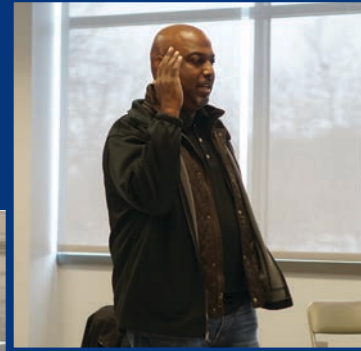
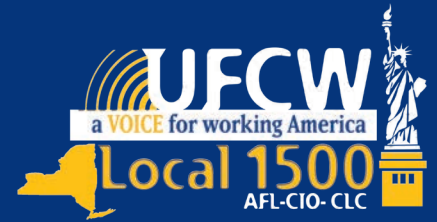


THE Advocate



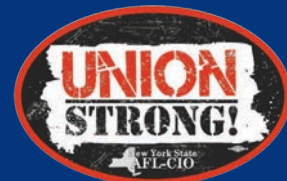
**THANK YOU
FROM MEMBERS**
Page 6

**STOP & SHOP
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**PLAN FOR YOUR
RETIREMENT**
Page 13



THE PRESIDENT'S PERSPECTIVE Rob Newell, President



The Change Is Relative

"The more things change, the more they stay the same". That is a lyric that has been used many times by musicians throughout the years. Bon Jovi has a song with that title as well. One of the lyrics is "Yesterday keeps comin' round, it's just reality. It's the same damn song with a different melody". As I sit here, I can't help but think that lyric sounds a lot like 2021. I know it's still early, but has 2021 been all that different from 2020, or has the melody just changed a little?

Remember New Year's Eve when people were saying thank God 2020 is over? Everybody thought 2021 must be a better year! Does turning to the next page of a calendar, or in this case hanging up a new one, really make that much of a difference? Or is it possible that nothing ever REALLY changes, except how we see things, which side of the argument we find ourselves on or what we are willing to do? Remember the Seinfeld episode "The Summer of George"? As funny as it was, I think the point of the episode was no matter what George couldn't escape the inevitability of who he is or how screwed up his life was. Or maybe he could've escaped if he really wanted to. I think the real issue could've been that George wouldn't change, or had given up already, so his life just couldn't get better. I get that I am referring to a TV show here, but sometimes a life lesson can come from a pretty unusual place, even a silly 90's sitcom.

What has 2021 shown us so far that's so different from 2020? Look, Tom Brady may not be a New England Patriot anymore, but he still managed to hold up the Lombardi AND the MVP trophies again in 2021. The only real differences are that this time he did it without Bill Belichick, and while wearing a Buccaneers jersey. The US National elections, and all the legal challenges surrounding them, are finally over and Joe Biden and Kamala Harris are our new President and Vice President. But the enormous division in the Country still exists, and the American people show no signs of moving closer together. The only difference in 2021 is it's not Democrats complaining about the Republicans in power, it's Republicans complaining about the Democrats in power. For most of us in the Labor movement, the new Biden administration represents a significant upgrade for the future of American workers, but that certainly isn't how all our members feel about it. So maybe the list of members that are unhappy with the Government had different names on it in 2020, but the fact is there are still thousands of Local 1500 members that are angry about politics in 2021.

I'll be honest, anytime a government project is named after something from sci-fi show it gives me reason for pause. But the reality is that Covid-19 is still running rampant across the country and access to the vaccines doesn't resemble what was promised. And now in addition to the Covid strain we already know, we have new strains making their way onto American soil, and the uncertainty has returned for many of you. What do I need to do to ensure a better, safer 2021 for my family? Do I get the vaccine, or don't I? Can I find an appointment if I decide I want it? I am an essential, customer facing grocery worker, why is it so hard to get an appointment? Can't the Union get us the vaccine? Like everything else Covid-19 from 2020, you still feel like you are left with more questions than answers about the virus again in 2021. Another line from the Bon Jovi song describes how some of you must be feeling, "You're either runnin round in circles, or you're runnin out of time"

We couldn't and haven't just sat back and accepted the unanswered questions from the New York State politicians. We cannot and will not continue to support elected officials that don't support our essential members. We have been working with our allies to get our members access to the vaccine since they were first approved. Although we have always felt that our members were essential, it took a pandemic for most of your customers and many elected officials to see that for themselves.

How can politicians show you that "essential worker" isn't really just code for "disposable worker"? They could've started by making you part of phase 1 of the vaccination roll out as opposed to originally making you wait for phase 2. God knows getting to phase 2 was projected to take months. Thankfully, the Labor movement and our allies were able to get grocery and pharmacy workers moved up to phase 1b. Now for the next issue, I'm eligible so where do I get the shot? Do I get it at work? Nobody was able or willing to answer those questions for way too long. It was starting to look like the early 2020 information blackout was coming back again. However, just like in 2020 we just keep trying finding ways to help you.

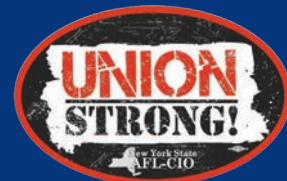
I accepted long ago that there is no way to have a 100% approval rating, especially when dealing with over 17,000 members and their opinions about their contracts & benefit plans. Let's face it, it's easy for a few members who disagree or don't understand an answer to express themselves, especially on social media. However, those posts give us the opportunity to clear up the confusion or set the record straight in many cases. I will admit that my favorites are the posts from people that aren't members anymore or never were, but just want to stir the pot. I guess that's just the type of world we live in today. Years ago, we would get the occasional anonymous call, voicemail, or the typed angry letter without a signature in response to something we had said or done. That has all given way to the world of email and social media posts now. Although the medium of expression has changed, we will almost certainly always have some members that don't agree or fully understand a decision or change we have made. But we will continue to be fully transparent and give our members the opportunity to see everything we do.

