

# The Register

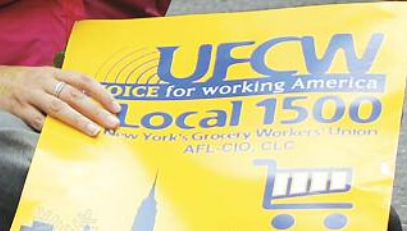
**UFCW**  
a VOICE for working America  
**Local 1500**  
New York's Grocery Workers' Union | AFL-CIO, CLC



## WE ARE ALL CONNECTED

**RETAIL WORKERS STAND  
TOGETHER FOR BETTER  
WORKING CONDITIONS**

**The Waltons  
are robbing  
America**



## HAPPY HOLIDAYS! FROM, LOCAL 1500



**PRESIDENT BOTH, SECRETARY-  
TREASURER SPEELMAN SWORN  
IN FOR 3 MORE YEARS**

**UFCW RAISES OVER \$95K  
FOR CHARITY**

**END OF AN ERA: LAST  
DAIRY BARN TO CLOSE**



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## THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both



# VOTER APATHY WINS AGAIN

*Americans strike and fight for change, but resist polls*

On October 27th at our annual Shop Steward Seminar, myself along with the entire Executive Staff and Executive Board were sworn in for three more years as officers of our union. I am honored, humbled and grateful to all of you for providing us with another opportunity to keep working for you.

The entire country, including our Local union, has gone through significant changes in the last year with the implementation of the Affordable Care Act. Whether it's tackling Part-Time hours being cut, raising wages, or securing pension benefits so we may all have a secure retirement, our assembled team is prepared and is fighting each day to make our union even stronger.

This Election Day was very disappointing for the Democratic Party, and this didn't come as a surprise to many political analysts. What was surprising however was the record for voter turnout in New York. This midterm election was the lowest turnout in a New York gubernatorial election in the modern era. Only 3.7 million people bothered to go to the polls — the fewest since the state Board of Elections began keeping precise tallies in the 1970s. That means only about one-third of the state's 10.8 million active voters filled out ballots. This is deeply concerning. We all know and hear that voter apathy is at an all time high, but talking about it isn't solving a thing!

Unrest is seen throughout the entire country, regardless of where Americans live, workers and communities are fighting for more change. Fast-Food workers are striking across the country demanding rights at work (next massive strike is Dec. 4th in NYC), Postal Workers are even protesting service cuts by delaying the mail. We need to be our brother's keeper; we need to support these workers fighting for rights. Our movement only works and survives if we are in this together.

It's not just workers calling for change, it's the wealthy 1% too, and that's with all the change that has already occurred in our country. In an open letter to America, a Canadian Citizen Richard Brunt writes "...Corporate profits are at record highs (again), the country has been adding 200,000 jobs per month, unemployment is under 6%, the dollar has been at its strongest level in years, stock market is nearing record highs, gas prices continue to fall, interest rates are at the lowest in 30 years and the wealthy are still making tons of money...So, Americans vote for the party that got you into the mess that Obama just dug you out of? This defies reason."

This was even more painful to read after our election results. It's a reality check that we all need. Our country has made significant progress and instead of defending it, the GOP drowned us in messages of hate, lack of progress and inaction by our Representatives in Washington, many of them were the cause of the inaction in Washington. This goes back to voter apathy in our country. Why didn't more Americans get off the couch and go to the polls? Part of the problem is Democrats doing a poor job promoting the progress they've made in our country. Democrats had winning issues, just not winning candidates. Minimum wage was raised in

four red states on Election Day: Alaska, Arkansas, South Dakota and Nebraska. This sends a message to Washington, but is anyone listening? Raising the minimum wage is extremely popular among Americans, with 70 percent of respondents to a recent poll saying they back the idea. That support tends to cross party lines, even if Democrats are more enthusiastic about the idea than Republicans.

There is progress that needs to be made in America, and that's within labor. We need to defend the rights of part-time workers, we need to raise the minimum wage throughout the entire country and we need to strengthen our labor laws making it easier for employees to band together and form a union. The need for this couldn't be illustrated more than at Mrs. Green's in Mount Kisco. Eight longtime workers who had over 60 years combined experience at the store were illegally fired for wanting to join a union for more rights. The result? The company was slapped on the wrist and told to put up a sheet of paper in their store, notifying workers of their basic protected rights. If we hadn't stood with the eight workers on a picket line, they wouldn't be back at work today. There is little the National Labor Relations Board can do (and will do) to bring justice against bad employers, for real every day Americans.

Like voter apathy, our union's greatest enemy is the indifference of those who do not regularly attend meetings and make their voices heard. No one should be so indifferent to his or her own welfare. I encourage you all to participate in the process and attend your union meetings. If you cannot attend our meetings, please stay in contact with your Union Representative, Shop Steward and stay up to date with us on our social networks and website.

