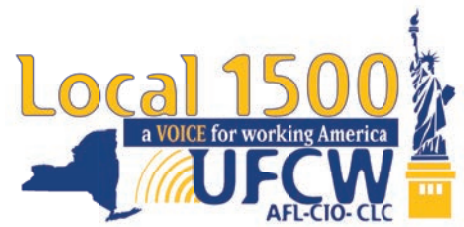


# THE Advocate



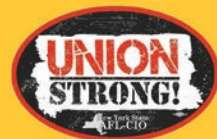
THE OFFICIAL PUBLICATION OF UFCW LOCAL 1500 • FALL 2021 • VOL. 55 • NO. 3



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## THE PRESIDENT'S PERSPECTIVE Rob Newell, President



# Work Safe in Every Way

As if 2021 hadn't already thrown enough at us with the Delta variant, a Hurricane Henri fake-out, and supply chain issues, most of your employers are still grossly understaffed. In years past, many of these short staffing decisions were made intentionally by an executive with a desire to cut the most tangible expense on their ledger...labor. This time it's a product of a labor market shortage more than some bean counter with an oversized eraser. How's that for an outdated reference??? Virtually all our stores are missing multiple people, and turnover rates have been crazy again. Some of your employers have told us that some of the job hunters out there are just looking to bounce from Company to Company in search of what they think is the best deal. Everyone in this business knows that you can't be successful in the supermarket business without trained, quality help in all departments. Now with many of our younger members heading off to college the pinch is getting even tighter.

I mention this because it's as important now as ever to make sure you are working safely and carefully. Many of our members have a habit of trying to do more with less or cutting corners just to get the job done faster. Please don't lose sight of what's most important, you & your safety. Not only are you dealing with a heightened Covid risk, but with less help many simple issues are being overlooked or not taken care of. You need to make sure that you are working safely no matter what the help situation is in your store or department. You should never work with broken equipment or use substandard U-boats or tables. If anything in your work area is dull, wobbles, leans, or is missing a part, it's a safety risk and shouldn't be used. I really don't care what your manager or supervisor says about it, safety protocols are there for a reason. That's why your Union Representatives and Membership Servicing Rep's do safety reports in all of our stores.

Working safely also includes making sure to perform all inspections/cleaning of refrigerated boxes to ensure they are in acceptable working condition. Working in a box (no matter what the department) that has a door with a broken safety release, has torn or damaged diamond plate on the floor or loose metal sheeting on the doors (or walls) is foolish and can easily result in an injury and could cause you to lose time on the job. Will your Comp check look the same as your regular check? Probably not. Have you ever had to fight with a doctor's office about unpaid medical bills from a Comp claim? I assure you it's no picnic!

Why would anyone want to work in a box that has more snow on the ceiling than light fixtures? Do you like getting hit in the head with snowballs? What about the boxes out there with mold growing on them (inside or out)? How many of you have recently seen a produce (or other perishable) box, back-room wall, or case vent with that ugly green or dark staining on them? Yes, I know that not all mold is "black mold", but mold is a type of fungus, and that fungus has no place in your work area. NONE of these things are

acceptable working conditions and all of them should be reported to the Union immediately. ESPECIALLY if you've already reported them to your management team and nothing has been done about it. There is a right and wrong way to do things and cutting corners, especially because there isn't enough help, is plain wrong.

I can't blame your employers for the help issues out there. To the best of my knowledge, they are all trying (many unsuccessfully) to find more help for their stores. That being said, management will still have the same expectations they had before. They will certainly push you to finish your job, produce excellent conditions and to do anything else in the building that needs to be done. Please keep in mind that cleaning and sanitation are equally important safety issues for your safety as well. Obviously Covid has put a spotlight on sanitizing high touch areas, washing your hands, and not touching your face while you're at work. But the safety of your job also depends on you completing sanitation protocols, always packing out with proper rotation, and accurately taking and recording your inventory. You may not think about the safety connection with this until you get suspended for failing an inspection or turning in another terrible inventory number because you just rushed through it. Just like working at a safe pace and only using fully functioning equipment, taking the time to do all the facets of your job right is equally important to your workplace safety. You should protect your paycheck the same way you protect your health and safety.

Please remember if you choose to cut a corner as opposed to working safe, you could be putting yourself and your job at risk. Putting your management team on notice is a very important first step in getting safety and equipment issues addressed. That should always be followed up by a call/email to your Union Representative just to ensure the situation has been reported. If you try to figure it out on your own, you may never get a resolution to your issue and that could come back to haunt you. Your Union Representatives stand ready to make sure your workplace is as safe as it should be. That includes not allowing you to be held accountable when there aren't enough hands around, or hours in the day, to get the job done right.

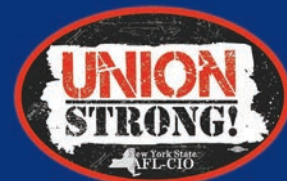
You may be reading this and thinking, that will never happen to me, I've been doing this job for decades and never got hurt. The odds say the older you get; the likelihood of an injury or illness increases. Or you could be thinking my manager/supervisor is cool, they know the deal. Are they? Do they? Or is it more likely that they also have a job to do and if/when something goes wrong, whether they know about it or not, they will hold you accountable? I'm not a wait and see kind of person, and I encourage you not to be either. We are here, and always will be, to assist our members and to do everything in our power to get home to your families the same way you left them. I hope you had a nice Summer and I wish you well for the fall! **MyUnionHasValue**







