

LOCAL 1500 PAYS TRIBUTE TO WORKERS



**WORKERS'
MEMORIAL DAY**
Page 6



**HAND
SANITIZER**
Pages 8 & 9



**SCHOLARSHIP
WINNERS**
Page 13



THE PRESIDENT'S PERSPECTIVE Rob Newell, President



YOU HAVE ALWAYS BEEN ESSENTIAL

2020 has added an unbelievable amount of new terminology to our everyday conversations hasn't it? Pandemic, Covid-19, novel coronavirus, social distancing, n95, kn95, tracing, voluntary quarantine, Wuhan, re-opening metrics, unemployment on steroids, Remdesivir and Chloroquine just to name a few. We are living through a global crisis the likes of something that we would normally only see portrayed in a film, an old science fiction book or on TV. A pandemic was not something that the world, our country, or even our Union was remotely prepared for. The guidance and opinions of the government(s), the CDC and the WHO changed so much during the first few weeks that many people were left wondering if there would ever be a real path to a solution. As this article is being written there are many that probably still feel that way. At the same time others may be starting to see a light at the end of the tunnel because of what they hear and see on the daily news shows.

Our Union was thrust into a unique circumstance and needed to act quickly. Although some of our staff (field reps mainly) were prepared to work remotely, many were not. It took a great deal of scrambling in the last few days before the shutdown to get to a point where all Local 1500 departments and benefit funds could run remotely. Proudly, in just under 2 days, we were able ensure that there would be no disruption to any of the services that we provide our members daily. Although our office never 100% closed after the state shutdown was announced, it was only occupied by a few of us for the first 10 days or so.

To ensure a fast turnaround, we applied for the essential designation immediately, but the insane influx of requests clogged Albany and the approval took two weeks to get. Our attorneys contacted everyone they could to get this done and I assure you that we could not have done it without them. The day we received the approval we started bringing our office staff back inhouse and got our Reps back into their stores to check on their members, evaluate the shops for safety, and to answer as many questions as they could. Considering they had never been in a situation like this before I think they did an outstanding job! Between figuring out what was needed to keep our members safe, negotiating new safety standards with your employers or distributing more than 50,000 masks and literally thousands of gallons of sanitizer in the first 2 months, we really tried to provide a safer environment for you and your employers. We have worked with our sister Unions, the Central Labor bodies, elected officials and of course our International Union throughout to get as much information as possible and learn how to handle this new menace.

When we got our jobs in the stores (many of us as teenagers), none of us ever assumed that we would be risking our lives and/or the safety of our families by just going to work. If we had signed up to join the local police force, fire department or went to school to become a medical professional, we'd of had to accept that there was a certain degree of danger doing the job we had chosen. When was "essential worker during a pandemic" covered during your orientation...if you even had one? Were you ever told that a time could come when you would HAVE to go to work and face an invisible deadly threat, or be subjected to invasion-like customer counts, all while just trying to keep your community fed? Let's face it, that is what each and every one of you has been forced to do since March. With the customer counts through the roof, the fear hoarding, and bizarre behavior spread in your stores faster than the virus did around the globe.

When the elected officials decided that you were an "essential" resource to your community during the crisis, it was a day of mixed emotions. First, with all due respect, you have ALWAYS been "essential" and vital to your community, why did it take a pandemic for everyone else to recognize that?!?! Second, you would not have to worry about being laid off like millions of your friends and neighbors have. However, you were now being put in a position where you were going to potentially be exposed to the virus every day. That is a serious roller coaster ride and all that

happened BEFORE they closed the schools and turned worlds even more upside down. For all grocery, pharmacy, and food production workers everything literally changed overnight.

There were so many questions and so few answers early on. Many company officials initially rejected the idea of masks being worn because it looked bad and sent a negative message to the customer. Unfortunately, the initial CDC guidance substantiated their feelings by saying that it wouldn't help stop the spread of the virus. Thankfully, like the CDC, many of your employers quickly changed their opinions and started to provide masks & shields while we worked with them to get plexiglass barriers installed on the front ends and in the service departments to help protect our members who were already starting to get sick. Because of the unknown nature of this virus there were so many hurdles that needed to be cleared in short order to protect you. Considering, like you, we were all learning what needed to be done on the fly I am very proud of the work that our team did. Although I do recognize that we were far from perfect, we addressed every concern raised and tried to find the best solutions that would help the largest number of people.

No matter what happens in a situation like this there will always be some that believe that more could've been done, that things should've been done earlier or that they would've done things differently. That's just human nature at its finest. I will always respect the opinions of others, but when it comes to situations of this magnitude, I think energy is better spent focusing on continuing to be positive and productive. Why not focus on trying to find additional safety measures that can protect ALL our members or lobbying the local, state and Federal government for additional long term benefits for ALL those that were afflicted and/or lost their lives rather than arguing over which department deserves more money or protection than another?

I recognize that the trend in today's America is that it's more important to make sure that everyone hears your opinion rather than trying to listen to the thoughts of others around you (unless of course you agree) but that isn't something I subscribe to. We try, as we always have, to find the best possible solutions to every circumstance and to approach every opportunity with an open mind and a single desire, to protect and service every member as best we can. Some days that could be arguing with one employer about the need for plexiglass over a deli counter and another day it could be fighting with all your employers to ensure that your hazard pay isn't reduced or eliminated. As your Union we don't have the luxury of just drilling down on a single point, issue or employer (no matter how much we may want to) because every day we are dealing with dozens of varying issues throughout our jurisdiction.

Believe it or not one of the main goals of our Union is to ensure that when this pandemic finally ends nobody goes backwards when they think/talk about grocery workers. For far too long, your jobs have been referred to as transient, easily replaceable, or unskilled. Is that how the elected officials or your communities see you now? No! Now you are seen as essential, front line workers, who perform extremely well in a crisis. With all due respect that's how it always should've been and that's how it needs to stay!

