

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



Happy Holidays!





THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both



STATE OF THE UNION

2015 presented many challenges to us. The A&P bankruptcy obviously overshadows them all. The bankruptcy comes at a time where the traditional grocery store's future is very much in doubt.

Companies are now merging in order to compete in the enormously difficult business, which is dominated by competition from Walmart, CVS and drugstores, and specialty stores like Whole Foods and Trader Joe's.

Earlier this year Ahold (Stop & Shop, Giant, Martin's) announced a completed merger agreement with Delhaize (Hannaford, Food Lion), a direct competitor. According to Supermarket News, the merger, valued at \$29 billion, would result in some 2,000 U.S. stores and 6,500 stores worldwide, with sales of more than \$44 billion and 375,000 employees.

Last year, Safeway and supermarket chain Albertsons merged creating a network of 2,230 stores, 27 distribution facilities and 19 manufacturing plants with over 250,000 employees across 34 states and the District of Columbia.

Earlier in November, another major merger was announced between Roundy's and Kroger. Together Kroger and Roundy's will operate 2,774 supermarkets and employ over 422,000 associates across 35 states and the District of Columbia. Following closing, Roundy's will continue to operate its stores as a subsidiary of The Kroger Co. and will continue to be led by key members of Roundy's senior management team. The company announced there are no plans to close stores, and promised "associates will have employment opportunities with both companies".

That's three new "super" chains, employing over 1 million people. **This is the first reality of our industry.** Mergers between traditional supermarkets create more buying power and more ability to compete against the Whole Foods and Walmarts of the world. However, mergers focus more on stock prices rather than the effect they will have on the men and women who make these companies successful. Consolidation of costs follows mergers, which leads to cutting labor and closing unnecessary stores, which ultimately leads to the loss of jobs.

The supermarket, which rose up in the 1930s had its heyday in the 1980s and 1990s, has long

relied on its convenience and size for its popularity. It's been the place where you can find 10 different types of pasta or five different brands of peanut butter.

You'll find that peanut butter in the aisle, not because of its popularity, but because the company usually has paid the supermarket to put it there. According to the Washington Post, stores like Whole Foods and Trader Joe's work on a different model: relentlessly present only what you think the customer wants. Trader Joe's, for instance, is especially brutal in its decisions about what to put on its shelf space. If the prod-

uct doesn't sell well enough, it's rotated out for something else.

Two-income families are prevalent across America, therefore there aren't as many stay at home parents shopping during the day. This leads to busy families who are hurrying after work to the store so they can easily throw together a meal. During the week, people don't want to wander through aisles of endless pantry items; they increasingly want prepared foods and other quick options.

The success of Uber is made off the backs of the thousands of on-demand workers across the world. We must react before our industry becomes 'on-demand' and loses the benefits, rights and securities we've earned.

Start-ups like Instacart and companies like AmazonFresh are revolutionizing the way grocery shopping is done. Customer habits have changed, and shopping through your smartphone or computer is hard to say

for me, but a norm.

Technology is creating an at-will contracted workforce. The problem when everyone is an independent contractor is there is no unity, no partnership. It's impossible to attain any benefits, security, steadiness in pay and most of all scheduling. How can we expect to support our families in this Uberfication of the grocery industry?

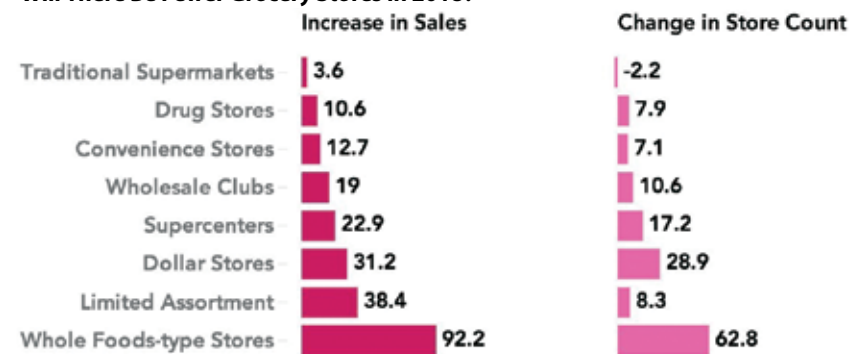
We can't. That's why we can never stop fighting for the better life that all Americans have earned with their hard work.