## LA PERSPECTIVA DEL PRESIDENTE Rob Newell, Presidente



# Trabaje seguro en todos los sentidos

Como si 2021 no nos hubiera arrojado lo suficiente con la variante Delta, una falsificación de Huracán Henri y problemas en la cadena de suministro, la mayoría de sus empleadores todavía tienen una gran falta de personal. En años pasados, muchas de estas decisiones cortas de personal fueron tomadas intencionalmente por un ejecutivo con el deseo de reducir el gasto más tangible en su libro mayor... trabajo. Esta vez es producto de una escasez en el mercado laboral más que de un contador de frijoles con un borrador de grantamaño. ¿Cómo es eso para una referencia obsoleta??? Prácticamente a todas nuestras tiendas les faltan varias personas, y las tasas de rotación han vuelto a ser una locura. Algunos de sus empleadores nos han dicho que algunos de los buscadores de empleo que hay solo buscan rebotar de una empresa a otra en busca de lo que creen que es la mejor oferta. Todos en este negocio saben que no se puede tener éxito en el negocio de los supermercados sin una ayuda capacitada y de calidad en todos los departamentos. Ahora, con muchos de nuestros miembros más jóvenes que se dirigen a la universidad, el pellizco se está volviendo aún más apretado.

Menciono esto porque es tan importante ahora como siempre asegurarse de que está trabajando de manera segura y cuidadosa. Muchos de nuestros miembros tienen la costumbre de tratar de hacer más con menos o cortar esquinas solo para hacer el trabajo más rápido. Por favor, no pierda de vista lo que es más importante, usted y su seguridad. No solo está lidiando con un mayor riesgo de Covid, sino que con menos ayuda muchos problemas simples se están pasando por alto o no se están solucionando. Debe asegurarse de que está trabajando de manera segura sin importar cuál sea la situación de ayuda en su tienda o departamento. Nunca debe trabajar con equipos rotos o consubmarinos o mesas de calidad inferior. Si algo en su área de trabajo es tedioso, se tambalea, se inclina o le falta una pieza, es un riesgo para la seguridad y no debe usarse. Realmente no me importa lo que diga su gerente o supervisor al respecto, los protocolos de seguridad están ahí por una razón. Es por eso por lo que sus representantes sindicales y representantes de servicio de membresía realizan informes de seguridad en todas nuestras tiendas.

Trabajar de forma segura también incluye asegurarse de realizar todas las inspecciones / limpieza de las cajas refrigeradas para garantizar que estén en condiciones de trabajo aceptables. Trabajar en una caja (sin importar el departamento) que tiene una puerta con una liberación de seguridad rota, tiene una placa de diamante rota o dañada en el piso o láminas de metal sueltas en las puertas (o paredes) es una tontería y puede resultar fácilmente en una lesión y podría hacer que pierda tiempo en el trabajo. ¿Su cheque de Compensación se verá igual que su cheque regular? Probablemente no. ¿Alguna vez ha tenido que hablar con el consultorio de un médico sobre facturas médicas impagas de un reclamo de Compensación? ¿Te aseguro que no es un picnic!

¿Por qué alguien querría trabajar en una caja que tiene más nieve en el techo que lámparas? ¿Te gusta que te golpeen en la cabeza con bolas de nieve? ¿Qué pasa con las cajas que hay con moho creciendo en ellas (por dentro o por fuera)? ¿Cuántos de ustedes han visto recientemente una caja de productos (u otros productos perecederos), una pared de la trastienda o un respiradero con esa fea mancha verde u oscura en ellos? Sí, sé que no todo el moho es "moho negro", pero el moho es un tipo de hongo, y

ese hongo no tiene cabida en su área de trabajo. NINGUNA de estas cosas son condiciones de trabajo aceptables y todas de ellas debe ser informada a la Unión inmediatamente. ESPECIALMENTE si ya los has reportado a tu equipo directivo y no se ha hecho nada al respecto. Hay una manera correcta e incorrecta de hacer las cosas y cortar esquinas, especialmente porque no hay suficiente ayuda, es simplemente incorrecto.

No puedo culpar a sus empleadores por los problemas de ayuda que existen. Hasta donde yo sé, todos están tratando (muchos sin éxito) de encontrar más ayuda para sus tiendas. Dicho esto, la gerencia seguirá teniendo las mismas expectativas que tenía antes. Sin duda, lo empujarán a terminar su trabajo, producir excelentes condiciones y hacer cualquier otra cosa en el edificio que deba hacerse. Tenga en cuenta que la limpieza y el saneamiento también son cuestiones de seguridad igualmente importantes para su seguridad. Obviamente, covid ha puesto el foco en desinfectar áreas de alto contacto, lavarse las manos y no tocarse la cara mientras está en el trabajo. Pero la seguridad de su trabajo también depende de que complete los protocolos de saneamiento, siempre empacando con la rotación adecuada y tomando y registrando su inventario. Es posible que no piense en la conexión de seguridad con esto hasta que lo suspendan por fallar en una inspección o entregar un número de inventario terrible porque simplemente se apresuró a atravesarlo. Al igual que trabajar a un ritmo seguro y solo usar equipos en pleno funcionamiento, tomarse el tiempo para hacer bien todas las facetas de su trabajo es igualmente importante para la seguridad de su lugar de trabajo. Debe proteger su cheque de pago de la misma manera que protege su salud y seguridad.

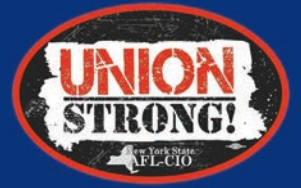
Recuerde que si elige cortar una esquina en lugar de trabajar de manera segura, podría estar poniéndose a sí mismo y a su trabajo en riesgo. Poner a su equipo de gestión sobre aviso es un primer paso muy importante para abordar los problemas de seguridad y equipo. Eso siempre debe ser seguido por una llamada / correo electrónico a su Representante Sindical solo para asegurarse de que se ha informado de la situación. Si intenta resolverlo por su cuenta, es posible que nunca obtenga una resolución a su problema y eso podría volver a atormentarlo. Sus representantes sindicales están listos para asegurarse de que su lugar de trabajo sea tan seguro como debería ser. Eso incluye no permitirle ser responsable cuando no hay suficientes manos alrededor, u horas en el día, para hacer el trabajo bien.