The Bon Jovi song continues on to say "You're still you and I'm still me. I didn't mean to cause a scene. But I guess it's time to roll up our sleeves." That line describes what's been happening since NY moved grocery workers up to 1b. Although it is currently just in Suffolk County, we have begun facilitating a weekly process that gets our members access to the vaccine. So far, we have gotten more than 1,000 of our Suffolk County members vaccinated and we are working with our allies in NYC, Nassau County and Upstate NY to get it going there as well. No matter what happens, we will not stop trying to find ways to get you what you need. And although we don't always make everything we do a publicity event, you should know that we just keep fighting to provide you a safer environment on the job. God willing, when this is all over, the laundry list of people that claim you are essential today, don't forget about you, and treat you like your disposable tomorrow. **Keep working smart and stay safe!**





LA PERSPECTIVA DEL PRESIDENTE Rob Newell, Presidente



El Cambio Es Relativo

"Cuanto más cambien las cosas, más permanecerán iguales". Esa es una letra que ha sido utilizada muchas veces por músicos a lo largo de los años. Bon Jovi también tiene una canción con ese título. Una de las letras es "Ayer sigue viniendo, es sólo realidad. Es la misma maldita canción con una melodía diferente". Mientras me siento aquí, no puedo evitar pensar que la letra suena mucho como 2021. Sé que todavía es temprano, pero ¿ha sido el 2021 tan diferente al de 2020, o la melodía ha cambiado un poco?

¿Recuerdas la Nochevieja cuando la gente decía gracias a Dios que 2020 ha terminado? ¡Todo el mundo pensaba que 2021 debe ser un mejor año! ¿Pasar a la siguiente página de un calendario, o en este caso colgar un nuevo, realmente hace que eso sea una grandiferencia? ¿O es posible que nada cambie realmente, excepto cómo vemos las cosas, en qué lado del argumento nos encontramos o qué estamos dispuestos a hacer? ¿Recuerdas el episodio de Seinfeld "El verano de George"? A pesar de lo gracioso que fue, creo que el punto del episodio fue que no importaba que George no pudiera escapar de la inevitabilidad de quién es o cuán arruinada era su vida. O tal vez podría haber escapado si realmente quisiera. Creo que el verdadero problema podría haber sido que George no cambiaría, o yase había rendido, por lo que su vida simplemente no podría mejorar. Entiendo que me refiero a un programa de televisión, pero a veces una lección de vida puede venir de un lugar bastante inusual, incluso una comedia tonta de los años 90.

¿Qué nos ha mostrado 2021 hasta ahora que es tan diferente de 2020? Mira, Tom Brady puede que ya no sea un Patriota de Nueva Inglaterra, pero todavía logró retener los trofeos Lombardi y mvp de nuevo en 2021. La única diferencia real es que esta vez lo hizo sin Bill Belichick, y mientras llevaba una camiseta de Buccaneer. Las elecciones nacionales estadounidenses, y todos los desafíos legales que los rodean, finalmente han terminado y Joe Biden y Kamala Harris son nuestro nuevo Presidente y Vicepresidente. Pero la enorme división en el País todavía existe, y el pueblo estadounidense no muestra signos de acercarse. La única diferencia en 2021 es que no son los demócratas que sé quejan de los republicanos en el poder, son los republicanos que se quejan de los demócratas en el poder. Para la mayoría de nosotros en el movimiento laborista, la nueva administración Biden representa una mejora significativa para el futuro de los trabajadores estadounidenses, pero ciertamente no es lo que todos nuestros miembros sienten al respecto. Así que tal vez la lista de miembros que están descontentos con el Gobierno tenía diferentes nombres en él en 2020, pero el hecho es que todavía hay miles de miembros locales 1500 que están enojados con la política en 2021.

Seré honesto, cada vez que un proyecto del gobierno lleva el nombre después de algo de la demostración de ciencia ficción meda razones para la pausa. Pero la realidad es que COVID-19 sigue corriendo desenfrenado por todo el país y el acceso a las vacunas no se parece a lo prometido. Y ahora además de la cepa COVID que ya conocemos, tenemos nuevas cepas que se abren paso en suelo americano, y la incertidumbre ha vuelto para muchos de ustedes. ¿Qué debo hacer para asegurar un 2021 mejor y más seguro para mi familia? ¿Recibo la vacuna o no? ¿Puedo encontrar una cita si decido que la quiero? Soy un trabajador de comestibles esencial, frente al cliente, ¿por qué es tan difícil conseguir una cita? ¿No puede la Unión conseguirnos la vacuna? Como todo lo demás Covid-19 de 2020, todavía se siente como si se quedara con más preguntas que respuestas sobre el virus de nuevo en 2021. Otra frase de la canción de Bon Jovi describe cómo algunos de ustedes deben sentirse, "O estás corriendo alrededor en círculos, o te estás quedando sin tiempo"

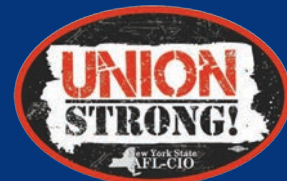
No podemos ni seguiremos apoyando a los funcionarios electos que no apoyan a nuestros miembros esenciales. Hemos estado trabajando con nuestros aliados para que nuestros miembros tengan acceso a la vacuna desde que fueron aprobados por primera vez. Aunque siempre hemos sentido que nuestros miembros eran esenciales, se necesitó una pandemia para que la mayoría de sus clientes y muchos funcionarios electos lo vieran por sí mismos.

¿Cómo pueden los políticos mostrarle que "trabajador esencial" en realidad no es sólo código para "trabajador desechable"? Podrían haber empezado por hacer que parte de la fase 1 del rollo de vacunación en lugar de hacerte esperar originalmente a la fase 2. Dios sabe que llegar a la fase 2 se proyectó que tomaría meses. Afortunadamente, el movimiento laborista y nuestros aliados pudieron conseguir que los trabajadores de comestibles y farmacias pasaran a la fase 1b. Ahora, para el siguiente asunto, soy elegible, así que ¿de dónde obtendré la inyección? ¿Lo consigo en el trabajo? Nadie fue capaz o dispuesto a responder a las preguntas durante demasiado tiempo. Estaba empezando a parecer que el apagón informativo de principios de 2020 estaba regresando de nuevo. Sin embargo, así como en 2020 sólo seguimos tratando de encontrar maneras para ayudarlo.

Acepté hace mucho tiempo que no hay manera de tener una calificación de aprobación del 100%, especialmente cuando se trata de más de 17,000 miembros y sus opiniones sobre sus contratos y planes de beneficios. Seamos sinceros, es fácil para algunos miembros que no están de acuerdo o no entienden una respuesta para expresarse, especialmente en las redes sociales. Sin embargo, esos mensajes nos dan la oportunidad de aclarar la confusión o dejar las cosas claras en muchos casos. Admito que los favoritos son las publicaciones de personas que ya no son miembros o nunca lo fueron, pero sólo quieren agitar la olla. Supongo que ese es el tipo de mundo en el que vivimos hoy en día. Hace años, recibíamos la llamada anónima ocasional, el correo de voz o la carta enojada escrita sin una firma en respuesta a algo que habíamos dicho o hecho. Todo eso ha dado paso al mundo del correo electrónico y las publicaciones en las redes sociales ahora. Aunque el medio de expresión ha cambiado, casi con toda seguridad siempre tendremos algunos miembros que no están de acuerdo o entienden completamente una decisión o cambio que hemos tomado. Pero seguiremos siendo totalmente transparentes y daremos a nuestros miembros la oportunidad de ver todo lo que hacemos.