The greatness of America is evident when hard work is rewarded, and every family has the opportunity to succeed and earn a better life. No one who works hard should live in poverty, or struggle to pay the bills, or worry about the future.

We must make sure that companies are not taking advantage of their employees, because without their employees, they are nothing. We look forward to facing these challenges together in 2016.

Happy Holidays and a Happy New Year to you and your loved ones.

Will There Be Fewer Grocery Stores in 2018?



The Huffington Post

Data: JLL



JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500



OUR NEW UNION

As I mentioned in my September column, 2015 year was an enormous test for our entire union. It feels like years ago that we negotiated eight new excellent contracts in the early months of 2015. The new contracts provide a better life for over half of the 22,500 hard working men and women in our union.

After negotiating the new contracts with eight different companies, A&P (the parent company of Pathmark) filed for bankruptcy and announced it would be closing its stores. The A&P bankruptcy has affected tens of thousands of lives, displaced thousands of hard working men and women, and now that the last Pathmark store has closed, its changed the entire landscape of our union. In January of 2015, 27% of our members worked at Stop & Shop. As it sits today after Pathmark stores were sold off in the bankruptcy, over 40% of our union will now bargain under the Stop & Shop contract.

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The bankruptcy has displaced many men and women, however it has also created many new opportunities for our members who worked for the unreliable, greedy, A&P corporation. Because of the work of our entire union, over 2,000 of our members have continued their careers, kept their benefits, and continued their pension contributions with Stop & Shop, Key Food, ShopRite and Food Town. In addition we also gained more than 700 new members through Key Food, ShopRite and King Kullen purchases of former A&P stores. That's the definition of what it means to be union. We stick together through good times and bad, find solutions for problems, and we don't abandon our brothers and sisters.

This wasn't done overnight. Stop & Shop, like every company we work with, runs a business. Management's number one concern is saving money. When it was announced that Stop & Shop would be purchasing a number of A&P stores, we immediately began negotiating with them to insure all union-members would keep their jobs, their pay-rates and benefits. I would like to thank Stop & Shop for reaching an agreement that did just that.

For the many workers at Pathmark stores that were bought by other employers, you know that wasn't the case for every transition agreement. Some new store owners wouldn't guarantee jobs, and when they did, most said they'd only hire at reduced rate! This is the battle we have fought tirelessly over the last six months and will continue to fight in the future. Securing jobs, benefits, pensions and better lives for all Local 1500 members is our number one goal.

We are working on getting new jobs for our Pathmark members at stores that were not bought. We initiated a Pathmark Bench, a rolling detailed list of members affected by the bankruptcy who are looking for a new job. I'm pleased to say we placed over 100 of our members in new jobs. In a few cases we were able to help people get new jobs at stores that were not Union. That may turn some faces of readers out there, but let me make myself clear: Our union members are our partners and our family. We will help one another in any way possible during times of need.

In contrast, I encourage you to read the story on page 11 about Mrs. Green's Natural Market, which suddenly closed its Hartsdale store. You can clearly see the difference between having a union as your partner and being alone. The company gave no warning to its employees, in fact some employees heard about the closing through an email. The workers at the store had no information and no one to turn to. Hundreds of questions arose in their

heads about, what's next? They immediately contacted our Union's Organizing Department. Just as our department was there for the eight Mrs. Green's workers when they were fired illegally and left out in the cold last year, they were for these new workers with no clear future.