At our Shop Steward Seminar in October we asked all Stewards to fill out a survey on their union. I have read each and every response we received. If you'd like to participate I encourage you to do so online at this address: [www.ufcw1500.org/survey](http://www.ufcw1500.org/survey). Feedback is the most important thing to us; it's what makes us better at representing you.

*My warmest wishes to you and your family this holiday season, and a happy new year!*



Region 1 Director Christina-Clausen Hajulous swears President Both and Secretary-Treasurer Speelman into office at Shop Steward Seminar



*I'd like to congratulate Jerry Knap on his retirement. This photo was from our recent Shop Steward Seminar in October, where we recognized and saluted Jerry on his over 40 years of service as a UFCW Local 1500 member. Congratulations, Jerry, we wish you a happy and healthy retirement.*

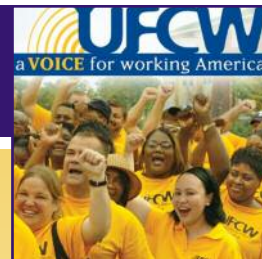
## UFCW LOCAL 1500 @ THE NYC LABOR DAY PARADE! SOLIDARITY!





## JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500



# STANDING TOGETHER

**9,000 Stop & Shop and King Kullen members are in negotiations again**

At our Shop Steward's Seminar in October, my message to the Stewards was the same as all Local 1500 Executives: Stand together. Stop & Shop and King Kullen negotiations are ongoing as you read this column, and as expected the billion-dollar employer Stop & Shop is attempting to tighten their grip even further on our union contracts. Even scheduling dates for negotiation sessions was a long dragged out process. The company approached us with only one date they were available to negotiate. Finally after tremendous pressure from us, they succumbed and we have been meeting throughout the month of November. My point is everything from scheduling negotiations, to actual negotiations is difficult with Stop & Shop.

We aren't surprised and we don't expect you to be either. Stop & Shop's negotiations recent history with the UFCW is frustrating. Just take a look at this chart below:

Local Union	Expiration Date	Status
1262	July 2013	18 months without a contract
338	March 2015	?
1500	December 2014	Currently in negotiations
342	October 2014	No contract, currently in negotiations

This chart does not and is not intended to bash our brothers and sisters in other Locals throughout our area, but it is intended to shed a light on how difficult this company makes the negotiation process, and how little urgency they exhibit when there are thousands upon thousands of jobs on the line.

While negotiations with Local 342 and Stop & Shop are going on at the same time as ours, keep in mind that if there is a possible action between Local 342 and Stop & Shop, our contracts allow us to stand the line with our brothers and sisters from Local 342. We do not have to cross the line. I am not saying it will come to this, but we are all aware it's quite possible when negotiating with Stop & Shop.

My message is clear as always. Communicate with your union. Do

not believe or buy into company propaganda, which includes rumors heard throughout the store. Do not back down; stand up for your rights, your union and your coworkers! Stop & Shop's plan is to divide us and take away our solidarity. Our job as union members is to stick together to demand more from our employer. The only way we can do this is with full commitment from every member. Negativity, double guessing and bad talking the negotiation process is doing no good, it's just what Stop & Shop wants to hear (please go to page 7 for more tips on what to do during the negotiation process).

This holds true for all members who aren't working at Stop & Shop or King Kullen, we're all in this together and we all need to stick together. Last year we saw hundreds of Local 1500 members volunteer to support Stop & Shop workers if a potential work action would occur, and I expect the same for this round of negotiations. That feeling of solidarity is special. I get goose bumps just writing about the selfless actions of fellow UFCW Local 1500 members who are willing to stand up for their brothers and sisters.

***Please enjoy a safe and healthy holiday season. As always my door is open to speak to anyone who has any questions or comments. You can always tweet me @Aspeel1500. Happy Holidays, stay together, united and we will succeed!***



## LOCAL 1500 HELPS MEMBERS BECOME FIRST TIME HOMEOWNERS.



barriers of homeownership.

The response has been amazing. A number of members have realized the American dream of homeownership.

Union Plus coordinator Christine Dawson stated, "Once a member sees that it could be cheaper to buy a home rather than rent, members enter the program with enthusiasm."

Once enrolled in the program, members are educated on the do's and do not's of the homeownership process. The program

President Bruce Both and the UFCW Local 1500 Executive board are proud to announce the success of the Union Plus Housing Program. The executive board invited Union Plus to speak at the September general membership meeting to announce the program designed to remove the education

offers free credit counseling, as well as access to grant money and down payment assistance programs. The Union Plus program also offers mortgage protection to all members of the UFCW. If by any chance a member goes on strike, or is locked out or if a member is disabled they provide mortgage payment relief. That's right!

The Union Plus program will pay your mortgage for 6 months.