La canción de Bon Jovi continúa diciendo "Tú sigues siendo tú y yo sigo siendo yo. No quise causar una escena. Pero supongo que es hora de arremangarnos". Esa línea describe lo que ha estado sucediendo desde que NY movió a los trabajadores de comestibles hasta 1b. Aunque actualmente está justo en el condado de Suffolk, hemos comenzado a facilitar un proceso semanal que hace que nuestros miembros tengan acceso a la vacuna. Hasta ahora, hemos vacunado a más de 1,000 de nuestros miembros del condado de Suffolk y estamos trabajando con nuestros aliados en Nueva York, el condado de Nassau y el norte del estado de Nueva York para ponerlo en marcha allí también. Pase lo que pase, no dejaremos de intentar encontrar maneras de conseguirte lo que necesitas. Y aunque no siempre hacemos todo lo que hacemos un evento publicitario, usted debe saber que sólo seguimos luchando para proporcionarle un ambiente más seguro en el trabajo. Si Dios quiere, cuando todo esto termine, la lista de personas que dicen que eres esencial hoy en día, no se olviden de ti y te traten como si fueras desechable mañana. **¡Sigue trabajando inteligentemente y mantente a salvo!**





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

We Are On This Ride Together

The pandemic has thrown many twists and curves our way over the past 12 months, but we will continue the never-ending fight to keep our membership protected. Whether it be hand sanitizer, masks, plexiglass shields, hazard pay, protected time off, social distancing enforcement, and now vaccinations, we will step up to get you the protections you deserve.

The conversation started something like this in early March of 2020 with a couple of different company officials: Union- "Hey we have several members that are seeking to wear a mask while at work, so the coronavirus does not spread one way or the other." Company Representative- "We would rather not have people work with a mask. You know the CDC states that there is no real benefit to it. Plus it will probably hurt our image with customers if employees wear masks in the stores." That was the start of the coronavirus battle and to this date it continues. Now the battle has taken on different forms over the last year, and for the most part, the Union and the Companies have partnered to conquer the many obstacles that face our membership, like scheduling concerns, safety, or even fear.

When the pandemic first hit our area, many of our members were concerned about going to work, and with good reason. It quickly became evident that no matter what was going to happen in New York, supermarket employees would be expected to continue working throughout the crisis. One of the first things our Union did was get your companies to agree to a relaxed attendance expectation for our members. Many Local 1500 members were too apprehensive to report to work. Some because of underlying health conditions for them or a family member. Others were just too afraid to report to work in an increasingly unknown and potentially dangerous atmosphere. The good thing was we lobbied to make sure they could stay home without the fear of disciplinary action.

In mid-March of 2020, Local 1500 reached out to many agencies, including the Governor's office to get as many masks as possible onto the faces of our essential workers. By the end of March, we had gotten tens of thousands of masks donated from all over New York for our members. As soon as we got them, we sent our Representatives out to the stores to give them out to you. This happened at a time when it was virtually impossible to purchase any masks or any sort of PPE from anywhere, and it was a godsend for Local 1500 members. When masks became available for purchase, we purchased tens of thousands more.

During the same time frame, we were in constant communication with each of the companies that we represent. Our next big task was convincing them to install plexiglass shields in their stores. I'm sure you remember the mad rush to the supermarkets, which were the only places open for business at the time, that caused dangerous overcrowding inside the stores. How could our members be properly protected if social distancing guidelines were not being enforced? It was nearly impossible to have people stay six feet away from the essential employees. So we sought to have plexiglass shields installed at the registers to help our cashiers, who could not move away, stay healthy. One by one, companies began to install plexiglass shields first at the registers, then customer service counters, then service departments. We know it was not perfect, but it was a huge step in the right direction.

However, it was not enough. While we were fighting for hazard pay for our members and petitioning the Governor's office for more PPE, things just kept getting worse around us. But on an early April Saturday morning, a tractor trailer showed up at Frank Meehan Hall, filled to the ceiling with pallets of gallon-sized bottles of hand sanitizer. This was another huge step toward protecting our

membership. We unloaded 26 pallets, one case at a time, by hand, that day and within 5 days, had gallons of sanitizer delivered to every store in our jurisdiction. Five days later, another truck showed up, this time with personal, 2-ounce bottles of hand sanitizer. We were on a roll, but it still was not enough. We got thousands of these small bottles into the hands of our membership within days. Whatever it took to protect our people, we were on it. We kept pushing and pushing for our members.

We kept expressing to elected officials that supermarket employees are not only essential but should be considered frontline workers and should thus get elevated protections. We vowed to keep the fight going until proper recognition and respect was given to the supermarket employee. One day in July, while all of this was going on, the U.S. Army showed up to our Headquarters with two more truckloads of hand sanitizer from the Governor's office. We will take whatever we can get for you, and keep fighting for more.

As the months went on, the conversations switched to the vaccine. Around the world there was a tremendous build up coming out of the Summer and right through the Fall of 2020, about how, where, who, and especially when the Covid-19 vaccine would be available. On December 14th, 2020, the first vaccination in the United States was administered to a nurse in Queens. Since then, most of America wants to know when the vaccine will be available to them. This especially included our members, who have faced the public health crisis head-on since day one. As of January 11th, 2021, grocery store workers in New York were deemed eligible to get the vaccine. However, if you have searched for a vaccination appointment, either for yourself or someone else, you have experienced that appointments are almost impossible to get, as the vaccine supply is still very low compared to the number of people that want it.

Just as with every other aspect of fighting the coronavirus, Local 1500 has reached out to as many municipalities as possible to have the vaccine made available to our membership. At the time of this writing, we have worked very closely with the Suffolk County Executive's office, after they reached out to us with a schedule of available appointments. Over the past few weeks, we have been fortunate enough to successfully schedule hundreds of Local 1500 members to be vaccinated that live or work in Suffolk County. I have sometimes been told that this is a thankless job...well not this time! We have gotten many heartfelt thank-you's from our membership on Long Island and it is pretty rewarding to see this process through.