Which brings me to why it's even more important that our entire union knows this. We need to organize new shops. Best Yet has purchased four of our Pathmark stores, and six other former A&P stores. Some of our former members are now working throughout the chain based on an agreement we fought for in bankruptcy court, which required every store to hire at least 25% of former A&P employees. This gives us an excellent opportunity to organize a union at these stores.

Every hard-working person has earned the right to better wages, better benefits, and a better life. We need to bring this message to all the men and women working at Best Yet. I believe we can.

With your support and partnership, we have helped thousands of men and women who would be without a job and benefits keep their jobs or transition to a new one. That's especially important during this time of year. I thank you for your support, and as always encourage you to contact me for anything you need (message or tweet me on twitter @aspeel1500 or call me 516-214-1305).

Have a wonderful holiday season, and god bless you all!



A&P/Pathmark Bankruptcy Update

By: **Rob Newell** — Assistant to the President

As someone who began his career in the supermarket industry 25 years ago pushing carts part-time at the Pathmark in Bay Shore, it pains me to write this column. Our members working in the Pathmark stores have faced almost everything a retail food worker could endure during their careers. Obviously the most difficult times were realized shortly after the A&P takeover of Pathmark in 2007. As you went to work every day you were forced to sit back and watch as the ever changing cast of A&P executives ran these once profitable stores into the ground. Over the last few months everyone has done whatever they could to avoid the overwhelming feeling that you were just passing the days as you waited for the inevitable end to arrive. By the time this column runs the Pathmark banner will have closed its final location, marking the end of a nearly 50-year old company.

Almost all of the remaining unsold Pathmark stores closed their doors on or before 11/23/15. While the rest of the retail food industry was focused on maximizing its profits during the biggest sales season of the year your stores were being liquidated. Even at the very end A&P's decision makers failed miserably by missing one last business opportunity to finish with a few weeks of strong sales. I know that many of you out there feel that it was yet another intentional slight toward you and your families. One final insult from the inept, to have you all out of work before the holiday season started.

At its high point the Pathmark Company employed more than 7,000 Local 1500 members in over 50 stores. The company made forays into liquor stores, drug stores, gas stations, trucking and warehousing, yet they are all gone today. There is no way to measure or to put in words the amount of pain and suffering that has been left behind in the wake of this company's demise. It was corporate greed and mismanagement that brought the company where it is today, at the cost of its rank and file workers.

When the final doors close there will be too many people left jobless, too many families searching for a way to rebuild and far too many unanswered questions. Many of you dedicated your best working years to Pathmark, and in the end you were left at the mercy of a bankruptcy judge. This controlled liquidation could easily be compared to an economic hurricane for all of you.

A few of our members have taken to email, Facebook and/or other social media outlets to lash out, express their frustration and even to point fingers and blame for what has happened. Although it is understandable that people are angry, some people's expectations that the Union had the power to keep this Company in business are just unrealistic. Some have even accused the Union of impropriety, for making the necessary Pension modifications to keep everyone's pension safe after the stock market crash of 2008. We knew then, as we do now, that any change to the Pension rules would cause difficulty for some members, but we also had an obligation to provide an opportunity for every member to collect his/her pension when they reach retirement age.

Change is never easy to accept but a failure to change would have led to a

chances in bankruptcy court. The Unions took that idea even further than ever imagined when we lobbied the judge to compel any non-union buyers to guarantee our members jobs, even without a Union contract. Although we had hoped that all of your jobs would be protected, the judge stated on the record that before he would approve a sale to any non-union buyer, they would need to agree to offer a minimum of 25% of the jobs in these stores to former A&P employees. Local 1500's attorneys also successfully exposed an attempt to fraudulently circumvent the courts auction process for the Flatlands Avenue store and were instrumental in getting the bid awarded to Food Bazaar, a union operator.