Puede que estés leyendo esto y pensando, eso nunca me sucederá, he estado haciendo este trabajo durante décadas y nunca me lastimé. Las probabilidades dicen que cuanto más viejo te haces; la probabilidad de una lesión o enfermedad aumenta. O podría estar pensando que mi gerente / supervisor es genial, que conocen el trato. ¿Lo son? ¿Verdad? ¿O es más probable que también tengan un trabajo que hacer y si / cuando algo sale mal, ya sea que lo sepan o no, lo harán responsable? No soy un tipo de persona de esperar y ver, y te animo a que tampoco lo seas. Estamos aquí, y siempre estaremos, para ayudar a nuestros miembros y hacer todo lo que esté a nuestro alcance para llegar a casa con sus familias de la misma manera que usted las dejó. ¡Espero que hayas tenido un buen verano y te deseo lo mejor para el otoño! **MiUnionTieneValor!**





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



## Know Your Worth...

It never ceases to amaze me, how in today's modern society we don't have an accurate method for measuring working conditions and benefits. With so many facets of life constantly reporting figures & analytics, it literally feels sometimes like we are drowning in data. Unfortunately, most of that data is related to how corporations make more money but no real data measuring how much money we should be making.

With Wall Street, social media analytics, next generation sports statistics and credit ratings scales constantly collecting and updating data, it really makes you wonder why we don't have a reliable source reporting on employment worthiness.

I'm not talking about the likes of Glass Door or LinkedIn. I'm taking about knowing how your company measures up based on hard data that exemplifies a good sustainable job. Data seems to be a one-way street; we use it to market the goods and services produced by the hard-working populous, but we don't use it to properly market or compare their jobs and/or rank their real earning potential.

What if you were able to have an employer "report card" that you could use to compare information on potential employers. It would be like knowing if you want to invest in a company based on their previous period's financial performance, or when a bank checks your credit before issuing you a loan? Makes sense to me.

It also makes sense that you won't know what you can afford in the future if you have no idea how much money you will be making. The thought that your job, the very thing that allows you to do everything else in life, doesn't have the transparency and scrutiny necessary for you to make an educated decision about, seems unacceptable to me. After all, your employer interviews you to gauge whether you'd be a good fit. They look at your experience and growth potential to see if they want to pay you what you're asking. Shouldn't you be able to interview your employer to see if what they're offering measures up to other employers? This is your life; this is your job...shouldn't you be able to know and have a say in what your future working conditions will be?

Think about it this way, if you are looking for a place to eat, a restaurant with an "A" rating is most likely to grab your attention and your business, right? That rating is out there for the world to see BEFORE you engage with them, right? So why can't we have a system that evaluates and rates employers? The same way that standards of health and cleanliness are stringently upheld by restaurants seeking the best possible rating, shouldn't we also be able to see a rating on how employers treat their employees? Wouldn't it be great if every employer was subjected to that type of system? Would an employer put forth the same effort to create and maintain quality jobs if they were concerned with the fact that the public could openly and consistently view their behavior?

We believe that randomly picking a job is the equivalent of closing your eyes and bungee jumping into the unknown. It may be a great way to get a rush, but it is not the best way to land a good job. People shouldn't blindly get into jobs that do not have a visual path for their own success and happiness.

What if you walked by a business with an "F" rating? Would you patronize that establishment? The same should go for their working environment. Would you work somewhere if ahead of time you didn't have answers for what your salary would be in the future; or what, if any, health benefits would be available, and how much they would cost you; or if there would ever be any sort of retirement vehicle for you? Unfortunately, too many people blindly accept and work at places with conditions like this. The 'enter at your own risk' mentality in our society needs to end. You should know what your prospective employer's rating is, so that you have the opportunity to pursue a different job if you are unsatisfied with their rating.

This rating concept would assist in accomplishing what we have been striving to achieve for years... leveling the playing field for our responsible employers. This would also invariably increase the quality of jobs offered throughout New York.

We here at Local 1500 pride ourselves on fighting hard to make the most out of everyone's jobs. We feel that the best way to do that, and to hold employers accountable, from the first day you punch in until the day you retire, is through a Union contract. For far too long, employers have treated working conditions as if it were the employee's problem. In too many cases their corporate privacy, "open-door policies", and non-transparent salary disparity have created an advantageous environment for companies to pay people less.

Many employees often ask themselves if they have the best possible situation as far as their job goes. Isn't that question best answered by a collective of employees that currently work there? The employees in a Union environment are the ones that propose and negotiate the terms of their employment, and the answers are clear when we stand up to support each other and ratify a contract.

The transparency that a collective bargaining agreement brings employees eliminates doubt and promotes equal treatment, from day one. With a Union contract, you are able to see what protections and benefits you have and will have. There are no secrets and there is no favoritism. Whether you have a friend, or a family member who is job hunting or looking to improve their workplace, or you have been a Local 1500 member for years, reading through our contracts will give you the stability of knowing exactly what your job is worth.