Christine Dawson explained, "The program can help a first time home buyer or a seasoned homeowner. Additionally, members can refinance into the program. The Union Plus program comes with special benefits that not only limit the cost of buying a home but help any union member keep their home."

If you would like to learn what it takes to start down the path of home ownership please contact Local 1500's Union Plus representative Christine Dawson at 516-445-0521.



Leonard Marsigliano, UWUA, Local 1-2 Union Plus Mortgage Assistance program recipient



## STEWARDS GATHER FOR



Assistant to President Rob Newell  
Addresses Stewards on Pensions and Benefits



Recorder Rhonda Nelson



Gregory Finch, Shop Steward from Stop & Shop,  
receives Outstanding Steward Award



John Sellingsloh, Shop Steward from ShopRite,  
receives Outstanding Steward Award



Nicole Cirillo, Shop Steward from Stop & Shop,  
receives Outstanding Steward Award



Former UFCW 1500 President Frank Meehan  
was honored by President Both for the 10th  
anniversary of his retirement



Local 1500 Executive Board Members





# ANNUAL SHOP STEWARD SEMINAR



10 Years of Shop Steward Service Awards



President Both with Newly Elected  
U.S. Congresswoman Kathleen Rice



U.S. Congressman Elliot Engel with  
UFCW Local 1500 Shop Stewards



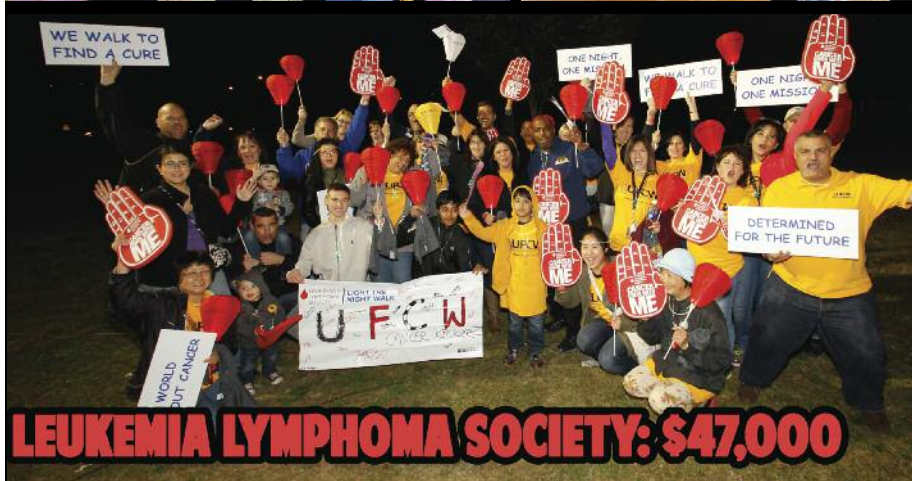
NYS Assembly Member Shelley Mayer receives the Friend of Labor Award





# 2014 FUNDRAISING: OVER \$95,000!

Each year I cannot thank our amazing membership enough for donating, volunteering and making a difference in people's lives through charities we support. Together, we've made an enormous impact. I look forward to making an even bigger difference in 2015 with all of you! Thank you again! - President Bruce W. Both. For info on any charitable work or volunteering please visit [ufcw1500.org/charity](http://ufcw1500.org/charity).





# STOP & SHOP & KING KULLEN MEMBERS IN NEGOTIATIONS

## *What to do and remember during the negotiation process*

Last year we came very close to having a work action when Stop & Shop's outrageous greedy demands continued to grow. This year, we're equally as prepared. Negotiations have been ongoing since early November with Stop & Shop and King Kullen. Two chains that represent over 9,000 members of our Union. In order to stay prepared please follow this checklist and please stay informed.



Communication is the a key ingredient to successful contract negotiations. When you combine communications and solidarity, you have the basis for a successful Union contract to be negotiated. Please, contact your Rep or Union if you have any questions regarding rumors you may have heard, or on the negotiations process!

1. Encourage fellow members to sign up for contract updates and attend all update meetings
2. Stand United! Solidarity between co-workers and fellow Local 1500 Members is crucial and the very fabric of our Union!
3. Negotiations can be a slow process. Please be patient if updates are not as frequent as you expect.
4. You will hear many rumors on the contract, some spread by the company, do not pass judgment until you, yourself have read the tentative agreement.
5. Stay informed, speak with your Shop Steward and Negotiating Committee Members.
6. Communicate with your Union Representative if you have any questions or comments.
7. Stay Connected, visit: [www.ufcw1500.org/Contract14](http://www.ufcw1500.org/Contract14) to sign up for updates and for the latest information on negotiations.

## AN END OF AN ERA

This month the last Dairy Barn will close its doors on Long Island. At one point the Long Island convenience chain had 64 stores and was home to over 600 union jobs. The stores were distinguished by their drive-through feature and red barn appearance with a small red silo.

