and stock their restaurants. Across the country, such as in places like Minnesota, grocery store workers now have access to free childcare after the state classified them as emergency workers during the coronavirus outbreak.

Critically though, the workers at frontlines have not been given access to the right gear – gloves, masks, wipes and other preventative measures. Finally, through union leadership initiatives, we are proud to

be able to secure the ability for their members to be able to wear masks without reciprocity or fear.

Safety has been, and will always be the number one priority for our union encompassing more than 18,000 proud members. Elected officials have been off the grid and sometimes unreachable – but we as an organization continue to stay open, and our dedicated agents are talking to members en masse – but we are still in need of dependable information on how to proceed. It is extremely troubling that there has been little to no credible information on hazard pay from the union sector. We are, and will continue to work with company officials to ensure that members are not left behind. If there is a governmental package, all members should rightfully be entitled.

For all members and interested parties, UFCW 1500 has started an email address to engage with members and the public:

**[stopthevirus@ufcw1500.org](mailto:stopthevirus@ufcw1500.org)**

For more information of UFCW 1500 visit: <http://www.ufcw1500.org/>

**Dear Local 1500 member,**

**As always, you are holding the frontline during this extremely tough time. New Yorkers would not be able to get through this crisis without you.**

**As the days go on and more schools, businesses, and key locations temporarily close, you continue to get up, out, and back to work every day to ensure New Yorkers have what they need to survive.**

**Thank you for all of your hard work, your selflessness, your commitment, and the sacrifices you have made to help us all get through this time. We expect that your employers will never forget what you've done, and are doing to make their companies stay open and profitable. Everyone should think about how difficult and how necessary retail jobs are, and take the time to thank grocery workers whenever possible.**

**One of the factors that will always be remembered is how critical your jobs are, where it's basically you (retail) and emergency service/healthcare employees that are expected to keep working, no matter what the situation is. Rest assured that Local 1500 will do everything possible to make sure you are treated fairly and are in no way financially disadvantaged during this time.**

**We've watched the great members of Local 1500 selflessly report to work all during this crisis, with an immeasurable concern for the owners of their companies, and customers they see every day.**

**Thank you for your service.**

**Robert W. Newell Jr.,  
President**



**JUST FOR THE RECORD**  
**Aly Y. Waddy, Secretary-Treasurer**

## IT'S ALL CONNECTED

If your goals in life are like mine, you want to make sure your family is taken care of, long-term, and so the decisions you make should be centered around that premise. Do you want to build your future and have positive, lasting impact on your life, or are you making decisions that just help you get through your day? If you only made decisions for yesterday, then you're going to have to start over today, and then of course, do it again tomorrow. If that is the case, then where will you be next week, and what is your hope for the future?

Ever wonder why we say organizing is so important? Although we often ask this question, the answer cannot be fully captured in a few paragraphs. Every one of us is an organizer, and it's time you started thinking of yourself as one. We do not operate in our own individual bubbles, not depending on anyone else for success. Everything you do has an immediate and long-term impact on your future. You may not realize it, but your job depends on your actions and every one of your co-worker's actions. So why not work together to achieve a common goal?

We often think of bargaining contracts or especially organizing as someone else's job. But if our jobs and our livelihoods depend on them, how can you leave your future completely in someone else's hands? Shouldn't you be active in your Union community to ensure your needs are addressed? Organizing matters to everyone, from the CEO's of corporations, to the cashiers, even to the customers. When we win elections, we have the ability to improve workers' lives through collective bargaining agreements, by bringing much desired stability to their jobs, implementing job protections and wage increase schedules they can finally count on. That makes a more dependable job something that is desired, over working for a less-responsible employer.

I've often said, however, that organizing is much more than traditional campaigns on non-union worksites. As a member of Local 1500, you are a part of a perpetual organizing campaign, interacting with your coworkers every day. It culminates every few years when you negotiate a new contract, and you depend on the common bond you have with your coworkers to improve your livelihood. But if you couldn't depend on that bond you've built over the months and years, you wouldn't be able to pull together when times get rough. It's that solidarity that is so very important, not just at contract time, but all of the time.

We're all on the team, and your Union staff plays an integral role in your continued success. You can fight for, and achieve the best contracts in the world, but if they aren't being enforced properly, or you are being serviced poorly, we can eventually lose the benefits in your contracts. So, we all have to stick together or everything we have fought for can be lost.

