

The Register

*Happy
Holidays*



**THE SPEELMAN TEAM
RE-ELECTED**

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THE PRESIDENT'S PERSPECTIVE
Tony Speelman, President @aspeel1500

IT'S CONTRACT SEASON AGAIN

It's that time again. Typically, when we talk about seasons we refer to a one-year cycle where the weather changes and temperatures rise and fall pretty much as predicted. We follow a schedule and for the most part, we know what to expect, like packing away our swim trunks and taking out our sweaters. When we talk about the contract season, or cycle, we are usually talking about a longer, less predictable cycle. Our major industry contracts are expiring soon, and we have been deep into negotiations for the latter half of this year. As a matter of fact, we have been deep into negotiations for the last 2 years. Usually we negotiate contracts and then have two or three-years between expirations, which helps us to focus more on other aspects of our responsibility, like servicing, organizing, or the political landscape. So why have these past two years been filled with negotiations? Well, by now I'm sure most of you know of the difficult negotiations we had with Pick Quick Key Food. Unfortunately, this was a very public battle by both the Union and the Company. I'm extremely happy to say that in November we were able to settle that contract and the members overwhelmingly ratified it a week later. It was probably the most difficult set of bargaining circumstances I have seen so far, but in the end, we were able to secure members' pensions, medical coverage, working conditions and wage increases going forward.

Back in 2016, we started Shop Rite negotiations. We were used to Shop Rite aligning themselves similarly with the Stop & Shop, King Kullen and other industry settlements. Since the Shop Rite companies expired in July and August 2016, they had to negotiate first and without another company's settlement to base their negotiations on. I'm sure you are aware that it was another long and tough set of negotiations. Thankfully almost a year beyond expiration, and with strong member support we were able to settle with them. We had planned on Pick Quick and Shop Rite to be settled back in 2016, but those negotiations took us well into 2017. Now we are in the midst of negotiating Stop & Shop, King Kullen, and Fairway. Stop & Shop and King Kullen expire on December 30th and Fairway on April 1st, 2018.

The challenges of securing your retirement medical benefits and raises while companies must pay unprecedented minimum wage increases has been a major hurdle. It's a long, difficult road ahead, and if given the choice, most of your companies would not pay anyone a cent above minimum wage going forward. We have encountered many companies in the past pushing to do away with your pensions. Can you imagine working every day, looking forward to collecting your pension the whole time, just for the benefit to be stopped along the way? Let me be clear: I will not allow that to happen. But then again, I cannot vote on your contract, only you can.

I cannot stress enough the importance of you being involved in your company's negotiations. If your negotiating committee doesn't have, or doesn't feel that they've got the support of the thousands of you that they represent, it could lead to a contract you will not be happy with. Trust me, the company leadership has a pulse on how much support (or lack of) is out there. And when hundreds of you show up with concern to a Union meeting, rest assured that the Company is just as aware. If your company management believes that it's just the 5 or 10 committee members negotiating that have a vested interest, they will push to gut as much of your contract as possible. However, if the Company feels that everywhere they turn there is another engaged member that is pissed off and knows what they are up to at the bargaining table, their tone and temperament at negotiations is vastly different. So, I'm writing to you to remind you to show your support every day on the shop floor. Without question this will be the toughest set of negotiations we have encountered so far. You're not only on the team, you ARE the team and we can't be successful without you. I'm calling on you all to stand up and fight to keep what you have earned over the years, as well as to protect the future generation of workers to follow. Support your negotiating committees from day one and until it's done. During this holiday season, let's have our Union family stick together, closer than ever. All the best to you and your families throughout the Holiday Season. See you in the stores!

NOTICE OF NOMINATIONS OF LOCAL 1500 DELEGATES TO UFCW INTERNATIONAL CONVENTION (to be held April 23rd through April 27, 2018)

Meetings will be held at the following locations listed below page 3 for the purpose of conducting nominations for delegates to the UFCW International Convention. A vote will first be taken to approve or reject Local 1500 Executive Board recommendation to send fewer than the allotted number of delegates (20 rather than 23).

**Please note: You may attend any of the listed meetings
If you need directions, please contact your Union Representative**



LA PERSPECTIVA DEL PRESIDENTE Tony Speelman, Presidente @aspeel1500

ES TEMPORADA DE CONTRATO OTRA VEZ

A llegado el momento de nuevo. Típicamente, cuando hablamos de temporadas nos referimos a un ciclo de un año en el que el clima cambia y las temperaturas suben y bajan casi como se predijo. Seguimos un cronograma y, en su mayor parte, sabemos qué esperar, como empaçar nuestros bañadores y sacar nuestros suéteres. Cuando hablamos de la temporada o ciclo de contrato, generalmente estamos hablando de un ciclo más largo y menos predecible. Nuestros contratos principales industriales expiran pronto, y hemos estado inmersos en negociaciones durante la segunda mitad de este año. Como cuestión de hecho, hemos estado inmersos en negociaciones durante los últimos 2 años. Por lo general, negociamos contratos y luego tenemos dos o tres años entre vencimientos, lo que nos ayuda a concentrarnos más en otros aspectos de nuestra responsabilidad, como el servicio, la organización o el panorama político. Entonces, ¿por qué estos últimos dos años se han llenado de negociaciones? Bueno, estoy seguro de que la mayoría de ustedes ya conocen las difíciles negociaciones que tuvimos con Pick Quick Key Food. Desafortunadamente, esta fue una batalla muy pública por parte de la Unión y la Compañía. Estoy muy contento de poder decir que en noviembre pudimos llegar a un acuerdo sobre ese contrato y los miembros lo ratificaron abrumadoramente una semana después. Probablemente fue el conjunto de circunstancias de negociación más difícil que he visto hasta ahora. Pero al final, pudimos asegurar las pensiones de los miembros, la cobertura médica, las condiciones de trabajo y los aumentos salariales en el futuro.

