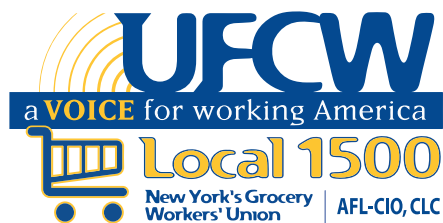


# The Register



**10 CONTRACTS COVERING OVER 7,500 MEMBERS,  
RATIFIED IN THE LAST FOUR MONTHS**



## THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both



# INACTION ON U.S. INCOME INEQUALITY

If you Google "Income Inequality" you'll get hundreds of blog posts, news stories, info-graphics, videos and academic studies on it's prevalence throughout the last decade. What you won't get however, is the solution. It's become such a "buzz phrase" that politicians cite it in almost every public speech to connect with working, struggling Americans. It's a fantastic talking point and there are some extraordinary statistics, but the question still remains, how do we fix it, or rather, who is willing to fix it?

We all know how to fix it, raising wages for working Americans. America's middle class families were (until this year) the most affluent in the world, and are now behind Canada's middle class families. Wages, growth and our economy has been flat for the middle class for the better part of a decade. President Obama called the income gap the "growing challenge of our time".

Middle class Americans are paying a high price, for what? A continual rising of income inequality. While our middle class in America continues to plummet, the wealthiest Americans are outpacing many global peers. Although economic growth throughout the United States continues to compete with other countries (and sometimes out-performs them), middle class families aren't seeing any of the profit, growth or prosperity. A large share of recent income gains in this country flow to a relatively small slice of high-earning households, most Americans are not keeping pace with their counterparts around the world.

Out of 141 countries, the U.S. has the 4th-highest degree of wealth inequality in the world, trailing only Russia, Ukraine, and Lebanon.

Yet the financial industry keeps creating new wealth for its millionaires. According to the authors of the Global Wealth Report, the world's wealth has doubled in ten years, from \$113 trillion to \$223 trillion, and is expected to reach \$330 trillion by 2017.

Vermont Senator Bernie Sanders (I) recently asked Federal Reserve Chairwoman Janet Yellen "are we still a capitalist democracy or have we

gone over into an oligarchic form of society in which incredible economic and political power now rests with the billionaire class?" These questions must be asked in Washington, and at family dinner tables across America.

Nothing urgently is being done politically to fix these problems that plague the middle class. Switzerland is seeking to pass an initiative to introduce minimum wage at \$25 per hour, while in America we are struggling to pass a federal minimum wage initiative for \$10.10 per hour. Something is wrong in Washington, they just don't get it.

Throughout the last decade the income gap in America has grown. However if we look at the income gap in countries like Britain, the Netherlands and Sweden, the gap has become smaller than it was just a decade ago. The United States has a higher income gap than Britain, Bangladesh and Ethiopia. Why? Because CEOs take home more than anywhere else in the world.

In a report coinciding with the recent global Fast-Food strike by the public policy group, Demos, concludes the fast-food industry has the most extreme pay disparity of all the sectors in the U.S. economy, with a CEO-to-worker pay ratio now exceeding 1,000 to 1.

By comparison, the ratio in the retail sector is about 304 to 1, meaning the CEOs in our sector make about 304 times the income of the average worker. And construction company CEOs make about 93 times that of the average worker.

We have the power to take our share.

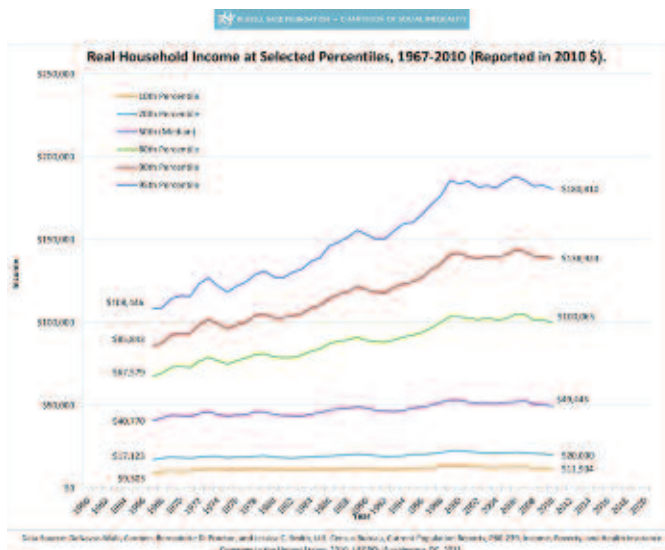
Recently our union sponsored a screening of the award-winning documentary *Inequality for All* ([inequalityforall.com](http://inequalityforall.com)). The screening was put together by a group of UFCW Local 1500 members in Staten Island. I highly recommend you to watch the inspiring film. I'm thrilled and motivated to know our members are out springing into action, watching films like these to get educated in order to fight back against greed we face every day. The film's main point is this: The middle class provides 70% of the spending in the U.S., and they are the real job creators—but only if they are given salaries that allow them to be avid consumers, creating demand, jobs and more tax revenue. The rich simply get richer by hoarding their wealth while often taking their investments overseas.