There is a movement happening, and you are an important part of it. We need to fight for the best contract we can, regardless of the company you work for, because if history has taught us anything, that can change. We need to make sure your contracts remain as strong as possible, because we can never take for granted who you will be negotiating with in the future. We are witnessing Stop & Shop grow to its all-time high presence in our jurisdiction, and in the grand scheme of things, we wish them very long-lasting success. Remember, it wasn't that long ago that Stop & Shop began as just two stores upstate. We've lived through the rise of other companies also, and hopefully history will not repeat itself with Stop & Shop, as it did with A&P, Fairway, or King Kullen. Who would have thought that "America's First Supermarket" was just going to get out of the business? These companies all had much success over the years, starting from much smaller businesses and growing to be very healthy, before heading down the path of demise or acquisition. What happens when the momentum switches? It's very sad to see companies that we represent disappear, but we unfortunately see this eclipse happen with most companies, and for this reason, we have to maintain the strongest possible contracts we can, because in the future, if someone else ever comes for your company, whatever contract we are able to transition into with the incoming company, needs to have the strongest foundation from the start. We must continue the race to better contracts, not to worse ones, which is what just about every company we deal with would prefer. That war can only be successful if you are fighting hard with us, all the time.

There seems to be a stigma, or a low self-esteem with regard to retail jobs, however everything revolves around retail, and typically if there are no retail options, whether mom & pop stores, or major corporations in a community, that area suffers. And when stores close in most areas, where will people shop afterward? More importantly where will people work afterward? So, shouldn't retail employees be treated with more dignity? Start thinking of what your worth and value is within your community. Why not try to

get on a community board in your area, and become part of the decision-making process there, having a voice in how your neighborhood can change? You need to understand the power you have as a constituent, as an employee, and as a member of your Union. Your involvement is critical for your continued success.

We are all cogs in the wheel, and every decision you make matters. We want to hear what your opinions are because they help shape your environment. The question is not if you should be involved, but how involved do you want to be? Get involved on an organizing campaign – help raise the working standards of other people, and in return your job will benefit from it. Get involved in your contract negotiations this year – because you need to stand up and fight for the best contract possible. Get involved in your community and let them know who you are and stand up for better working standards close to home – We can make a difference together with inviting more responsible employers expanding into our neighborhoods.

Getting involved means you help to create your own path and help other people along the way. How will you ever get to your goals by not caring about your coworkers, or about employees of any company for that matter? It's all connected and fighting for one means fighting for everyone...and that's what we are all about.

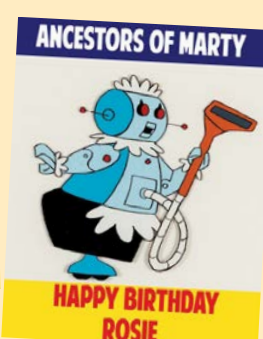
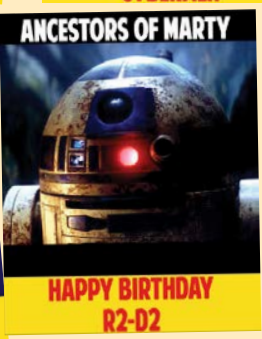
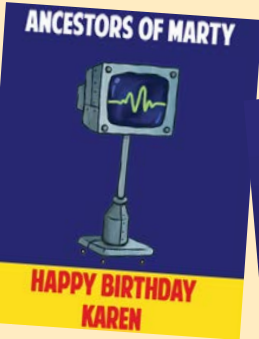
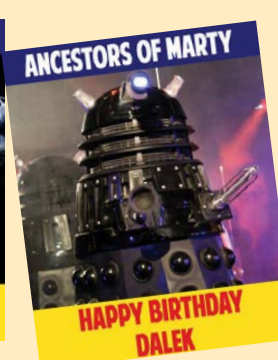
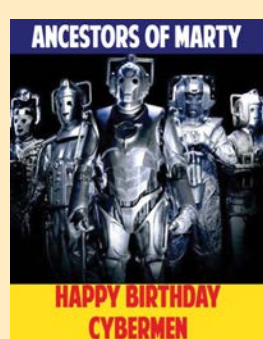
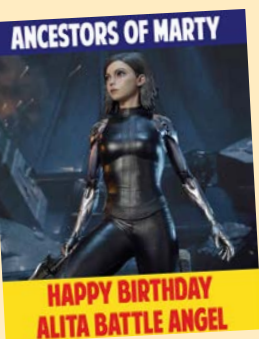
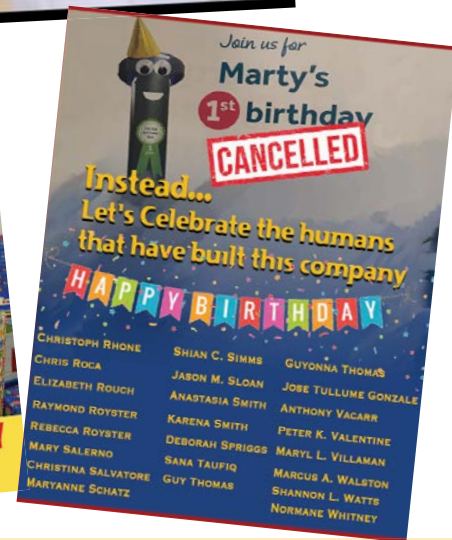
Lastly, During the Coronavirus episode, the work of retail employees has been put to the test. We have all seen the pictures of empty shelves in the news outlets...then we should all be thinking about the hard-work and dedication that it took to stock and re-stock those shelves. How about the patience needed to deal with customers who may be in panic for the health and the safety of their families? When workers themselves had so many concerns?