En 2016, comenzamos las negociaciones de Shop Rite. Estábamos acostumbrados a que Shop Rite se alineara de manera similar con Stop & Shop, King Kullen y otros asentamientos industriales. Dado que las empresas Shop Rite expiraron en julio y agosto de 2016, tuvieron que negociar primero y sin el acuerdo de otra empresa para basar sus negociaciones. Estoy seguro de que todos ustedes saben que fue otra larga y dura serie de negociaciones. Afortunadamente, casi un año después de la expiración, y con un fuerte apoyo de los miembros, pudimos llegar a un acuerdo con ellos. Habíamos planeado que Pick Quick y Shop Rite se liquidaran en 2016, pero esas negociaciones nos llevaron dentro del 2017. Ahora estamos en medio de la

negociación de Stop & Shop, King Kullen y Fairway. Stop & Shop y King Kullen vencen el 30 de diciembre del 2017 y Fairway el 1 de abril del 2018. Los desafíos de asegurar sus beneficios médicos y de jubilación y aumentos mientras que las compañías deben pagar aumentos de salario mínimo sin precedentes, han sido un gran obstáculo. Es un camino largo y difícil, y si se les da la opción, la mayoría de sus compañías no le pagarían a nadie un centavo por encima del salario mínimo en el futuro. Nos hemos encontrado con muchas compañías en el pasado que intentaban eliminar sus pensiones. ¿Te imaginas trabajar todos los días, esperando recaudar tu pensión todo el tiempo, solo para que el beneficio se detenga en el camino? Déjame ser claro: no permitiré que eso suceda. Pero, de nuevo, no puedo votar en su contrato, solo usted puede.

No puedo enfatizar lo suficiente la importancia de estar involucrado en las negociaciones de su empresa. Si su comité de negociación no tiene, o no siente que tienen el apoyo de los miles de usted que representan, podría conducir a un contrato con el que no estará satisfecho. Créanme, el liderazgo de la compañía tiene un pulso sobre cuánto apoyo (o falta de) hay por ahí. Cuando cientos de ustedes aparezcan preocupados por una reunión del Sindicato, tengan la seguridad de que la compañía lo sabe. Si la gerencia de su empresa cree que son sólo los 5 o 10 miembros del comité que negocian los que tienen un interés personal, presionarán para desviar la mayor parte de su contrato posible. Sin embargo, si la empresa siente que en todas partes que recurren hay otro miembro comprometido que está enojado y sabe lo que hacen en la mesa de negociaciones, su tono y temperamento en las negociaciones será muy diferente. Por lo tanto, le escribo para recordarle que muestre su apoyo todos los días en sus tiendas. Sin dudas, este será el conjunto de negociaciones más difíciles que hemos tenido hasta ahora. No solo estás en el equipo, ERES el equipo y no podemos tener éxito sin ti. Les pido a todos que se pongan de pie y luchen por mantener lo que han ganado a lo largo de los años, así como para proteger la futura generación de trabajadores que les sigue. Apoya a sus comités de negociación desde el primer día y hasta el final. Durante esta temporada festiva, hagamos que nuestra familia Sindical permanezca unida, más que nunca. Les deseamos lo mejor a ustedes y sus familias durante la temporada festiva. ¡Nos vemos en las tiendas!

DATE: WEDNESDAY, DECEMBER 13, 2017

NASSAU COUNTY	WESTCHESTER COUNTY	STATEN ISLAND	QUEENS	SUFFOLK COUNTY
10:00 a.m. and 7:00 p.m.	10:30 a.m. and 7:00 p.m.	10:30 a.m. and 7:00 p.m.	10:30 a.m. and 7:00 p.m.	10:30 a.m. and 7:00 p.m.
UFCW LOCAL 1500	WESTCHESTER MARRIOTT	AMALGAMATED TRANSIT	ADRIA HOTEL	RADISON HOTEL
FRANK MEEHAN HALL	670 White Plains Rd.	UNION LOCAL 726	221-17 Northern Blvd.	110 Vanderbilt Motor Parkway
425 Merrick Ave	Route 119	3948 Amboy Rd.	Bayside, New York	Hauppauge, New York
Westbury, New York	Tarrytown, New York	Staten Island, New York		

Please be advised that this notice pertains to the Nominations for Delegates to the International Convention only and has no relationship to any position or job with UFCW Local 1500.

TO BE NOMINATED: 18 Delegates (In addition to these, the President and Secretary-Treasurer of Local 1500 will automatically be delegates to the Convention by virtue of their having been elected to office in accordance with the International Constitution Article 15E.)

ELIGIBILITY REQUIREMENTS FOR DELEGATES: Must be an active member of Local 1500 at the time nominations are held, who has been an active member of the International Union, or who has been a member of another organization merged with or chartered by the International Union or merged into a UFCW Local Union, continuously since September, 2016.