Thank you for the opportunity to represent and serve the best workers in the business. Your hard work, sacrifices, and extraordinary efforts have been seen and discussed on a national stage for the first time in a VERY long time and you deserve all that attention and more. I hope you trust that we will never stop fighting to make your jobs safer, your lives more comfortable or for you to be given the respect you deserve, both on the job and in the state and local political houses. Stay safe, keep communicating with us, protect each other and we will all get through this together.



LA PERSPECTIVA DEL PRESIDENTE Rob Newell, Presidente



SIEMPRE HA SIDO ESENCIAL

2020 ha añadido una increíble cantidad de nueva terminología a nuestras conversaciones diarias, ¿no? Pandemia, Covid-19, coronavirus novedoso, distanciamiento social, n95, kn95, rastreo, cuarentena voluntaria, Wuhan, re-apertura de métricas, desempleo en esteroides, Remdesivir y cloroquina sólo para nombrar unos pocos. Vivimos una crisis global como algo que normalmente sólo veríamos retratado en una película, un viejo libro de ciencia ficción o en la televisión. Una pandemia no era algo para lo que el mundo, nuestro país o incluso nuestra Unión estuviera remotamente preparado. Las orientaciones y opiniones de los gobiernos, los CDC y la OMS cambiaron tanto durante las primeras semanas que muchas personas quedaron preguntándose si alguna vez hubiera un camino real hacia una solución. Mientras se escribe este artículo hay muchos que probablemente todavía se sienten de esa manera. Al mismo tiempo otros pueden estar empezando a ver una luz al final del túnel debido a lo que oyen y ven en los programas de noticias diarias.

Nuestra Unión se vio empujada a una circunstancia única y necesitaba actuar rápidamente. Aunque algunos de nuestros empleados (representantes de campo principalmente) estaban preparados para trabajar de forma remota, muchos no lo estaban. Se necesitó una gran cantidad de lucha en los últimos días antes del cierre para llegar a un punto donde todos los departamentos locales 1500 y los fondos de beneficios podrían ejecutarse de forma remota. Orgullosamente, en poco menos de 2 días, pudimos asegurarnos de que no habría ninguna interrupción en ninguno de los servicios que proporcionamos a nuestros miembros diariamente. Aunque nuestra oficina nunca 100% cerró después de que el estado de cierre fue anunciado, que sólo fue ocupado por algunos de nosotros durante los primeros 10 días más o menos.

Para asegurar un cambio rápido, nosotros solicitamos la designación esencial de inmediato, pero la afluencia de solicitudes descabelladas obstruyó Albany y la aprobación tomó dos semanas para obtener. Nuestros abogados se pusieron en contacto con todos los que podrían para hacer esto y les aseguro que no podría haberlo hecho sin ellos. El día que recibimos la aprobación comenzamos a traer a nuestro personal de oficina de vuelta a la oficina y tenemos nuestros representantes de vuelta en las tiendas para ver a sus miembros, evaluar las tiendas para la seguridad, y para responder a tantas preguntas como puedan. ¡Teniendo en cuenta que nunca habían estado en una situación como esta, Creo que hicieron un trabajo excepcional! Entre averiguar lo que era necesario para mantener a nuestros miembros seguros, negociando nuevos estándares de seguridad con sus empleadores o distribuir más de 50,000 máscaras y literalmente miles de galones de desinfectante en los primeros 2 meses, realmente tratamos de proporcionar un entorno más seguro para usted y sus empleadores. Hemos trabajado con nuestros sindicatos hermanos, las organizaciones centrales del trabajo, los funcionarios electos y, por supuesto, nuestra Unión Internacional en todo el proceso para obtener tanta información como sea posible y aprender a manejar esta nueva amenaza.

Cuando conseguimos nuestros trabajos en las tiendas (muchos de nosotros como adolescentes), ninguno de nosotros asumió que estaríamos arriesgando nuestras vidas y/o la seguridad de nuestras familias simplemente yendo a trabajar. Si nos habíamos inscrito para unimos a la policía local, bomberos o fuimos a la escuela para convertirnos en un profesional médico, tuvimos que aceptar que había un cierto grado de peligro haciendo el trabajo que habíamos elegido. ¿Cuándo se cubrió el "trabajador esencial durante una pandemia" durante su orientación...si incluso tuvo uno? ¿Alguna vez se le dijo que un momento en que tendría que ir a trabajar y enfrentar una amenaza mortal invisible, o ser sometido a recuentos de clientes de invasión, todo mientras sólo trata de mantener a su comunidad alimentada? Seamos sinceros, eso es lo que todos y cada uno de ustedes se ha visto obligado a hacer desde marzo. Con el cliente cuenta a través del techo, el acaparamiento de miedo, y el comportamiento extraño se extendió en sus tiendas más rápido que el virus en todo el mundo.

Cuando los funcionarios electos decidieron que usted era un recurso "esencial" para su comunidad durante la crisis, fue un día de emociones encontradas. En primer lugar, con el debido respeto SIEMPRE ha sido "esencial" ¿por qué se necesitó una pandemia para que todos los demás lo reconocieran?! Segundo, usted no tendría que preocuparse por ser despedido como millones de sus amigos y vecinos. Sin embargo, ahora los están colocando en una

posición en la que iba a estar potencialmente expuesto al virus todos los días. Eso es un paseo serio y todo esto sucedió ANTES de que cerraran las escuelas y volteen los mundos aún más al revés. Para todos los supermercados, farmacia, y los trabajadores de producción de alimentos todo literalmente cambió durante la noche.