I want to take a moment to thank all of the members of the UFCW, and ESPECIALLY the members of Local 1500. Thank you for all of your effort during tough times, and for providing an important service to our communities. We hope that everyone, including your employers realize that YOU are a valuable asset to the companies you work for. I can assure you that there is no robot by any name that could have navigated through this process the way that our great membership did. Thank you again and God bless.



# ICYMI

Rather than a robot, we believe in celebrating the human beings that have worked to make Stop & Shop the success that is. Always know that your Union brothers and sisters care and acknowledge everything you do?



"Why don't we just say HAPPY BIRTHDAY to everyone"





Joseph Waddy, Executive Vice President/Recorder



## DOES YOUR COMPANY'S VISION FOR THE FUTURE...INCLUDE YOU?

I recently had a conversation with a company executive, who told me they were about to outsource several hours every week from their produce departments to non-Union employees in another state. You should probably read that first sentence one more time because it's very serious. I wish I could say "...and this is just the beginning" ...but I'd be lying to you. Your jobs are and have been under attack for years and if we continue to sit back, or stand idly by, your job may just completely disappear, period.

In case you don't know me, my name is Joe, and this is how I've chosen to start my very first periodical article. I have the undeniable pleasure of wearing a couple of hats here at this incredible Union. I've been called everything from the Collective Bargaining Representative (btw we have 19 contracts expiring this year), to Recorder, to "ghost-writer" and Executive Vice President. But when it comes to work, the title I'm most proud of is "Local 1500 member" for 32 years and counting. And maybe it's that last title that's got me so concerned lately. We are witnessing companies eroding your Union jobs at an alarming rate, and if you listen when they talk, you'll hear that they have no intention on slowing down.

Look to your left and to your right, and if you work in the produce department, depending on the company you work for, you're going to see your coworkers a total of ten to fourteen hours fewer this week, next week, and every week thereafter. That's not a presumption, that's a fact. But this reduction is not limited to just the produce department. Our brothers and sisters in the meat department have been fighting back pre-packaged meat for decades. Have you supported them? If not, well it's about time to do so. Have you seen what the front end of your store has turned into over the past few years? Where have all the cashiers gone? The registers are there, but most of our members are gone.

We used to walk or drive to our local supermarket, walk around and pick out our groceries, pay the cashier and then head back home. It was a big part of our lives, and in some ways, it was a very social and occasionally educational event. Now we click a few keys from home and the food arrives at our front door. Awesome isn't it? Not if your livelihood comes from working IN a supermarket. Perhaps it's time to think twice about the decisions we, our families, and friends are making when it comes to food shopping.

Let's take a moment to use some technology to educate ourselves. When you have a couple of minutes, internet search: "Robomart Stop and Shop" and then "Takeoff Technologies Stop & Shop". Then search "Ocado Kroger". You can even do it now; I won't be offended...Seeing more jobs disappearing?

I've often come across members that don't seem to mind, or even "like" when the vendors pack out, do their price changes or clean their shelves. After all, it's less work for them to do, right? We cannot continue to support that kind of behavior because if we do, we are playing right into management's "efficiency" hands. Companies are always looking to take advantage of new opportunities for efficiency, but taking jobs away is not efficiency, it's just wrong.

The same company official mentioned earlier also told us that the move to outsource produce work was to increase efficiency, especially among all the non-Union competition in the area. Our retort was- are you looking to be efficient or competitive? Because if you are looking to compete with

other operators, you need to stop cutting the labor to the bone, which in turn makes it almost impossible to fully service the customer. That underserved customer will in turn, and in many cases already has, taken their business elsewhere. Who really wants to be shopping 'alone'? You see, if customers have to roam the aisles to find someone other than a robot to help, they will eventually STOP, and SHOP somewhere else.

And if you remove any more cashiers and continue to force all customers to go through self-checkout's, customers will eventually STOP and SHOP somewhere else. It amazes me that some of the companies that employ you, have found multiple ways to make their customers—into unpaid employees. If you think about it, the customer is actually paying the company to do their own shopping! So, if the customer is ringing up, bagging, and paying for merchandise all by themselves, why does your company need you? Why pay for you to work when the customers can just handle their own merchandise from picking it up, to bagging it and leaving? Tell me again why your company continues to say that they can't afford to give you raises or benefit improvements year after year? Seems to me they are saving quite a bit of money between their technology efficiencies and offloading labor costs onto their customers. While efficiency is just the excuse for reducing the workforce, it seems some companies are still only concerned with increasing their profits, not lifting up their employees.