**CHARLES HAUGHWOUT**  
Stop & Shop 511



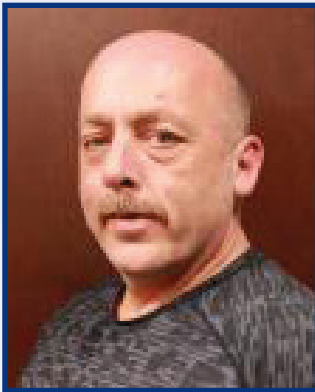
**DANIEL GLEASON**  
King Kullen 1



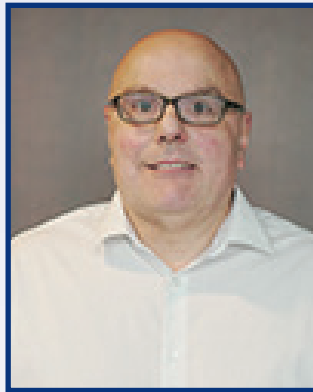
**KEITH JEFFERSON**  
Stop & Shop 2595



**ROB SCHNAARS**  
Stop & Shop 2588



**GEORGE ROMAHN**  
King Kullen 51



**JACK ALMEIDA**  
Shop Rite 109



**RAY MARRERO**  
Fairway 1



**JENN BOTTITA**  
Shop Rite 835



**ALICIA BOAKE**  
Glass Gardens  
Shop Rite 289



**ARTAN SHABANI**  
Shop Rite 293





# BACK TO SCHOOL GIVEAWAY







Joseph Waddy, Executive Vice President/Recorder



## Unions Are A Thing Of The Future, So Let's Make History

I've heard it said a hundred times – "Unions are a thing of the past." And if you solely look at the Union membership numbers over the decades, that seems like a true statement. But if you just accept what you hear at ear value, you make that a true statement. What I mean is, if you hear that unions are disappearing and just pass that information on to the next person, without doing anything about it, you are actually contributing to the demise of unions.

I know that may be hard to hear and read, but let's think about it for a while. And I know some of you may be asking "What can I do about that, anyway, isn't that just history?" But that, my friends, is where you may not be seeing the picture clearly. You are history, and since you are history, then you can change history. And if you can change history, then you can obviously make history.

President Newell has always reminded people that he started in our industry as a part time cart clerk. Steve Gallagher, a long-time member, and Local 1500 vice president at the time, encouraged him to get involved with his Union early on, and yes, the rest is history. However, there is a lot of work that goes into becoming involved in the labor movement. What Mr. Gallagher did back then, is what we all need to do now... get someone new involved in your Union.

What happens at your job when someone retires? Other than them becoming extremely happy with their new daily routines, back at the job they are replaced. But how are replacements chosen? In the most successful examples, there are people who have learned or have been trained along the way to effectively do the job of the person who was approaching retirement. So, in an ideal situation, the transition from the outgoing employee to the incoming one is seamless. And in some cases, the incoming person has developed a passion for the job and excels at it, even better than their predecessor.

With Union membership, it's the same principle – inform the younger-tenured members about the benefits of belonging to your Union, so our strength is passed on, year after year. If done effectively, we WILL find our future generations of leaders that will carry on this fight.

**Unions are not so much disappearing - as we have not been properly training the future labor warriors to carry on the movement.**

The future of Unions is in your hands, it's that simple. But where do you start? That's easy...start by talking to your Shop Steward. Ask them what you can do to get involved or get others involved. Talk to your Union Representative. There are a host of activities that you can point members to, so they can begin to participate. Something as simple as helping out on one of our fundraisers can spark a relationship between them and their Union. We are always looking for members, especially part-timers to join us on negotiating committees. What better way to become actively involved than to represent your peers at the bargaining table? Maybe helping us out on a ratification vote,

or an organizing drive? We must continue to build and replenish the pool of strong Local 1500 members, and it really is up to you to help cultivate them.

More food for thought...and again, very similar to your jobs, but when an executive at the Union retires, typically they are replaced by a more senior-tenured Union staffer. But that experienced, promoted staffer has now left a void in the department they were promoted from. So, what happens next? Their former position needs to be filled – and where do we find that person? Of course, we first go to another staff member to look for that replacement. And then what? Well, we go to our pool of strongest, or most actively involved members, to search for a replacement to join our staff and fill that void. In the past we have chosen people from our executive board or shop stewards, to apply for the opening. But think about what then happens? That executive board member or shop steward also now leaves a void in the position they most recently held, and we have one fewer strong member working in the stores. If we have the opportunity to hire a shop steward to work on staff with us, then we need to replace that shop steward in the store. So, Stewards, you should always be identifying coworkers that can help you, and even take up your mantle if you move on from your position at the store. And so on.

I know I went on a little bit with that last series of examples, but it is important to illustrate to you that as someone retires, there is a long chain of events that must happen if we want to keep the interests of our members and the strength of their Union from slipping away. And that is just to keep the labor movement at status quo. We want to reverse the diminishing numbers, so we should all realize the need to double our efforts.