As I stated before, we will never stop working to make sure our members are as protected and healthy as possible. We will keep going with Suffolk County as long as the appointments continue to become available to us. We are also actively working to do the same in Nassau County, the Five Boroughs, Westchester, Putnam, and Dutchess Counties. We will not stop until all of our members who want the vaccine are able to get it. Please be on the lookout for updates, indicating when you can start emailing our dedicated email address (StopTheVirus@UFCW1500.org) to request an appointment. As always, you can contact your Representative and they will get the information to you.

The past year has been a very bumpy ride, but we are on this trip together, so please do not hesitate to reach out to your Union if you need something. Our goal is and will always be to protect you and your working environment, and we will never leave your side, no matter how bumpy the ride gets.





Local 1500 honors women around the world, starting right here at our Headquarters. Aly Y. Waddy made history as the first-ever woman elected to the office of Secretary-Treasurer of UFCW Local 1500! Right beside her stands a strong team of women that make Local 1500 the Union it is today. Join us in honoring all the women of Local 1500!



A WOMAN'S PLACE



IS IN HER UNION



WOMEN'S
HISTORY
MONTH





Steve Bellone, Suffolk County Executive

Local 1500 sends out a huge thank you to Suffolk County Executive Steve Bellone! Executive Bellone's office has coordinated with Local 1500 in successfully scheduling over 1000 members so far to receive the Covid-19 vaccine in Suffolk County. Because of the efforts of the County Executive, hundreds of Local 1500 families are resting a little bit easier these days. Thank you so much Steve!

Rosalie Drago, Suffolk County Commissioner of Labor

Look who we found moonlighting at a vaccination site in Suffolk County! We always knew no job was too big, or too small for Rosalie Drago, Suffolk County's Commissioner of Labor. Of all things, Rosalie was working crowd control at the community college (and doing a great job at it)! Thanks for all that you do for working men and women in New York and especially our members on Long Island Rosalie!



Local 1500 Members Say Thank You



Andrea Cerbone

Thank you for making us feel special! My store rocks!

Like · Reply · Message · 1d



Anthony Wittmann

Full-time dairy clerk store 505 Brooklyn 15 yrs in 😊 lol Local 1500 strong 🙌



Janet Carosella

Thank you

Like · Reply · Message · 7w



Anita Hyland

Thank you for giving me the opportunity to receive my vaccine. It ran so smoothly and everyone was very kind. You could sense the positivity that things will get better. Again, thank you Local 1500. 😊



Maureen Kenny Scott

Thank you Local 1500!!!!

Like · Reply · Message · 1d



Diane Cestra Mancini

Thank you local 1500
You keep doing more n more for the membership
And I'm grateful

Like · Reply · Message · 1d · Edited



Top Fan

Jennifer Licata

Thank You! Stay safe everyone ❤️

Like · Reply · Message · 7w



Linda Milton

Thank you for your efforts!
Hopefully there will be more available so more of our members can receive the vaccine!

Like · Reply · Message · 2w



Jeannie Rinaldi Gaimaro

Union strong 🙌

Like · Reply · Message · 7w



Risa Becker Linden

Got my appointment at York College next week.
Finally!!!!

Like · Reply · Message · 51m



Lisa Cordone

Thank you all for everything!!! You are all amazing and we couldn't get through this without any of you!!! Shoprite 278 you all rock!!! Love and miss working with every one of you!!! Thank you for risking your lives and your family to make sure we have food on our tables..

Like · Reply · Message · 1d



Nancy Lazaro

THANK YOU ❤️ 🙌



Richard Kelly

I wish to thank the Union for their efforts in getting the vaccine and letting us know. I was selected and received my 1st dose Thursday, go on 3/4 for 2nd dose. Congrats to my union leadership you guys n gals did an excellent job



Sally Braun Cody

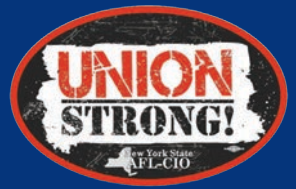
I want to say thank you back. You helped me get an appointment for the covid vaccine. Very grateful for local 1500

Like · Reply · Message · 1d





Joseph Waddy, Executive Vice President/Recorder



Coming To A Screen Near You...

My last article in the Advocate was titled “Bargaining in a New World”, and I wrote it as we were entering bargaining with Stop & Shop in November of 2020. I am happy to report that we were able to negotiate, settle, and ratify our first ever contract under Covid-19 restrictions. It was not easy, but as my last article said, we needed to modify our approach in order to adapt to current conditions.

What made this particular set of negotiations even more tenuous was that Stop & Shop is currently our largest membership, both in number and geographic range. With just over 7,200 members in 70 stores, spanning from Hyde Park to the Hamptons, we faced quite a few challenges to successfully get the job done.

Ultimately, with the help of a rock-solid negotiating committee, we were able to settle on one of the best contracts we have been able to negotiate. And with the help of the committee and your Union Representatives, we were able to vote the new contract in fourteen Stop & Shop locations throughout our jurisdiction. And thanks to thousands of members employed by Stop & Shop that came out to vote for their contract, it was overwhelmingly ratified over a three-day period in December. Congratulations to our Stop & Shop members for sticking together, and successfully seeing their new contract through.

We learned a lot during this process, and for the most part we will be using that experience as a template for all of our multi-store bargaining units this year. The process was different right from the start. Covid-19 has restricted us from having large meetings, which many of you know, is how we have always handled our proposal meetings. How did we get past that obstacle? We emailed all of our Stop & Shop members, that we have email addresses on file for, asking them to send us what they would like to see in their new contract. We even created a dedicated email address for those members to send in their proposals. We received hundreds of responses, and although some of them were the same or similar, we were able to put together a comprehensive set of proposals to eventually send to the Company.

Next, we set up virtual meeting dates with Stop & Shop officials so we could discuss the proposals and move forward. Once the dates were solid, we made sure the committee was scheduled off those days. The committee members were actually able to attend all of the bargaining sessions via Zoom from the comfort of their own home!

We were a touch apprehensive at first, but once we got the process rolling, the logistics became pretty easy. Bargaining on the other hand? Never easy. However, we were able to see it through successfully, and this is exactly what we will be doing with all multi-store bargaining units that expire this year. So, when your time comes, be on the lookout for an email from us requesting what you would like to see change or improve in your next contract. When prompted, send your thoughts to mycontract@ufcw1500.org and be sure to include your name and the company you work for, especially since we may be negotiating multiple contracts at the same time and we want to make sure your voices are properly heard. And by the way, right now would be a very good time to get on our emailing list. Please be sure to update your email address with your Representative today or by emailing us at info@ufcw1500.org.