This race to efficiency could ultimately lead to a revolution, especially in retail. People will one day stand up and tell corporations that they are not going to allow their good jobs to be stripped away and given to someone who earns a substandard salary and benefit package far away. They will reject the idea that a machine or robot will eventually be upgraded to do most jobs. They will fight situations where they are forced to watch a disrespectful companywide birthday party be thrown for a robot a few weeks after they've practically broken their backs to get their company through another successful holiday season. What will the workers be willing to do when they realize that the company they've helped build with their own two hands has turned its back on them once again by celebrating a piece of technology geared to replace them?

When and how does this revolution start? When and how does any revolution start? It starts with you talking to each other, to your families, your neighbors and your friends about being cognizant of how the technology they use is negatively affecting your job. It starts with you talking amongst yourselves about your working conditions and how we can work together to improve them. It starts when you stand up and go to your contract proposal meeting to express what you need to take better care of your family. After all, you should reap the benefit of all the money those efficiencies and hour cuts have generated, right? If you're already talking about these problems, well, then the revolution may have already begun.

It's time to fight back. If your company continues to have its way, and efficiently automate and outsource your jobs away...Your own future may not include you.

#Contract2020 #2020Vision #WeCanSeeWhatYouAreDoing  
#MyUnionHasValue



**President, Robert W. Newell, Jr.** began his career as a UFCW Local 1500 member in July 1990, working part-time, as a cart clerk at the former Pathmark store in Bay Shore, NY. Since joining the union staff in 1995, Rob has worked through nearly every department of the union. As an Organizer, Rob worked on a successful organizing campaign at Wild by Nature, an organic food chain owned by King Kullen on Long Island. After the conclusion of the Wild by Nature campaign, Rob was moved over to join the Local's newly reinvigorated Membership Servicing Representative program, and serviced throughout the entire jurisdiction of the Local Union on a later shift and over the weekend. In January 1998 he was promoted to Union Representative and assigned to the Queens territory. During his years as a Union Representative, Rob also serviced our members and enforced the contracts in the Bronx, Manhattan and both Nassau and Suffolk Counties. No matter what area he serviced, Rob's members and Stewards were always tasked to be involved in Organizing Drives, fundraising and political assignments.

After serving as a Field Director, the Assistant to the President and our Secretary-Treasurer, on November 8th, 2019 Rob assumed the duties of the President following the resignation of former President Anthony G. Speelman. Rob was unanimously elected President by the Executive Board on December 11th, 2019. "I will do everything in my power to lead this Local Union in the spirit of both Frank Meehan and Tony Speelman. I take the responsibility given to me very seriously and will stop at nothing to continue to better the wages, working conditions and benefit packages of all of Local 1500's members. This is a dream come true for me and I am truly honored and humbled by the opportunity."



**Secretary-Treasurer, Aly Y. Waddy** began her career working as a PT deli clerk for Dan's Supreme Key Food in Queens, NY in 1998. In June of 1999, Aly left Dan's and began working for UFCW Local 1500 as a field Organizer. Aly has served in various leadership positions at the Local, including Lead Organizer, Assistant Director of Organizing, Director of Organizing, Director of Special Projects, and Assistant to the Secretary-Treasurer. In April of 2017, Ms. Waddy was unanimously voted onto the UFCW Local 1500 Executive Board as a Vice President. In January of 2018, Aly was appointed as a Trustee on the Local 1500 Pension Fund. Aly's tireless efforts, dedication to the membership and ability to react quickly in every circumstance has led her to climb the ranks of Local 1500. In December of 2019, Ms. Waddy was elected as the first ever female Secretary-Treasurer of UFCW Local 1500.

Ms. Waddy has been recognized for her leadership by various levels of Government. In March of 2016, Aly received a Citation of Merit from Bronx Borough President, Ruben Diaz Jr. In May of 2018, Aly was awarded recognitions from NYS Senator Michael Gianaris, NYS Assemblymember Aravella Simotas, NYC Councilmember Costa Constantinides and U.S. Representative Carolyn Maloney. In February of 2019, Ms. Waddy was appointed to serve on the 2019 UFCW International Advisory Committee.

During her career, she has assisted workers throughout Local 1500's jurisdiction to gain a better life by joining our Union Family. Most notably, Aly directed the first union election of its kind to represent workers from the Target store in Valley Stream, NY. During her tenure as an Executive, Ms. Waddy has participated in successfully bargaining several contracts, like Hale & Hearty, Pick Quick Key Food, and Stop & Shop.