This holds true to our union.

As workers, we are the true power. We are the driving force behind all of our company's successes. We provide all of the work that fuels company profits, and therefore we must fight for better wages, benefits and securities every day, not just during contract campaigns. Instead of looking at politicians for solutions to our problems, we already have the solution. We must come together, mobilize, educate, agitate and organize, so we can push our greedy companies back and demand more in return for our work. Mobilized workers in labor unions hold the cure to the growing wage gap that plagues our middle class.

UFCW Local 1500 New Media and Research Director Joseph Fedele also contributed to this article.

**Switzerland is seeking to raise its minimum wage to \$25 per hour, while in America we are struggling to pass \$10.10 per hour. Something is wrong in Washington.**

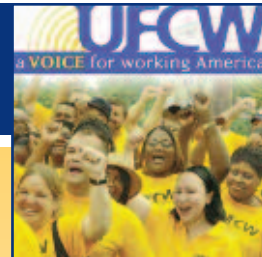






## JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500



# COLLEGE FOOTBALL UNION VOTE OPENS EYES TO RIGHTS AT WORK

April 25, 2014 was a huge day for student athletes across the country. Northwestern football players voted in a secret ballot election on joining the College Athletes Players Association (CAPA). What's great about this case, is the national attention it's receiving in an industry [sports] that sparingly touches on the abuses of workers' rights. It's also educating college students on rights they have at work.

But the best thing this attention has done, is show this audience the reaction wealthy corporations (in this case the NCAA) have, when workers (football players) start to demand more from their billionaire employers.

In their nervousness on the threat of unionization, the NCAA has used a classic "we're not so bad and greedy after all," anti-union playbook strategy, something I've seen first hand here for years. First, the NCAA offered free food programs to all student athletes. A proposal was passed earlier this month that NCAA President Mark Emmert said was on the table and being discussed "since last year". This just "happened" to be passed days leading up to the Northwestern vote. What also helped the proposal being pushed through was UCONN basketball star guard Shabazz Napier saying on national TV moments after winning the National Championship, that he would often go to bed "starving" because he didn't have enough money for food.

At UFCW Local 1500 organizing campaigns, we have seen this repeatedly. Once employees band together and petition for a union election, companies start to straighten up their act. At Target, in weeks leading up to the election, the company bought a brand new lunch and break room for employees (previous break room had shoty equipment and wasn't updated in years), and began having pizza parties each week for the store employees. Even at Stop & Shop, a unionized company, last year in the days following 5,000 workers authorizing a strike, the company held Employee Appreciation Days throughout their stores, just one day prior to their contract expiring. At the appreciation days the company bought lunch like, pizzas and Chinese food, for employees. Ultimately Stop & Shop workers were able to negotiate a contract and avoid a work action, but the reaction of companies is the same, union or not, when employees (or student-athletes) begin to band together and demand respect. Workers, or in this case students, clearly have always had the power. These quick changes clearly demonstrate the absolute fear companies have just on the threat of employees unionizing.

Second, the NCAA just announced they will offer "full cost" scholarships. Right now student athletes do not receive scholarships that cover the full cost of attending a University. This new change will cover all expenses on what it actually costs to attend and live at the particular school, another change that immediately significantly improves the lives of college athletes.

Donald Lee, a prominent Sports Labor Attorney said, "Before Northwestern football players casted their historic votes Friday on



whether to unionize, school officials acted more like executives in a commercial business, mounting a well-coordinated "vote no" campaign and using tactics designed to scare their players. This alone is proof that Northwestern is running a football business and its players are employees."