JUST FOR THE RECORD
Rob Newell, Secretary-Treasurer @ufcw1500



2017 WAS QUITE A YEAR...

2017 has been a crazy year for the membership, staff and leadership of Local 1500. To put it mildly it's been a pretty bumpy ride on a roller coaster throughout our industry. We have had to sign long term extensions on contracts, the likes of which we have never seen before. We have had very public disputes with Employers that we have had long term productive relationships with. We have seen more company mergers and acquisitions take shape and create disturbances for the membership. However, we have also seen excellent contract settlements and the first formal election of our new President and his team. In the supermarket industry today there just never seem to be two days that are alike. When you add the drama routinely caused by politicians and their legislation you just find yourself scratching your head wondering what could possibly come next.

I am proud to report that, after an almost two-year dispute, we have reached a settlement and new agreement with the Pick Quick Key Food stores. This agreement was overwhelmingly accepted by the Pick Quick members and we have already added a new store in Massapequa, NY as a result. For quite some time I think that it's safe to say that neither management or the Union members thought that a solution would ever be reached. Although it wasn't easy, because of the support of those members, a positive solution was reached. The new contract protects these workers, their wages, benefits and job security for another 3 years.

While the Pick Quick settlement is great news, there isn't any time to really sit back and enjoy it. We still have Stop & Shop, Fairway, King Kullen, a few other Key Food chains, Tops, Shelf Life, and Gristedes to handle over the next few months. Negotiations aren't like they used to be. The Employers don't typically sit together anymore which creates loads of scheduling issues for the bargainers and some unfortunate delays for the membership. We fully recognize that and appreciate the difficulty this can cause for you and your families and we will strive to get these new contracts negotiated as quickly as we can. At the same time we must protect all the of benefits that you all hold near and dear to your hearts.



Mergers and acquisitions of supermarket companies are more of a reality now than it has ever been before. Whether you are talking about the Stop & Shop/Delhaize merger or the recent Gristedes/D'Agostino joint venture they each have their share of concerns. Whenever two companies merge there is always some loss of their own individuality and standards that the two individual companies have had for decades. This typically causes disruption with all of you on the shop floor. Whether there are changes in payroll, different sales programs and ordering systems or just the introduction of new supervision that comes in with a completely different set of ideas and demands, your lives are all impacted.

When you think about the merger of Amazon with Whole Foods it causes concern as well. Although neither company is Union, when a company the size of Amazon dives this deep in to the supermarket industry they will start to proactively create changes, especially to technology. These changes will certainly spill into your stores over time as well. Whenever one company finds a way to do something cheaper, automate a job or cut costs it tends to spread like wildfire. Whole Foods workers are already feeling the pinch of Amazon's changes as they cut help, reduce hours, lower prices and budgets and start to introduce new technology to reduce labor costs even further. Those are not the types of trends we want to develop further or grow inside your stores.

Non-Union competition like the new Wegmans that's coming to the Brooklyn Navy Yard in 2018 will also create a difficult competitive environment for our employers in that area.

There is now the threat of Lidl creeping up the East Coast with reckless abandon. Lidl wants to have over 200 stores in less time than it took most of our employers to open 10. Every time another operator comes into our jurisdiction it creates more difficulty for all of you in your own stores. Sales drop, hours get cut, safety becomes an afterthought and the pressure to get the job done with less help increases every day.

Despite all of these challenges the membership of Local 1500 must stay strong and in support of anything that is beneficial to them and their families. In 2017 over 4000 Shop Rite members, working for four different employers illustrated that perfectly when they stood strong and united until excellent settlements could be reached for all. Without the support, active involvement and dedication of those members the negotiating teams would never have reached a successful resolution. Any concessions made at one bargaining table can and will spread throughout the industry. We cannot, and will not allow the wear away of the standards and working conditions that it took decades to achieve.

As we started the bargaining cycle earlier this year President Speelman and I decided to spend some more time in the stores. We have been talking to you and most importantly listening to you. All of our bargaining goals have been based on those conversations and will continue to be throughout this bargaining cycle. What President Speelman and I recognize is that this is YOUR Union and we are here to serve you. I personally want to thank all of the members and staff who assisted in a successful election process for your Union Officers. Although Tony and I may not know all the members of our great Union, the outpouring of support for our first full election was electrifying. Finally, I want to wish you and your families a great and safe Holiday season and remind you that your Union, its staff and the officers are here for you each and every day. **#MyUnionValue**



ASSISTANT TO THE SECRETARY-TREASURER
Aly Y. Waddy

MY UNION HAS VALUE

When we go shopping, we typically look for the best value possible. We scour the sales racks or if we are online we inevitably hit that clearance button to see what kind of deal we can get. What we are trying to do is make sure that we get the most for our hard-earned money. Well the same should go for your Union membership. At Local 1500 we have become committed to illustrating the value you as members get for your weekly membership fees. Many times, I am asked, "so what does my \$9.44 per week get me?" or "what is this \$7.64 all about?" So, we've embarked on a campaign to communicate what it means to be a member of Local 1500.

Every new member who writes their email address on their application receives an email from us with our 'welcome video' where they see and hear a quick message from fellow members about their Union experience. It is important for new members to know and grasp what it means to be a member of Local 1500. We have a lot to offer our members and we need to make sure from the beginning, they know and understand what their resources are.

I'm sure there is someone reading this that has been suspended from work at some point during their tenure. You may have had to call your Union Representative to represent and defend you or even help you get back to work. In many cases your Reps have been successful in reinstating members' jobs, sometimes securing back pay for them, and ensuring that they continue to get a paycheck

going forward. I know one member who's so happy his job was saved that he counts every pay day since he was reinstated to work. He's up to about 150 paychecks since then. For him, his Union value is immeasurable. Think about it: you have car or house insurance in case something goes wrong, so why not have 'job insurance'?

