



**WORKERS
MEMORIAL**
Pages 8 & 9

**SCHOLARSHIP
WINNERS**
Page 10

**NATIONAL THIRD
SHIFT WORKERS DAY**
Page 11



THE PRESIDENT'S PERSPECTIVE Rob Newell, President International Vice President



HOLDING THE LINE ON RESPECT

No matter the issue, the demographic, or the arena, it seems like too many of us have forgotten how to peacefully co-exist while we disagree. It seems that there is far too much of the "My way or the highway" attitude in people today. Why can we no longer respect each other's right to feel differently, or simply disagree with an opinion. Too many issues are polarizing a population of people that used to (and seemingly still does) have so much more in common than they have differences. I'm finding less and less opportunities for a safe haven from divisive issues and conflict every day. Let's not forget that there is a traditional ground war going on in Ukraine the likes of which we haven't seen in a generation. Has the world gone mad?

Whether at work or at home, talking on the phone or face to face, reading a text or an email, watching television or just scrolling social media, I cannot seem to find an hour where I'm not submerged in some form of conflict. I remember being younger and the biggest arguments I had were about my favorite hockey team or who was going to win Superbowl. And yes, at times those arguments became heated, but they never resulted in senseless violence, lost friendships, or dissociation from a family member. But today's teenagers are arguing over vaccine mandates and election protocols. We are surrounded by extreme politics (and opinions) which has resulted in a population divide that seems too wide to ever narrow. I have begun to find it difficult to have a simple conversation with some people who have been part of my life for years. I just cannot take the toxicity and would prefer no interaction over a one-sided barrage.

Those of you who know me, would probably say I am very opinionated. But those of you who really know me, would also say that I am always willing to listen to the other side of an argument. Although I may not agree with your opinion, I always try to take the time to understand where it comes from. That is the only way I can continue to grow. Honestly have we forgotten that you don't have to agree with someone to understand where they are coming from. Disagreeing with someone and disrespecting them are two very different things, but today it seems like they go hand in hand. As a shop steward and then as a Union Representative, I had to learn long ago that listening to the opinions of our members was the only way to be successful when I serviced. That was even more important when there was a disagreement over something that happened in the shop. I always tried to make sure that member knew I respected their right to feel differently than I did and tried to explain as calmly as I could why I didn't agree with their opinion. Of course, over the last 30+ years, some of those conversations ended up in heated exchanges and/or hurt feelings. But I did everything I could to make sure that was a minority result. If we were talking about my interactions with Employer attorneys over the years, then it would definitely be a majority result!

Whether a conversation is based on political affiliation, election rules/results, vaccinations, mask mandates, foreign policy, gun rights, police, or immigration there seems to be less and less chance of it ending without some form of disrespect being shown if you don't agree. Are the days of finding some value in the other side of a conversation really gone? What about all the ties that bind us? Are they all forgotten or just irrelevant because we have different political views now? I guess the reason I felt the need to write this article was because I keep hearing two expressions; "strength in numbers" and "divide and conquer". If you think about it, they are both designed to do the same thing, win. However, one tells you to stand together with others so that you have more influence over the outcome of a given situation. The second teaches you to exploit the differences within a group and to encourage dissent to break them apart. At times you can even take it to the level of turning subsections of the bigger group against each other.

The scary part is that today people tend to exercise both lessons at the same time, during the same argument. It seems natural to gravitate towards like-minded people, and many of us try to "recruit" others to see things our way, ala strength in numbers. But too often, that "recruitment" is coupled with you trying to break down the different opinions expressed by the other person, ala divide and conquer (bring you over to their side). In my opinion, an uneducated one mind you, this is why people get so laser focused on getting you to change and attacking your opinion. This

tends to get especially emotional when people disagree over gun rights, abortion, or election results. Why would anyone suspend the knowledge that we are all imperfect human beings, trying to take care of ourselves and our families, with many similar likes and dislikes, who have the same range of emotions, who bleed when cut, and really just want happiness in our lives?

The odd reality is, the biggest of adversaries actually have more in common with each other than they are comfortable admitting. I think the obvious similarities of all people is what scares them the most. That is why they fight so hard to highlight any difference they see and attack you over it. Unfortunately, this is what leads people to focus more on someone's skin color, sexual orientation, financial status, physical appearance, or religious beliefs, they need to find a polarizing difference. I'll never understand why a rational person would rather hate you based on a difference of opinion or a physical attribute, like skin color, rather than tolerate you based on the multitudes of ties that bind us together as one people? But different opinions over a handful of topics, especially politics, have created this unmistakable divide that is widening in our country. It has led to people spending too much of their time trying to break others down, prove them wrong, or even exploit them because they refuse to agree with reason.

I don't know what it will take to get people to respect one another in spite of their differences again. But I do know that personal wealth, access to education, a strong family unit, and a safe place to live can go a long way toward predetermining which side of an argument you usually fall on. Accepting a few other simple "facts" could help calm people down too; not all rich people are greedy or exploit the less financially fortunate, all educated people are not necessarily smart, nor should they be the only decision makers in our country, a strong family influence doesn't mean that a child won't stray, not all politicians tell the truth or have your best interests in mind, and most importantly everything you read on the internet or social media IS NOT TRUE, no matter how much it coincides with how you already feel. Unfortunately, much of the research you find today on any hot topic is nothing more than a one-sided diatribe. Without too much effort, you can find equal points for and against anything imaginable online, and "proof" has never been a more relative word.

My mother used to tell me that too much of anything is a bad thing. Granted that was also to get me to stop eating a full box of cereal in one sitting. I've never thought that America was great because of any one person, any single class of people, any one creed, or any one religion. My love for this country has always been based on one thing, freedom. Sadly, it is freedom, and the many vastly different interpretations of the word, that also seem to divide us the most. Earl Riney said, "Freedom without obligation is anarchy; freedom with obligation is democracy." Obviously that quote can be interpreted in a few ways. I'd like to think that the "obligation" he references is to our fellow beings. If we take care of one another than we can truly be free, but if all we worry about is ourselves, our society will certainly descend into anarchy.

"Union" – An association formed by people with a common interest or purpose.