Jay Scorzelli



Michele Wright



Terry Quiñones



Paul Santarpia

*To learn more about your  
union check us out  
[www.UFCW1500.org](http://www.UFCW1500.org)*



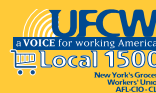
Nicholas Allen



Tarrik Thomas



# 1500 STAFF



**Executive Vice President/Recorder, Joseph Waddy** began his career at Dan's Supreme Key Food in 1988 at the age of 16 as a part-time clerk for five years at the Glen Oaks Village store. In 1993 Joe was promoted to full-time, holding keys for respective stores, assisting management every day, and assisting supervision with resets, among other responsibilities. In May of 1998 Joe joined the Local 1500 staff as a Membership Servicing Representative, ensuring that daytime, evening, and weekend members alike saw a representative of the Union on a regular basis.

In 2003, Joe was reassigned to the position of Union Representative. Since then he's represented Local 1500 throughout NYC's five boroughs, New Jersey, Connecticut, Nassau and Suffolk Counties. In 2014, Joe became a trustee on the Local 1500 Welfare Fund where he partakes in the health & welfare decision-making process for the membership.

In May of 2016, Joe was appointed Assistant to the President, being responsible for the inner workings of the President's office, where he worked very closely with President Speelman every day. His duties include overseeing the Senior Director, Field Director, and the servicing field staff, and is also the Collective Bargaining Representative for the Local, where he is involved in all contract bargaining for Local 1500.

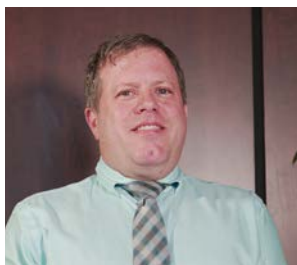
In May of 2016, Joe was elected as Vice President on the Local 1500 Executive Board, and on November 8th, 2019, Mr. Waddy was appointed by President Newell to the position of Executive Vice President. He continues in his role supervising the servicing field staff and Directors, ensuring that Local 1500 always upkeeps the highest level of representation.

On December 11th, 2019, Joe was unanimously elected by the Executive Board as Recorder for Local 1500.



**Senior Advisor to the President, Anthony Speelman** began his career working part-time for Dairy Barn stores on Long Island while attending college in the 1970's. He first joined UFCW Local 1500 as a Vice President/Executive Board member in 1979. In 1986 he began working as a staff organizer and steadily worked his way up through the ranks. In 1989 he was made a Union Delegate and assigned to work in Upstate, NY. Throughout his years as a delegate Tony also serviced the areas of Brooklyn, Nassau and Suffolk Counties. After proving himself a very valuable asset to the Executive Officers of the Union, in 1991 Tony was promoted to be the Union's Political Director, and then Field Director. In May of 2003 he became the Assistant to the President and then in mid-2005 he was appointed to the role of Executive Vice President. Tony's tireless efforts on behalf of the membership led him to become Secretary-Treasurer in 2009, and ultimately the President of Local 1500 in May of 2016. Tony now serves in the role of Senior Advisor to the President. In his new role he will be working on Local 1500's political agenda, as well as being an advisor to President Newell. "I'm grateful to have Tony as my Senior Advisor. His knowledge and

experience will serve as a benefit to our team and to the members of Local 1500", said President Newell.



Rob Ecker



Vilmarie Flores



Jeff Guardado



Juan Guardado



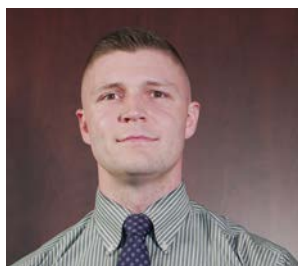
Rafael Mauleon



Greg Pasquale



Lynn Shiels



Fred Walter, Jr.



John Woods



Steve Zeiner

# During the Coronavirus We Fought and We Won

- Hazard Pay
- Sneeze Guards For Additional Protection
- No contact with reusable bags for our members
- Restricted Hours of Operation
- Additional Sick Pay
- Daycare For Essential Grocery Workers



In 1987 Alicia Boake began her career as a part-time employee in the Baldwin Pathmark. It was also in that same year, that Alicia began her relationship with UFCW Local 1500. But it wasn't until 1989 that Ms. Boake met President Meehan at her first contract proposal meeting. "President Meehan left an impression on me, he was just so passionate about the situation that he made me want to be a part of it." It was at that proposal meeting where Alicia began to understand just how the Union works, from the proposal meeting, to the strike vote, to the contract vote.

This first encounter with Frank helped to develop a familial bond between Alicia and the Union. "It was just a pretty empowering thing, to see all those people come together to have their voice be heard." This connection with the Union would eventually flourish ultimately leading to Alicia being entrusted with the position of "Shop Steward" by her then union rep, Rob Newell in 1999.