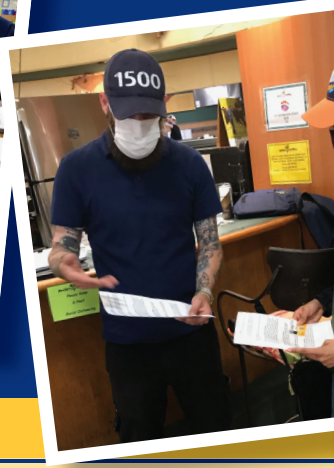
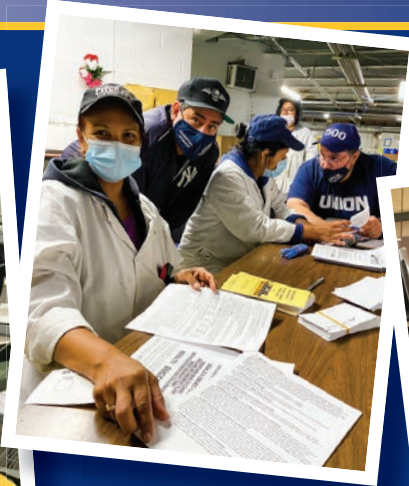
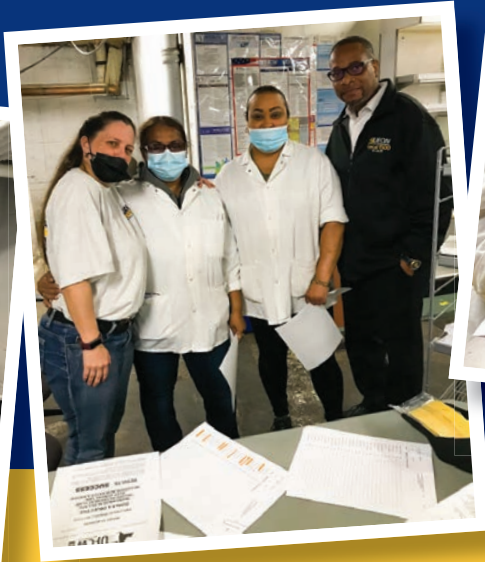
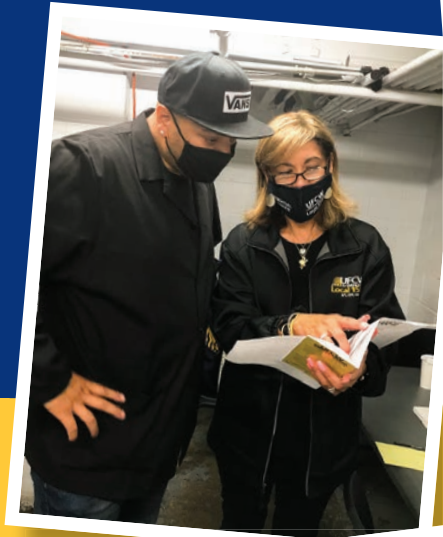
Unions are not made up of magical people from fairytale places that we've once read about in a book or watched in a movie. We are simply a group of people that are willing to fight for something better out of our jobs, period. If you can get someone to sign onto that, then there you go, you can be a leader.

We must make sure that every step along the way, we continue to motivate people to get involved. It is necessary for the existence of our Union. At Local 1500, we are always thinking about and planning for today, tomorrow, and especially long term. If we are not searching out and identifying the next generation of leaders now, we are all doing the future of the labor movement a disservice.

But, if we accomplish successfully mentoring our fellow members, just imagine those very special people we will come across that will develop a strong passion for fighting for people. And imagine if they develop a desire to do things even better than their predecessors? By making future powerful labor leaders, we can change the direction of labor unions, and we can in fact make history. It all starts with you.







## Man-Dell

It has been an extremely busy year negotiating contracts. We have successfully negotiated contracts for Wild By Nature, Man-Dell Key Food, G Markets, HMSM Food Corp., Food Basket Center. Thank you to the committees for all of the members who have resounding



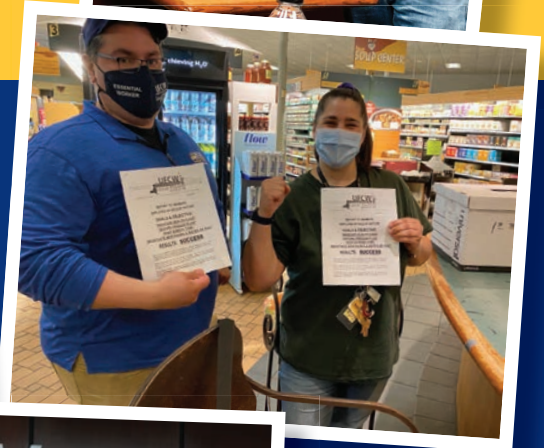


# ATIFICATIONS



negotiating contracts! Since December, we  
for our members working at Stop & Shop,  
emstone Key Food, Holiday Farms, Tops  
et of Bayville, and Associated of Rockville  
for their hard work and congratulations to  
gly ratified their contracts so far!

## Wild By Nature



## Legal Crossword Puzzles

D	P	R	P	S	R	R	A	U	A	W	U	I	C
T	R	C	R	A	E	A	D	B	O	I	T	L	O
F	E	U	I	N	R	L	O	I	H	L	R	I	N
I	I	S	M	C	M	S	P	R	X	L	U	S	F
N	M	R	A	C	A	Y	T	O	A	I	O	R	I
A	B	E	R	S	S	O	I	E	I	U	C	E	D
N	U	Y	Y	S	S	U	O	M	S	F	Y	B	E
C	R	W	H	S	E	I	N	I	U	C	L	M	N
I	S	A	O	I	O	R	S	I	E	W	I	E	T
N	E	L	M	E	C	E	V	T	N	C	M	M	I
G	M	I	E	S	F	S	R	I	A	Y	A	M	A
Y	E	C	L	L	A	G	E	L	C	N	F	N	L
I	N	S	N	O	I	N	U	Y	U	E	C	C	A
L	T	O	E	X	P	E	N	S	E	S	S	E	N

ADOPTION  
SERVICE  
LAWYER  
LEGAL

REIMBURSEMENT  
FAMILY COURT  
ASSISTANCE  
UNION

FINANCING  
MEMBERS  
EXPENSES  
CONFIDENTIAL

WILL  
UFCW  
PRIMARY HOME



## Congratulations!



Paul Santarpia has been promoted to Director of Operations. In addition to being the right hand to Executive Vice President Joe Waddy in running the Union's Field Operation, Paul is also charged with the responsibility of working closely with both our Office Manager Michele Wright and newly promoted Executive Assistant to the President Stefanie Andrade, to manage our Office operations and negotiate with our Union's vendor servicing contracts. Paul will continue to oversee and negotiate many of our Union's Independent contracts along with our Union Representatives. Additionally, Paul will coordinate everything as it relates to our Union Hall, it's upkeep, and scheduling. Paul has proven time and time again that his years of experience have consistently paid dividends for our members, our staff and our Union. On behalf of UFCW Local 1500's executive staff, please join us all in congratulating Paul and wishing him luck in his new position!