One of the cornerstones of the Labor movement is that all people are treated equally. Another is that when workers stand together, they achieve more. No matter your political beliefs, your address, or the god you pray to (if any), remember that remaining united, especially in your workplace, will always give you the best chance to provide for your loved ones. No one's interpretation of the second amendment will impact your paycheck. No matter who the President is, or which party controls the Congress, it's your involvement during collective bargaining that determines your level of healthcare and retirement benefits. When unthinkable acts of violence befall our country and its people, it's the act of coming together and supporting one another that helps us heal. It shouldn't only be during those times that our differences cease to matter. If we want to, we can all find a way to get back to listening and respecting each other. Although it may seem that our world is utterly divided, a little extra focus on what brings us together can go a long way towards building strength in numbers. However, if we continue to focus on our differences, we will surely end up divided and conquered.





LA PERSPECTIVA DEL PRESIDENTE Rob Newell, Presidente Vice Presidente Internacional



MANTENER LA LÍNEA EN EL RESPETO

No importa el tema, el grupo demográfico o la pista, parece que muchos de nosotros hemos olvidado cómo coexistir pacíficamente mientras no estamos de acuerdo. Parece que hay demasiado de la actitud de "Mi camino o la carretera" en la gente de hoy. ¿Podemos ya no respetar el derecho del otro a sentirnos de manera diferente, o simplemente estar en desacuerdo con una opinión? Demasiados problemas están polarizando a una población de personas que solían (y aparentemente todavía lo hacen) tienen mucho más en común que diferencias. Estoy encontrando cada vez menos oportunidades para un refugio seguro de los problemas divisivos y los conflictos todos los días. No olvidemos que hay una guerra terrestre tradicional en Ucrania como la que no hemos visto en una generación. ¿Se ha vuelto loco el mundo?

Ya sea en el trabajo o en casa, hablando por teléfono o cara a cara, leyendo un texto o un correo electrónico, viendo televisión o simplemente desplazándose por las redes sociales, parece que no puedo encontrar una hora en la que no estoy sumergido en algún tipo de conflicto. Recuerdo que era más joven y las mayores discusiones que tuve fueron sobre mi equipo de hockey favorito o quién iba a ganar el Superbowl. Y sí, a veces esas discusiones se ponen intensas, pero nunca resultaron en violencia sin sentido, amistades perdidas o disociación de un miembro de la familia. Pero los adolescentes de hoy están discutiendo sobre los mandatos de vacunas y los protocolos electorales. Están rodeados de políticas (y opiniones) extremas que han dado lugar a una división de población que parece demasiado amplia para ser siempre estrecha. He comenzado a tener dificultades para tener una conversación simple con algunas personas que han sido parte de mi vida durante años. Simplemente no puedo soportar la toxicidad y preferiría ninguna interacción en lugar de un bombardeo unilateral.

Aquellos de ustedes que me conocen, probablemente dirían que soy muy obstinado. Pero aquellos de ustedes que realmente me conocen, también dirían que siempre estoy dispuesto a escuchar el otro lado de un argumento. Aunque puede que no esté de acuerdo con su opinión, siempre trato de tomarme el tiempo para entender de dónde viene. Esa es la única forma en que puedo seguir creciendo. Honestamente, hemos olvidado que no tienes que estar de acuerdo con alguien para entender de dónde viene. Estar en desacuerdo con alguien y faltarle el respeto son dos cosas muy diferentes, pero hoy parece que van de la mano. Como delegado sindical y luego como representante sindical, tuve que aprender hace mucho tiempo que escuchar las opiniones de nuestros miembros era la única manera de tener éxito cuando servía. Eso era aún más importante cuando había un desacuerdo sobre algo que sucedía en la tienda. Siempre traté de asegurarme de que ese miembro supiera que respetaba su derecho a sentirse diferente a como yo lo hacía y traté de explicar con la mayor calma posible por qué no estaba de acuerdo con su opinión. Por supuesto, en los últimos 30 años, algunas de esas conversaciones terminaron en intercambios intensos y / o sentimientos heridos. Pero hice todo lo posible para asegurarme de que fuera un resultado minoritario. Si estuviéramos hablando de mis interacciones con los abogados de empleadores a lo largo de los años, definitivamente sería un resultado mayoritario!

Ya sea que una conversación se base en la afiliación política, las reglas / resultados electorales, las vacunas, los mandatos de máscaras, la política exterior, los derechos de armas, la policía o inmigración, parece haber cada vez menos posibilidades de que termine sin que se muestre alguna forma de falta de respeto si no está de acuerdo. ¿Realmente se han ido los días de encontrar algo de valor en el otro lado de una conversación? ¿Qué pasa con todos los lazos que nos unen? ¿Están todos olvidados o simplemente son irrelevantes porque ahora tenemos diferentes puntos de vista políticos? Supongo que la razón por la que sentí la necesidad de escribir este artículo es porque sigo escuchando dos expresiones; "fuerza en números" y "divide y vencerás". Si lo piensas, ambos están diseñados para hacer lo mismo, ganar. Sin embargo, uno te dice que te unas a los demás para que tengas más influencia sobre el resultado de una situación dada. El segundo, te enseña a explotar las diferencias dentro de un grupo y alentar la disidencia para separarlos. A veces, incluso puedes llevarlos al nivel de hacer que las subsecciones del grupo más grande uno contra el otro.

La parte aterradora es que hoy en día las personas tienden a ejercitar ambas lecciones al mismo tiempo, durante la misma discusión. Parece natural gravitar hacia personas de ideas afines, y muchos de nosotros tratamos de "reclutar" a otros para ver las cosas a nuestra manera, como la fuerza de los números. Pero con demasiada frecuencia, ese "reclutamiento" se combina con que intentas romper las diferentes opiniones expresadas por la otra persona, ala divide y vencerás (te lleva al otro lado). En mi opinión, un inculto le importa, es por eso que la gente se enfoca tanto en lograr que cambie y atacar su opinión. Esto tiende a ser especialmente

emocional cuando las personas no están de acuerdo sobre los derechos de armas, el aborto o los resultados electorales. ¿Por qué alguien suspendería el conocimiento de que todos somos seres humanos imperfectos, tratando de cuidarnos a nosotros mismos y a nuestras familias, con muchos gustos y disgustos similares, que tienen la misma gama de emociones, que sangran cuando se cortan y realmente solo quieren felicidad en nuestras vidas?