Currently Alicia Boake works for Glass ShopRite. Transitioning from Pathmark to ShopRite was a difficult decision for her. Knowing that she would still be a part of UFCW Local 1500 helped solidify her decision to take the necessary steps to continue her career. In 2017, Alicia Boake was awarded the Member of the Year award at the UFCW NY/NJ District Council Convention. On March 11, 2020 Ms. Boake was unanimously elected to serve on the UFCW Local 1500 Executive Board as a Vice-President.



**OFFICE STAFF:** (L-R) Freddy Listur, Ranier De Leon, Carla Merlos, Terri Gorman, Rosanne Wyne-Torres, Arnetta Ellison-Bates, and Christine McGlone.



**SECRETARIES:** Nikki D'Antona & Stefanie Andrade



**LEGAL, MEDICAL & PENSION STAFF:** Nicole Norris, Wendy Flores, Michelle Sefcik, Laura Behr, Yahaira Abreu, Jamie Mercado



**Anne Deion-Zavala**



**Pat Puntompote**



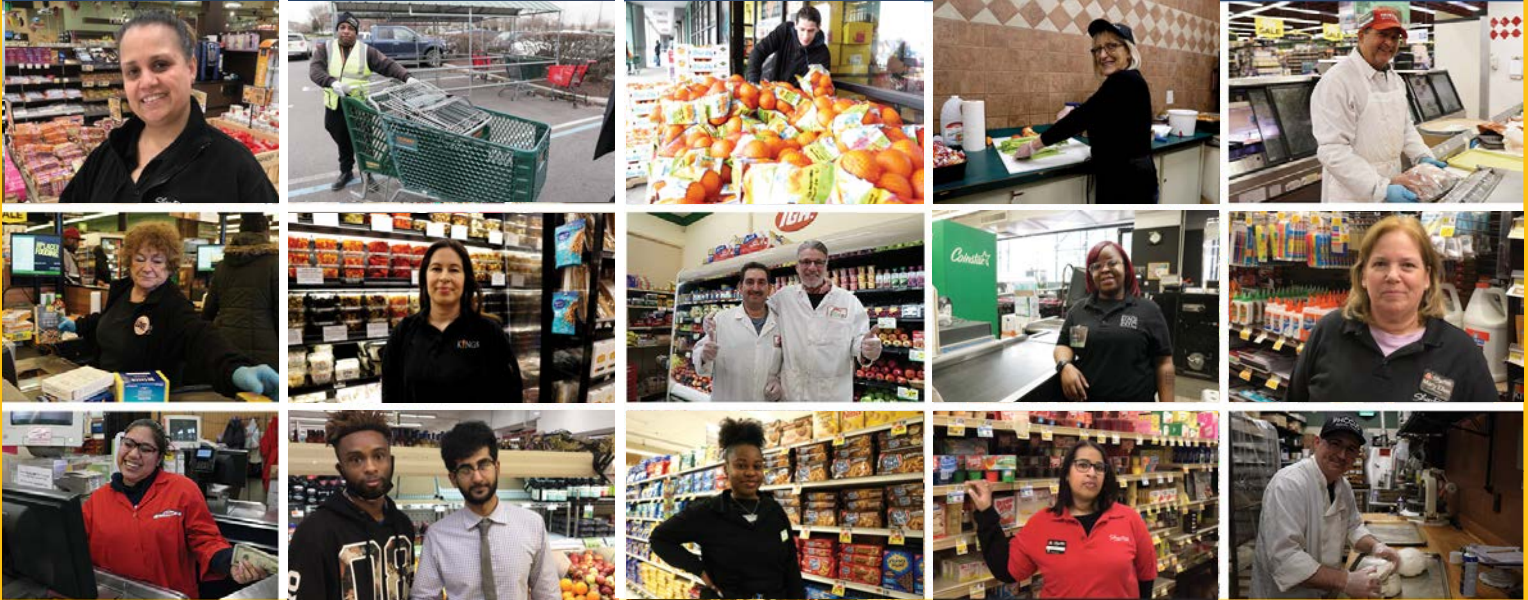
HOLIDAY FARMS

FOOD  
BAZAAR  
SUPERMARKET

THANK YOU

FAIRWAY  
LIFE NO OTHER MARKET

King Kullen



D'AG  
NYC

Tops

LOCAL 1500 MEMBERS

Gristedes

UECW  
A VOICE for working Americans  
Local 1500

STOP &  
SHOP

ShopRite

KeyFood  
FRESH

## MATLYN KEY FOOD





# Why leave your house when you can have a doctor at home?

## LiveHealth Online

Easy, fast doctor visits. All from the comfort of your own computer or mobile device.

apple.com



Sign up for  
LiveHealth  
Online today!