Our union has had a long history representing the strong membership at this unique chain since the early 1960's, even our Secretary-Treasurer, Tony Speelman, began his career there working as a Clerk. During the last

decade the company slowly closed stores after sales began to decline. "This is a disappointing end of an era, that especially hits home for me," said Tony Speelman, "I want to thank all of the wonderful men and women who worked at Dairy Barn and whom we have had the pleasure of representing."

The last Dairy Barn is located in Farmingdale and is scheduled to close on December 14, 2014. So stop by and say farewell to one of the last of its kind.



Chris McWade, one of the last Full-Time Dairy Barn employees, working before the company closes its doors on December 14, 2014





# GATEWAY PLAZA

ShopRite

**KEPT WALMART OUT  
OVER 300 UNION JOBS CREATED**











## Regional Director's column

By Christina Hajagos-Clausen

# MORE MUST BE DONE TO BRIDGE THE DIVIDE BETWEEN RICH AND POOR

As the gap between the rich and poor continues to grow, it's clear that more must be done to address the many Americans who are struggling to survive in low-wage, part-time jobs. Raising the minimum wage is a good place to start, but Congressional Republicans have failed to advance legislation to raise the current federal minimum wage to \$10.10 an hour and index it to inflation.

While Congressional Republicans have decided to turn their backs on American workers everywhere, states and localities from California to New Jersey have taken action on their own to raise their minimum wage to levels higher than the current federal rate of \$7.25 per hour. In Region 1, Mayor Bill de Blasio recently signed an executive order to increase the living wage in New York City from \$11.90 to \$13.13 per hour. While these efforts to combat income inequality should be lauded, too many working Americans are falling out of the middle class—a problem that calls for a federal solution.

At Local 1500, we are part of a 1.3 million member movement that stands up for the rights of hard working men and women by fighting for fair wages and decent benefits and working conditions. We know as well as anyone that a rising tide lifts all boats, but right now, millions of workers are drowning in their low-wage, part-time jobs. And the sheer desperation of these workers who simply want to work has enabled many companies to cut wages and hours even further—forcing many men and women to hold down two or three jobs just to survive.

It's up to us to spread the word that raising the minimum wage to \$10.10 per hour at the national level will not only help workers provide for their families, but also boost our economy. It's also up to us to spread the word that the future of working families and the middle class depends on a united voice that can stand up to powerful political and corporate interests. When workers stick together as a union, they have bargaining power and a collective voice that they simply do not have when they are not unionized. In unity there is strength, and unions can lift us all up by bridging the gap between the rich and poor and giving workers a pathway to the middle class.



## Mrs. Green's Union Election Canceled by NLRB

The National Labor Relations Board [NLRB] has canceled the October 17th union election due to new charges against Mrs. Green's Natural Market for violating federal labor laws over the last three months.

Thirteen total charges were filed against the Mrs. Green's that led to the NLRB canceling the union election. Charges included: "Select employees were granted wage increases" "Select employees' hours were cut in retaliation for their support of the Union" "Employees could not get raises due to Union election".

Mrs. Green's Natural Market has settled over 20 labor violations in the last 15 months with the National Labor Relations Board. Earlier in 2014, the company was charged with illegally firing eight longtime workers from its Mt. Kisco store for supporting the UFCW union. Those workers were left on a picket line for over 6 months in front of the store, until the company succumbed to community and political pressure to rehire them.

"Mrs. Green's management is clearly intimidated by their employees banding together to collectively demand more from their employer, and the company has repeatedly shown they are willing to do whatever it takes, including breaking federal labor laws, to keep their employees from exercising their basic rights," said UFCW Local 1500 President Bruce Both.

For more information on the workers at Mrs. Green's Natural Market please visit [www.mrsgreeds.com](http://www.mrsgreeds.com).



*After being unlawfully fired and regaining their jobs from Mrs. Green's, these eight workers are still fighting for a union.*



@UFCW 1500 HQ  
425 MERRICK AVE. WESTBURY NY

# YOU'RE INVITED



*All Local 1500 Members and children are invited for a free Breakfast, and free Photo with Santa*

**CELEBRATE W/ YOUR UNION**

**RSVP: [INFO@UFCW1500.ORG](mailto:INFO@UFCW1500.ORG) - 800-522-0456 EXT. 1305**



# STRONGER TOGETHER

WE ARE MORE POWERFUL WHEN WE SPEAK TOGETHER!



"As long as Walmart gets away with low pay and virtually no benefits, our employer wants us to agree to the same things in our contracts. We have to stand up to Walmart—to make all of our jobs better whether we work at Walmart or another retailer."