La extraña realidad es que los adversarios más grandes en realidad tienen más en común entre sí de lo que se sienten cómodos admitiendo. Creo que las similitudes obvias de todas las personas es lo que más les asusta. Es por eso que luchan tan duro para resaltar cualquier diferencia que ven y te atacan por ello. Desafortunadamente, esto es lo que lleva a las personas a centrarse más en el color de la piel, la orientación sexual, el estado financiero, la apariencia física o las creencias religiosas de alguien, necesitan encontrar una diferencia polarizadora. Nunca entenderé por qué una persona racional preferiría odiarte basándose en una diferencia de opinión o en un atributo físico, como el color de la piel, en lugar de tolerarte en función de las multitudes de lazos que nos unen como un solo pueblo. Pero las diferentes opiniones sobre un puñado de temas, especialmente la política, han creado la división que se está ampliando en nuestro país. Ha llevado a las personas a pasar demasiado tiempo tratando de derribar a los demás, demostrarles que están equivocados o incluso explotarlos porque se niegan a estar de acuerdo con la razón.

No sé lo que se necesita para que la gente se respete mutuamente a pesar de sus diferencias de nuevo. Pero sí sé que la riqueza personal, el acceso a la educación, una unidad familiar fuerte y un lugar seguro para vivir pueden ayudar mucho a determinar en qué lado de un argumento suele caer. Aceptar algunos otros "hechos" simples también podría ayudar a calmar a las personas; no todas las personas ricas son codiciosas o explotan a las menos afortunadas financieramente, todas las personas educadas no son necesariamente inteligentes, o deberían ser los únicos tomadores de decisiones en nuestro país, una fuerte influencia familiar no significa que un niño no se desviará, no todos los políticos dicen la verdad o tienen sus mejores intereses en mente, y lo más importante es que todo lo que lees en Internet o en las redes sociales NO ES CIERTO, por mucho que coincida con cómo se sienta. Desafortunadamente, gran parte de la investigación que se encuentra hoy en día sobre cualquier tema candente no es más que una diatriba unilateral. Sin demasiado esfuerzo, puede encontrar puntos iguales a favor y en contra de cualquier cosa imaginable en línea, y "prueba" nunca ha sido una palabra más relativa.

Mi madre solía decirme que demasiado de cualquier cosa es algo malo. De acuerdo, eso también fue para que dejara de comer una caja entera de cereales en una sola sesión. Nunca he pensado que Estados Unidos fuera grandioso debido a una sola persona, una sola clase de personas, cualquier credo o cualquier religión. Mi amor por este país siempre se ha basado en una cosa, la libertad. Lamentablemente, es la libertad, y las muchas interpretaciones muy diferentes de la palabra, las que también parecen dividirnos más. Earl Riney dijo: "La libertad sin obligación es anarquía; la libertad con obligación es democracia". Obviamente, esa cita se puede interpretar de varias maneras. Me gustaría pensar que la "obligación" a la que se refiere es con nuestros semejantes. Si nos cuidamos unos a otros, podemos ser verdaderamente libres, pero si todo lo que nos preocupa es nosotros mismos, nuestra sociedad ciertamente descenderá a la anarquía.

"Unión" – Una asociación formada por personas con un interés o propósito común. Una de las piedras angulares del movimiento obrero es que todas las personas son tratadas por igual. Otra es que cuando los trabajadores se mantienen unidos, logran más. No importa sus creencias políticas, su dirección o el dios al que le ora (si lo hay), recuerde que permanecer unido, especialmente en su lugar de trabajo, siempre le dará la mejor oportunidad de mantener a sus seres queridos. La interpretación de nadie de la segunda enmienda afectará su cheque de pago. No importa quién sea el Presidente, o qué partido controle el Congreso, es su participación durante la negociación colectiva lo que determina su nivel de atención médica y beneficios de jubilación. Cuando actos impensables de violencia ocurren sobre nuestro país y su gente, es el acto de unirnos y apoyarnos unos a otros lo que nos ayuda a sanar. No debería ser solo durante esos momentos en que nuestras diferencias dejan de importar. Si queremos, todos podemos encontrar una manera de volver a escucharnos y respetarnos unos a otros. Aunque puede parecer que nuestro mundo está completamente dividido, un poco de enfoque adicional en lo que nos une puede ayudar mucho a construir fuerza en números. Sin embargo, si continuamos enfocándonos en nuestras diferencias, seguramente terminaremos dividiéndonos y conquistando.





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

LEVELING THE PAYING FIELD

Even though, most people can agree that the idea of a “good living wage” or the pathway to “middle class” is as American as apple pie, the reality is that—it is not exactly a right, but more of a privilege. Don’t get me wrong, there are laws in place that protect your right to join a union, but idealism and realism are literally night and day when discussing this topic. Especially since these laws have been in place since 1935 with only modest changes to date. If you are a worker seeking to better your working conditions, it is true that you may encounter many obstacles, but when successful the payoff is definitely worth it. In fact workers can unite and work together to impact their workplace for the positive. But first, we must cut through the employer’s propaganda, always staying united and focused.

Of course, that also goes for Union employers, especially when we are sitting together at the bargaining table or even when we are communicating at store level, whether it be related to a grievance, a change in company policy, or any company demands of the workforce. Your Union team is always talking about leveling the playing field when referring to organizing the non-union companies that are in direct competition with your employers. Perhaps for the purpose of this discussion, we should call it leveling the paying field, since what’s at stake is our member’s ability to support themselves and their family. That’s not a typo in the title.