It's quick and easy  
to sign up just go to  
[livehealthonline.com](https://livehealthonline.com)  
or download the  
mobile app

play.google.com/store



## VALUE OF MY UNION

Pension Amount  
To Members YTD Dec 19 - Feb 20 :  
**\$47,121.28**

Pensioned Members  
Pension Services Dec 19 - Feb 20 :  
**81**

## POLITICAL THANK YOU'S

**Alessandra Biaggi** @SenatorBia... · 1d  
I want to extend my gratitude to our front line grocery workers & members of @UFCW1500 who are responsible for keeping our grocery stores stocked, & providing millions of families with access to food during #COVID19. Thank you for your service to New Yorkers!  
#ThankGroceryWorkers



**Costa Constantinides** @Costa4NY · Mar 20  
Coming to you from self isolation to thank the men and women who are keeping our grocery stores stocked.  
They put themselves at risk to guarantee we all have supplies. They deserve hazard pay and the protective materials they need to stay safe.  
I'm with you @UFCW1500!



**Andrew Gounardes** @agounard... · 1h  
THANK YOU to our grocery workers for being among the unsung heroes helping us get through this crisis.



I know it's tough out there - many of you are working longer, harder, and without all the protective gear you need. We have your back like you have ours.

@Local338 @UFCW1500

**Grace Meng** @Grace4NY · 3d  
Please join me in saying #thanksgroceryworkers. We know that our @UFCW1500 families have been working overtime and just wanted to make sure we're showing our appreciation. Thanks for being on the frontlines and literally helping us to feed America during this crisis. 🙏🍌🥥🍌🍌🍌🍌



**Nathalia Fernandez** @Fernandez4... · 2d  
Thank you to our grocery and pharmacy store workers. Your service to the community is essential and we will work to ensure you have access to free childcare and sanitary products such as gloves.

#thankessentialworkers @Local338 @UFCW @RWDSU @UFCW1500



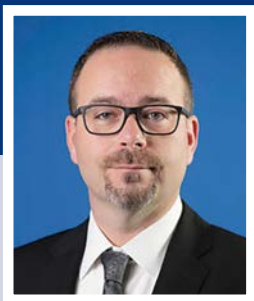
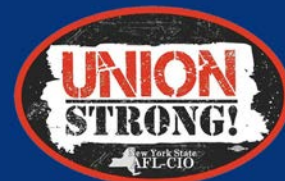
**Michael Blake** (Text BLAKE to... · 4d  
Showing love to @UFCW1500 & @UFCW for taking care of us at Grocery stores and Pharmacies in the midst of the #COVID-19 pandemic. Thank you for feeding us and helping us to heal. You are on the front lines, and, we won't forget you cc @RWDSU



**Daniel Rosenthal** @DanRosenthal... · 1d  
A heartfelt thank you to grocery, pharmacy, and all essential workers. You have gone above and beyond for New York. We must show our gratitude by ensuring that you have access to childcare and are given the proper safety equipment.  
#ThankYou @Local338 @UFCW1500 @UFCW @RWDSU







Dave Young, Director of Region 1

## 2020: New Year, New Opportunities

Members of Local 1500 are starting the new year with strong, new leadership and an opportunity to welcome new members to our union family and bring more power to the bargaining table.

Local 1500 President Robert Newell knows how hard you work to produce quality products and provide dedicated and exceptional service to customers in the greater New York City area and Long Island. He and his team are working hard not only to protect the wages and benefits you've earned and deserve, but also to grow our union family and negotiate stronger contracts.

President Newell and his team are working with the International to provide our

organizers with the training and tools needed to reach out to current and potential members about the value of belonging to our union family. He and his team are also dedicated to engaging in coordinated bargaining with our brothers and sisters at other locals who have the same employer.

The leadership at Local 1500 is constantly trying to make our union better and stronger, and with your help, we can make this year the most successful for organizing and bargaining. With that in mind, let's all make an effort to lay the groundwork for welcoming more members to Local 1500 by talking about the values the UFCW has always stood for — fairness, dignity and respect in the workplace.

Reach out to friends, neighbors and community members who may not have a union in their workplace and let them know that no one should have to struggle alone. Let them know that workers who belong to a union are more likely to have jobs that provide health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, overtime protection and many other benefits. With your help, we can continue to protect good jobs, welcome more hard-working women and men to our union family and negotiate stronger contracts.

**Thank you for being a part of our great union. Let's make 2020 a great year!**



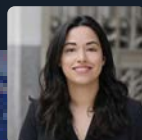
**Aravella Simotas** @AravellaSi... · 20h  
So much gratitude to our frontline grocery workers & @UFCW1500 members who ensure we have food on our tables during this crisis.

You deserve free child care & proper protective equipment. You provide millions of families w. food security--you are heroes. #ThanksGroceryWorkers



**Carlina Rivera 利華娜** @CarlinaRiv... · 1d  
Thanks so much to our grocery store workers who are there for us around the clock meeting the needs of so many neighborhoods.