Había tantas preguntas y tan pocas respuestas desde el principio. Muchos funcionarios de compañía inicialmente rechazaron la idea de que se usaran máscaras porque se veía mal y enviaron un mensaje negativo al cliente. Desafortunadamente, la guía inicial de los CDC justificó sus sentimientos al decir que no ayudaría a detener la propagación del virus. Afortunadamente, al igual que los CDC, muchos de sus empleadores cambiaron rápidamente sus opiniones y comenzaron a proporcionar máscaras y escudos mientras trabajábamos con ellos para conseguir barreras de plexiglás instaladas en los extremos delanteros y en los departamentos de servicio para ayudar a proteger a nuestros miembros que ya estaban empezando a enfermarse. Debido a la naturaleza desconocida de este virus había tantos obstáculos que necesitaban ser despejados en poco tiempo para protegerlos. Teniendo en cuenta, como usted, todos estábamos aprendiendo lo que había que hacer sobre la marcha estoy muy orgulloso del trabajo que nuestro equipo hizo. Aunque reconozco que estábamos lejos de ser perfectos, abordamos todas las preocupaciones planteadas y tratamos de encontrar las mejores soluciones que ayudaran al mayor número de personas.

No importa lo que suceda en una situación como esta siempre habrá algunos que creen que se podría haber hecho más, que las cosas deberían haberse hecho antes o que hubieran hecho las cosas de manera diferente. Es la naturaleza humana en su máxima expresión. Siempre respetaré las opiniones de los demás, pero cuando se trata de situaciones de esta magnitud, creo que la energía se gasta mejor centrándose en seguir siendo positiva y productiva. ¿Por qué no centrarse en tratar de encontrar medidas de seguridad adicionales que protejan a TODOS nuestros miembros o cabildéen al gobierno local, estatal y federal para obtener beneficios adicionales a largo plazo para TODOS aquellos que fueron afligidos y/o perdieron la vida en lugar de discutir sobre qué departamento merece más dinero o protección que otro?

Reconozco que la tendencia en la América de hoy es que es más importante asegurarse de que todos escuchen su opinión en lugar de tratar de escuchar los pensamientos de los demás a su alrededor (a menos que, por supuesto, estén de acuerdo), pero eso no es algo a lo que me suscribo. Tratamos, como siempre lo hemos hecho, de encontrar las mejores soluciones posibles para cada circunstancia y abordar cada oportunidad con una mente abierta y un solo deseo, proteger y servir a cada miembro lo mejor que podamos. Algunos días que podrían estar discutiendo con un empleador sobre la necesidad de plexiglás sobre un mostrador de delicatessen y otro día podría estar luchando con todos sus empleadores para asegurarse de que su pago de peligro no se reduce o elimina. Como su Unión, no tenemos el lujo de simplemente profundizar en un solo punto, problema o empleador (no importa cuánto queramos) porque todos los días estamos tratando con docenas de diversos temas en toda nuestra jurisdicción.

Lo creas o no uno de los principales objetivos de nuestra Unión es asegurar que cuando esta pandemia finalmente termine nadie se retrocede cuando piensen/hablen de los trabajadores de supermercados. Durante demasiado tiempo, sus trabajos se han referido como transitorios, fácilmente reemplazables o no calificados. ¿Es así como los funcionarios electos o sus comunidades lo ven ahora? ¡No! Ahora se ven como trabajadores esenciales de primera línea, que tienen un desempeño extremadamente bueno en una crisis. ¡Con el debido respeto, así es como siempre debe haber sido y así es como tiene que permanecer!

Gracias por la oportunidad de representar y servir a los mejores trabajadores en el negocio. Su arduo trabajo, sacrificios, y esfuerzos extraordinarios han sido vistos y discutidos en un escenario nacional por primera vez en mucho tiempo y usted merece toda esa atención y más. Espero que confíen en que nunca dejaremos de luchar para que sus trabajos sean más seguros, sus vidas más cómodas o para que se les dé el respeto que merecen, tanto en el trabajo como en las casas políticas estatales y locales. Manténgase a salvo, siga comunicándose con nosotros, protéjanse unos a otros y todos superaremos esto juntos.



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

STAYING AHEAD OF THE UNEXPECTED

The last few months have proven to be very trying on all of us. However, working in a supermarket during the COVID-19 pandemic became one of the most difficult and dangerous jobs in an instant. Having to constantly wear a mask while you are working is extremely frustrating. It is hard to be understood when you are speaking, and many people find it hard to breathe with a mask on. Unfortunately, people must choose to be inconvenienced and uncomfortable, over risking their health.

The nation's handling of this health crisis has changed direction rapidly and frequently over the course of a short period of time. Following guidelines, we've all gone from "wearing a mask will not help", so its discouraged... to a nationwide shortage of masks...to being mandated to wear a mask when socially distancing is not possible...to a no mask, no service policy for supermarkets. That is a complete shift in thought in just about a month's time, and we've all had to follow along.

Toward the end of March, when the shift to wearing masks was happening, everyone scrambled to secure masks for their families, their employees, or themselves. This made it very difficult to acquire any number of masks. We heard many stories about FEMA seizing masks as they arrived in the country that were ordered by others. Early on it seemed like the thought of getting our hands on some was becoming impossible. Nevertheless, Local 1500 reached out to elected officials throughout our jurisdiction and asked for help getting masks for our members. Through the tireless work of our lobbyists and our staff, we were able to secure over 35,000 masks within the first few weeks of the state shutdown. I'd like to take this opportunity to thank the offices of Nassau County Executive Laura Curran, Congresswoman Grace Meng, Acting Queens Borough President Sharon Lee, Senator Michael Gianaris, Nassau County Asian American Affairs, The Hamza Masjid Ladies Wing, and Herricks Muslim Families, for jumping into action and not hesitating to donate masks to protect our members. As soon as we got them, our Reps headed out to the stores to give them out. Once masks became more available, we purchased another 30,000 of them and our Representatives continue to give them out during their store visits.