Most of the messaging used to dissolve worker empowerment is based on fear tactics, misinformation, and confusion, and oftentimes the messaging can even be illegal. One tactic that is very successful is the message of losing the open-door policy, or the ability not to talk to your manager directly. This is a very personal message, which is the reason I believe it works well. This message is even more impactful in a non-union environment, there are many cookie-cutter anti-union tactics used by HR professionals across the industry. Tactics also vary from employer to employer, probably because the approach must be personalized too. It is definitely not one-size-fits-all; Some employers care more about lowering their retirement costs, for others it’s the hourly wage, and for some it could be your PTO. No matter what, it’s all about keeping the dollars that should go to your family’s budget, on their own bottom line.

The one thing they all have in common is that they want to lower their labor costs as much as possible. While I can understand controlling the brand, or the sales or other facets of the company’s business model, we have to ensure your companies understand that the people that run their stores are not their Furniture, Fixtures, & Equipment (FF&E) or any other company property. I think in some cases companies can even see more value in their FF&E, as those can be sold even after a store closure or bankruptcy. Companies have both a handbook for their workers and a playbook too. If you are a Union worker reading this, you have a contract, which is much different to an employee handbook and nothing like the company’s playbook. Your Union contract outlines important guarantees, policies, and benefits, such as minimum scheduled hours, paid time off, and wage increases, just to name a couple. Please get familiar with it, read it, and use it often.

But no matter union or non-union, you should also be familiar with your company’s employee handbook. Why? Because it gives you a perspective into what your company is looking for from you. It also allows you to

know when your company is looking to change one or more of their policies. In a non-union environment an employee handbook is not governed or enforced by the Union, so your company is free to change it whenever they like. You should also read and be up to date on the latest version of your employee handbook. Otherwise you may fall into a trap of violating a new company ‘policy’ you didn’t know was there (because it wasn’t).

I want to talk to you about continuing to build corporate accountability that goes beyond the surface and deeper into our everyday lives. As if the disparity of CEO’s salaries wasn’t already bad enough, over the past three years the average CEO salary has seen a 31% increase, while median salaries rose just 11% [Forbes Magazine, May 2022]. That is not good news for the people that I consider being the foundations of their companies, and folks that risked their health and wellbeing to make sure their companies prospered during the pandemic. Shouldn’t it be time that the wealth gap between a company owner or CEO and their workers becomes narrower, not even wider? Isn’t it time that essential workers are properly compensated for the work that they have always done? After all, it’s the sacrifice of the workers that enabled their companies to profit over the past couple of years—so why shouldn’t the workers be the ones that get the money? Why is it that the people who were able to stay as safe and comfortable as they wanted to be during the worst times of the pandemic, get to unbalancedly reap the profits over the very people that earned it for them. And in some cases, died doing so. I’d be interested to know what large business owners did for the families of their employees who contracted the virus and sadly passed from going to work? I am sure there are some heartfelt stories out there of CEO’s doing the right thing. But I am also sure that these stories are very far and few between the realities that most workers faced.

We know that it is highly unlikely for all workers’ salaries to match that of their CEO’s. But what can we do to begin to level the paying field so that the vast discrepancy between the two groups properly gets addressed? What can we do to reverse the stats, so that it’s the employees who get the larger salary percentage gains year over year? The answer is twofold in my opinion. First is a phrase that I’ve seen and heard many times in my career, which came from fellow New Yorker and, of course, Retail Clerks International Union member Thomas Donahue: “The only answer to corporate greed is Organized Labor.” It is the only way for workers to have a voice and a guarantee that their salary is going to continue to climb. So, organize! And secondly, to our Unionized employers out there reading this: Do better at the bargaining table. Show up with a preconceived notion that you are going to negotiate something better for your employees. Giving your people something more than you have ever done before should be a thing. It shouldn’t be a fight. Please understand that, in these times, if you show up offering anything less than what they deserve, they are going to feel insulted by you. In the worst of days your employees never said they were not showing up to work unless you gave them an incentive to. They just did it. They did it for their families, they did it for their communities, and they did it for YOU. Some got sick doing it and some died doing it.

Isn’t it time to show them some appreciation, and tip the scales in their favor? Whether you’re a unionized operator or not, do the right thing by the people who keep you moving in their right direction. Because they deserve it.

It’s time to level out the paying field.



PRESIDENT NEWELL, NAMED MAN OF THE YEAR.



On Monday, May 2nd, President Rob Newell was recognized for his achievements in the labor movement by his own high school. St. Anthony's High School named President Newell their 2022 Man of the Year! Well-earned Rob, congratulations!!



SECRETARY-TREASURER WADDY, RECEIVES LABOR LEADER AWARD.



On Wednesday, May 11th, our very own Secretary-Treasurer, Aly Waddy was honored by the Bronx Borough President Vanessa L. Gibson, and given a citation of merit during Bronx Week 2022. Congratulations Aly, your recognition is well deserved!



FORAGERS CONTRACT VOTE

UFCW Local 1500 and Foragers Market have reached an inaugural agreement that will raise wages and improve benefits for our members that work there.



Foragers Market specializes in high quality groceries from local farms and producers. The workers at the Brooklyn store in the Dumbo neighborhood and their colleagues at the store in Chelsea joined UFCW Local 1500 last spring because they were concerned about arbitrary pay cuts, scheduling issues, sick leave violations, unfair and cruel treatment from management, lack of raises and benefits, and arbitrary and unfair terminations.

The two-year contract addresses those concerns and includes guaranteed raises and benefits; a clear direction for members' schedules; and guaranteed vacation and holiday pay. The contract also includes protections relating to arbitrary pay cuts and unfair terminations, as well as unfair and cruel management practices.

"I'm very glad we got the contract," said Foragers Market worker Samuel Cabello. "We've been waiting for this for over a year. I'm so happy we finally got it and all the good benefits the employees are getting from the union."

"Foragers Market now joins our over 16,000 members in New York and I am extremely proud to welcome them to our union family," said UFCW Local 1500 President Robert W. Newell Jr. "The members at Foragers worked tirelessly to achieve their inaugural contract, taking an important step to securing a better life and future for themselves and their families. Congratulations to our new members and the bargaining team on a job well done!"

"Congratulations to our Foragers Market members for sticking together during this difficult process," said UFCW Local 1500 Secretary-Treasurer Aly Waddy. "They have shown that whether in large or small doses, the union movement is alive and strong!"