New York Times reported that Northwestern officials "have pulled out all the stops to squash the union before it is formed," citing celebrity coaches having one-on-one meetings with players and contacting their families on NOT unionizing. Instead of this becoming an anti-union aggressive campaign, Northwestern University and the NCAA missed a tremendous opportunity, they had a chance

to educate an entire generation of students and athletes on the federal labor process, as well as the benefits that organized labor has had on our country.

It's funny how the NCAA swiftly

proposed (and approved) two significant workplace changes when a small group of football players decided to band together to demand more. In the threat of unionizing at Northwestern, the entire NCAA has changed. Just by the threat. Without the threat, and the courage to stand up for what's right, greedy companies alike will continue to take advantage of workers, students and communities. That's why the world's largest and wealthiest employer, Walmart, receives subsidies to open stores in neighborhoods, while putting small mom & pop shops out of business. We can't expect businesses and now, Universities, to do the right thing. Lee also said on his disappointment in Northwestern University, "But major college football isn't about teaching. It's about business, and when the labor shows unrest, management will resort to tactics such as these." Without our labor movement's message, what kind of world would we be living in? One where we'd all be surely taken advantage of.



# RATIFIED



In April, UFCW Local 1500 members who work in over 15 **ShopRite** stores ratified new three-year contracts. The new agreements provide for wage increases, premiums for part-timers and full-timers, improved working hours for night crews, and preserve pensions. The new agreements also recognize same-sex marriage. The contracts cover over 3,100 ShopRite workers.

"We're extremely proud of our negotiating committees," said UFCW Local 1500 President Bruce W. Both. "Their commitment to their union and to bettering their coworkers' lives achieved higher wage increases and premiums for full and part-timers. That's what made this a success. These contracts will guide us into negotiations with Stop & Shop and King Kullen in December."

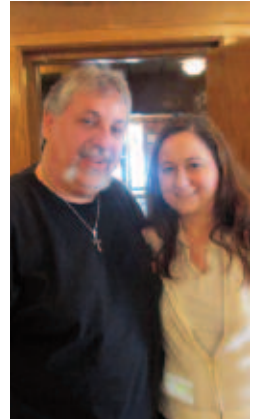


Photo credit: John Kubinski



**Fairway** Members Ratify New Agreement. The new 12 month agreement, increases Part-Time worker hours, premiums and wages for over 4,000 UFCW Local 1500 members.



# RATIFIED

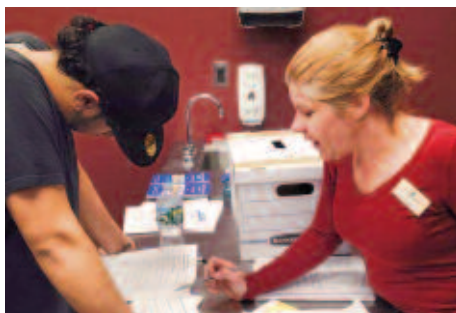


In May, **Key Food** members from Dan's and Pick Quick, ratified their new 27 month contract. The new agreement gives guaranteed increases to Part-Time and Full-Timers, increases travel pay, recognizes same-sex marriages, secured more guaranteed hours for Part-Timers and increased the number of "career part-timers". "We're proud of this deal, we focused on fixing problems at the Part-Time level and accomplished it," said Debbie Gernand, from Pick Quick Key Food.



**Wild by Nature** members ratified a new 24 month agreement through May 7, 2016.

The contract includes wage increases, new Full-Time starting rates, premium pay and an increased guaranteed hours for Part-Time workers. Wild by Nature is owned and operated by King Kullen Supermarket, whose contract covering over 2,500 UFCW Local 1500 members expires later this year in December.



## Contracts Ratified Since February 2014

- King Kullen Pharmacy
- Shelf Life
- Fairway
- ShopRite Stores
- Mannix ShopRite
- Glass ShopRite
- Kings Super Markets
- Dan's (Key Food)
- Pick Quick (Key Food)
- Wild By Nature





## UFCW Local 1500 Members Hold Politicians Accountable at Lobby Day!

Over 50 UFCW Local 1500 Members hopped on a bus to Albany for our annual Lobby Day. A major focus of the lobby day was to push back against efforts to gut the Wage Theft Prevention Act, which took effect in April of 2011. The law requires that employers give workers written notice of wage rates once a year, a provision some Senate Republicans are targeting for repeal. UFCW members made it clear that wage theft is a serious problem and all workers have the right to know if they are being cheated out of money. They called for the Wage Theft Prevention Act to be strengthened, not weakened by repealing the written notice requirement.