On another front, we reached out to the Governor's office for some help getting Personal Protective Equipment for our members. They sent a trailer full (26 pallets) of gallon-sized hand sanitizer to our office, which we all know was impossible to get for quite some time. We flooded the stores with the sanitizer, and I am sure you have seen multiple gallons in your store. Let us know if you need more and we will get it to your store as soon as possible, while we still have some. After a couple more phone calls, a few days later the Governor sent another smaller trailer load (19 pallets), this time with personal use, 2oz bottles of hand sanitizer. The sanitizer is the same in the gallons we distributed as in the 2 oz bottles so they can be refilled and used over and over. Everyday our Representatives are giving them out to you in the stores. These extremely generous donations came at a critical time for our members, when supplies of these items were depleted and extremely difficult to get. We also want to thank the office of Governor Cuomo for these substantial lifesaving gifts.

We have also reached out to elected officials for their help with enforcing mandates that would: lower customer counts; insist on social distancing inside

your stores; all customers wearing masks; and exposing customers for just throwing their gloves and other PPE on the ground in the parking lots, just to name a few. We have given officials lists of problematic stores regarding these complaints. It's bad enough that our members have been forced onto the front lines of this crisis, the least that can happen is that our customers don't put you even more at risk because you had to handle their PPE garbage. We are seeking to work together with your employers and all local governments to ensure our members are as protected as possible.

During the past few months, we have also worked with Legislators to find additional ways to protect our members and other essential workers. We have come out in support of multiple pieces of legislation that support and further benefit grocery employees. This legislation is geared at enforceable measures that will ensure essential front-line workers, just like yourselves, are more protected under the law. There is a clear necessity to ensure that, whether Union or non-Union, the idea of choosing to do the right thing is never left as an option to any employer. If we're going to have a chance to beat the spread of the Coronavirus, then there must be a structure in place to create a path to a safer environment. The one thing we can promise, is that our Union will make sure that the members of Local 1500 have a voice and that all your concerns are considered while making Legislative changes in the workplace.

There has been no shortage of obstacles in 2020. The bottom line is, whatever is thrown your way, our main objective will always be to work very hard to come up with solutions to help and protect the members of Local 1500. Invariably, we share the same concerns, and throughout all our communications, whenever we inform the membership about a change, members routinely ask, "what about my Company?" Lately negotiations have taken on a new form—what used to be bargaining with your companies every few years, has now turned into negotiating every month, week, or even daily. Please remember, just like your contracts, these agreements expire on different dates, and get negotiated at different times. Different companies have independent clauses or benefits that typically need to be handled separately from each other. We may be able to work something out quickly with one company, but it may take more time to resolve it with another. Some companies are smaller owner operated chains, some are larger regional employers, while others belong to large cooperatives, which means we need different approaches to accomplish the same thing and also means that the results we get back may arrive at different times. That does not mean that when we announce we have achieved something with one company, we weren't able to achieve it with another. It might just be that your company is on a different timeline than some others. Rest assured that we are fighting for all of you every day, every week, so we ask that you continue to be patient.

If 2020 has taught us anything, it's that the unexpected can happen. I would like to take this opportunity to thank all of you for your understanding and patience as we try to help you navigate through this storm safely. The great members of Local 1500, and all grocery workers, continue to prove how necessary their skills are by ensuring their communities have everything they need for themselves and their families. Thank you very much for all of your hard work and stay safe!

During these challenging times when facing an unprecedented threat, we are thankful to those who stepped up and made generous donations of much needed PPE to the members of Local 1500. Thank you for recognizing the value of Essential front line workers. They are putting themselves at risk to protect everyone, so we all need to do what we can to help protect them.



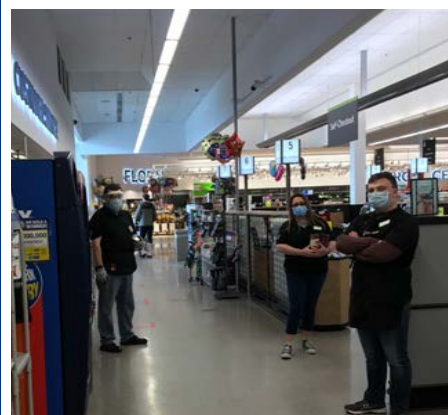
★ **THANK YOU** ★
State Senator Andrew Gounardes
Acting Queens Borough President, Sharon Lee
New York State Governor Cuomo
Herricks Muslim Families
Hamza Masjid Ladies
Nassau County of Asian American Affairs



WORKERS' MEMORIAL DAY



Every April 28th Local 1500 participates in Workers' Memorial events across New York State. These events are held to honor and remember workers who unnecessarily lost their lives because of a work-related illness or injury over the past year. Due to Covid-19 these in-person events were canceled this year, however Local 1500 brought the memorial services to the membership. Considering the Local 1500 members, and all grocery store employees, that lost their lives because of the pandemic, we thought it was appropriate to observe a two-minute moment of silence inside the stores to honor our fallen heroes. With a bit of planning and support, this time of reflection was held simultaneously inside supermarkets throughout the Northeast alongside all our sisters and brothers from all of the UFCW & RWDSU Local Unions throughout Region 1.