Of course, we would love to have in-person meetings with all of you, like always. In fact, we rather miss seeing you in person. However, since the health crisis began, we have been relegated to doing many things virtually, especially our meetings, which most of you know, is a big part of our culture. We will get back there one day soon, but until then, we will continue to perfect our virtual meeting process, so our membership does not miss out on anything.

If we have learned anything from the Covid-19 era, it is that we must work together. This has never been more important than in the past 12 months. Although it is not yet the time for us to be able to carpool to a large meeting, we still need all of you to communicate and work together on attendance to virtual meetings. We still need your presence, and one way or another, your voices still need to be heard.

We urge all company officials to work on projects together with us, whether it be PPE, plexiglass, or your paychecks, we can accomplish much more for you if we are all on the same page, fighting the same fight. We will tell all of your employers the same thing: In a time where they are seeing record-setting profits, they need to come to the table and properly honor the people who have been in the face of the pandemic; the snowstorm; the next holiday rush; the people who keep making those record profits for them when other industries are forced to shut down. You are more than essential to them; you are critical for their success. Now is the time for them to properly recognize YOU.

I look forward to seeing many of you on screen in the very near future!



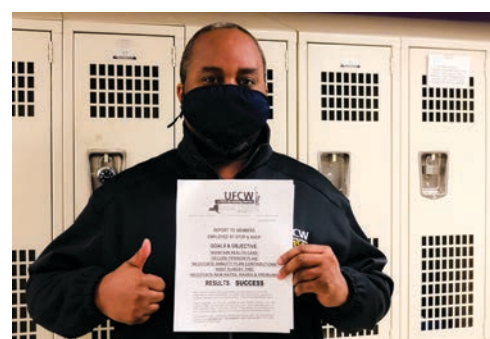
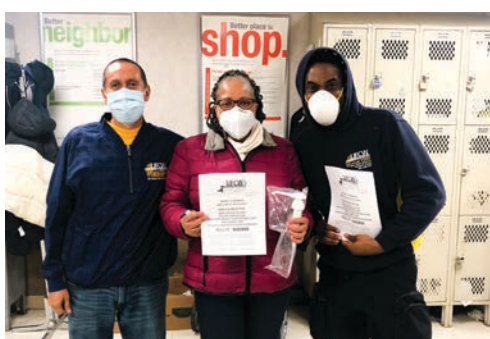
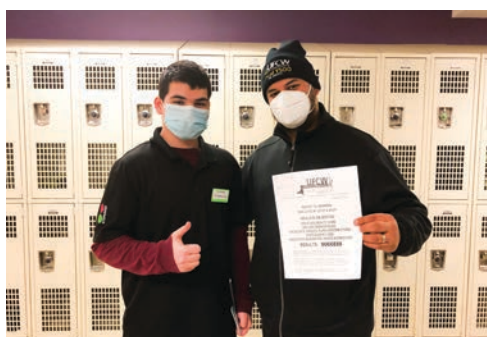
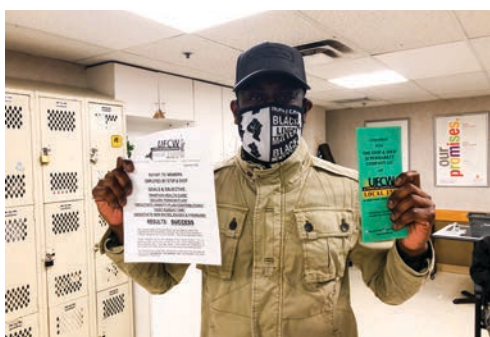


STOP & SHOP RATE



**REPORT TO
EMPLOYED BY S
GOALS & OB
*MAINTAIN HEA
*SECURE PENS

*NEGOTIATE ANNUITY I
*KEEP SUN
*NEGOTIATE NEW RATES
RESULTS:**

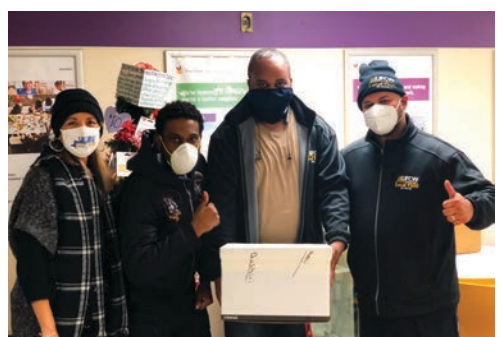
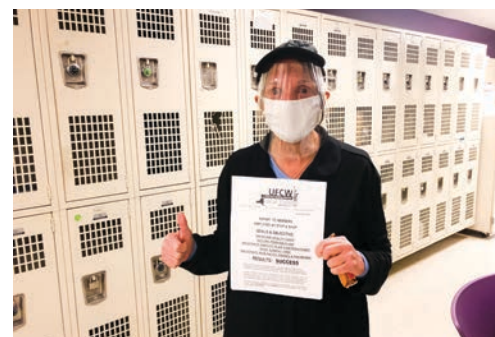
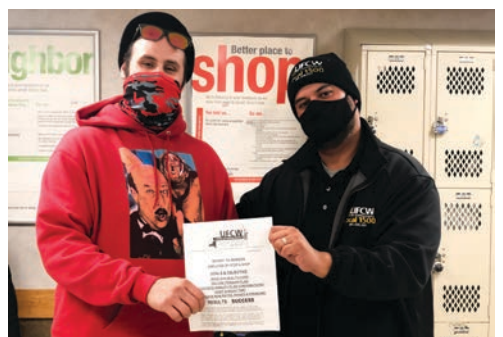
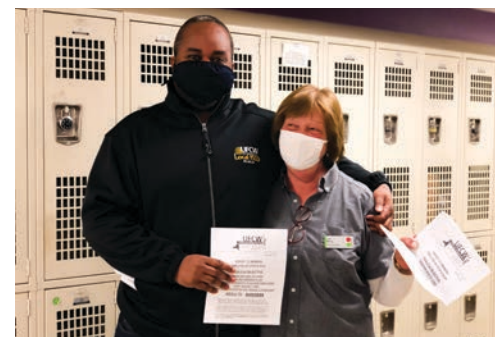
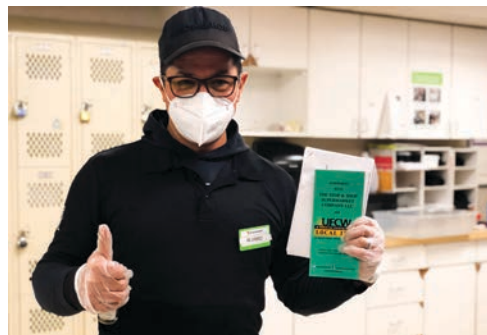