Members also discussed the need to raise the minimum wage and pass paid sick leave legislation. For decades, workers' wages have stagnated while corporate profits and CEO pay have risen to record heights. If the minimum wage had kept pace with inflation, it would be over \$10 an hour today, but instead it sits at only \$8.00 in New York. Members demanded that the minimum wage be raised so it is a living wage.

Finally, members told their legislators it was long past time to pass the Farmworker Fair Labor Practices Act, which would include farmworkers under state labor law. This would guarantee that New York's farmworkers have the right to organize and bargain collectively for the wages and benefits that they deserve. UFCW members understand

that all workers must be afforded their fundamental rights.

The lobby day was a great success and members who took part spoke about the importance of meeting directly with their legislators.

"Lobbying is an important way to remind these elected officials who they work for," said UFCW Local 1500 member John Kubinski, who works at ShopRite in Staten Island. "If we don't tell them what we want then they cannot properly represent us."

Local 1500 member Jeff Guardado, who works at Stop & Shop in West Islip, talked about power in numbers. "We're all fighting for the same cause," he said. "We stand up for the little people. The little people are many. The powerful are few."

Local 1500 member Georgette Wilson, who works at Stop & Shop in Hempstead, agreed. "We are here to speak out for those who don't have the opportunity to have their voice heard."

Local 1500 member Keith Jefferson, who works at Pathmark in Coney Island, summed up the day. "Too often these elected officials look at papers and they don't see faces. They need to see faces. I like when my union does this. We fill up the whole bus and all of us come here."

**For more info and pictures on Lobby Day visit  
[www.ufcw1500.org/lobbyday](http://www.ufcw1500.org/lobbyday)**



## UNION EVENTS

# ANNUAL SUMMER



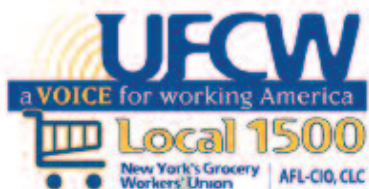
# BBQ



## BLOOD DRIVE

### JULY 15 2-8PM

RSVP IS NECESSARY:  
[UFCW1500.org/BD14](http://UFCW1500.org/BD14)  
 FREE SHIRT,  
 FOOD & PRIZES  
 FOR ALL BLOOD DONORS



AT UFCW LOCAL 1500  
 425 MERRICK AVE. WESTBURY, NY 11590

## FUNDRAISER

New York  
 Yankees™

VS



JULY 18TH  
 @ 7:05

\$20 A TICKET

ALL PROCEEDS GO TO

**LEUKEMIA LYMPHOMA SOCIETY**

FOR TICKETS CALL 516-732-4197 [UFCW1500.ORG](http://UFCW1500.ORG)

3RD ANNUAL

## LOCAL 1500 NIGHT



VS



## \$5 TICKETS

WEDNESDAY, AUGUST 27TH  
 BROOKLYN CYCLONES PARK  
 @ 7 PM

FOR TIX, VISIT [UFCW1500.ORG](http://UFCW1500.ORG) - EMAIL: [INFO@UFCW1500.ORG](mailto:INFO@UFCW1500.ORG)

# UFCW LOCAL 1500

UFCW Local 1500 is proud to announce the names of 12 winners in the 2014 College Scholarship program awarding twenty-five thousand dollars in scholarship assistance to members and dependents of members.

The Trustees of the Scholarship Fund, Local 1500 Executive Board Members and the members of Local 1500 extend their congratulations and best wishes to the winners and their families. "It is essential to help ensure that higher education is accessible to every qualified and motivated student," stated Local 1500 President Bruce W. Both.

Selection of the 2014 Scholarship Award Winners took place on Thursday, March 13, 2014.