As Pathmark's final days as a major supermarket operator have now passed us by we wanted to take another opportunity to say thank you to all of the Local 1500 members, both past and present, who worked for Pathmark. We want to thank you for all your hard work, dedication & support for your customers, the company and your Union throughout your Pathmark careers. Throughout the conclusion of the liquidation process and well into the future your Union will continue to work with you to help ease your transition in any way that we can. Whether it be through hosting additional Resource Fairs, notifying you of upcoming hiring fairs and job openings, or influencing our other Union operators to hire from the Pathmark Bench (the pool of displaced members, please sign up on ufcw1500.org/pathmark). We're also trying to secure temporary seasonal employment opportunities available through our current employers.

The uncertainty that the future holds for many of you is not something that we take lightly. We anticipate that there will be many new battles for our current stores in 2016 and beyond and hope to staff all perspective actions and programs with our members. So please, make sure to fill out the displaced workers bench form on our website (ufcw1500.org/pathmark) with your information. Having accurate information readily available will give us faster access to you as those needs arise.

Thank you again for your service, dedication and allowing us to serve you. As a tribute to Pathmark members of the past and present, I've selected a few photos to honor where the company sits in our proud union's history.



PATHMARK THROUGH THE YEARS



Thank you again. We are sincerely dedicated to make you as proud of us as we are of you.

LOCAL 1500 MEMBERS RAISE OVER \$125K FOR CHARITY

Every day Local 1500 members give back to their communities. Fundraisers, volunteering, charity walks, food drives, you name it, we get involved. Together, we've reached some amazing heights this year. Thank you for helping to make our communities a better place. To get involved with the Local 1500 charity team visit ufcw1500.org/charity.

2015 TOTAL: OVER \$125,000



\$54,338
**LEUKEMIA-
LYMPHOMA
SOCIETY**

**OVER
220**
Pounds of food
(and counting) donated
to families in need
through food drives



219

Pints of blood collected
in our annual blood drives
that will help over 600
patients in need
throughout
New York

Local 1500 ranked #1 nationally in 2015 for
Light the Night Fundraising in the UFCW... **Great work!**

\$17,353 raised.

LIGHT THE NIGHT WALK

**OVER
500**
Toys donated
through holiday
toy drives



\$55,380
BREAST CANCER



Throughout October our Union dressed up our efforts to raise awareness for Breast Cancer. Members throughout ShopRite sold t-shirts and wore them throughout the stores. Executive Board member Karen Lubbers from ShopRite 231 helped create the idea to raise Breast Cancer awareness with t-shirts.

GREAT JOB!

Thank you to Local 1500 member Stan Yoniack for photographing these events!

Labor Day Parade



President Both and Local 1500 members with Governor Cuomo, Mayor de Blasio & Senator Schumer

THEN - 1995

NOW - 2015

Shop Steward Seminar



President Both officially starts the seminar with a historic UFCW gavel



Secretary Treasurer Tony Speelman



Recorder Rhonda Nelson



Assistant to the President Rob Newell gives a presentation on Pathmark



Field Director Terry Quiñones



Director of Organizing Aly Waddy



Suffolk County Executive Steven Bellone receives - Friend of Labor - Award from Shop Stewards



Thank you to all Shop Stewards for your dedication and service! Congratulations to all Shop Stewards celebrating their anniversaries and the following Stewards on their 10 Year Anniversary:

- Scott Carpenter
- Jackie Cartesio
- Antonieta Florio
- Frances Imperatore
- Marlene Knauf
- Kendra Kunzer
- Reginald Lewis
- Charles McBean
- Deborah Merz
- Patricia Montefusco
- Richard Pagel
- Nicholas Pascuzzo
- Miriam Perez
- Edna Reid
- Elizabeth Sullivan
- Rosangela Tavares
- Kenyatta Townsend
- Tanya Williams
- William Zangrillo



Ten Years of Shop Steward Service Awards



BACK TO 2000 WHEN HILLARY CLINTON, THEN RUNNING FOR NY SENATE, SPOKE AT OUR SHOP STEWARD SEMINAR



Regional Director's column

By Tom Clarke

UFCW LOCAL 1500 FIGHTS FOR FAIR AND PREDICTABLE SCHEDULES

Members of Local 1500 know that in addition to wages, reliable scheduling is vital to helping members of our union family find better lives. With that in mind, we are fighting hard for contracts that provide fair and predictable schedules so that the hard-working men and women we represent can balance work with daily life demands, such as caring for their families, pursuing an education or even working a second job.