Stefanie Andrade has been promoted to Executive Assistant to the President. Stefanie's role in our Union has continued to progress and develop since she came to work at our Union in late 2016. In addition to continuing to manage our network files, all union payments, and working with the Union's media and communications team, in the coming months you will see Stefanie become more involved in our Union's support operations and policy creation, both in the office and in the field. We are excited for Stefanie to take this next step in her career, and we all look forward to her continued influence on our members, our staff, and our Union. Please join us all in congratulating Stefanie and wishing her luck in her new role!

## Welcome to our Union Family!



David Brijlall was born in the Bronx and grew up in Queens. He served on the United States Air Force and was honorably discharged in 1996. Prior to coming to work at Local 1500, David worked at RWDSU/UFCW Local 1102 since 1999. During his tenure there, David negotiated many collective bargaining agreements and worked to successfully organize many new members into the RWDSU/UFCW family. David has experience, among other things, working in Local 1102's welfare fund, supervising business agents, and was even elected onto their executive board.

David's parents immigrated from Guyana in 1970. He has successfully completed the Union Leadership Program at Cornell University School of Industrial Arts and Labor Relations and studied Science in aerospace engineering from the University of Southern Illinois.

## MEMBER MONDAY

Every Monday we select an individual member to be highlighted for their efforts and productivity. Here are a few of this years #MemberMondays.



Bette Pahl  
Stop & Shop  
Jan. 4



Bashiri Franklin  
Stop & Shop  
Feb. 15



William Elliot King  
King Kullen  
Mar. 1



Christine Kurz  
King Kullen  
Mar. 8



Robinson Jimenez  
Gristedes  
May 1



Rachel Brown  
D'agostino  
May 3



Denise Bertomeu  
Tops Friendly Markets  
June 21



Nancy Koch  
King Kullen  
July 1



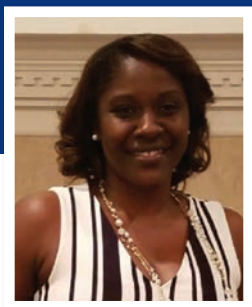
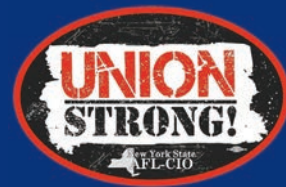
Margarita Ventura-Remigio  
ShopRite  
Aug. 2



Arsenio Cabrero  
Stop & Shop  
Aug. 30







Fallon Ager, Director of Region 1 – Northeastern

## Help Us Strengthen Workers' Rights

Members of Local 1500 know about the value of a union voice in the workplace and the better wages and benefits that come with a union contract. That's why our union is supporting the Protecting the Right to Organize (PRO) Act, which would expand protections for workers to exercise their right to join a union and bargain for better wages and working conditions.

The PRO Act would put into action the strongest labor reforms in 80 years and improve the lives of hard-working Americans by:

- Holding corporations accountable when they violate workers' rights.
- Ensuring that more workers are included under the National Labor Relations Act's protections.
- Protecting collective action and removing constraints that prevent workers' voices from being heard.
- Strengthening the right to negotiate and organize.
- Empowering workers to report abuses of their rights.

To help support this important legislation, the UFCW has set up an action page at <https://p2a.co/fDnYRyC> where Local 1500 members can email their U.S. Senators and tell them to pass the PRO Act.

Local 1500 members who have children and are receiving the Child Tax Credit are also encouraged to record a video on the UFCW Votes site about the positive impact of these funds and why the Child Tax Credit should be made permanent. If you're interested in sharing your story, visit <https://ufcwvotes.soapboxx.us/prompt-single/ChildTaxCredit>.

By supporting the PRO Act and sharing stories about the benefits of the Child Tax Credit, we can strengthen workers' rights and build a better future for our union.

Thank you for being a part of our union family and for making Local 1500 better and stronger.

## ARTVOLUTION MURAL UNVEILING AT MAN-DELL KEYFOOD IN QUEENS ON NEWTOWN AVE.





## UFCW LOCAL 1500 WELFARE FUND FULL-TIME, SPECIAL PART-TIME AND PT ACA GROUP BENEFIT PLANS Introducing Livongo For Diabetes

As you know, the Trustees of the UFCW Local 1500 Welfare Fund ("Fund") have always strived to provide the best benefits within its financial capabilities and continue to research new programs to achieve that goal.

The UFCW Local 1500 Welfare Fund is happy to announce a new program that will be effective October 1, 2021. Livongo, a subsidiary of TeleDoc Health, offers a variety of programs designed to assist in the maintenance of various conditions. One such condition is diabetes. Livongo for Diabetes ("Livongo") is a diabetes management program designed to help you manage your diabetes. Participation in the program is entirely voluntary. Livongo will be reaching out to Participants and their eligible dependents who have been diagnosed with diabetes and who it believes may benefit from this program. The Livongo program will provide valuable services to the Participants of the

Plan, including but not limited to providing test strips, lancets and glucose monitors (shipped to your door at no cost to you), nutritional guidance and coaches to assist with the emotional/psychological aspect of having this condition.