IFICATION VOTE



D MEMBERS
STOP & SHOP
JECTIVE:
ALTH CARE*
SION PLAN*

PLAN CONTRIBUTIONS*
DAY TIME*
S, RAISES, & PREMIUMS*
SUCCESS





MONIQUE SUAREZ

Monique Suarez began working at UFCW Local 1500 in July of 2020. Monique works in the Pension Department assisting members through the important process of filing to receive their retirement benefit. Before joining Local 1500's staff Monique worked at the Department of Motor Vehicles in Suffolk County, New York. Through her experience at the NYSDMV, Ms. Suarez is detailed oriented and thorough in filing procedures.



TROY NYACK

Troy Nyack became a member of UFCW Local 1500's staff in July of 2020. Mr. Nyack works within the General Office assisting members over the phone and via email. Prior to working with Local 1500, Troy worked at the Department of Motor vehicles in Suffolk County, New York. It was at the NYSDMV where Troy learned how to navigate through difficult situations and developed his computer skills. But his most valuable experience came from the time he worked in Stop & Shop in Suffolk County as a part-time meat clerk.



LUDDYS LEON

Luddys Leon joined UFCW Local 1500's staff in November of 2020 and works in the Accounting Department. Prior to joining Local 1500, Luddys worked with Fairway Market in their main office which was located in Harlem. While working at Fairway, Luddys interacted with members of our Union while assisting them with payroll related questions. In her short time at Local 1500, Luddys has proven to be a true asset to our staff and especially to the members of Local 1500.

"We are excited to have Monique, Troy and Luddys join our team. We believe their skills and dedication will bring great value to the members of Local 1500",
said President, Robert W. Newell Jr.

"We welcome our new staff to our Union family, their experience will go a long way to help all of the members of Local 1500 during this critical time"
said Secretary-Treasurer, Aly Y. Waddy.

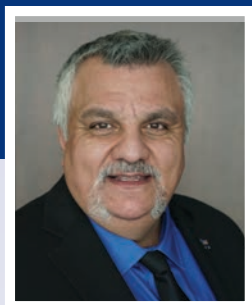
CHECK OUT
OUR LATEST



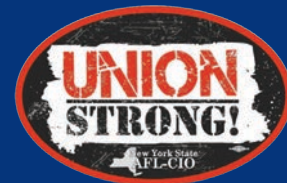
MEMBER
SPOTLIGHT

with





Paul Santarpia, Field Director



Service You Can Depend On

Hello brothers and sisters, my name is Paul Santarpia, and I am the Field Director for Local 1500. I was a rank and file member in Pathmark Supermarkets for ten years, and for the last 29 years I have worked in several positions for the Local. For most of my career at Local 1500 I served as a union representative, and the last four years I've been your Field Director.

After being in this industry for almost 40 years, I wanted to express to you the important work being done by Local 1500 on behalf of its members. Especially vital is the servicing we do in all of your stores. Currently we have eight Union Representatives, three Membership Servicing Representatives, two Assistant Field directors, and me, who under the leadership of our local, work every day to make sure we are taking care of all of our members needs on the job. We're always available to help members. We receive member calls, questions, and concerns through our 24-hour a day voicemail to email service, and we address these concerns in a timely manner, typically within 24 hours. We are always trying to find ways to improve our servicing. Within the last six months, we've added additional membership servicing representatives to provide better member coverage. The Service Reps go store to store to visit members who are working later hours to ensure that their needs aren't overlooked. This creates another avenue for our members to get their questions answered on site and have their questions answered or issues brought to the attention of the store's union representative timely.

Local 1500 representatives always have the best interests of our members at heart. We're always there when a member needs help, but we don't just show up when there's trouble. We're there to take care of members with day-to-day situations. We do

payroll checks to make sure members are paid properly, we check schedules to make sure you're getting the right number of hours, and we monitor your stores to make sure working conditions are safe. We are also always making sure our members get everything they are entitled to under their collective bargaining agreement (union contract) and are always on the lookout for anything that may lead to a reduction of hours or the elimination of a Union job. But that's not all, we assist members with all kinds of personal issues as well. Through the Long Island Council, we assist our members by getting them counselling or helping to guide them through addiction and other sensitive issues in their homes. With the help of our Legal service department, we routinely assist our members with family court issues, help them create wills and reimburse them for certain legal expenses. We do all of this and more! I want our members to remember and to know that they're not ever alone. The representatives here at Local 1500 are always there, ready to help, and if necessary, to fight for you as well.

During this pandemic, we've been in the stores continuing to service our members. Except for a two-week period while we were awaiting approval from NY state to be properly recognized as an essential service. Other than that, we've been there every step of the way with our members in the stores. We've provided millions of dollars' worth of PPE like masks and sanitizers, as well as vests and gaiters to those members working in the stores. We recognize all the sacrifices that you and your families have made and want to thank you for your service during these unprecedented times. Your efforts have sustained us all through this year and we will never be able to fully express how grateful we are for each and every one of you.

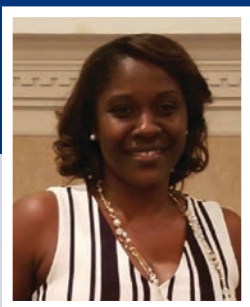
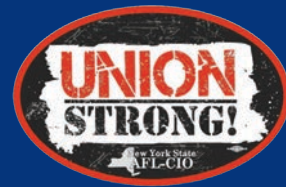
ARE YOU READY TO BECOME A U.S. CITIZEN?

BENEFITS INCLUDE:

- BENEFITS TO CITIZENSHIP
- VOTE IN ALL LOCAL, STATE AND NATIONAL ELECTIONS
- APPLY FOR CERTAIN FEDERAL JOBS
- BRING YOUR SPOUSE AND MINOR CHILDREN TO THE U.S. WITHOUT DELAY
- FREEDOM TO TRAVEL FREELY

FOR MORE INFORMATION CONTACT
ALY WADDY 516-214-1305

Logos: U.S. Citizenship and Immigration Services, UFCW Local 1500 (a VOICE for working America, AFL-CIO-CLC)



Fallon Ager, Director of Region 1 – Northeastern

UFCW Supports Biden Actions to Advance Workers' Rights

As COVID-19 cases continue to rise across the country, the UFCW is supporting the new administration's effort to take control of the pandemic, protect essential workers and advance workers' rights.