Unfortunately, too many workers in the retail sector don't have a voice on the job and are struggling to survive in low-wage, part-time jobs with unpredictable schedules. As a result of the Great Recession, many older and more educated workers are turning to the retail sector as a way to support their families, and the desperation of so many Americans who just need a job has emboldened many retailers to subject their workers to "on-call" and last minute scheduling in the interest of maximizing their bottom lines.

Economists and academics agree that access to education would narrow the current wealth gap, but millions of retail workers are unable to further their education because uncertain work schedules often conflict with classes. Faced with losing more hours or even their jobs, many retail workers have been forced to drop classes and curtail their education in order to meet their employer's demands.

Last year, the Retail Workers Bill of Rights became law in San Francisco—making the city the first in the nation to address the industry specific problems retail workers face every day, including unpredictable scheduling. While this is a good first step towards improving the quality of jobs in the retail sector, the issue of erratic scheduling also needs to be addressed at the federal level.

Fortunately, the Schedules That Work Act was reintroduced in July by Senator Elizabeth Warren (D-Mass.) and Representative Rosa DeLauro (D-Conn.). This bill would provide retail workers with modest safeguards and begin to curb abusive scheduling practices. The legislation includes a presumption that retail workers who need a schedule change due to child care, school, a second job, or medical needs will receive that change unless there is a bona fide business reason not to.

It will also provide retail workers advance notice of their schedules and guarantees minimum pay when they are sent home from work before completing their entire shift.

Fair, flexible, and reliable scheduling is a simple way to ensure that retail workers are treated with dignity and respect, and Local 1500, along with the entire region, urges Congress to pass the Schedules That Work Act as soon as possible.



PRESIDENT BOTH HONORED AS "COMMUNITY CHAMPION"



On Sunday, November 8, 2015, The Long Island Council on Alcoholism and Drug Dependence (LICADD) honored Local 1500 President Bruce W. Both at the 26th Annual Peter Sweisgood Breakfast.

Through his leadership as President of UFCW Local 1500, Bruce has made an emphasis on helping members (and their loved ones) who suffer from substance abuse. Partnering with the Long Island Council, all Local 1500 members battling with addiction problems have access to

professional and proven programs designed to prevent and treat substance abuse and addiction. Over 5,000 UFCW Local 1500 members have received treatment from the Long Island Council throughout Bruce's tenure as President. He was honored as "Community Champion" for his outstanding work and partnership in addiction treatment and prevention.

"We are thrilled to present outstanding Long Islanders with our Champion Awards," said LICADD's Executive Director, Steve Chassman, LCSW, CASAC, "This award is a celebration of the miracle of recovery and the camaraderie that recovery offers." he added.

LICADD offers crisis intervention, screenings, brief interventions, referrals to treatment and several family and parent education workshops to help those struggling with the effects of addiction.

LICADD is Long Island's premier non-profit agency providing life-saving alcohol and

drug prevention and intervention services to at-risk children, individuals, and families across the region. With offices in Mineola, Ronkonkoma and Riverhead, LICADD conducts evidence-based prevention programs, community outreach initiatives, and a mentoring program for children of incarcerated parents and public policy advocacy.

For more information on how the LICADD can help you or a loved one, please contact your Union Representative or please visit www.licadd.org.



FLAGRANT LABOR ABUSER MRS. GREEN'S POLLS NYC'S WEST VILLAGE ON THOUGHTS OF WORKERS, UNIONS...