**Daniel Altman**  
Part-Time member of  
Pathmark 664



\$4,000  
Patrick Gleeson  
Memorial Scholarship

**James P. Forbes**  
Dep. of James Forbes  
of Stop & Shop 553



\$4,000  
Eugene Kennedy  
Memorial Scholarship

**Mary Leibold**  
Part-Time member  
of King Kullen 52



\$4,000  
Arthur Wolfson  
Memorial Scholarship

**Nicholas Vitale**  
Dep. of Irene Vitale  
Pathmark 633



\$2,000  
Patrick O'Flaherty  
Memorial Scholarship

**Jonathan Kelly**  
Dep. of Mary Kelly  
Stop & Shop 2553



\$2,000  
Graduating High School  
Senior Scholarship

**Michelle Marie Pacia**  
Dep. of Maria Pacia  
Man-Dell 564



\$2,000  
Graduating High School  
Senior Scholarship



# SCHOLARSHIP WINNERS



Serving on the Local 1500's Scholarship Selection Committee were: Mr. Joseph Sciame of St. John's University, Ms. Jean Belmont, formerly of Yeshiva University, Ms. Patricia McConnell of the law firm of Meyer, Suozzi, English & Klein, P.C, and Mr. David Fisch, certified public accountant of David Fisch & Company.

The Trustees of the Scholarship Fund are: Bruce W. Both, Local 1500 President, Lynn Shiels, Local 1500 Union Representative/VP, Lawrence Mandel, Chairman of the Board of Man-Dell (Key Food) Stores, and Michael Grosso, Director of Labor Relations of King Kullen Grocery Company.

***For information on future scholarships, visit [ufcw1500.org/scholarship](http://ufcw1500.org/scholarship) or speak to your Union Rep!***

**Elizabeth Messina**  
Dep. of Theresa Messina  
Stop & Shop 544



\$2,000  
Graduating High School  
Senior Scholarship

**Bryanna Bora**  
Stop & Shop 554



\$1,000  
College Freshman Scholarship

**Jonathan Hernandez**  
Stop & Shop 512



\$1,000  
College Freshman Scholarship

**Matthew R. Hecker**  
Pathmark 641



\$1,000  
College Freshman Scholarship

**Megan O. Benn**  
Dan's 11



\$1,000  
College Freshman Scholarship

**Steven Lowe**  
Scaturro 8



\$1,000  
College Freshman Scholarship

## MEET YOUR U

## OFFICERS



**Bruce W. Both**  
President



**Anthony G. Speelman**  
Secretary-Treasurer



**Rhonda Nelson**  
Recorder

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VP/Field Director  
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Ext. 1318



**Aly Waddy**  
Director of Organizing  
awaddy@ufcw1500.org  
Ext. 1322

## EXECUTIVE



**Anthony Drago**  
Mannix/Shop Rite 110



**Stephen Gallagher**  
Pathmark 614



**Daniel Gleason**  
King Kullen 10



**Debra Gernand**  
Pick Quick 18



**Elinore Hamann**  
ShopRite 218



# UNION STAFF!

## UNION REPRESENTATIVES



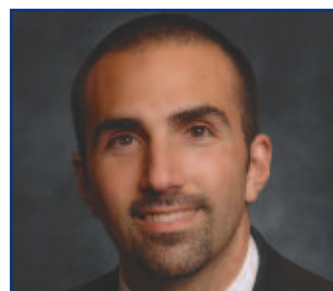
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**Jeff Mausser**  
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**Greg Pasquale**  
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**Jay Scorzelli**  
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**Brendan Sexton**  
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**Lynn Shiels**  
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Ext. 1349



**John Woods**  
Manhattan  
jwoods@ufcw1500.org  
Ext. 1357

## VE BOARD



**Charles Haughwout**  
Stop & Shop 560



**Keith Jefferson**  
Pathmark 638



**Karen Lubbers**  
Shop Rite 282



**Robert Schnaars**  
Stop & Shop 543

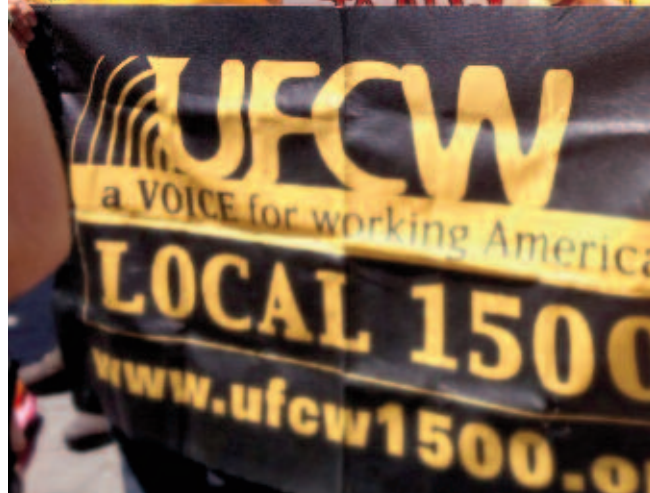


**Paul Waldron**  
King Kullen 35



# Mrs. Greed's

After being unlawfully fired in January for supporting Local 1500, 8 brave workers have fought back and may be heading back to work after a NLRB trial in July.