**Ask your UFCW rep how you can participate in [www.ufcw.org/solidarity](http://www.ufcw.org/solidarity) to support OUR Walmart members and improve retail jobs for everyone.**

**UFCW**  
a VOICE for working America



## OFFICIAL NOTICE

### OFFICIAL NOTICE - SUMMARY ANNUAL REPORT - 2013 - UFCW LOCAL 1500 LEGAL SERVICERS 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, 2013 to December 31, 2013. 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 \$407,676 as of December 31, 2013, compared to \$474,035 as of January 1, 2013. During the year, the plan experienced a decrease in its assets of \$66,359. During the year the plan had total income of \$412,074 consisting of employer contributions of \$409,950 and earnings from investments of \$12,124.

Benefits under the plan are provided directly through the plan. Plan expenses were \$478,433. These expenses included \$281,866 in administrative expenses and \$196,567 in benefits paid to participants and beneficiaries. A total of 19,476 persons were participants in or beneficiaries of the Plan at the end of the Plan year.

#### 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  
425 Merrick Avenue  
Westbury, NY 11590,

and at the U.S. Department of Labor in Washington, D.C., or 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 - 2013 - 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, 2013 to December 31, 2013. 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 \$49,767,608. These expenses included \$3,293,840 in administrative expenses and \$46,473,768 in benefits paid to participants and beneficiaries. A total of 39,722 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 \$324,776,770 as of December 31, 2013 compared to \$324,776,770 as of January 1, 2013. During the plan year, the plan experienced an increase in its net assets of \$47,859,831. 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 \$97,627,039 consisting of employer contributions of \$30,796,772, no employee contributions, investment income

of \$5,945,270 gains from sales of assets of \$16,818,058, unrealized gains on investments of \$44,054,137, and other income of \$12,802.

#### 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. Bruce Both, 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  
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 - 2013 - 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, 2013 to December 31, 2013. 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 \$14,569,208 as of December 31, 2013 compared to \$16,078,462 as of January 1, 2013. During the plan year, the plan experienced a decrease in its assets of \$1,509,254. This decrease 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 \$65,358,555, including employer contributions of \$63,836,608, employee contributions of \$464,007,

realized losses of \$445,849 from the sale of assets, and earnings from investments of \$631,056 and other income of \$872,733.

Plan expenses were \$66,867,809. These expenses included \$1,732,998 in administrative expenses and \$65,134,811 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 Mr. Bruce Both, 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:

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



## HEALTHCARE CORNER

### New Precertification Process for Special Part-Time Medical Plan

**Effective December 1, 2014**, the Special Part-Time Plan will begin to use MagnaCare as its Utilization Manager for the precertification of certain medical services. You must contact MagnaCare's utilization management number at 888-362-4624 effective December 1, 2014, prior to services being rendered. If you or your provider fail to do so, your claim may be denied in full or in part.

*What is precertification?* The precertification process will determine if the requested service(s) is medically necessary and being performed in the most appropriate setting for the specific medical procedure, equipment or stay. An authorization does not guarantee coverage/payment as the patient and service must be eligible under the terms of the Plan.

The following services now require precertification:

- All planned and emergency hospital admissions;
- All ambulatory surgery, whether performed in a free-standing ambulatory surgical facility or the outpatient facility of a hospital;
- Therapeutic services, such as physical therapy, occupational therapy, cardiac therapy and pulmonary therapy;
- Radiological services, such as PET Scans, CT Scans, MRIs, etc.;
- The purchase and/or replacement of durable medical equipment or prosthetics over \$500;
- Care in a hospice or skilled nursing or other facility;
- Home health care; and
- Specialty infusion drugs.

MagnaCare is available Monday through Friday from 8:30am until 6:00pm Eastern Standard Time for precertification services. However, providers can fax or submit their request online 24/7.

Case Management is also available for patients who are facing chronic or catastrophic illness or injury. A Case Manager serves as a single source for patient, provider and Fund, to help assure that the treatment, level of care and facility are appropriate for the needs of the patient.

**Special Part-Time members will receive a new medical ID card containing MagnaCare's contact information and precertification requirements. Present the new card to all providers so they can obtain the proper authorization when required.**

Please refer to the Summary of Material Modifications (SMM) that was sent on September 30, 2014, for detailed information regarding the precertification process. You can visit the UFCW Local 1500 Welfare Fund page at [www.associated-admin.com](http://www.associated-admin.com) to view or print a copy of the most recent SMM, or call Associated Administrators, LLC at 855-266-1500.

### Vaccines Through The Pharmacy – Full-Time and Special Part-Time Plans

The Influenza (Flu), Pneumonia, and Herpes Zoster (Shingles) preventive vaccines can now be administered at a participating pharmacy. The cost of the vaccine will be covered under the prescription benefit administered by Express Scripts. Please be aware that the following pharmacies are excluded from the plan: K-Mart, CVS, Wal-Mart, Sam's, Price Chopper, Costco, B.J.'s, (Sav-On Drugs, Super X & Brooks Drugs), Walgreens, Target, Hannaford. **This change was effective November 1, 2014 for the Full-Time and Special Part-Time Plans.** Members can still receive the vaccinations at a participating physician's office.