Naturally unfair to workers. That's been the tagline for Mrs. Green's Natural Market since being found guilty of violating their workers' rights and illegally firing eight of them for wanting to join a union. The federal charges, terrible press and community outrage hasn't taught Mrs. Green's a lesson apparently; numerous residents have notified us that the company's newest store in New York City has been polling the community on their view of unions, and workers.

The New York Post reported on the odd surveying earlier this month:

Just a few weeks after opening a new outpost in the West Village, the upscale, organic grocer has managed to put off its left-leaning customer base while giving union organizers added ammunition.

The grocer, in an apparent effort to gauge residents' attitudes toward unions, asked whether it was "important" to shop at stores that employ union members, said a resident who participated in a phone survey Mrs. Green's conducted a month ago.

- <http://nypost.com/2015/11/08/labor-pains-for-nycs-new-mrs-greens-store/>

West Village residents saw right through the survey and became aggravated enough to mention it to our Organizing team while walking by the picket line at the store. Among many complaints, a tipster sent our organizers this note:

I just took a long and exhaustive phone survey that was clearly paid for by Mrs. Greens and wanted to gauge their customer's views on unions and how important a unionized workforce is.

I let them know that if I was given a choice, I would always chose a unionized shop.

There was a section that tried to do a bit of "push pulling" where they had me respond to every phony argument that management gives for not supporting unions. eg. "employees should be able to speak directly to management" or "union dues will lower employee's take home pay"

I said that I disagreed strongly with all the excuses. I thought that you'd like to know."

With 18 stores, mostly in the tri-state area, and aspirations to open more, Mrs. Green's has been feeling the pressure from our union, enough so to pay for a community poll on opinions of unions. The real question is, why would a company found guilty of firing workers because they wanted a union, ask a community what they think about unions?

For more information and to get involved in the campaign to bring equality and rights to the men and women working at Mrs. Green's, visit mrsgreeds.com.

Mrs. Green's Suddenly Closes Hartsdale Store

Mrs. Green's Natural Market announced it would be closing its 20,000 square-foot Hartsdale store on Central Avenue on November 12, 2015. The store opened its doors there only two years ago, on November 22, 2013

According to the Edgemont Community Council, Mrs. Green's sent an announcement of its Hartsdale store closing this morning to all customers on its email list. The announcement stated that it will work "very hard"



to find new jobs for its employees and would "continue to service the customers of central Westchester County in many of our other locations like Rye, Tarrytown and Eastchester."

No reason was given for the store's abrupt closing, but there have been reports of legal troubles stemming from its bills not being paid and customers who shop at Mrs. Green's in Hartsdale have reported seeing very few people there. Best Yet purchased the lease and re-opened the store a week after its closure. The full story can be found online: <http://edgemontecc.com/2015/11/06/mrs-greens-market-to-close-hartsdale-store-november-12/#print>

"We immediately began receiving calls from Hartsdale workers who were in a frantic," said Director of Organizing Aly Waddy, "These hard working men and women had no one to turn to. The company gave them no answers, and they got no information and a short notice they would be losing their job," Waddy explained.

Waddy also indicated that the workers said they rumor was they would receive "some type of severance package" but no specifics were available. A former worker of the Hartsdale store who wished to remain anonymous in fear of retaliation explained the process:

I was an employee for Mrs. Green's in Hartsdale when they decided to close it. Most employees found out that the store was closing through an email that was sent out to the customers that everything was 50% off. The HR woman

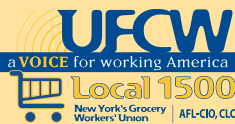
was very aggressive and I mentioned it to her, she doesn't seem like she cares, all she really cared for is that we sign severance papers. I don't know what to do for my coworkers they offered me a position after they told them there are no open positions they screwed us over and the severance package contains a lot of "fishy" stuff...a lot of clauses"

"The workers throughout the entire chain saw us fight back against the company's irresponsible practices and work alongside community members in Mount Kisco to get eight illegally fired workers re-hired. They trust that we're there for them, more than their irresponsible employer. Some workers from the Hartsdale are being transferred to the Mount Kisco location. There is still confusion on how that is being done, it doesn't seem to be organized, seems almost it's a favoritism system. Workers with good records and seniority are still being displaced. We are investigating to see if Union supporters were selectively displaced," Waddy explained.