Diabetes is a condition affecting millions of Americans and a large percentage of our membership. If left untreated, diabetes can cause other medical conditions that will require further treatment and which could diminish your quality of life. No one wants to see that happen.

The Fund is hoping that the implementation of Livongo will help you and your eligible dependents receive the guidance you need to keep you on the path to maintain and retain healthy glucose levels. All it takes are small steps and small changes in diet and lifestyle to get you back on, or keep you on, the right track.

If you have any questions, you can contact the Welfare Fund Office at (800) 522-0456 or (516) 214-1336 or (516) 214-1337 and speak with Michelle Sefcik or Carla Merlos. You may contact Livongo directly at (800) 945-4355 on or after October 1, 2021

## UFCW LOCAL 1500 FISHING TRIP



**SCAN TO  
WATCH VIDEO**



**MEMBER  
SPOTLIGHT**





## 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.

Ackerly, Lucia  
Anderson, John R.  
Ascani, Robert M  
Aylmer, Richard  
Bates, Andy  
Berman, Annette  
Caballero, Evelia  
Cancro, Michael  
Carollo, Salvatore  
Chuck, Arthur  
Collyer, Diane  
Costa, Frank  
Debruyne, Marguerite  
DeLauro, Jerry  
DeRosa, Michael  
Fenelon, Stephene  
Ferrara, MaryJane  
Fitch McDermott, Marlene G.  
Florence, Inez  
Gallino, Charles  
Gallo, Joseph E.  
Garvin, Otelia  
Gennaro, Benjamin  
Gennuso, Joseph  
Gillette, Robert  
Grassia, John  
Gray, Gregory  
Gutenberg, Margot  
Harju, Leo  
Henkel, Hildegard  
Hohlbein, Ruth  
Hotaling, Lee  
Iscaro, Virginia  
Jiggetts, Darlene  
Jones, Charles A.  
Joseph, Pauline  
Keiper, Joann  
Krischik, Elly  
Laboy, Mario

Larocco, Michael  
Lee, William  
Luyando, Jose  
Macentee, Beverly  
Matullo, Robert  
Mayer, Freidel  
Milite, Nicolette  
Murphy, Geraldine  
Nardello, Gregory  
Palumbo, Ann  
Patton Jr., Thomas  
Pavia, Salvatore  
Picot, Darrin  
Polimine, Joseph  
Raccuglia, Anna  
Rahman, Marion  
Rotunno, Mary  
Sarno, Stephen  
Schilkowski, Antoinett  
Smith, Madeline  
Southard, Dorothy A.  
Specioso, Norma L.  
Sprenger, Pauline  
Steinmann, Roger  
Stewart, Sammie L.  
Stone, George A  
Terry, George  
Therault, Sandra  
Turino, Anna  
Urrutia, Vicente  
Van Winkle, Laura  
Vela, Elizabeth A  
Walsh, Sarah  
Willey, Lynn  
Williams, Anthony  
Winston, Coreather  
Wittmann, Edward  
Wright, Dorothy

## 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.



www.vscreening.com

**VISION SCREENING**

**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](http://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  
Minimum Retail Value of Frame \$175.00

**BONUS DOLLARS**

www.vscreening.com

**VISION SCREENING**

- Limit One \$50 coupon per patient
- Not valid with any other offers, sales or packages
- This offer excludes contact lenses

NOT REDEEMABLE FOR CASH  
VALID AT PARTICIPATING STORES ONLY

**50**

## NEED A WITHDRAWAL CARD?

Send an email to [wcards@ufcw1500.org](mailto:wcards@ufcw1500.org) with the following content in the email:

- Name
- Store Number
- Company
- Last Day Worked

For further questions on withdrawal cards, please contact your union representative. You can also send a letter requesting a withdrawal card to:

**UFCW Local 1500 Attn: Rosanne Wynne-Torres**  
425 Merrick Avenue, Westbury, NY, 11590

## VALUE OF MY UNION

**MEMBERS ASSISTED BY LEGAL SERVICES YTD: 385**

**AMOUNT REIMBURSED TO MEMBERS YTD:**

**\$42,045.50**



# Bulletin Board

## GENERAL MEMBERSHIP MEETING

FRANK MEEHAN HALL  
425 MERRICK AVE, WESTBURY, N Y, 11590

Wednesday,  
December 8th  
@ 7 P.M.



**WATCH**  
ON FACEBOOK LIVE



## EMERGENCY BLOOD SHORTAGE



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



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

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

## LOCAL 1500 RETIREES

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

Acevedo, Debra  
Acosta, Edith M  
Adedeji, Orealia A  
Anderson, Richard  
Andreorio, Mary  
Archille, Elmase  
Avignone, Nanette  
Bartley, Jennifer A.  
Bates, Andy  
Bauer, Robert J.  
Bennett, Corwyn J  
Black, James  
Braxton, Pamela  
Brown, Murlene  
Brown, Tana M.  
Bryan, Donna M.  
Buirkle, Elaine M.  
Bullard, Derek A.  
Burek, Walter  
Busch, Eugene J  
Buttafuoco, Rosanna  
Byrne, Debra A.  
Campbell, Charles  
Cancel, Kathleen  
Cannella, Vincent  
Capuano, Diane C.  
Caramela, Nancy A.  
Carranza, Jose  
Castillo, Ayalivis  
Celovsky, Irene  
Chaikowski, Deborah  
Chan, Kwan  
Chandler, Deborah J  
Cheng, Henry C.  
Claudio, Jean A.  
Cleveland, Kirk  
Cocciardi, Frank  
Coviello, Rita L  
Cox, Sharon  
Cruz, Luis  
Cupeles, Iris  
Damaso, June  
Daversa, Patricia M.  
DeFazio, Jeanine M  
Derevere, Marianne  
Dileo, Ann  
Dipietrantonio, Rosa  
Dunning-Lazaroff, Cynthia  
Dwyer, Paul L.  
Early, Cynthia R.  
Egeto, Agnes  
Enriquez, Jeremias E.  
Escobar, Delia  
Farrell, Bruce A.  
Farrugia, Salvatore  
Fellicciardi, John  
Fertoli, Steven C  
Figueroa, Juan R.  
Florissant, Anotide  
Foster, Michael F