Joseph Waddy, Executive Vice President/Recorder

NEVER BEEN PROUDER

I became a member of Local 1500 when I was sixteen years old. I will admit, at the time I was hired, I was not sure what a Union was, or what would be expected of me as a member. Shortly into my tenure, I received my first wage increase and I asked how long it was between raises, and who decided how much they would be. My questions were answered after I was given a copy of the contract, and it was then that I also started to realize other benefits of belonging to a Union. Many of you have heard my story before—part time for five years, then full time for five more years, then coming to work on the Union staff. Along the way, as a grocery clerk, I would help unload trailer loads of merchandise that would arrive at least twice each week, too many times unloading a full trailer by myself. I distinctly remember waiting for the receiving door to roll-up with anticipation of viewing the number on the back of the truck, then remarking sometimes “oh good this one’s only 53 feet long!” We would break the pallets down onto U-boats, then go pack it all out as fast as humanly possible. Sometimes even faster than that. All the while stopping to help customers get other product, doing price checks or helping them to their cars. Before the day ended, we had to level down every aisle before sweeping and moping the entire store. We called this entire process... Monday. I did it over and over again for years, happy that I was doing my part to keep families fed and their homes fully stocked. It was important to me because I always felt my job was necessary. I developed a deep respect for what I had to do, my coworkers, and especially all of the benefits this Union provided me. That is some of my story. I can say that I have always been a proud member of Local 1500.

I have carried that pride with me as a staff member of Local 1500, never forgetting how hard it was to work in the stores. I feel that my history has made it easier for me to understand and represent our membership. Then along came the Coronavirus. And my respect for the working men and women of Local 1500 has risen to an immeasurable level. I am so proud of each one of you for getting up, out, and literally facing this health crisis every day. As hard as I try, I cannot imagine what this pandemic would be like if we did not have you to depend on. Without your strength and courage, supermarkets would be forced to shut down, and millions of New Yorkers would not have access to the items that fulfill everyone’s most basic needs. We know it has not been easy by any stretch of the imagination, but showing up to work every day wearing a mask, a face shield (or both), gloves, standing behind a plexiglass barrier,

attempting to socially distance from customers and coworkers, is very much appreciated.

You’ve recently been labeled “essential workers” but most people don’t think about what you’ve had to go through just to make it home each day. I’ll speak in the present tense, because I want to memorialize what you’re doing right now, to be remembered long after the rest of the world attempts to return to normalcy: While much of the world is safe at home, you are on the road, or enduring public transportation day and night. You show up to work in the only retail establishments open for business, which means every, last person who needs anything, heads to your workplace. You endure an endless stream of customers, not knowing which one or ones could expose you to the virus. Then your risk increases when you go home each night and, in many cases, you cannot even be as close to your family as you want for fear of spreading the virus. Has anyone given thought to how and what you must do with your clothes every night? How you need to do laundry at an alarming rate to ensure your home stays virus free? Are you in your basement or at the laundromat at midnight? What is the added financial burden of doing that? Then up and out all over again the next day? What do customers do when they get back home from shopping? They sanitize themselves because they took a quick trip to the grocery store. But can people imagine what it is like to be on the other side? How does it feel to be the employee that stands inside the grocery store for hours while thousands of people come at YOU for help? I am very confident that most people who have not ever worked in a grocery store would not be able to endure for a single shift what you have had the courage to withstand for the past 3 months. I have never been prouder to come from the supermarket industry, and I have never been prouder to be a member of Local 1500.

We have always fought to provide the best lifestyle possible for our membership. At times it is very difficult to properly illustrate to your Employers just how much value you bring to the company. We have faced it in contract bargaining for years. As we move on in the future, it will be our undying goal to ensure you are never again taken for granted. Not during COVID-19, and especially not after COVID-19. We will never forget the sacrifices you make for all of us to keep our families fed and our homes stocked. From our family to you and yours, THANK YOU!

PROTECTION FOR

Thank you, New York State Governor Cuomo, for providing m



R OUR MEMBERS

much needed protection for the members of UFCW Local 1500





Rhonda Nelson CONGRATULATIONS ON YOUR RETIREMENT



After more than 44 years of service as a member and a staffer at Local 1500 Rhonda Nelson decided to retire effective 5/31/2020. Rhonda became a member of Local 1500 while working for King Kullen from April 1976 – July 1979, although she was known as Rhonda Cunningham back then. If you take a look at some of the old pictures of her on this page you will see that she had an affinity for big glasses and multiple hair styles back then. From 1979-2020 Rhonda served our members working as an Organizer, Union Representative, Field Director, Recording Secretary and Executive Vice President.

Additionally, Rhonda was a Trustee on the Union's Health & Pension Funds for decades and served as the Chair of the UFCW International Woman's Network. I am the 5th President of our Union that Rhonda has worked for I can honestly say she has been through far more crazy experiences than anybody else around the Union Hall. Whatever you needed, wherever it was (as long as she had a ride, for the last 20 years anyway), whatever time it was, whatever the weather (unless it was raining and she didn't have her umbrella and bonnet) she would be there for our members at a moments notice.

Over the years Rhonda helped train so many new staff members that her influence has spread far and wide around the country and throughout the Labor movement. Now all that time and attention will be focused on her retirement plans and her family, especially her husband Paul and her daughter Nichole. If you've never met Paul, he is an amazing gentleman and one of the coolest dudes out there. Boy, oh boy is he in for it now! Enjoy it Rhonda, God knows you've earned it. All the best, stay healthy and good luck!