Our union supports President Biden's new COVID-19 relief plan, which is a strong first step to protect and support essential workers during this health crisis. Key provisions of the COVID-19 relief plan include calling on CEOs to provide hazard pay to frontline essential workers; creating a strong national vaccination program; establishing a national COVID-19 workplace safety standard; scaling up COVID-19 testing to stop the spread of the virus; and providing expanded paid sick and family and medical leave.

Our union also supports President Biden's actions to strengthen safety measures and protections for American workers, including the "Made in America" executive order, which supports America's workers through federal purchasing and makes a commitment to

invest in American manufacturing, including critical supply chains, and grow good-paying, union jobs. We also support Biden's executive order to strengthen food worker safety through OSHA enforcement, and a new action to protect meatpacking workers by stopping dangerous line speed increases.

Political action never stops with elections. Local 1500 is committed to working with the new administration to make sure the voices of our members are heard regarding the right to join a union; the right to a safe and healthy workplace; the right to wages and benefits that can support a family; and the right to retirement benefits, including pensions, after a lifetime of working hard.

I know I can count on all of you to support our union's effort to make sure the new administration continues to address workers' rights. Thank you for all that you do to make our union better and stronger. I hope you and your families have a happy and healthy new year.

Congratulations

Dave Young

International Vice President and Director of Region 1 Dave Young has been promoted to National Strategic Retail Department Director.

Fallon Ager

Assistant to the Director of National Bargaining Fallon Ager has been promoted to Region 1 Director.

Rachelle Netzer

Digital Campaign Coordinator Rachelle Netzer has been promoted to Digital Department Director.



Plan for Your Retirement... Know Your Pension Benefits & the Pension Application Process

You have worked hard all your life and you are now getting ready to retire and enjoy your "Golden Years". You have spent countless hours thinking about your future and have now, in your mind, set the date you plan to stop work and begin to collect your pension. But, you might not have thought about the application process to get your pension benefits. Planning ahead will save you time and money and give you peace of mind.

The UFCW Local 1500 Pension Plan makes the pension application process as easy as possible. However, there are requirements that must be met before your pension can begin because the Pension Plan must abide by its rules and regulations and the numerous laws that regulate its operation.

There are several steps to the pension benefit application process. Therefore, it is in your best interest to contact the Pension Plan Office at least 4-5 months before you plan to stop working and collect your pension. This will give you the time to gather and submit all the required paperwork so your pension application can be completed and reviewed within your planned time frame, and you can begin to collect when you are eligible and planning to do so.

It is also important to remember that pension benefits begin the first day of the month following the date all paperwork has been received and approved by the Plan. If you do not return the forms that the Pension Plan Office has sent to you in a timely manner or you do not have a document that is required to be submitted, your ability to collect your pension benefit will be delayed. No one wants that.

When applying for your pension, you will be required to submit certain documents, including:

- If you are single, a copy of your birth certificate.
- If you are married, a copy of your spouse's birth certificate and your marriage license.
- If you are widowed, a copy of your marriage license and a copy of your spouse's death certificate.
- If you are divorced, a copy of your birth certificate and a certified copy of your Judgment of Divorce, including any Qualified Domestic Relations Order ("QDRO") and Settlement Agreement. The Plan will require the complete set of documents and not just a single page.

You should check your records now for the required documents and if you do not have them in your possession, you should make efforts now to get them. Do not wait until the last minute as it can take months to get a copy of your birth certificate from the State where you were born. And, if you were not born in the United States, it could take even longer to obtain a birth certificate from the Country where you were born. Even more problematic are missing divorce papers. So, it's important to see if you have the required documents and, if not, start gathering them now so your retirement can begin on a happy note.

You should also be aware that there are taxes that apply to pension benefits. Some states mandate taxes be withheld, others do not. If you are planning on moving to another state after you retire, that state might have different tax rules and rates than the state you lived in while you were working. You should discuss this with your accountant or tax preparer, if you have one. You can also do the research yourself before you begin to collect.

The Pension Plan wishes to remind you that each year you have the right to request a free estimate of your total accrued pension benefit and whether or not you are vested for your pension. Being vested means you have a nonforfeitable right to your benefit. If you are not vested yet, you may request the Pension Plan office provide the anticipated date you will become vested under the Fund, assuming your covered employment status does not change. It is important to understand that the information provided to you will be an estimate of your pension benefit based on the information available at that time. Changes in the duration of your covered employment, your marital status at the time you apply and receive your pension and the type of pension you apply for and receive (i.e., Single Life, Joint and Survivor, Early, Normal, etc.) may affect the amount of your pension.

If you are unsure about your pension benefits or if you have any questions or wish to receive a statement of your estimated pension benefit, please contact the UFCW Local 1500 Pension Plan office at 425 Merrick Avenue, Westbury, NY 11590 or by email at pension@ufcw1500.org. You may also call the UFCW Local 1500 Pension Plan at (516) 214-1330 or (516) 214-1333. Monique & Terri (or Wendy if you need help in Spanish) will be more than happy to answer your questions and provide you with the information you are seeking.

It's never too early to begin planning your retirement. The years fly by and waiting until the end to understand how to apply for pension is never a good idea.

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.

Alexander, Carl
Bliska, Martin
Bordash, Helen
Buckley, Ronald
Burga, Cesar
Cardile, Frank
Castro, Edward
Childs, William
Colucci, Eleanore
Cortez, Miguel A.
Curtis, Rosalie
De Los Santos, Rafael
D'Esposito, Pauline E
Ferrari, Cecelia
Filippone, Rocco
Fox, Bessie
Franco, Robert
Harnett, Thomasina
Haviland, Patricia
Ives, Kyle D
Jelonek, Scott
Kaplan, Enid
Kolendra, Thomas

Linder, Maryann
Lista, Barbara J
Longo, Doris
Mazzilli, Vito
Mejia, Felix
Mercado, Pablo
Mielnicki, Claire
Modica, Frank
Monteith, Dudley
Morris, Donald
Nadoline, Ellen
Paolino, Evelyn
Pino, Sonia
Pope, Louise
Powers, Catherine E
Quinn, Delores
Rylewicz, John E.
Staiano, Vilma
Van Herwynen, Eva
Vanvlack, Karen K
Wanchew, John
Zito, Roseann



WELCOME BACK!
A GIFT FOR OUR ESSENTIAL WORKERS
Can be used towards your GVS Vision Benefits.