### Remind Your Physician To Use An In-Network Laboratory – Full-Time and Special Part-Time Members

Members who are having tests (blood tests, etc) performed in an outpatient setting should remind their physician to use an in-network laboratory. Use of an in-network provider will result in less cost to you. Provider network contracts can change, so it is a good idea to request that your physician confirm that the lab facility participates in your network before utilizing the lab. Additionally, if you are going for outpatient tests, you too should verify that the lab participates in your network before you make an appointment. Please remember that there is a completely separate annual deductible for out-of-network benefits, and the allowable charges are covered at a lower percentage rate compared to the in-network reimbursement rate. Taking an extra moment to confirm that the facility participates in your respective network will reduce your cost for services.

Full-time members can log onto [www.anthem.com](http://www.anthem.com), or call 800-676-BLUE (2583). Special part-time members who reside in the NY/NJ area can visit [www.magnacare.com](http://www.magnacare.com) to find participating laboratories in their area, or call 800-235-7330. Special part-time members who reside outside of NY/NJ can visit [www.myfirsthealth.com](http://www.myfirsthealth.com) for this information, or call 800-226-5116.

### 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. If you would like more information on WHCRA benefits, please call Associated Administrators, LLC at (855) 266-1500.



## SAVE THE DATE!

## General Membership Meeting on December 10th at 7PM at our Union Hall



# Local 1500

## 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.

Allers, Lillian  
Arcara, Helen  
Autuori, Marie  
Barry, Robert  
Berger, Herbert  
Brewster, Christopher  
Catena, Salvatore  
Commisso, Ora  
Conte, Patrick  
Dasaro, Richard  
Davis, Patricia  
DeRosa, Dolly  
Feldman, Jack  
Fernandez, Abraham  
Grattan, Joseph F.  
Greiner, Fred  
Haas, John C.  
Hamilton, Jesse  
Harford, Laurence J.  
Hynes, Harry  
Kolaya, Paul

Lolli, Osvaldo C.  
Macas, Antonio  
Mack, Ethel L.  
Marengo, John T.  
Maurer, Henry  
Pearson, Rose  
Pesce, Anne E.  
O'Connell, Patrick  
Reid, Eli  
Ryder, James  
Shala, Gazmend S.  
Sluk, Pamela  
Staab, Elmae  
Tasso, Joan  
Turk, Richard  
Vargas, Henry  
Walker, Arthur  
Walther, Lance E.  
Werbin, Elissa  
Young, Leonard

## 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.

## 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

**www.licadd.org**  
**recover@licadd.org**

**Suffolk Offices**  
2805 Veterans Hwy, Ste. 26  
Ronkonkoma, NY 11779  
631-979-1700

877 East Main Street, Ste 107  
Riverhead, NY 11901  
631-979-1700

## Don't Suspend Yourself!

Under provisions of the UFCW International Constitution, "Any member two calendar months in arrears for dues or other financial obligations to the Local Union shall stand suspended if same are not paid on or before the first day of the third month.

The responsibility for maintaining membership in good standing rests with the member suspension, therefore, when it occurs, is the voluntary act of the member involved."

## Statement of Ownership, Management, and Circulation

THE REGISTER

1. Publication Title: THE REGISTER

2. Issue Frequency: QUARTERLY

3. Issue Date for Circulation Data Below: DECEMBER 2013

4. Issue Frequency: QUARTERLY

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9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank): Publisher (Name and complete mailing address): 118 Andalusia Way, Palm Beach Gardens, FL 33418

Editor (Name and complete mailing address): 118 Andalusia Way, Palm Beach Gardens, FL 33418

Managing Editor (Name and complete mailing address): 118 Andalusia Way, Palm Beach Gardens, FL 33418

10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)

Full Name: 425 MERRICK AVENUE, WESTBURY, NY 11590

11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box: NONE

12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one): The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes: [X] Has Not Changed During Preceding 12 Months [ ] Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)

PS Form 3526, August 2012 (Page 1 of 2) (Instructions Page 2) PSN 7530-01-000-9001 PRN CY 807108: Use our privacy policy on www.usps.com

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(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail®): 0

(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means): 0

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f. Total Distribution (Sum of 15c and 15e): 24,980

g. Copies not Distributed (See Instructions to Publishers at page 803): 1,020

h. Total (Sum of 15f and g): 26,000

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18. Signature and Title of Editor, Publisher, Business Manager, or Owner: DAVID J. GELLEY, MANAGING EDITOR

Date: 8/23/13

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

PS Form 3526, August 2012 (Page 2 of 2) (Instructions Page 2) PSN 7530-01-000-9001 PRN CY 807108: Use our privacy policy on www.usps.com



# Bulletin Board

Teachers Federal Credit Union



## All Long Islanders\* Can Bank With TFCU!

### Low Rates

- New/Used Auto Loans & Leases
- Mortgages
- Home Equity
- VISA® Credit Cards

### Easy Access

- Free Checking
- Free Online & Mobile Banking
- Free Bill Payer
- Worldwide ATMs

### The BALANCE Financial Fitness Program

FREE Money Management counseling/credit report reviews.