"We welcome our new Foragers members with open arms," said Executive Vice President and Recorder Joseph Waddy. "Congratulations to them for standing strong and seeing the process through. From the election to the ratification, their voices were clearly heard!"





Joseph Waddy, Executive Vice President/Recorder



CONTRACT PRINTING 101

In my last article I wrote about all the steps that it takes to reach a deal and have a contract voted on by our membership. I touched on just about everything from proposal meeting to the ratification vote, and with as much detail as I put in my last article, I'm sure I may have left a thing or two out. But getting your contract from proposal meeting to a printed document in your hands goes quite a bit further than the vote. There are many steps that go into printing your contract and I'm not sure everyone realizes why it sometimes takes as long as it does.

So, you've successfully ratified your contract. Congratulations! Now what? Yes, printed contracts are typically there at the ratification vote for your reference, but not the new contracts, obviously. They can't be there. The terms of your new contract actually don't exist until you vote to approve them. What you look at before you vote is what we call a Report to Members (or RTM). This document is a summary of what your negotiating committee was able to achieve for you during bargaining and is based on the brand-new Memorandum of Agreement (or MOA). The RTM is a simple two or three-page synopsis of the changes to your old, expiring contract. In essence, the Report to Members plus your old contract equals your new contract. And while you can take home (or to your job site) the Report to Members and reference that going forward, it is not your full contract.

Once the vote is finalized and we are clear to move forward, we typically take a previous Microsoft Word version of your contract and overlay the new MOA into it. But we don't just make the changes relevant to the new MOA. That would be easy. That would also be how mistakes are never caught and how things get overlooked. We examine your contracts from cover to cover each time we are updating them. You'd be surprised how many grammatical or formatting errors you can find if you comb through something that was written a long time ago, but it's not just about finding mistakes. There is outdated or redundant verbiage in many of our contracts that need to be cleaned up. Take for instance the members that were hired prior to June 1st, 1945. They get a \$5.00 one-time bonus on February 29th every leap year. Sounds cool for them, right? However, there is no one left that is still there from before that date. You know how we know? We check. So that means that this particular clause or verbiage will never need to be in this contract again. It pertains to no one, so why continue to have it in there contract after contract? As the years go by, we check for these types of clauses and look to modify or remove them as needed. If we didn't, your contract book would be twice as big and filled with irrelevant information that you would have to sift through to get to what you are trying to find. Not to mention the cost factor for printing that many unnecessary pages.

All of these changes and corrections take some time to complete. Once we have a completed draft of the fresh new CBA (Collective Bargaining Agreement), the staffer here that does the changes sends it to the rest of the Union contract team for review. Why, because six eyes are better than two that's why. Once the group feels confident about the document that was created, we send it to the respective company for their review and signature. Easy breezy step, right? No, wrong. We typically send them the previous contract and the new contract, and now in most cases we send them a version with Track Changes on it so they can literally see everything that we did to revise the old contract into the new one. They can click to accept each change and move onto the next one until the end and then voila! We are looking at the same, agreed-to document. Otherwise, Mr./Mrs. A. Company Representative Jr. will say, umm hey Joe, why is Article 13 in the old contract now Article 12 in the new contract? And I'll say that's because we did away with the pre-1945 bonus pay clause and then renumbered the entire document from that point. We have even moved into scheduling a Zoom meeting with Mr./Mrs. ACR, Jr. so we can review the track-changed document together and agree to each change, one by one. Those meetings have become the smoothest way of sending and reviewing the new contract changes and get us much quicker to the point of signature.

Over Zoom, we can share our screen and explain all of the changes and the reasons why in real time. It's a super-efficient process compared to the old way which was an extremely long back-and-forth process. But not all company representatives are that technologically savvy, so in some cases we're still stuck doing it the old way for now.

Sometimes the company employs an attorney to bargain their contracts for or alongside them. In these cases, we need to send our contract changes to their attorney, who then reviews it and has their own back-and-forth process with their client. That process takes on its own life and can take weeks or even months based on their schedules. It's a happy day here at 425 Merrick Avenue when we receive a signed contract from an Employer or their attorney.

We have GOT to be getting close to you having a copy of the contract, right? Well, we are getting closer, yes. Now it's time to engage our printer (who also prints this article and this whole paper, so I need to make sure I'm extra nice). We send our new, proudly signed contract to our printer and ask him to format it into book form and send us a draft of the final product. This is a delicate process because once we give him the green light, it exists the way it is. So, we have to make sure he has everything he needs, like our updated logo, and an accurate table of contents, and the correct cover color, and a certified Spanish translated version of the CBA (eso es correcto, el contrato viene), and a host of other requirements. Once the printer sends back a draft of the cover and interior text, guess what we do? Read it cover to cover, you are correct. Sometimes with our revisions, paragraphs line up a little wonky, so there is a back-and-forth process with the printer as well, with each time him sending a new, complete draft for us to review. I've been known to spot something that doesn't sit well with me on a print-draft and go back and ask that company representative to approve a last-minute modification to the verbiage. Get them to sign off or initial the change, then back to the printer for yet another draft. We have to get these things right people.

Then, based on our current and protracted membership numbers for that company, we give the printer a number of copies we are looking for. For a company with 500 members and a slow turnover, we may only order a few hundred more. For a company like Stop & Shop with 7,500 members and thus a much higher turnover, we may order a lot more. We also must consider the length of the contract. A 3-year deal typically calls for fewer initial copies than a 5-year deal. But once we've got the template our printer is great with making more copies as needed. Thanks Dave, you're the best.

So, when you consider the steps involved in going from old contract to new...

1. Proposal meeting and electing/choosing committees
2. Scheduling bargaining dates and gathering information
3. Negotiating
4. Drafting and signing MOA
5. Writing an RTM for the vote
6. Ratification vote process
7. Drafting up new CBA from old one
8. CBA review with company
9. Printing process
10. Delivering them to your hands

...there is little wonder why this process is long and daunting. And when you consider that we've done this exact process at least 25 separate times over the past 18 months, you can see why we have been extremely busy. I should probably stop writing now and get started on my next contract project. Until next time!

Thank you for your membership!