Let's talk about your retirement.

*After being a member of
Local 1500 for 5 years, you
become vested in your
pension plan. Then when
you collect your pension
check, you collect it for life.*

*We feel that someone who
dedicates their life to working
with their employer should be
rewarded in their later years
and should be able to sustain a
quality of life as if they were
still working. Last year we
paid out over \$6.3 million in
pension payments.*

Has anyone reading this ever had a large medical procedure done? In 2016 your Union paid out over \$52,000,000 in medical claims on behalf of its members and their family. If you know of anyone who has spent some time in the hospital or out on disability with a major surgery or needs an expensive prescription, I'm pretty sure you'd hear them say something positive about their membership fees. Last year we also paid out about \$600,000 in death benefits. After losing a member of Local 1500, we feel that's the least we can do for their family.

We also offer scholarships for eligible members and their dependents. We want to make sure that we help the next generation get the tools they need to succeed. Whether you are going yourself, or sending your child to school, we know that every little bit helps pay the tuition. That's why our scholarship fund paid out over \$27,000 last year.

And this is just a little bit of what we do. When you add it all up, there is great value to being a member of Local 1500, and I'd like to take this opportunity to thank you for your membership.

Be sure to checkout the member discount page on our website @UFCW1500.org for exclusive discounts for members of Local 1500.

I wish you and your loved ones a happy and safe holiday season.

VALUE OF MY UNION
TOTAL PENSION
DISBURSEMENTS
YTD 2017:
\$8,959,542.37

VALUE OF MY UNION
MEMBERS ASSISTED BY
LEGAL SERVICES YTD:
679

VALUE OF MY UNION
LEGAL REIMBURSEMENTS
TO
MEMBERS YTD: 2017
\$104,389.90

PICK QUICK CONTRACT RATIFIED



On Thursday November 9th the members of PickQuickKey Food voted, overwhelmingly, to ratify their new 55-month contract. After what was almost two full years of fighting and bargaining the Pick Quick member negotiating committee unanimously agreed to the details of the final settlement, and recommend it to the membership after a long session at Frank Meehan Hall on Friday November 3rd.

"I want to personally thank this group of negotiating committee members and the rest of the Pick Quick members for their patience, understanding and most of all for their support throughout this process. This deal would never have happened without them. This process was most difficult because of the company's refusal, throughout bargaining, to keep the members in the Local 1500 Pension Plan. I am very proud to report that in the end, with the help of Rob Newell, Aly Waddy, Joe Waddy & especially the negotiating committee members, we were able to overcome that obstacle and keep their retirement benefits intact." said President Tony Speelman.



Congratulations and thank you for your support!





ALY Y. WADDY - Assistant to the Secretary-Treasurer/Vice President

Effective August 28th, 2017 Aly Waddy has been promoted to Assistant to the Secretary-Treasurer. Aly began her career at Local 1500 working as a PT deli clerk for Dan's Supreme Key Food in 1998. Aly left Dan's as a Deli Manager in June of 1999 and came to work for Local 1500 as an Organizer. Aly's tireless efforts, dedication to the membership and ability to react quickly in every circumstance has led her to climb the ranks of Local 1500. Aly has served in many leadership positions throughout her career at the Local, including Assistant Director of Organizing, Director of Organizing and most recently as the Director of Special Projects. In her new Executive position Aly will work directly with Secretary-Treasurer Rob Newell and the rest of the Executive staff daily to ensure that the hardworking women and men of Local 1500 are protected in their workplace. Aly's presence and ability were immediately felt at the bargaining table during the most recent successful Pick Quick Key Food negotiations. "We couldn't have reached a positive resolution without her there. Aly worked very hard alongside Assistant to the President Joe Waddy and Secretary-Treasurer Newell to make that deal happen," said President Speelman.

Aly currently oversees staff in multiple departments here at Local 1500, including communications, media, organizing, political, the in-house office staff as well as the employees of all four benefit funds. Secretary-Treasurer Newell said, "I couldn't be prouder of Aly. Her accomplishments have always been based on her hard work, her refusal to accept less than excellence and her one on one connection the membership of our great Union. The opportunity to work with her is an absolute pleasure for me and I know that with Aly on the Executive Committee we will continue to do great things for our members and the Local will be better prepared for anything that comes its way in the future. Congratulations Aly, thank you for all you've done and good luck!!!"

You can contact Aly Y. Waddy at 516-214-1306 or email her @ AWaddy@ufcw1500.org.



RAFAEL MAULEON - Union Representative

Rafael Mauleon began his career working at Pathmark in December 2005 where he served as a Shop Steward for eight years. Since 2014, Rafael has worked for Local 1500 and has served the membership as an Organizer and Membership Servicing Representative. In 2017, Mr. Mauleon was promoted to the position of Union Representative for UFCW Local 1500.

You can contact Rafael Mauleon at 800-522-0456 ext.1358 or RMauleon@UFCW1500.org



MICHELE WRIGHT - Floor Supervisor

Michele started as a part-timer in 1981 in the Pathmark of Garden City Park. In just under 3 years she was promoted to full-time. She served in many capacities over her career, especially as a store secretary and Lead Pic. Michele worked full-time with Pathmark for almost 32 years spending most of her time in Garden City Park and New Hyde Park. She began working with Local 1500 in December 2015 in the general office. On November 7th, 2017 Michele was promoted to the position of Floor Supervisor. In her new position, she will oversee all office departments and will report to the Assistant to the Secretary-Treasurer Aly Y. Waddy and the Executive staff.