Besides the phone surveys, West Village residents have complained the way Mrs. Green's has disposed of its trash. The picture above shows the piles of garbage taking up the entire sidewalk, an almost daily occurrence

GENERAL MEMBERSHIP MEETINGS



Wednesday, December 9, 2015
Wednesday, March 9, 2016
Wednesday, June 8, 2016
Wednesday, September 14, 2016
December 14, 2016

ALL MEETINGS START AT 7:00 P.M.

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

Prizes Will Be Awarded!

Local 1500

Bulletin Board

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.

- Arbore, Dominick J.

Banks, Clifton B.

Bert, Rose

Bertacchi, Maddalena

Burns, Marilyn

Clee, Patricia

Connors, Royal

Costa, Christine

Crawford, James

Curto, Daniel P.

DeRosa, Peter

Desamours, Gladys M.

Dewar, John

DiMolfetta, Joseph

Duncan, Ransford G.

Edwards, Muriel

Ferris, Joyce M.

Foster, George

Gallo, Michael A.

Goepfert, Robert

Guerriero, Robert L.

Hamer, Pearlina

Hoert, Dennis W.
- Lakatos, Alice M.

Lloyd, Dorothy

Lubin, Irving

Michelli, Judithann

Mira, Mary

Papagni, Teresa

Pasciucco, Susan

Petters, Alfonso L.

Popp, Geraldine

Rodriguez, Edwin

Rusch, Hazel M.

Sachnewycz, Alexander P.

Sarppraicone, Kathy

Shreck, Andrew T.

Sturiano, James

Suazo, Nestor

Sykora, Harry

Tambakis, Nicholas

Thompson, Marva

Tursi, Joseph

Williams, Joseph G.

Zambrotta, Dominick

Prescription Drug Exclusions

R_x 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.

MEMBERS MAKING A DIFFERENCE:



Local 1500 members Julie Mulligan & Rob Schnaars at the Light the Night Walk

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."



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 GreenPath Financial Wellness Program

FREE Money Management counseling/credit report reviews.

Call 631-698-7000, ext. 6780 or visit 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

- 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
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.

- Arana, Carlos

Ascone, Joseph Sr.

Atwood, Brian

Balarin, Alfredo F.

Beighley, Thomas

Belmonte, Carmine

Blum, Mark L.

Borny, Richard E.

Bowers, Helen

Brennan, Lorraine

Brown, Trevor L.

Burgin, Ivy V.

Butera, Peter J.

Castillo, Eugenio M.

Cawein, William B.

Charles, Dave A.

Charron, Gwynneth

Choquette, Natalie A.

D'Aries, Donald

Deangelis, Renee J.

Demino, Phil

Dibrino, Nicholas

Diez, James

Dinuovo, Michael

Diop, Issa

Diventi, Phyllis

Dragone, William

Dunham, Charles

Edwards, Elias

Figoski, Deborah A.

Ford, Elizabeth M.

Fox, Mitchel

Gerry, James R.

Geyer, John

Gonzalez, Francisco

Gray, Gregory

Guarino, Linda

Harris, Thomas

Haskins, Marian

Herheletzis, Donnal

Huzior, Walter H.

Isaac, Nidia

Janis, Richard

Jenkins, Steven W.

Jones, Norbert H.

Kadir, Stanley

Keating, Rosemarie

Krysiak, Robert J.

Lamarca, Theodore C.

Lancia, Claudio

LaRocco, Michael

Linger, Warren B.
- Lloyd, Sandria

Lunghi, Ercole

Lydtin, Edward J.