Foy, James M  
Fraccavento, Giuseppa  
Galan, Olga  
Galas, Irene  
Gathmann, Paul T  
Germain, Asna  
Giancontieri, Frank  
Grant, Marcia M  
Grant, William E.  
Greenberg, Neal J  
Greenidge, Rosalinda A.  
Grill, Richard  
Gunnerson, Lois  
Guzman, Jose  
Halloran, Patrick J.  
Halpin, Peter J  
Hamilton, Winsome Y.  
Hetzer, Kurt  
Hill, Annette  
Hincapie, Flor  
Hines, Edna P  
Holub, Marianne  
Homer, Karen C.  
Hudson, Patricia  
James, Josbert L.  
Jeffords, Joyce F.  
Johnson, Johnnie  
Johnston, Janet C  
Jones, William F.  
Kaff, Mayer  
Keltz, Alan H  
Kotick, Tadd  
LaFon, Gregory  
Lanzetta Jr., Joseph A  
LeBlanc, Sharon  
Lee, Mary A.  
Lehoczy, Miklos  
Lemel, Carmela  
Leon, Gerson  
Levy, Albert  
Lopez, Silvia  
Lopez, Wilson  
Lowes, Harry G.  
Lupi, Robert F.  
Maldonado, Dorothy M.  
Manalo, Iraine E  
Manfredo, Joseph  
Mangar, Lionel  
Marro, Donna  
McInerney, Patricia  
McLaughlin, Kathleen M.  
McMahon, Patrick J.  
Meyers, Lois A  
Meyers, Nicholas  
Miller, John  
Milliken, Gloria  
Morris, Willam A  
Moscarda, Linda  
Nagle, Yolanda J  
Nelson, Anne K

Newkirk, John M.  
Nielson, Heather A  
Ninonuevo, Mark  
Noto, Susan T.  
Nunez, Carmen  
O'Brien Goldstein, Diane F.  
O'Hara, Shawn  
Olsen, Sigurd  
Pacifico, Mary C.  
Pahl, Bette L.  
Palmonka, HelenMarie  
Panko, Paul S  
Paquin, Raymond J  
Pardini, Patricia J.  
Passalacqua, Camille A.  
Pawlowski, John R  
Pelkofski, Janice C.  
Peters, Ann M.  
Petrucci, Dennis M.  
Pires, Mary Alice  
Polomik, Mark S  
Priore, Gary  
Rice, Kathleen M.  
Robado, Jose E.  
Roberts, Wellesley  
Rodriguez-Sanchez, Flores  
Rogg, Bonnie S  
Ruggiero, Luigi  
Saad, Mogid  
Sani, Kartali  
Savage, Eileen A.  
Schneider, Joan S.  
Serrano, Harry  
Seufert, Brian J.  
Sharkey, Kathleen A.  
Sharp, Doris B.  
Shaw, Robert  
Silva, Victor C  
Smith, Anthony L.  
Smith, Brian R.  
Smith, Juanita  
Smith, Nancy J.  
Spitzer, Steven E  
Sunesara, Rasul P.  
Terranova, Stephen A  
Trotta, Richard  
Vallen, Georgia  
Van Winkle, Laura  
Varela, Miguel A.  
Walker, Patricia  
Wearing, Barbara A.  
Williams, Evelyn M.  
Williams, Jackson  
Witzman, Milady  
Wong, Marilyn  
Wood, Jonathan  
Woods, John T.  
Zawadski, Alejandro  
Zillig, Diane



## GENERAL MEMBERSHIP MEETINGS

Wednesday, December 8, 2021

Wednesday, March 9, 2022

Wednesday, June 8, 2022



**ALL MEETINGS START AT 7:00 P.M.**

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

**Prizes Will Be Awarded!**



Good Afternoon Everyone,  
We are pleased to announce that on Friday August 6th the members of Man-Dell Key Food unanimously ratified their new contract. After many months of difficult negotiations, the members of Man-Dell KeyFood, represented by Local 1500 voted on the tentative agreement reached last week. Congratulations to the Man-Dell members on your new contract and thank you for your overwhelming support and patience throughout the bargaining process!



@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**



## FRANK MEEHAN HALL OFFICE HOURS & PHONE

**516-214-1300 • 800-522-0456**

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



### WHOM TO CALL:

Do you have a question about Blue Cross?

Or a problem with Group Life?

Or about any other benefit or membership service?

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

**Local 1500 has voice mail  
to better serve the membership.**

**Members can call Local 1500  
regarding any matter 24 hours a day.**

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

### DUES REFUND

Michele Wright, Ext. 1351

### WITHDRAWAL CARDS

Rosanne Wynne-Torres, Ext. 1332

### PENSION

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

### ANNUITY

Christine McGlone ext. 1314  
Troy Nyack ext 1321

### 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

### 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, Tarrik

### S.O.L.A.R.

1368 Durfey-Lavoie, Lee

**CHECK US OUT  
@UFCW1500.org**

**MY UNION HAS VALUE**

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