You can contact Michele Wright at 800-522-0456 ext. 1351 or MWright@ufcw1500.org



LABOR DAY PARADE



LIGHT THE NIGHT LLS WALK



MAKING STRIDES AGAINST BREAST CANCER WALK





RECORDER & EXECUTIVE VICE PRESIDENT

Rhonda Nelson

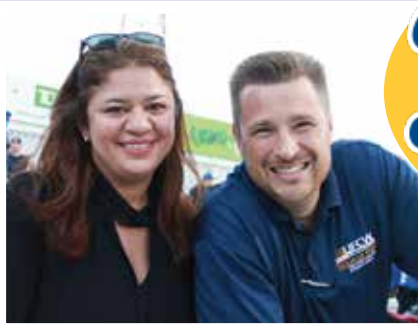
The Value of Your Local 1500 Membership Card

We're all familiar with the Capital One television commercial featuring actor Samuel L. Jackson pitching the advantages of having the Capital One credit card in comparison to others and he ends the commercial by saying "What's in your wallet". As Local 1500 members, do you realize the value a UFCW Local 1500 membership card that's in "your wallet" provides you and your family? Have you ever wondered exactly what you get for your membership fees, in addition to the array of benefits afforded to you and your family in your union contract that Local 1500 negotiates with your employer on your behalf?

As a Union member, everyday Local 1500 and our International Union are looking for ways to provide value through numerous products and services for you and your family to enjoy and to help save you money. Some of these exclusive benefits are:

- **The Local 1500 & UFCW International Union Scholarship Program;** Your union annually awards scholarships to Local 1500 members and their dependents.
- **The UFCW Free College Benefit** makes it possible for you and your family members to earn an Associate Degree completely online – for FREE.
- **The New York Child Care Facilitated Enrollment Project** helps eligible working and moderate-income families who live or work in New York City's five boroughs, qualify for subsidized child care for children up to 13.
- **The Union Plus Program** offers the following discounts to union members and their families; AT&T Discounts, car rental and travel savings, auto insurance, motor club roadside assistance, auto buying services, flower discounts, Union Plus mortgages, movie theater discounts and more..... For further information visit their website: at <https://www.unionplus.org>
- **Radius bank** has partnered with Local 1500 to provide a checking account specifically for union members that fits your lifestyle and supports charity. It also includes no ATM fees, zero monthly fees, no monthly balance required, and when using your Radius debit card, 1.00% of all your signature-based purchases are donated to the Local 1500 Charity Fund.
- **Local 1500's Member Assistance Program** helps Local 1500 members who may suffer from a variety of stress related problems the necessary support to get them through. Whether it's drugs and alcoholism, anger management, financial planning, sexual harassment etc. In conjunction with LICADD, UFCW Local 1500 participates in a Membership Assistance Program. A Union Representative can assist you by putting you in contact with a counselor/evaluator. The initial contact is FREE. That counselor can assist in determining what treatment or course of action can best help a person. If you're a member of Local 1500, there is an excellent chance your Health Plan will assist in paying certain costs that may be incurred.
- **Teachers Federal Credit Union (TFCU).** In 2006 the RCU Local 1500 credit union merged into Teachers Federal Credit Union where many great money-saving benefits for members & their families are offered plus more. Through your employer you can sign up for direct deposit and payroll deductions and take advantage of free checking, free visa check (debit) card, auto and personal loans at low member rates, free automotive buying services, branch & ATM access both local and nationwide, plus many other financial savings opportunities. For further information, contact TFCU directly via telephone at 631-698-7000 or e-mail: webmail@teachersfcu.org
- **UCAN;** Many factors might prevent members from taking that extra step to become U.S. citizens, such as the current anti-immigration climate, financial hardship, misinformation, dealings with unscrupulous professionals, or fear. That's why Local 1500 has partnered with the UFCW International Union to help Local 1500 members with green cards and their families become U.S. Citizens. The UFCW Union Citizenship Action Network (UCAN) program can help members and their families apply for U.S. citizenship.
- **AFLAC;** Whether it's Accident Critical Illness, Life, or Disability Benefits Insurance, Aflac offers supplemental insurance programs for you and your family. These benefits are designed to help protect your income when you are sick or injured outside of work. To schedule an appointment call 1-844-808-8009.

Now that you've reviewed some of your benefits, I hope you take advantage of what your union membership offers. Please share with your family members and remind your co-workers that the union membership card in your wallet brings tons of savings and value to UFCW Local 1500 members and their families. Don't hesitate to use it!



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

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

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

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

OFFICIAL NOTICE

OFFICIAL NOTICE - SUMMARY ANNUAL REPORT - 2016 - UFCW LOCAL 1500 PENSION PLAN - 425 MERRICK AVENUE - WESTBURY, NY 11590

This is the summary annual report for the UFCW Local 1500 Pension Plan, EIN 23-7176372 for the period January 1, 2016 to December 31, 2016. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided through insurance and/or annuity contracts or directly from the plan.

Plan expenses were \$10,917,844. These expenses included \$4,433,991 in administrative expenses and \$6,483,853 in benefits paid to participants and beneficiaries. A total of 36,839 persons are participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons have yet earned the right to receive benefits.