Manning, Maryanne

Marciano, Joseph

Miller, John B.

Monegro, Andrea

Moscola, Gerald H.

Mosley, Robert E.

Nicita, Deborah A.

Ola, Ester

Oliver, William V.

Olivieri, Salvatore

Orlando, Charles F.

Ortiz, Antonio

Overton, Patricia

Penberg, Marlene F.

Perez, Jose L.

Pergola, Joseph

Perraglia, Dominick

Pierre, Walter

Pizzuco, Philip

Posers, Doreen

Prader, Michael

Pratt, Susan

Puccio, Angela

Rappa, Mary

Reilly, John M.

Rinaldi, Steven F.

Rosa, Santiago

Rubio, Charolette

Ruggiero, Joseph T.

Sailer, George M.

Salegna, David

Salgado, Jesus M.

Sassi, Maryann

Schmidt, Shirley A.

Serrapica, Jane

Smaldon, Ronald

Sorrenti, Joan B.

Spinato, Frank

Strongarone, Corinne M.

Sutton, Mildred

Termine, Doreen

Thomas, Andrew E.

Thompson, William

Tumminello, Antonino

Tumulty, John P.

Varone, Angelo

Vazquez, Felicia

Weisberg, Mary

Woodard, Alberta

Wrigley, Alberta F.

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FREE ENTRY LOCAL 1500'S BREAKFAST WITH SANTA DECEMBER 13TH

@UFCW 1500 HQ 425 MERRICK AVE. WESTBURY NY

YOU'RE INVITED

BREAKFAST WITH SANTA

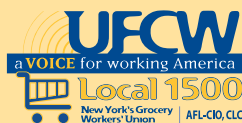
All Local 1500 Members and children are invited for a free Breakfast, and free Photo with Santa

CELEBRATE W/ YOUR UNION

RSVP: UFCW1500.ORG/SANTA - 800-522-0456 EXT. 1305

The Register is the official publication of UFCW Local 1500 and is published four times a year in March, June, September, and December by Local 1500 of the United Food and Commercial Workers Union, AFL-CIO-CLC, Bruce W. Both, President, Anthony G. Speelman, Secretary-Treasurer, Paper & Ink Graphics, LLC, Managing Editor. Periodicals postage paid at Jamaica, NY and additional mailing offices: (USPS 0306-010). POSTMASTER: Send address changes to Local 1500, 425 Merrick Ave, Westbury, NY 11590. Vol. 49, No. 4, December 2015 Copyright Local 1500, Jamaica, NY 2015.

GENERAL MEMBERSHIP MEETINGS



Wednesday, December 9, 2015

Wednesday, March 9, 2016

Wednesday, June 8, 2016

Wednesday, September 14, 2016

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

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. 2016 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, 2015**

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

Anthony G. Speelman
said it:



.@deBlasioNYC East New York needs good retail jobs in order to pay the rent, jobs & housing go hand & hand #1u

Follow your Secretary-Treasurer
on Twitter @Aspeel1500

Cool or not, #WalMart-esque stores have no place in #Brooklyn.#Wegmans... What makes Wegmans so 'cool'?
<https://t.co/nle7E6m2zJ> #nyc1u

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



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

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 for any questions
or concerns you may have.

DUES REFUND

Ejay Martin, Ext. 1328

WITHDRAWAL CARDS

Rosanne Wynne-Torres, Ext. 1332

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

1340 Scorzelli, Jay

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 Santarpia, Paul

1357 Woods, John

ORGANIZING

1361 Hernandez, Rafael

1345 Organizing Hotline

1362 Sexton, Brendan*

1355 Political Hotline

*Political Coordinator

SPURS

1374 Allen, Nicholas

1358 Mauleon, Rafael

1315 Farrands, Bruce

1350 Pluas, Andrea

NEW MEDIA & RESEARCH

1354 Fedele, Joe – Director