Faith leaders throughout the Mt. Kisco area held a Vigil in front of the store to support the fired workers.



## MRS. GREEN'S NATURAL MARKET UNLAWFULLY TERMINATED EMPLOYEES AND BREACHED SETTLEMENT AGREEMENT, NLRB REGIONAL DIRECTOR FINDS

***On May 15, 2014, A National Labor Relations Board Regional Director charged Mrs. Green's Natural Market with unlawfully terminating eight employees in January 2014 for "supporting a union," and set the case for trial July 14***

Our Organizing team has worked with employees to bring a union to Mrs. Green's Natural Market in Mt. Kisco, N.Y. for over a year. Following a close election loss in May 2013, federal charges were filed and the NLRB issued a complaint alleging the Company engaged in unlawful interference with the Union organizing drive. The Company settled those charges in November, however, in May, the Regional Director revoked the settlement after it was proven Mrs. Green's failed to comply with the terms.

A Federal Labor Complaint was then issued against Mrs. Green's, alleging that Mrs. Green's violated the law when it terminated Union supporters Luis Alomoto, Helen Fuentes, Yessica Mendez, Elvia Miguel, Elena Perez, David Ramirez, Martha Urgiles, and Leoncio Naranjo. Because the Company violated the settlement in the earlier case, it also alleged the intimidating conduct set forth in the prior complaint which includes: the maintenance of an unlawful no solicitation rule; interrogations about union activity; creating the impression of surveillance of union activity; threats that supporting the Union is futile; threats workers would not receive wage increases and other benefits if they supported the Union; threats the company would declare bankruptcy if the Union came in; and promises of benefits if the Union was rejected.

The trial will be heard before an Administrative Law Judge of the NLRB in July. "We're confident that we will receive justice," said David Ramirez who worked at Mrs. Green's in Mt. Kisco for nearly 10 years until he was fired this January, "We could not have gotten this far and received this decision without the support from the union and the Mt. Kisco community. They [community members] have walked the picket line with us during a cold winter, that meant a lot to all of us and gave us support and energy to continue to hold strong and fight for our rights," said Ramirez.

"We are urging the Company to reinstate the unlawfully terminated workers immediately and spare the workers and community the expense and strain of a hearing," said UFCW Local 1500 President Bruce W. Both, "The evidence is overwhelming that these workers were not fired for performance issues, but were intimidated, threatened, and then fired for simply standing up for their basic rights at work," Both concluded.

"We expect the fired workers to be put back to work," said Organizing Director, Aly Waddy, "For months we [Local 1500 Organizing team and the fired workers] have walked a picket line alongside of community members, politicians, faith leaders and organized labor in front of the Mt. Kisco store, and have received nothing but amazing support," Waddy said. Waddy explained the fear instilled in the workers by managers, "Workers were escorted out of the store when they were terminated. If you need a federal judge's order to put you back to work, it's obvious it's not what your boss wants to do, and there's an obvious fear that you're always going to have after going through something that devastating," Waddy explained. When asked about returning to work, Ramirez simply said, "We want respect, protection and security at work once we return."

Since January, the fired workers have been on a picket line in front of the Mt. Kisco store and have received an outpouring of support from the Mt. Kisco community, including local New York State Assembly Members David Buchwald and Shelly Mayer. The picket line remains up at 666 Lexington Ave. Mt. Kisco, NY. Mrs. Green's Natural Market plans on opening its first New York City store this summer in the West Village.

**Visit [ufcw1500.org/greenismean](http://ufcw1500.org/greenismean) for updates and how to help.**



## TARGET'S NEW ANTI-UNION VIDEO RELEASED, CEO RESIGNS

In April, only a few weeks after Target's second Anti-Union Video was leaked to the public through Gawker.com, Target CEO Gregg Steinhafel resigned. The troubled CEO was in hot water after Target was found guilty of violating numerous federal labor laws during the 2011 union election at Valley Stream. Steinhafel was also leading the company last winter, when over 40 million Target customers' credit cards were stolen in what could be the largest data breach in United States history. Watch Target's new anti-union video at [www.targetchange.com](http://www.targetchange.com).