SHOP STEWARD TRIBUTE



ROBERT SACCHI
S&S 501 White Plains
Union Member 44 yrs
Shop Steward 14 yrs



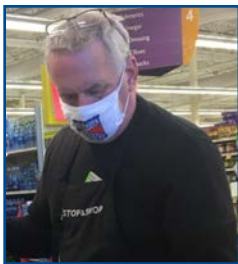
SANDRA BRACCO
S&S 522 Cross County
Union Member 43 yrs
Shop Steward 10 yrs



LUIS POGYO
Fairway VSM NY 188 Pelham
Union Member 21 yrs
Shop Steward 8 yrs



WILY BLANCO-VENTURA
Shoprite 231 White Plains
Union Member 9 Yrs
Shop Steward 1 1/2 Yrs



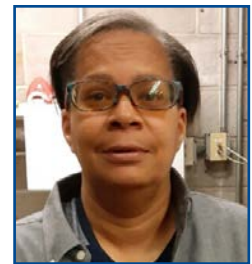
ROCKY SCILEPPI
SS 564
Union Member 35 years
Shop Steward 22 years



KELLY JOHNSON
KK 16
Union Member 44 years
Shop Steward 24 years



BRUCE DRAGO
KK 57
Union Member 44 years
Shop Steward 24 years



DIANE BROWN
SS 594
Union Member 22 years
Shop Steward 20 years



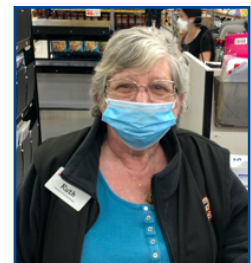
GEBRESELL MELES
S&S 2591
Union Member 19 years
Shop Steward 8 years



JERRY AVILES
SR 218
Union Member 28 years
Shop Steward 18 years



PHYLISS GRAZIANO
S&S 512
Union Member 19 years
Shop Steward 10 years



RUTH GRANDONE
SR 218
Union Member 22 years
Shop Steward 10 years



ANTHONY DISANTO
ShopRite 276
Union Member 10 years
Shop Steward 2 yrs



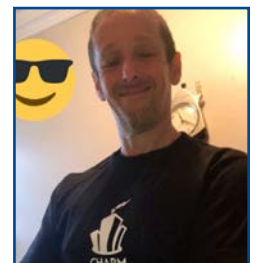
GREG ARMSTRONG
ShopRite 276
Union Member 34 years
Shop Steward 12 yrs



FRAN IMPERATOR
KK 47
Union Member 28 years
Shop Steward 18 years



JENNIFER O'CONNOR
KK 35
Union Member 19 years
Shop Steward 5 years



JOEY ZOILO
KK 47
Union Member 25 years
Shop Steward 10 years



Dave Young, Director of Region 1



Staying Safe and Healthy as Essential Workers

Many members of Local 1500 are working tirelessly on the front lines of a national pandemic to make sure that customers have the food and other supplies they need to take care of their families. Our communities need members of Local 1500 like never before, and it's imperative to not only highlight the value you bring as essential workers, but also underscore what it means to have a voice in the workplace—especially when it comes to safety and health.

With that in mind, I want to make sure that you're aware of the UFCW's national #ShopSmart, campaign that encourages American grocery shoppers to take the following steps to protect workers and themselves in stores by: 1) wearing a mask inside stores; 2) keeping six feet apart; and 3) disposing of any used masks and gloves

in trash cans. This new nationwide public safety effort is in response to the growing number of food and grocery workers who are becoming exposed to the coronavirus and the direct threat this growing outbreak poses to our nation's food supply. You can get more information about this campaign at <http://www.ufcw.org/coronavirus/shopsmart/>.

I also encourage you to report back to your local if you see any health or safety issues in your stores that need to be addressed. You can find additional information about what the UFCW is doing to protect our members during this outbreak at <http://www.ufcw.org/coronavirus>.

And as grocery stores continue to hire more workers during this national health crisis, let's continue to make sure that people are aware

of one of our core UFCW values—that no one should have to struggle alone. Let's drive home the message that when workers stand together, they have the power to change lives for the better. Reach out to friends, neighbors and community members who may not have a union in their workplace and let them know that workers who belong to a union are more likely to have jobs that provide workplace safety and health protections, as well as health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, overtime protection and many other benefits.

Thank you for being an essential part of our union and our country and for everything you do to make the UFCW better and stronger.



HEALTH UPDATE



UFCW LOCAL 1500 WELFARE FUND IMPORTANT NOTICE

FULL-TIME, SPECIAL PART-TIME AND PART-TIME ACA PLANS

TEMPORARY BENEFIT MODIFICATIONS TO ADDRESS COVERAGE FOR THE COVID-19 (CORONAVIRUS) EMERGENCY

In an effort to assist its Participants in their time of need, the UFCW Local 1500 Welfare Fund has amended the Full-Time, Special Part-Time and Part-Time ACA Plans to allow for expanded coverage due to the COVID-19 crisis.

Please note, these benefit modifications are temporary and will be in effect for the periods noted below. Thereafter, these modifications will be reviewed by the Trustees on a monthly basis. Any extension of these benefit modifications will be based on the current legislation at the time of the review, along with the current COVID-19 emergency status.

The benefit modifications are as follows:

1) Telephonic and Video Physician Visits

Effective March 1, 2020 through May 31, 2020, the Fund will cover eligible physician services provided to a covered individual via telephonic and/or video communications. These services are in addition to the Fund's current benefit provided by Anthem's LiveHealth OnLine.

Benefits will be paid in accordance with plan guidelines, based upon the status of the provider (in-network or out-of-network).

2) COVID-19 Diagnostic Testing and Related Physician Services Provided With No Cost-Sharing

Effective March 18, 2020, cost sharing such as copayments and/or deductibles for COVID-19 Diagnostic testing during the national emergency are waived. Also waived is cost sharing for COVID-19 Diagnostic testing related physician

and/or lab visits during this same time. This waiver applies whether the testing related visit is received in a health care provider's office, an urgent care center, a hospital emergency department or through a telephonic or video physician visit. All such testing and professional services will be paid as if they are rendered by an in-network provider.

3) Suspension of Pre-Certification Requirements, Concurrent Review for Inpatient Hospital Services, Emergency Admission Notification Requirements and Discharge Planning

Effective April 1, 2020 through June 30, 2020, the Fund will suspend the required pre-authorization for scheduled hospital surgeries and/or admissions. This includes preauthorization for Home Health Care and Inpatient Rehabilitation services following an inpatient hospital confinement.