GIFT CARD \$50 + \$50 GIFT CARD
For You Friends or Family

Store hours and doctor availability are subject to change. Please contact us or your store location to confirm upcoming appointments before visiting. To access provider locations for this discount please enter Account # 4070 after visiting our website at generalvision.com.

We care about the Safety of our Customers and Staff. Therefore, we will be following all CDC Guidelines to protect you from the spread of the virus.

For more information please call 800.VISION.1



GVS CARES
GIFT CARD \$50*

GVS CARES
\$50* GIFT CARD

THANK YOU FOR SHOPPING UNION STORES

YOU HELP PRESERVE YOUR JOBS WHEN YOU SHOP UNION

UNION JOBS CONTRIBUTE TO THE COMMUNITIES' TAX BASE

CONTINUE TO SHOP UNION STORES IN YOUR COMMUNITY WHERE UNION WORKERS HAVE BETTER WAGES, BENEFITS AND WORKING CONDITIONS

SHOP THESE UNION STORES

STOP & SHOP SHOPRITE KING KULLEN WILD BY NATURE FAIRWAY
PICK QUICK KEY FOOD DAN'S KEY FOOD MANDELL'S KEYFOOD
GRISTEDES KING'S SUPERMARKET D'AGOSTINO TOPS MARKET
FOOD BAZAAR SCATTURO

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

Prescription Drug Exclusions



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



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

VALUE OF MY UNION

LEGAL MEMBERS ASSISTED YTD: 124

AMOUNT REIMBURSED YTD:
\$13,782

Bulletin Board



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



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!

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 Terri Gorman, Ext. 1330 or Monique Suarez, ext. 1333.

Abreu, Jose F
Alaimo, Patrick
Alcides, Silverio
Alexander, Hary
Algieri, Sam J.
Antonellis, John R.
Arnone, John A.
Atonna, Joseph A.
Auliano, Arlene L.
Baafi, Attah
Babb, Pierre A.
Ballerino, Robert
Bartell, Saard
Behrens, Peggy
Bell, Marcia H
Beshara, Debra C.
Brunjes, Beverly
Cacace, Marion J
Caleodis, John S
Carrillo, Arleth
Chippendale, Particia,
Colombini, Renato F.
Colon, Hortencia
Corso, Anita
Cummings, Joy A
Curry, Michael F.
DeArce, Jose A
Degennaro, James J
Del Cid, Andres A.
Detomasso, Thomas
Devine, Kim A.
Dire, Raffaele
Dockweiler, Pamela
Donovan, Linda
Droughn, Diedre C
Eng, Josephine
Engel, Russell W
Feld, Aracelys
Fernandez, Debra A
Ferrara, Robert
Fields, Kathleen
Figliuolo, Gerard A
Gaimaro, Giro L
Gill, Joanne
Gjorgjioski, Lubica
Golam, Ibrahim
Gonnoud, Ralph

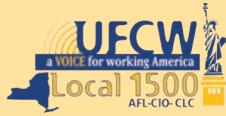
Gonzalez, Ana
Greene, Darrine O.
Higgins, Joan
Imperiale, Linda
Jeziorkowski, Frederick L.
Johnson, Gary J.
Lignowski, Barbara A
Lipman, Howard
Listur, Alfredo
Lugo, Adam
Luna, Alan M
Maggi, Brenda
Maguire, Donna
Mahnken, Fred
Meehan, Eileen
Mitchell, John R
Moore, Randy
Morris, Marianne
Muller, Catherine
Munda, Patricia
Nuamah, Samuel
Pareja, Julia
Portobello, Theresa
Prado, Zenobio
Puleo, Eugene P.
Rackoff, Michael
Reznicek, Lillian
Rivera, Jorge L.
Robinson, Stanley C.
Rompf, Jean M
Ruggiero, Simone
Santillo, Phyllis A
Shanley, Maureen E.
Shepard, Carol
Sierra, Felix
Soltren, Luis G.
Speelman, Anthony
Steinmetz, Gary
Stevenson, Laura
Tomassi, Giovanna
Tesoriero, Zoe
Walker, Preston R.
Weisenburger, Rocco
West, Joyce
Whiteside, Rene Y.
Wolf, Carole R
Zalackas, Michael A

GENERAL MEMBERSHIP MEETINGS

Wednesday, June 9, 2021

Wednesday, September 8, 2021

Wednesday, December 8, 2021



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 SCHOLARSHIP

Watch Our YouTube Video



**SCAN QR CODE TO WATCH
YOUTUBE CHANNEL**



Any suggestions or comments for the Advocate?

**Send us your feedback to
INFO@UFCW1500.ORG**



@UFCW1500



@UFCW1500



@UFCW1500



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.



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

Terri Gorman, Ext. 1330

Monique Suarez, Ext. 1333

MEDICAL-DISABILITY-VISION

Laura Behr, Ext. 1335

Michelle Sefcik, Ext. 1337

MEMBERSHIP APPLICATION

Arnetta Ellison-Bates, Ext. 1329

SCHOLARSHIP

Wendy Punzo, 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 Punzo

*You cannot leave a message for a Union Representative
by dialing the direct number for Medical or Legal Services.*

EXECUTIVE OFFICERS

1305 Newell, Rob – President

1305 Waddy, Aly – Secretary-Treasurer

1303 Waddy, Joseph – Executive Vice President/Recorder

1369 Santarpia, Paul – Vice President & Field Director

1351 Wright, Michele – Office Manager

ASSISTANT FIELD DIRECTORS

1356 Pasquale, Greg

1340 Scorzelli, Jay

UNION REPRESENTATIVES

1353 Ecker, Robert*

1371 Flores, Vilmarie

1317 Guardado, Jeff

1346 Guardado, Juan

*Administrative Field Coordinator

1358 Mauleon, Rafael

1339 Shiels, Lynn

1349 Walter, Fred Jr.

1357 Woods, John

MEMBERSHIP SERVICING REPRESENTATIVE

1350 Kapogiannopoulos, George 1311 Zeiner, Steve

ORGANIZING DEPARTMENT

1318 Byers, Daniel

1368 Durfey-Lavoie, Lee

1315 Farrands, Bruce

1361 Hernandez, Rafael

MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator

1372 Thomas, Tarrick

**CHECK US OUT
@UFCW1500.org**

MY UNION HAS VALUE

**EMAIL US AT
INFO@UFCW1500.org**