The plan has a contract with the Prudential Insurance Company that allocates funds toward group annuities. The value of the plan assets, after subtracting liabilities of the plan, was \$406,838,311 as of December 31, 2016 compared to \$366,225,186 as of January 1, 2016. During the plan year, the plan experienced an increase in its net assets of \$40,613,125. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or cost of assets acquired during the year. The plan had total income of \$51,530,969 consisting of employer contributions of \$29,241,138, no employee contributions, investment income of \$5,899,335, gains from sales of assets of \$9,532,271, unrealized appreciation of assets of \$6,549,130, and other income of \$309,095.

Minimum Funding Standards

An actuary's funding statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

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

1. An accountant's report;
2. List of assets held for investment;
3. Actuarial information regarding the funding of the Plan;
4. Financial information and information on payments to service providers;
5. Transactions in excess of 5% of plan assets;
6. Insurance information including sales commissions paid by insurance carriers;
7. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Mr. Anthony Speelman who is the Plan Manager, at 425 Merrick Avenue Westbury, NY 11590 (516) 214-1300. The charge to cover copying costs will be \$7.50 for the full annual report, or \$25 per page for any part thereof.

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

Board of Trustees U.F.C.W.

Local 1500 Pension Fund
425 Merrick Avenue
Westbury, NY 11590

and at the U.S. Department of Labor in Washington, D.C., to obtain a copy from the U.S. Department of Labor, correspondence should be addressed to:

U.S. Department of Labor

Employee Benefits Security Administration
Public Disclosure Room
200 Constitution Avenue, N.W.
Room N-1513,
Washington D.C. 20210.

OFFICIAL NOTICE

OFFICIAL NOTICE - SUMMARY ANNUAL REPORT - 2016 - UFCW LOCAL 1500 WELFARE PLAN - 425 MERRICK AVENUE - WESTBURY, NY 11590

This is a summary of the annual report for the UFCW Local 1500 Welfare Plan, EIN 23-7176373, Plan number 501 for the period January 1, 2016 to December 31, 2016. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has a contract with insurance carriers to pay claims incurred under the terms of the plan. Benefits under the plan are provided by insurance contracts and directly from the plan.

Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$34,085,826 as of December 31, 2016 compared to \$33,557,160 as of January 1, 2016. During the plan year, the plan experienced an increase in its assets of \$528,666. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$73,556,600, including employer contributions of \$69,568,330, employee contributions of \$1,992,002, realized gains or (losses) of \$(100,615) from the sale of assets, and earnings from investments of \$654,019. Plan expenses were \$73,027,934. These expenses

included \$4,402,191 in administrative expenses and \$68,625,743 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

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

1. An accountant's report;
2. List of assets held for investment;
3. Financial information and information on payments to service providers;
4. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Robert Newell, who is the Plan Manager, at 425 Merrick Avenue Westbury, NY 11590 (516) 214-1300. The charge to cover copying costs will be \$7.50 for the full annual report, or \$25 per page for any part thereof.

You also have the right to receive from the plan Manager, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expense of the plan

and accompanying notes, or both. If you request a copy of this full annual report from the plan Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include the charge for the copying of these portions of the report because these portions are furnished without charge. You also have the legally protected right to examine the annual report at the main office of the plan:

Joint Board of Trustees of UFCW

1500 Welfare Plan
425 Merrick Avenue
Westbury, NY 11590

and at the U.S. Department of Labor in Washington, D.C., to obtain a copy from the U.S. Department of Labor, correspondence should be addressed to:

U.S. Department of Labor

Employee Benefits Security Administration
Public Disclosure Room
200 Constitution Avenue, N.W.
Room N-1513,
Washington D.C. 20210.

OFFICIAL NOTICE

OFFICIAL NOTICE - SUMMARY ANNUAL REPORT - 2016 - UFCW LOCAL 1500 LEGAL SERVICES PLAN - 425 MERRICK AVENUE - WESTBURY, NY 11590

This is the summary annual report for the UFCW Local 1500 Legal Services Plan, EIN 11-2531776, Plan number 501 for the period January 1, 2016 to December 31, 2016. The annual report has been filed with the Employee Benefits Security Administration as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$315,070 as of December 31, 2016, compared to \$364,929 as of January 1, 2016. During the year, the plan experienced a decrease in its assets of \$49,859. During the year the plan had total income of \$364,369 consisting of employer contributions of \$362,652 and earnings from investments of \$1,717.

Benefits under the plan are provided directly through the plan. Plan expenses were \$414,228. These expenses included \$167,636 in administrative expenses and \$246,592 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

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

1. An accountant's report;
2. List of assets held for investment.
3. Financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Mr. Robert Newell, who is the Plan Manager, at 425 Merrick Avenue Westbury, NY 11590 (516) 214-1300. The charge to cover copying costs will be \$7.50 for the full annual report, or \$25 per page for any part thereof.

You also have the right to receive from the Plan manager, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes or a statement of income and expense of the Plan and accompanying notes, or both. If you request a copy of this full annual report from the Plan Manager,

these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include the charge for the copying of these portions of the report because these portions are furnished without charge. You also have the legally protected right to examine the annual report at the main office of the plan

UFCW Local 1500 Legal Services

Legal Services Trust Fund
425 Merrick Avenue
Westbury, NY 11590

and at the U.S. Department of Labor in Washington, D.C., to obtain a copy from the U.S. Department of Labor, correspondence should be addressed to:

U.S. Department of Labor

Employee Benefits Security Administration
Public Disclosure Room
200 Constitution Avenue, N.W.
Room N-1513,
Washington D.C. 20210.