Special shout out to the @UFCW1500 members at our local Key Food #ThankEssentialWorkers



**Senator Shelley Mayer** @ShelleyB... · 4d  
I just wanted to acknowledge the many New Yorkers working in our supermarkets during this challenging time! We've got your back, @UFCW1500.



Thanks to all of our grocery & pharmacy store workers who continue to provide essential services to ensure that our communities are fed and have the supplies we need during this crisis. We support you and we're here for you. #thankessentialworkers @Local338 @UFCW1500 @UFCW @RWDSU



**Gustavo Rivera** @NYSenatorRivera · 3d  
Do you know who is essential during these times? Those folks who are making sure we all have food on our tables. Make sure to thank them all. #ThankEssentialWorkers #ThankGroceryStoreWorkers @UFCW1500



**Assembly Member Karines Reyes...** · 1d  
Pharmacy & grocery store workers are essential employees, on the front lines, keeping us healthy & nourished. They deserve access to free child care & more available personal protective equipment. #thankessentialworkers #frontlineheroes @Local338 @UFCW1500 @UFCW @RWDSU



**Senator Brad Hoylman** @bradhoylman  
@UFCW1500 members are out every day helping New Yorkers get the food we all need to get through this pandemic.



I'm taking time to say #ThanksGroceryWorkers today and I hope you will too!







# 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.

## 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  
516-747-2808

SUFFOLK OFFICES  
2805 VETERANS HWY. STE. 26  
RONKONKOMA, NY 11779  
631-979-1700

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

WWW.LICADD.ORG  
RECOVER@LICADD.ORG



## 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.

Ali, Jameer  
Arora, Neera  
Barnhart, Catherine  
Basso, Jean R.  
Baxter, Jean R.  
Bellofatto, Joseph A.  
Borelli, Louis P.  
Castagnaro, Carol L.  
Cerrato, Ralph W.  
Cichhiello, William  
Clark, Michelle D.  
Court, Robert  
Cruz, Constance  
Dawson, James C.  
Delalla, Gary V.  
Dicamillo, Loretta A.  
Ditzler, Deborah L.  
Eng, Frank  
Falsh, Rudayna M.  
Fanesi, Carole  
Frank, Robert  
Giglio, Deborah L.  
Hopkins, Lawson  
James, Theodulia A.  
Jenei Jr., Frank  
Jones, Vandyke  
Juarez, Nancy E.  
Kirlaw, Doreth  
Laezzo, Barbara J.  
Maharaj, Ganpat  
Mazzullo, Connie  
Mcarble, Eileen M.  
McCabe, James J.

McGann, Jewell A.  
McHugh, Lisa M  
Migliaccio, Vincent L.  
Mire, Ilene  
Moran, Felix O.  
Mui, Kai K.  
Murray, Anna A.  
Oliveri, Anthony  
Ortega-Ledesma, Miriam L.  
Palmeri, David  
Pawlik, Janet  
Pearsall Jr., George W.  
Perez, Patricia D.  
Perrone, Salvatore  
Pesa, Biserka  
Piedrahita, Maria E.  
Piwowarski, Rose Anna  
Quartaro, Noel M.  
Quiles, Rafael  
Restivo, Marie  
Rosen, Barry A.  
Sanchez, Yolanda  
Scarfone, Kathleen  
Studdard, Wayne  
Sundermier, Joseph P.  
Thomas, Terrance E.  
Tramuttola, Luis  
Vanlack, Karen  
Voels, Linda M.  
Wilcenski, Bernard E.  
Zebrowski, Juliette L.  
Zolnowski, Phyllis



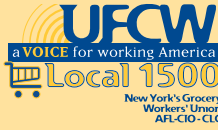


## GENERAL MEMBERSHIP MEETINGS

Wednesday, June 10, 2020

Wednesday, September 9, 2020

Wednesday, December 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!**

# TEXT

# "PREPARED"

# TO 83071



Thank you to Matlyn Key Food in Brooklyn for being a responsible employer. They purchased masks, gloves and sanitizers for all of our members/their employees.

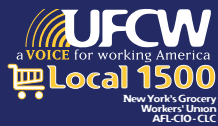
SCAN QR CODE  
TO WATCH  
PENSION VIDEO



Any suggestions or comments for the Register?

Send us your feedback to

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



## 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](http://UFCW1500.ORG)

[INFO@UFCW1500.ORG](mailto: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

1347 Speelman, Anthony – Senior Advisor to the President

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 REPRESENTATIVE

1311 Zeiner, Steve

### MEMBERSHIP SERVICING & ORGANIZING

1368 Durfey-Lavoie, Lee

1315 Farrands, Bruce

1361 Hernandez, Rafael

1350 Kapogiannopoulos, George

1354 Mohan, Aidan

1345 Organizing Hotline

### MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator

1372 Thomas, Tarrik



# MY UNION HAS VALUE