MEMORIAL



HIGH SCHOOL RECIPIENTS

\$8,000 WINNERS



Nicole Cassara
Stop & Shop
513 PT



Bevin Gao
King Kullen
16 PT



Connor S. Pomerenk
Mannix
109 PT



Michael Augello
King Kullen
55 PT



Leah Claudio
Stop & Shop
504 FT



Gianna Garelli
Shoprite
801 FT



Justin Holmes
Fairway
183 FT

\$4,000 WINNERS



Micaela Kahnis
Stop & Shop
544 FT



Tyler Tedeschi
Stop & Shop
563 PT



Nicholas J. McIlwaine
King Kullen
23 PT



Benjamin Pearsall
Stop & Shop
2515 PT



Jonathan T. Weiner
Stop & Shop
2515 PT



Melia Mirdha
King Kullen
14 FT



Harkirat Sahansra
King Kullen Pharm.
46 FT

\$2,000 WINNERS

COLLEGE RECIPIENTS

\$2,000 WINNERS



Nicole Poulos
Shoprite
801 PT



Javan Sawyers
Shoprite
815 PT



Kyle T. Houlihan
Wild by Nature
201 PT



Jhon C. Oropeza
Stop & Shop
545 PT



Kyle Yee
King Kullen
55 PT



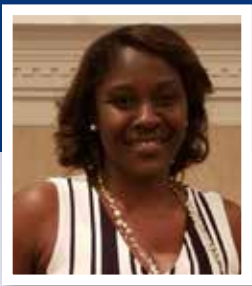
Joseph M. Materia
King Kullen
23 PT

On May 11th we celebrated National Third Shift Workers Day
Dedicated to all members who work the third shift and keep things humming while the world is sleeping



LOCAL 1500 BOWL-A-THON





Fallon Ager, Director of Region 1 – Northeastern



HELP US GROW OUR UNION

Members of Local 1500 know that the key to economic prosperity for working people is power in numbers. When we stand together, we have the power to change lives for the better.

To help grow our union family and strengthen worker power, the International's Organizing Department is holding organizing training sessions for members this year. This is a great opportunity for Local 1500 members to refine their skills as organizers and take part in our organizing campaigns.

The first training sessions took place this spring in Philadelphia, Chicago and Los Angeles, and more training sessions will be scheduled this year. Each two-day training session is open to up to 30 rank and file members from all UFCW industries and will focus on the fundamentals of organizing, including updates on labor law around organizing, and skills and tactics used during organizing campaigns.

The training sessions will also provide members with an overview of research, communications, and online tools that are available to organizers, including how to use research on employers for organizing campaigns, how to create strong organizing literature, and how to use the Hustle app and other digital tools to mobilize workers. In addition, the training sessions will focus on building better and stronger relationships with potential members using reflective engagement, an innovative approach to organizing and servicing that builds on decades of research on human engagement.

If you're interested in participating in these training sessions, please reach out to (insert name) at Local 1500 at (insert email address).

Thank you for being part of our union family. We appreciate you and all the hard work you do to make Local 1500 better and stronger.

**OUR HEARTS, PRAYERS, AND THOUGHTS
GO OUT TO OUR UFCW FAMILY FROM
TOPS MARKETS IN BUFFALO.
OUR DEEPEST CONDOLENCES TO THE
FAMILIES OF ALL OF THE VICTIMS.**



UFCW LOCAL 1500 WELFARE FUND

The Union Executives at UFCW Local 1500 have always been concerned with the well-being of their members. As Trustees of the Welfare Fund, your Union Officials have long sought to provide benefits that will not only help the members stay healthy, but assist in their treatment at the best possible cost to the Fund and the membership.

The Welfare Fund routinely reviews the benefits utilized in an effort to better design a plan that is compliant with the continually changing legislative landscape of healthcare in America, as well as one that suits the members' needs. However, if the benefits provided are not used, it does not benefit anyone.

One issue that is continually reported is the lack of usage of the Welfare Fund's Preventive Care Benefits. As we all know, early intervention is one of the best ways to deal with any illness you might have. One way to catch a condition or illness early, is through an annual check-up. The Patient Protections and Affordable Care Act of 2010 ("ACA") of 2010 requires the Fund to provide 100% coverage, without any patient cost-sharing for certain medical services for the Full-Time, Special Part-Time, and PT ACA plans as long as the patient is seen by an in-network provider. There are some screenings that may be required for patients with a history of illness. In those situations, coverage for the testing may be covered under the Medical Benefit instead of the Preventive Care benefit. When testing is

performed in those cases, you may have out-of-pocket expenses. Whether a test is covered under the Preventive Care Benefits or the Medical Benefits depends on many factors, such as the age of the patient and the patient's medical history. Therefore, if you have any questions about what is covered under the Preventive Care benefits in general, please call the Fund's Third Party Administrator, Associated Administrators at 855-266-1500. The staff there will be more than happy to answer your questions regarding Preventive Care coverage.

However, even with the Welfare Fund providing tests to help members identify conditions/illnesses early, such as cervical cancer screening, breast cancer screening, colon cancer screening, the Fund is routinely advised that less than 50% of the membership eligible for these tests actually receive them. The utilization for an annual checkup is equally as low and while everyone can agree seeing a physician for a check-up or going to a lab for blood and urine tests or a radiologist for screening such as a mammogram is not fun, it is necessary to best take care of you. And, when you take care of yourself, you also take care of your families.

Along with Preventive Care, the Welfare Fund now offers a program for Diabetic Management through Livongo. Diabetes is a chronic condition that is plaguing millions of Americans. The program at Livongo offers assistance to eligible

members by not only providing diabetic supplies delivered to your door, but also coaching and support to help you keep to on the right track to manage your diabetes. If left uncontrolled, diabetes can cause many other health issues. If you have any questions about this program or your eligibility to enroll in it, contact Livongo at (800) 945-4355 or go to join.livongo.com/UFCW1500/register. Livongo also provides the Union articles that are posted on the Union's social media sites. Some of these articles contain suggestions on how to eat healthy while on vacation, how to stay hydrated, how to protect your skin in the sun and recipes for healthy meals. These articles may provide you with information that might make you think outside the box or help you change the way you think about a certain matter.