DIRECTOR OF REGION 1
Dave Young

Preparing Our Members for the Workforce of the Future

We all know that technology is shifting the way many of us shop and has the potential to impact some of our jobs. Advancements in artificial intelligence, robotics, and the rise of automation has made it increasingly important for people to increase their skills through education or other trainings. However, the expense of acquiring a college degree and the fear of accumulating massive student loan debt has stood in the way of many of our members.

So, in order to ensure hard-working members of our union family are prepared to thrive in the workforce of the future, we created the UFCW Free College Benefit.

This benefit provides UFCW members and their families with the opportunity to earn an associate degree online through Eastern Gateway Community College

(EGCC), and covers costs for tuition, fees, and online books so that participants can concentrate on their studies without worrying about out-of-pocket costs or the need for loans.

The UFCW Free College Benefit is designed to help UFCW members and their families balance work and home life. You can attend school part-time or full-time – whichever fits your schedule. All you need to get started is a high school degree or GED, and there are no entrance exams to worry about. Available programs at EGCC include Business Management, Accounting, Paralegal, and Early Childhood Education. This benefit is available exclusively to UFCW members, retired members, and family members, including children, spouses, grandchildren, domestic partners, and dependents.

Together, we are preparing for the future by getting our union family ready today. If you're interested in learning more about this incredible benefit, visit <http://www.ufcw.org/college/>.

Thank you for all that you have done and continue to do to make Local 1500 better and stronger. We wish you and your family a happy and healthy holiday season.

The key to economic prosperity for working people is power in numbers. When we stand strong together, we have the power to change lives for the better.

Thank you all for helping to share the incredible value of belonging to our union family. We appreciate you and all the hard work you do to make Local 1500 a better and stronger union.

Through our joint campaign with the UFCW, Local 338 and 342, we are working together to better the lives of those working at Best Market.



Bulletin Board

LOCAL 1500 SCHOLARSHIPS

TIME TO APPLY
UFCW
SCHOLARSHIP



Apply Online

[HTTP://WWW.UFCW1500.ORG/APPLYONLINE](http://www.ufcw1500.org/applyonline)

Each year we award thousands of dollars in scholarships to our members and their dependents. Now is the time to APPLY for 2017!

DEADLINE
TO APPLY:
DECEMBER 31ST



LOCAL 1500 RETIREES

The officers of UFCW Local 1500 extend their warmest congratulations to these new Retirees and urge them to join the Union's Retiree Club. Contact the Club through the Union office. Call 516-214-1300 or 1-800-522-0456, and ask for Yahaira Abreu, Ext. 1330 or Ronnie Survilla, ext. 1333.

Adames-Gomez, Agustin
Alberga, Arcangela
Alexinas, John J.
Aquino, William C.
Austin, David
Bacchi, Joseph W.
Baig, Mahira Z.
Barnes, Robert J.
Bell, Frederick D.
Benton-Williams, Gloria E.
Bergmann, Albert
Bevilacqua, George
Bianco, Victoria M.
Brandt, Susan
Brown, Janene M.
Checkers, Norman E.
Clarke, Susan A.
Collins, Vincent
Corbett, Branda A.
Costa, Teresa
Davis, Sandra A.
Derosa, Peter J.
Driscoll, Walter
Eckardt, Norine L.
Elia, Antoinett
Epstein, Steven B.
Farella, Kathy M.
Fazio, Louise
Fee, Alban J.
Fernlund, Curtis J.
Fortuna, Nicholas
Francis, Gladwin
Fusaro, Michael N.
Garguilo, Carla A.
Garvey, Irene
Genova, Carmelo
Goldberg, Susan A.
Greaves, Eucleanne I.
Hansen, Timothy R.
Hargraves, Patricia
Harvey, Colleen
Hemway, Michael E.
Hernandez, Nelly R.
Hu, Theresa
lanora, Dora M.
Jackson, Morris E.
Javed, Muhammed
Johnson, Iverson
Jones, Martha
Kelly, Joseph J.
Kersey, Gloria P.
Kittelstad, James J.
Leonardo, Lilli M.
Levins, Lorraine
Loesch, John
Logan, Eric I.
Lopez, William
Lopiccolo, Philip
Lugg, Georgia M.
Marshall, Ana V.
Mattfeld, John R.
Maver III, James D.

McCarthy, James
Mele, Leonardo
Menendez, Jose L.
Migliaccio, Kenneth M.
Miller, Ellen
Montenegro, Larry
Moran, Antonio F.
Nelson, Marie T.
O'Brien, Joan M.
Odom, Tommie L.
Ortiz, Luis R.
O'Sullivan, Erin J.
O'Toole, Kenneth M.
Padian, Gloria
Papariello, Rocco A.
Parker, Lenore L.
Parnell, Yvonne G.
Passaras, Richard C.
Pavey, Fred
Pepe, Eugene G.
Perillo, Virginia
Petricevich, Eugene
Phesay, Kenneth
Phillips, Renu
Piechowski, Maria C.
Posa, Richard
Principato, Patricia A.
Puig, Wilfred
Rapp, Lenore
Reff, Mark A.
Reveron, Marie T.
Rice, Willie
Richards, Thomas
Riley, Ronald
Rodriguez, Edward
Roman, Aracelio
Rosenfeld, Rachel
Rubino, Michael S.
Samperi, Elissa
Schmitz Jr., Edward R.
Scott, Linden
Sheridan, John E.
Smeriglio, Rosa
Spisso Leone, Carmen
Stafford, Cheryle A.
Suane, Zulema
Sullivan, Anna
Swislosky, Robert
Thomas, Somi
Tochterman, Patricia
Townsend, Roger D.
Valle, Delio
Wall, Joanne
Ward, Alexander
Whelan, Gerald
Zapata, Syvia
Zgaljic, Stanislav
Zillitto, Lucy