The Fund is also suspending the notification requirements for emergency inpatient hospital admissions. Hospitals and Participants/Patients should continue to make all efforts to pre-certify pursuant to the emergency inpatient admission notification in effect prior to April 1, 2020. However, the penalties for failing to do so are waived.

Please note, the Fund will continue to perform retrospective reviews of inpatient services to ensure the medical necessity of the treatment rendered.

Congratulations Class of 2020

HIGH SCHOOL RECIPIENTS



Angelo Spiratos
Dependent of Peter Spiratos
Store: BuonaDonna ShopRite #801
School: West Islip High School



Rishika Thayavally
Dependent of Rakhi Salil
Store: Stop & Shop #559
School: Hicksville High School



Ayat Bisharat
Dependent of Fida Abdelaziz
Store: ShopRite #110
School: New Dorp High School



Erica Albert
Dependent of John Albert
Store: King Kullen #7
School: Seaford High School



Elliott Rendon
Dependent of Gustavo Rendon
Store: Mandell Key Food #566
School: Valley Stream Central High School



Alejandra Przybylo
Dependent of Lisa Przybylo
Store: Stop & Shop #563
School: Sachem High School East



Kevin Dowling
Store: King Kullen #34
Position: Bookkeeper & Cashier
School: Sewanhaka High School



Gabriella Bachmann
Dependent of Elba Bachmann
Store: ShopRite Glass Garden #204
School: The Mary Louis Academy



Kristen Murphy
Store: King Kullen #34
Position: Bookkeeper & Cashier
School: Sewanhaka High School

COLLEGE RECIPIENTS



Cole Galchin
Store: Stop & Shop #590
Position: Stocker
School: Suffolk County Community College



Aajaylah Hill
Store: BuonaDonna ShopRite #801
Position: Front End
School: Fairleigh Dickinson University



Rene Walker
Store: Stop & Shop #590
Position: Cashier
School: Binghamton University



Latoya Edwards
Store: ShopRite Glass Garden #289
Position: MPA
School: Kingsborough Community College



Stephanie Bufano
Store: King Kullen #59
Position: Bookkeeper & Cashier
School: Morehead State University



**Local 1500 Would Like To Congratulate
All Those Graduating During The Pandemic**



In Memoriam

Local 1500 mourns the passing of the following members. To their families and friends, we extend our deepest sympathy. May they rest in peace.

Agosta, Rosemarie	Goss, Isabel	O'Connell, Robert A.
Akeung, Carol	Granito, May	O'Leary, Joseph D.
Ankwicz, Alicia	Grimaldi, Marie	O'Sullivan, Kenneth D.
Argeros, Spiros	Gross, Gizella	Paganini, Eileen S.
Arias, Carlos	Guillen Maria	Pierson, Erica
Ashton, John	Hack, Rita T.	Poli, Benjamin
Barr, Robert W.	Hall, Ronald C.	Poplarski, Edward F.
Bedrick, Samuel	Handley, Olivia	Puma, Frank
Benoit, Edner	Henriquez, David	Reinert, Kenneth J.
Bittner, Lorraine L.	Henry, Linton R.	Ringel, John
Boisonault, John L.	Hoy, Walwin J.	Robinson, Cleveland J.
Bosco, Margaret	Hull, Virginia M.	Rodriguez, Wilfredo
Boyd, Ezekiel A.	Hutcherson, James	Romanelli, Angelina
Broems, Loretta T.	Hutton, Sharon	Ross, Alfred J.
Browne, James R.	Iniguez, Francisco	Ruiz, Julio
Brummel, Edward	Jarrett, Dermott	Russo, Anthony
Bullard, Jane E.	Jennings, Wanda D.	Ryan, Kate V.
Burgos, Bolivar	Jennosa, Wendy E.	Sabando, Otto D.
Butera, Josephine	Jimenez, Liriano	Sanchez, Marcelino
Capozzoli, Delores	Katzer, Gary R.	Sarna, Frank
Carbonell, Jose	Kelley, Daniel	Sarkar, Rahindra
Cataldo, John V.	Kelly, George	Savoca, Josephine
Cifone, Salvatore	Keppel, Avon	Scarcella, Mario
Clayton, Jordeana	Khoudary, Tom B.	Schneider, Diane
Colberg, Geovani	Kiesel, John M.	Sciortino, Frank
Contri, John	Kiss, Edward	Seidelman, Gary
Cruz, Nicolas	Klein, Donald L.	Severson, Martin
Cuminale, Michael J.	Kuzmier, David X.	Shaikh, Mohammad
Daleo, Kerri-Jo	La Monica Jr., Julius	Sieb, Donald
Daquino, Rose	Leggiero, Anthony	Sims, Diamond A.
Dawes, Barbara	Linton, Elizabeth	Skeete, Anne R.
Dennis, Mikayla	Longo, Armand	Sloan, Jeffrey L.
Depasquale, Enzo	Lovaglio, John	Smith, Betty
Dettling, Lucy	Lowry, Robert	Smith, Robert J.
Diadema, Vito T.	Lyston, Robert	Smith, Shawna D.
Dibble, Joyce	Magliulo, Vincent	Sovinsky, Nicole
Dilorio, Michael	Manento, Deanne	Tagueletson, Laura A.
Ellwood, Winifred	Marabello, Mario	Telesko, Evelyn
Ermo, Gary	Martin, Michael	Traynor, Luceil F.
Farr, James	Mastanduno, Eugene	Vaccaro, Anthony
Ferraro, Vincent	McCarthy, Gregory	Vitti, Rosemarie C.
Fried, Mayer	McClane, Thomas	Vollmer, Sieva
Giacomino, Faustino	Merson, Jack	Werder, Dorothy
Giamei, Anthony	Merson, Judith	Wills, Norma
Gilchrist, Fred	Miniaci, Anthony	Wolf, Sidney T.
Gilman, Joan	Mohn, Catherine	Woodly, Gelibert
Gilmartin, Barbara J.	Moore, Robert A.	Yankosky, Michael
Gomez, Waldtraut	Nurse, Hubert	Young, Judith
Gonzalez, Francisco	Occhino, Gloria	Zhunio Ortega, Edwin M.