And now that the weather is nice, we can all help ourselves stay healthy. We all know that taking a walk helps with your muscles and your cardiovascular health. And, walking will cost you nothing. You can also make other little changes like using the stairs instead of taking an elevator, if you are able to do so, or parking a little further away from the entrance to a store and making healthy food choices.

Your Union and the Welfare Fund strive to keep all members and their families safe and healthy and wants you to use all the avenues it provides you to do so.



Diabetes management, simplified




An advanced blood glucose meter and as many strips and lancets as you need, paid for by your employer.


It's all in the meter and on the house.

 Personalized tips with each blood sugar check

 Real-time support when you're out of range

 Strip reordering right from your meter

 Optional alerts to keep contacts in the loop

 Send a Health Summary Report directly from your meter

 Automatic uploads mean no more paper logbooks

UFCW Local 1500 Welfare Fund now offers Livongo for Diabetes to you. It's covered 100% by your health plan.

You'll get this and more when you sign up:

- Connected meter
- Support from coaches when you need it
- Unlimited strips and lancets at no cost to you



Get started

Text **"GO UFCW1500"** to 85240 to learn more and join

You can also join by visiting
Join.Livongo.com/UFCW1500/register
or call 800-945-4355 and use registration code:
UFCW1500

© Teladoc Health, Inc. All rights reserved.

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.

Addamo, Gregorio	Krakowsky, Anna
Aprile, Matthew	Krug, Dorothy
Bartley, Elizabeth	Lattimore, John
Bartunek, Joseph	Male, Katherine
Bauer, Karan	Marcello, Salvatore
Boglino, Barbara	Marino, Elizabeth
Brown, Laura	Mastromauro, Anthony
Brown, Maryann	Mecca, Salvatore
Calabrese, Mario T.	Mercurio, Anthony P.
Calandro, Agnes	Moricco, Valerie M.
Campbell, Charles	Oberheim, Michael
Carrasquillo, Adelaida	Orfanos, Magdalini
Carter, Linda K.	Palmeri, David
Cernera, Sal	Paruolo, Maria
Chacon, Carl	Perez, Virgilio
Chenery, Gordon R	Pierce, Frank
Coogan, Kenneth	Polera, Mary
Coogan, Kenneth	Rappa, Frank
Demmett, Richard	Redington, Linda
Dennett, Hildegard E.	Reiter, Marianne
Edwards, Barry G.	Rivera, Jorge
Francella, Mary L.	Roberts, Wellesley
Goldstein, Loretta	Sablick, Victoria
Gonzalez Angel Luis	Sanchirico, Geraldine
Grasso, Pasqua	Santomauro, Kenneth
Gregory, William	Scarpatti, Arthur
Guerra, Hugo C.	Staskowski, Patricia
Habina, Larry E.	Thompson, Wayne S.
Halloran, Margaret	Tillou, Warren F.
Harrison, Daniel	Treglia, Aldo
Humphreys, Dawn	Valdes, Frank
Hutnik, Joseph	Vitale, Deborah
Johnson, Doris	Voorhees, Dorothy
Joseph, Helen	Waage, Jeffrey
Kiesel, Richard	Walker, Lester
Kirshner, Miriam	Wendell, Robert
Klasko, John	Williams, Earl H.
Kouremetis, Michael	Zambrotta, Robert



VISION SCREENING
www.vscreening.com

To All Eligible Participants of Local 1500 U.F.C.W.

Our Vision Centers will provide a Comprehensive Eye Exam and Rx Lenses with **No Out-of-pocket** cost to you, if you stay within the Plan coverage.

Just contact one of the conveniently located optical centers listed on this brochure for an appointment. The center will verify your eligibility at the time of your visit.

It's that easy!
For a center near you, visit our web site at www.vscreening.com

Your eyesight is a precious gift. **Protect it!**



50 BONUS DOLLARS
For All Eligible Members
\$50.00
Off Second Pair of Eyeglasses
(Maximum Retail Value of Frame: \$175.00)

BONUS DOLLARS

- Limit One \$50.00 voucher per person
- Not valid with any other offers, sales or packages
- This offer excludes contact lenses

NOT redeemable at participating optical centers. See participating optical centers for details.

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

VALUE OF MY UNION

Legal Reimbursements To Members YTD 2022:

\$25,795

Members Assisted By Legal Services YTD 2022 :

241

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.



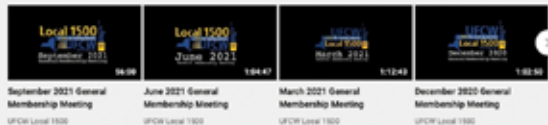
Bulletin Board

General Membership Meetings

General Membership Meetings

▶ PLAY ALL

A recap of our previous General Membership Meetings. Be sure to check out all your union news



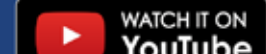
September 2021 General Membership Meeting | June 2021 General Membership Meeting | March 2021 General Membership Meeting | December 2020 General Membership Meeting



YOU CAN WATCH AN ARCHIVE OF OUR PAST GENERAL MEMBERSHIP MEETINGS ON OUR YOUTUBE CHANNEL. JUST CLICK ON THE GENERAL MEMBERSHIP MEETING PLAYLIST OR SCAN THE QR CODE.

Local 1500

a VOICE for working America



Check out our latest Member Spotlight Video

SCAN CODE

with
Kim Nicholas-Allen

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 by calling Terri Gorman, 516-214-1330 or Monique Suarez, 516-214-1333 at the Union Office.