**DON'T
SHOP THESE NON- UNION STORES**
STEW LEONARD'S . BEST YET MARKETS . GOLDEN MANGO
COMPARE FOODS . BJ'S WHOLESALE CLUB . WALMART STORES
SAM'S WAREHOUSE CLUB . K-MART . TARGET . GARDEN OF EDEN
PRICE CHOPPER . WHOLE FOODS . CVS DRUG STORES . TRADER JOES
WALGREEN'S . COSTCO WHOLESALE CLUB . HANNAFORD BROTHERS
ALDI . MRS. GREEN'S NATURAL MARKET
AMISH MARKET . THE FRESH MARKET . SAVERS
SHOP UNION - SAVE JOBS

MEMBER ASSISTANCE PROGRAM (MAP)



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



NASSAU OFFICE
114 OLD COUNTRY RD. STE. 114
MINEOLA, NY 11501
516-747-2606

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

WWW.LICADD.ORG
RECOVER@LICADD.ORG



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

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

KING KULLEN GROCERY COMPANY, INC. . TOPS MARKET
KING'S SUPERMARKET . SHOP-RITE . STOP & SHOP SUPERMARKETS
SCATURO SUPERMARKETS . GRISTEDES . FAIRWAY MARKETS
D'AGOSTINO SUPERMARKETS . WILD BY NATURE HEALTH FOODS SUPERMARKET
KEY FOOD: MAN-DELL FOOD STORES . PICK QUICK FOODS . DAN'S SUPREME
FOOD BAZAAR

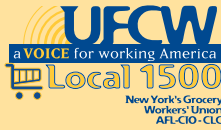
SHOP UNION - SAVE JOBS

GENERAL MEMBERSHIP MEETINGS

Wednesday, December 6, 2017

Wednesday, March 14, 2018

Wednesday, June 13, 2018



ALL MEETINGS START AT 7:00 P.M.

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

Prizes Will Be Awarded!

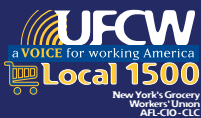


We support our Union brothers and sisters!
Thank you to all those who joined us at yesterday's
Spectrum Rally!
#UnionStrong #1U #UFCW1500 #SpectrumRally
#WeSupportLocal3



Any suggestions or comments for the Register?

Send us your feedback to
Nallen@ufcw1500.org



FRANK MEEHAN HALL OFFICE HOURS & PHONE

516-214-1300 • 800-522-0456

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

UFCW1500.ORG

INFO@UFCW1500.ORG

WHOM TO CALL:

Do you have a question about Blue Cross?

Or a problem with Group Life?

Or about any other benefit or membership service?

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

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

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

DUES REFUND

Ejay Martin, Ext. 1328

WITHDRAWAL CARDS

Rosanne Wynne-Torres, Ext. 1332

PENSION

Yahaira Abreu, Ext. 1330

Jamie Mercado, Ext. 1370

Ronnie Survilla, Ext. 1333

MEDICAL-DISABILITY-VISION

Tara LeRose, Ext. 1335

Zaida Rodriguez, Ext. 1336

Michelle Sefcik, Ext. 1337

MEMBERSHIP APPLICATION

Arnetta Ellison-Bates, Ext. 1306

SCHOLARSHIP

Wendy Flores, Ext. 1310

WELFARE FUND BENEFITS

Associated Administrators, LLC 855-266-1500

HEALTH & WELFARE MEDICAL FORMS

516-214-1300 or 800-522-0456

Exts. 1334, 1335, 1336 & 1337

LEGAL SERVICES

Direct Line: 516-214-1310 or
800-522-0456 Ext. 1310 for Wendy Flores

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

EXECUTIVES

1305 Speelman, Tony – President

1306 Newell, Rob – Secretary - Treasurer

1303 Nelson, Rhonda – Recorder & Executive Vice President

1304 Waddy, Joe – Vice President & Assistant to the President

1306 Waddy, Aly – Vice President & Assistant to the
Secretary-Treasurer

DIRECTORS

1318 Quiñones, Theresa – Vice President-Field Director

1369 Santarpia, Paul – Vice President-Field Director

1362 Sexton, Brendan – Director of Organizing &
Political Coordinator

UNION REPRESENTATIVES

1353 Ecker, Robert*

1311 Aponte, Teresa

1371 Flores, Vilmarie

1317 Guardado, Jeff

1358 Mauleon, Rafael

1343 Mausser, Jeff

1356 Pasquale, Greg

1340 Scorzelli, Jay

1339 Shiels, Lynn

1360 Waldron, Paul

1357 Woods, John

*Administrative Field Coordinator

MEMBERSHIP SERVICING REPRESENTATIVE · ORGANIZING & POLITICAL

1315 Farrands, Bruce

1361 Hernandez, Rafael

1349 Walter, Fred Jr.

1345 Organizing Hotline

MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator

1372 Thomas, Tarrik

Happy Holidays!