Call 631-698-7000, ext. 6780  
or visit [www.TeachersFCU.org](http://www.TeachersFCU.org)



\*Subject to membership eligibility.



## MOVING? KEEP THE FUND OFFICE INFORMED OF YOUR NEW ADDRESS

It is very important that you tell the Fund Office when your address and/or telephone information changes. Often, the Fund Office sends out important information about your benefits, coverage change notices, Plan booklets, and even the Register. If we don't have the correct information, we may not reach you and that may affect your benefits.

If you are planning to move (even temporarily), or have recently moved, let the Fund Office know your new address and telephone number by calling (800) 522-0456. Remember, telling the Union or your employer is not the same as telling the Fund Office. Tell us where you live so we can send you important information regarding your benefits, claims, changes, etc.

## THANK YOU FOR SHOPPING UNION STORES

- You help preserve your jobs when you shop union
- Union jobs contribute to the communities tax base

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

### SHOP THESE UNION STORES

PATHMARK STORES • KING KULLEN GROCERY COMPANY, INC  
KING'S SUPERMARKET • SHOP-RITE • STOP & SHOP SUPERMARKETS  
KEY FOOD: MAN-DELL FOOD STORES • PICK QUICK FOODS  
DAN'S SUPREME • SCATURRO SUPERMARKETS • GRISTEDES  
DAIRY BARN • FAIRWAY MARKETS • D'AGOSTINO SUPERMARKETS  
WILD BY NATURE HEALTH FOODS SUPERMARKET

**SHOP UNION – SAVE JOBS**

## 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 Leonora Cioffalo, Ext. 1330 or Ronnie Survilla, ext. 1333.

Archer, Diane C.  
Banos, Alberto  
Barone, Dolores  
Basirico, Anna R.  
Bingell, Susan L.  
Blank, Russell  
Botero, Carlos A.  
Byrne, James E.  
Chindelas, Linda G.  
Chirinos, Victor  
Dalesio, Leonard C.  
Dzienisiewski, Paul J.  
Eichholz, Darlene A.  
Fajardo, A. Juan  
Figueroa, Arturo  
Filomeno, Joseph  
Forte, Ronald  
Friedman, Sheldon M.  
Frigerio, Johanna  
Gocking-Cielto, Loretta I.  
Griffin, Patricia  
Gruttemeyer, Lawrence  
Guaraca-Salto, Angel C.  
Hanna, Shawky M.  
Herrera, Humberto  
Kelly, Kathleen M.  
Kiesel, Richard  
Kirby, Belynda A.

Lang, Bruce  
Lozano, Feliz B.  
Maccarino, Annette  
Mangold, Thomas  
Marrero, Michael  
Mastrocola, Louis B.  
McKee, Edward  
Moon, Patricia A.  
Morris, Linda L.  
Nolan, George F.  
Odums, Regenia  
O'Shea, Lorraine  
Parker, Marion B.  
Patel, Daksha  
Pelligrino, Linda R.  
Perlman, Ruth  
Rodriguez, Vicky  
Rosario, William G.  
Russo, Antonio  
Safo-Agyekum, Victor  
Stevenson, Nancy  
Trombini, Sheila  
Van Ewyk, William  
Venezia, Nicholas L.  
Vitti, Rosemarie C.  
Washington, Rochelle  
Watson, Stephen J.  
Weschler, Dorothy A.

## NEED A WITHDRAWAL CARD?

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

- Name
- Company
- Store Number
- 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: Carol Borcharding**  
425 Merrick Avenue, Westbury, NY, 11590

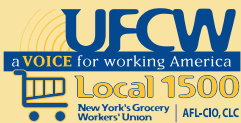
## DON'T SHOP THESE NON-UNION STORES

COMPARE FOODS • BJ'S WHOLESALE CLUB  
WALMART STORES • SAM'S WAREHOUSE CLUB • K-MART • TARGET  
GARDEN OF EDEN • PRICE CHOPPER • WHOLE FOODS  
C.V.S. DRUG STORES • STEW LEONARD'S • TRADER JOES  
WALGREEN'S • COSTCO WHOLESALE CLUB • HANNAFORD BROTHERS  
BEST YET • BROOKS • ALDI • MRS. GREEN'S NATURAL MARKET  
AMISH MARKET • THE FRESH MARKET • SAVERS