KEEP 6 FEET APART




WEAR A MASK & #SHOPSMART




Prescription Drug Exclusions

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

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



**TEXT
"PREPARED"
TO 83071**



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 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

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.

Adamo, Andrew	Lopez, Jose
Attonis, Helen M	Lopez, Nerida
Avendano, Luis A	Lugo, Luis, A
Ayala, Hector D	Maloney, Kathy M
Barr, Anne P	McCarthy, Kathleen
Bauer, Theresa	Meade, Edward J
Bennett, Nancy J	Medlock, Sidney P
Berhard, Robert A	Mercado, Pablo
Bernaudo, Patricia K	Miles Akber, Cheryl D
Berrosapi, Ricardo R	Mische, Susan M
Bode, Popola	Molinares, Eduardo L
Boisonault, Laurel	Mora, Eusebia
Bornn, Thomas P	Moreno, Aleyda
Bress, Janet	Mucciacciaro, Luigi
Britt, Davis	Nelson, Rhonda
Bruno, William D.	Nolan, Edith
Bullock, Trenton Jr	Notaristefano, Anthony
Caldwell, Robert J	Panko, Paul S
Carcione, Francesco	Pascual, Juan
Catalano, Michael S	Perdomo, Zenaida
Ceylan, Abdullah	Petite, Debra A
Chirillo, Deanna J	Picard, Jean
Cohen, Larry A	Pinder, Louis C
Concepcion, Carmen	Pliska, George
Cotten, Alice F	Prunty, April A
Cuccurullo, Theresa	Reppucci, Ellen M
Cuello, Eduardo	Rezende, Susan
Cuevas, Argentina	Robinson, Teri
D'Alessandro, Louis	Rogers-Coleman, Gloria
Deluca, Francine A	Ross, Martin
DeStefano, Michael J	Rotkowitz, David A
Diague, Gorgui	Rozanski, MaryAnn
DiBenedetto, Salvatore	Ryan, Judy
Eydeler, Barbara A	Sabella, Margaret A
Fazio, Joseph	Savage, Eileen
Febres Cruz, Pedro	Scardino, Christine M
Fernandez, Amelia V	Serp, Robert
Ferris, Terry L	Silvers, Maureen L
Fristachi, Rudolph	Smith, Anastasia
Gallian, Grace M	Smith, Nancy H
Henke, Duane H	Taibbi, Ronald M
Hill, Robert R	Thomas, Michael J
Holten, Nigel H	Tims, Martin D
Hronec, John	Tooze, Dolores T
Johnson, Eugene W	Troise, Susa A
Joseph, Joan	Turi, Karen R
Kasdaglis, Yvonne T	Tvelia, James G
Kearns, Edward	Vargas, Anselmo
Kellner, James S	Vogel, Barbara C
Koss, Marie A	Vrabec, Joseph M
Lau, Lorna	Williams, Larry
Lopalo, Christina A	Williams, Leroy
Loper, Kathleen	Wong, Suisheung

EMERGENCY BLOOD SHORTAGE



DONATE BLOOD NOW...
PEOPLE CAN'T LIVE WITHOUT IT



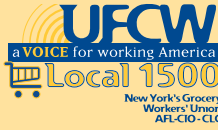
Be Sure to Tell your Blood Drive Recipient
Local 1500 Group #65674vv

Scan this QR Code
to find a Blood Drive near you!

GENERAL MEMBERSHIP MEETINGS

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!

UFCW Local 1500 In Person Events Are Temporarily

CANCELLED

*In an effort to keep everyone
safe we will be hosting
virtual meetings instead*

We sincerely apologize for any inconvenience



D'Agostino members honor their brothers and sisters on International Workers Memorial Day

SCAN QR CODE
TO WATCH
PENSION VIDEO



Subscribe to us on
You Tube



@UFCW1500



@UFCW1500



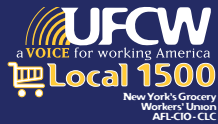
@UFCW1500



Any suggestions or comments for the Register?

Send us your feedback to

Nallen@ufcw1500.org



FRANK MEEHAN HALL OFFICE HOURS & PHONE

516-214-1300 • 800-522-0456

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

UFCW1500.ORG

INFO@UFCW1500.ORG

WHOM TO CALL:

Do you have a question about Blue Cross?

Or a problem with Group Life?

Or about any other benefit or membership service?

For a quick and accurate answer, phone the Union –
516-214-1300 or the toll-free number, 800-522-0456–
and ask for the office staff member listed next to the
subject of your inquiry. They will be glad to help you.

Local 1500 has voice mail
to better serve the membership.
Members can call Local 1500
regarding any matter 24 hours a day.

To access the voice mail, a member can call Local 1500
at 516-214-1300 or 800-522-0456, followed by the 4
digit extension number of the person with whom you
wish to leave a message. You may also email the union
at info@ufcw1500.org for any questions or concerns you
may have.

DUES REFUND

Michele Wright, Ext. 1351

WITHDRAWAL CARDS

Rosanne Wynne-Torres, Ext. 1332

PENSION

Ext. 1330 & 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

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

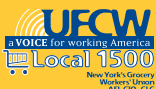
1354 Mohan, Aidan

1345 Organizing Hotline

MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator

1372 Thomas, Tarrik



MY UNION HAS VALUE