## TARGET CEO & CHAIRMAN OUT, RESIGNS

### CAREER HIGHLIGHTS

#### CONSUMERS:

**-OVER 40 MILLION CUSTOMERS CREDIT & DEBIT CARD ACCOUNTS STOLEN IN DATA BREACH**

#### LABOR:

**-FEDERALLY CHARGED AND FOUND GUILTY OF VIOLATING ITS WORKERS' RIGHTS, INTIMIDATING WORKERS AND CONDUCTING ILLEGAL SURVEILLANCE OF WORKERS**

IT'S TIME FOR TARGET TO **CHANGE** AND DO THE RIGHT THING FOR ITS CONSUMERS AND ITS WORKERS.



## TAKE ADVANTAGE OF UNION PLUS BENEFITS

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. In unity there is strength. As a union, we give workers a voice on the job and a pathway to the middle class.

One of the many benefits of belonging to the UFCW is the UFCW Union Plus Credit Card program, which was designed to meet the needs of hard-working UFCW members and their families. With one of the three cards, our members can enjoy competitive rates, U.S.-based customer service, and exclusive hardship grants for eligible cardholders if they face a job loss, suffer an illness, or go on strike.

Union Plus also offers

exclusive rebates to cardholders, including:

- Up to a \$350 rebate on auto down payments;
- Up to a \$100 rebate on the purchase of an AT&T smart phone; and
- Up to a \$150 rebate when switching from a non-union wireless service to AT&T wireless.

UFCW members can choose from three cards to meet their diverse needs:

- The Cash Rewards card lets members earn cash back on every purchase.

- The Rate Advantage card is perfect for members who want to save on interest.

- Members with average credit can choose the new Credit Access card and enjoy a low intro APR.

For more information about the benefits of the UFCW Union Plus Credit Card program and to apply online, visit [UFCWCard.com](http://UFCWCard.com).

Also available to eligible UFCW members is the Union Plus Mortgage program, which offers a

range of services, including interest-free loans and grants to help you make mortgage payments if you become disabled or unemployed. For more information about Union Plus benefits that are available to union members and retirees, visit [UnionPlus.org](http://UnionPlus.org).



## BUY UNION WITH YOUR UNION'S CARD





## EMBRACING DIVERSITY TO BUILD POWER AND GROW OUR UNION

By: John Woods, UFCW Local 1500 Union Representative, UFCW Outreach Officer

This June will mark the 30th anniversary of the official celebration of Pride in the LGBT community. Pride is held in June and it is a month filled with parades, marches and other events to celebrate the victories, remember the struggles and build solidarity amongst the gay community.

The labor movement and the gay rights movement have a long history of working together. In 1974, the International Brotherhood of Teamsters engaged in a five month long strike with beer distributors in San Francisco. Despite settling with all of other companies, the Coors Beer Company continued to hold out. Allan Baird, then President of the Local Union that represented the drivers started a city-wide boycott of Coors. In an effort to greater support for the boycott, Baird asked to meet with Harvey Milk.

Harvey Milk was a leader in the gay community in San Francisco. Milk was a strong political force and was also running for City Supervisor. Baird asked for Milk's support in the boycott. Milk agreed to support the boycott if the union agreed to hire openly gay drivers. After both parties agreed, Milk and Baird began working together.

The boycott started in the gay bars of San Francisco and quickly spread across California. To this day it is considered one of the most effective boycotts in the country. In fact, some of the bars that started the boycott still don't serve Coors's products today. The union also kept its word and started hiring gay drivers.

The UFCW has long been a leader in protecting worker's rights both on the job and off. The faces of UFCW members across this country are vast and diverse. We represent every race, religion and sexual orientation. This past August I was proud to serve as a delegate to the 7th Convention of the United Food and Commercial Workers. I was even

more proud to vote yes as we formed the newest constituency group of the UFCW, OUTreach. OUTreach was created to serve as a voice for the hundreds of thousands of LGBT UFCW members across this country.

OUTreach's mission is simple: we are committed to building mutual support between our union's International office, Regional offices and Local unions so we may come together to organize for social and economic justice for all regardless of age, race, gender, creed, color, sexual orientation or gender identity.

Together, we will build a labor movement that cherishes diversity, encourages openness and ensures safety and dignity as we move forward in the spirit of "an injury to one is an injury to all". Together, we must aggressively oppose all forms of discrimination.

It is fitting that this June, Pride month, that I am proudly announcing the formation of the Local 1500 chapter of OUTreach. It will appropriately be called, OUTreach 1500.