**SHOP UNION – SAVE JOBS**



## GENERAL MEMBERSHIP MEETINGS



Wednesday, December 10, 2014

Wednesday, March 11, 2015

Wednesday, June 10, 2015

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

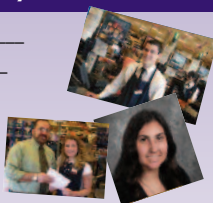
UFCW LOCAL 1500 UNION HALL  
425 MERRICK AVENUE, WESTBURY, NY 11590

**Prizes Will Be Awarded!**

## Apply for the UFCW Local 1500 Scholarship!

Each year, we award thousands of dollars in scholarships to Local 1500 members and dependents (if a parent or guardian is a member) working towards higher degrees. Fill out the form below and send it back, or apply online at [www.ufcw1500.org/scholarship](http://www.ufcw1500.org/scholarship)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Social Security or Member ID \_\_\_\_\_  
Are a Local 1500 Member? Yes ☐ No ☐  
Employer \_\_\_\_\_



**College Students must be Active Local 1500 Members**

Are you Full-Time or Part-Time F/T ☐ P/T ☐

If you are full-time college student, please circle the highest academic level you will complete by Dec. 2014 Freshman ☐ Sophomore ☐ Junior ☐

**High School Students Only**

If you are not a Local 1500 member write members info below

Name \_\_\_\_\_ SS# \_\_\_\_\_ Employer \_\_\_\_\_  
Relationship to Member \_\_\_\_\_ HS Graduation Date \_\_\_\_/\_\_\_\_/\_\_\_\_

**DEADLINE  
DECEMBER 31, 2014**

Return to: UFCW Local 1500  
Scholarship Department  
425 Merrick Avenue  
Westbury, NY 11590



Anthony G. Speelman said it:

*"I was proud to meet Senator Schumer tonight and talk about issues facing @UFCW1500 members."*

Follow your  
Secretary-Treasurer  
on Twitter @Aspeel1500



*"All unions want is a fair wage and dignity for people, not asking for a lot. Be proud!"  
@RepEliotEngel #SSS1500*

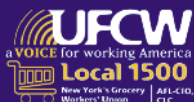
Follow your Union on Twitter @UFCW1500



You can also find us on  
[Facebook.com/ufcw1500](https://www.facebook.com/ufcw1500)



**Any suggestions or comments for the Register?  
Send us your feedback to [jfedele@ufcw1500.org](mailto:jfedele@ufcw1500.org)**



## OFFICE HOURS & PHONES

516-214-1300 • 800-522-0456

General Office Hours, Pension & Welfare & Legal Services  
Monday thru Friday 8:30 a.m. - 4:30 p.m.

**[www.UFCW1500.ORG](http://www.UFCW1500.ORG)**

**[INFO@UFCW1500.ORG](mailto: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, then press 1, followed by  
the four digit extension number of the person with  
whom you wish to leave a message. Voice mail can only  
be accessed from a touch tone phone. You may also  
email the union at [info@ufcw1500.org](mailto:info@ufcw1500.org) for any questions  
or concerns you may have.

### DUES REFUND

Ejay Martin, Ext. 1328

### WITHDRAWAL CARDS

Carol Borcharding, Ext. 1329

### PENSION

Leonora Cioffalo, Ext. 1330

Ronnie Survilla, Ext. 1333

### MEDICAL-DISABILITY-VISION

Sheila Hobson-Jones, Ext. 1335

Zaida Rodriguez, Ext. 1336

Michelle Sefcik, Ext. 1337

### MEMBERSHIP APPLICATION

Linda Campisi, Ext. 1325

### SCHOLARSHIP

Gloria Benton-Williams, Ext. 1306

Ejay Martin, Ext. 1328

### 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 Norberta Volmar

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

### EXECUTIVES

1303 Nelson, Rhonda – Recorder

1304 Newell, Robert – Assistant to the President/VP

1318 Quiñones, Theresa – Vice President/Field Director

1322 Aly Waddy – Director of Organizing

### UNION REPRESENTATIVES

1311 Aponte, Teresa

1362 Sexton, Brendan\*

1360 Castelli, Joe

1339 Shiels, Lynn

1353 Ecker, Robert

1371 Solivan, Vilmarie

1343 Mausser, Jeff

1317 Vargas, Anselmo

1356 Pasquale, Greg

1349 Waddy, Joe

1369 Santarpi, Paul

1357 Woods, John

1340 Scorzelli, Jay

*\*Political Coordinator*

### ORGANIZING

1361 Hernandez, Rafael

1345 Organizing Hotline

1374 Narcisse, Christina

1355 Political Hotline

### SPURS

1315 Garcia, Gerardo

1358 Mauleon, Rafael

### NEW MEDIA & RESEARCH

1354 Fedele, Joe – Director