Affrunit, Joseph W.	Glenn, Elaine L.	Page, Nancy A.
Agovino, Maria	Gonzalez, Javier	Panek, Scott A.
Ali, Kazimoham	Gonzalez, Nydia	Papagianakis, Zambia
Allen, Anita L.	Grant, Errol L.	Passanante, Richard
Andriole, Andrea	Gray, Dorothy J.	Passarella, Kimberly J
Angilly, Frank	Greguski, Donna M.	Patino De Cobos, Elsa
Anselmo, Rosa T.	Grisanti, Caterina	Peltz, Adam
Bajollari, Dilaver	Hall, Anne	Perdomo, Juda T.
Barzelatto, Laurie A.	Hallahan, Patricia	Petrillo, James J.
Battaglia, Bart	Harkins, Elizabeth	Porcelli, Liliane
Blando, Nenita	Heffernan, Walter	Pugz-Sam, Patti P
Brown, Larry L.	Hendarti, Chunis	Raines, Teresa A.
Buccellato, Pamela	Hynes, Teresa A.	Ramos, Gaby
Busch, Filomena	Ieraci, Frank	Randolph, Timothy P.
Cabrera, Ernesto	Jenkins, Freddie	Reyes, Henry
Campbell, Reggie	Jolly, Javan	Riccoboni, David
Cevallos, Isabel	Kashyap, Meera	Rivera, Angel
Chalupa, Paul F.	Korisanos, Angela	Rivera-Pineda, Maria S
Chalupa, Suzanne M.	Kozubal, Joann	Roca, Honorato
Chung, Oi Ping	Kurian, Varkey M.	Roddin, Susan L.
Ciaci, Steven C.	Lakowitz, Susan M	Rogan, Gail T
Cocchiarelli, Jeffrey	Laricchia, Barbara J.	Ruiz, Luis
Cortina, Dante	Lewis, Raphael	Saccente, Daniel
Crowley, Deborah A	Limberg, Innesa	Saire, Fidel
Cummings, James T.	MacDonald, Rhonda	Sanchez, Carlos B.
D'Auria, Anthony V.	Majka, John T.	Schiavo, Karen S.
Dauids, Jennifer	Maldonado, Maria C.	Sforza, Robert E
Davis, Rolanda E.	Maria, Rafael	Shea, Nancy
Defazio, Maryann J	Marquez, Ivan	Smith, Kevin
Defranco, Antoinette M	Mauceri, Gary F.	Snow, Bruce
Desai, Rajesh D.	McCartney, Magali	Spaights, Denise
Dobra, Gheorghe	McCoy, Marilyn	Specht, Maryann
Dolcimascolo, Frances A.	McDaniel, Cynthia K.	Stacey, Dawn
Donnelly, James J.	Mcintosh, Laurie J	Sterlacci, Isabella
Dotzler, Mirna L.	McNamee, Patricia A.	Strype, Vicki J
Dufficy, Joseph	Mejias, Linda	Sweeney, Eileen F
Enright, Richard T.	Mercer, Lorrie M.	Tejada, Marino
Ercolano, Carl J.	Michaux, Constance D.	Thomas, Debra A
Fanzo Jr., John R.	Mintzer, Paul G.	Thomas, Mathukutty
Felder, Kenneth	Morales, Jorge L.	Tolentino, Modesto A.
Femminella, John T.	Morris, Lauri G.	Toodles, Sharon
Ferraro, Carol	Murdock, Kevin G	Toval, Jose L.
Finan, Sulay	Nappo, Raymond J.	Travieso, Josephina
Ganz, Ira M.	Nardello, Josephine	Vaccaro, Barbara C.
Gardner, Ronald W	Niang, Mamadou	Velasco, Jemimah
Gianotta, Frank	O'Brien, Debra A.	Walle, Thomas
Gilberg, Andrew	O'Neill, Susan	Warner, Debra A
Gilbert, Paul	Pacella, Lois	Williams, Debra A

VALUE OF MY UNION

**TOTAL # OF
PENSIONERS
YTD 2022:**

3869

**TOTAL PENSION
DISBURSEMENTS
YTD 2022:**

\$8,947,132.18

GENERAL MEMBERSHIP MEETINGS

Wednesday, September 14, 2022

Wednesday, December 14, 2022

Wednesday, March 8, 2023



ALL MEETINGS START AT 7:00 P.M.

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

Prizes Will Be Awarded!



**ANNUAL
BLOOD DRIVE**

Frank Meehan Hall

THURSDAY JULY 28TH 1:45 P.M. - 7:45 P.M.
425 WESTBURY NY, 11590

FOR MORE DETAILS VISIT

WWW.UFCW1500.ORG/BD22



FRANK MEEHAN HALL OFFICE HOURS & CONTACT LIST

516-214-1300 • 800-522-0456

General Office Hours, Pension, Welfare, Legal Services & Annuity, Mon – Fri 8am – 5pm.



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

ANNUITY

Christine Mcglone ext. 1314

MEDICAL-DISABILITY-VISION

Carla Merlos, Ext. 1336
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

EXECUTIVE OFFICERS

1305 Newell, Rob – President
1305 Waddy, Aly – Secretary-Treasurer
1303 Waddy, Joseph – Executive Vice President/Recorder
1304 Santarpia, Paul – Director of Operations
1351 Wright, Michele – Office Manager
1305 Andrade, Stefanie - Executive Assistant to the President

ASSISTANT FIELD DIRECTORS

1356 Pasquale, Greg 1340 Scorzelli, Jay

UNION REPRESENTATIVES

1334 Brijlall, David 1346 Guardado, Juan
1362 Byfield, Desmond 1358 Mauleon, Rafael
1353 Ecker, Robert* 1339 Shiels, Lynn
1371 Flores, Vilmarie 1349 Walter, Fred Jr.
1317 Guardado, Jeff 1311 Zeiner, Steven
*Administrative Field Coordinator

MEMBERSHIP SERVICING REPRESENTATIVE

1322 Guelee, Gina 1360 Lostumbo, Alicia
1350 Kapogiannopoulos, George

ORGANIZING DEPARTMENT

1318 Byers, Daniel 1361 Hernandez, Rafael
1315 Farrands, Bruce 1354 Jones, Shane

MEDIA & COMMUNICATIONS

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

S.O.L.A.R.

1345 Levitan, Zachariah



@UFCW1500



@UFCW1500



@UFCW1500

**SCAN QR CODE TO WATCH
YOUTUBE CHANNEL**



Any suggestions or comments for the Advocate?

Send us your feedback to

INFO@UFCW1500.ORG

**CHECK US OUT
@UFCW1500.org**

MY UNION HAS VALUE

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