I know there are many members that are LGBT and are allies of the LGBT community. I ask that you join me in growing OUTreach 1500 and help us build a more inclusive union. When we come together on the issues that we all care about, it only brings us power at the bargaining table.

To Join **OUTreach 1500** call me at 1-800-522-0456 ext. 1357 or online at [ufcw1500.org/outreach](http://ufcw1500.org/outreach)



## 103RD ANNIVERSARY OF TRIANGLE SHIRT-WAIST FIRE



A major turning point in U.S. labor history after 146 immigrant garment workers perished after being locked inside a building when a fire broke out at their job, the tragedy opened the nation's eyes to poor working conditions in garment factories and other workplaces, and set in motion a historic era of labor reforms. Unfortunately, we haven't built enough on these gains. Today, too many employers are failing to obey the labor and workplace safety laws that were enacted in the years following the tragedy. And in part because our government is not ade-



quately enforcing these laws, workers are still needlessly losing their lives on the job. There is a lot that we can and

must do to ensure that the well being of workers is put above profits. After last year's horrific factory fire/collapses in Bangladesh, the lessons or workplace safety still need to be taught. Please report ANY unsafe working

conditions to your Union Representative immediately, by calling them (800-522-0456) or emailing them [info@ufcw1500.org](mailto:info@ufcw1500.org). Your eye for safety could save you or your coworker's life.

## HEALTHCARE CORNER

### PLAN ON AGING HEALTHIER BY KNOWING YOUR BENEFITS LOCAL 1500 WELFARE FUND, COBRA AND MEDICARE

As we age, we begin to have ailments that go with the aging process. Therefore, health coverage in our "Golden Years" is very important. Making the proper decision regarding health coverage in retirement is of the utmost importance.

If you are nearing age 65, still working and planning on retiring, your health coverage is probably one of the things at the forefront of your decisions.

If you are over age 65 and still working, you are probably considering your options for retirement. In fact, you were probably already contacted by Social Security to apply for Medicare coverage. Medicare Part A is automatic for those people who are over 65 and receiving Social Security. In those cases, you need not apply for it. However, enrollment in Medicare is not automatic for people not receiving Social Security. In that case, you will need to apply for it. Provided you have worked long enough, Medicare Part A coverage will be available at no cost to you. And, since you are still working, you are probably covered under the UFCW Local 1500 Welfare Fund (Fund) for your health care benefits. In fact, it is possible that you are currently covered for health benefits under both the Fund and Medicare Part A at the same time. You may have also have been offered the option to elect Medicare Part B coverage. You must apply for Medicare Part B and you have to pay a monthly premium for Medicare Part B coverage. The amount of the monthly premium is based upon your annual income. Therefore, it is safe to say that while you are working, you might be covered under Medicare Part A but you probably didn't apply for Medicare Part B, because you have medical coverage under the Fund.

For simplicity's sake, Medicare Part A provides hospitalization coverage and Medicare Part B provides medical coverage. As with all health coverage, not everything is considered an allowable expense. If you want to know exactly what Medicare covers and what your options are regarding Medicare, contact the Social Security Administration (SSA).

Now, you are getting ready to retire. When you do, you will lose your coverage under the Fund. When this occurs, the Fund will notify you about your right to elect COBRA continuation coverage, on a self-pay basis. You will then have the option to elect COBRA coverage. Please be advised that COBRA coverage is for a limited time.

If you choose to elect COBRA coverage, there are very important rules you must know regarding the order of claims payments and rules you should consider before you make any elections.

While you are working, if you are covered under both the Fund and Medicare, the Fund is the primary coverage and Medicare is the secondary coverage. This means that all health claims are submitted to the Fund first, and the Fund will process the claims as if there is no other coverage. After the Fund makes their payment, if there is any balance due, the claims can then be submitted to Medicare for secondary processing and payment.

**THIS CHANGES ONCE YOU STOP WORKING AND ELECT COBRA COVERAGE!!**

After you stop working, if you have both Medicare coverage and elect COBRA coverage, Medicare becomes the primary coverage and the Fund becomes the secondary coverage. Therefore, all claims must be submitted to Medicare first, and then to the Fund if there is any balance remaining.

**Even more important,** if you are only covered by the Fund while you are working and elect COBRA coverage after you stop working, and you thereafter become covered under Medicare (Part A or B), your COBRA coverage will be terminated and you will only have Medicare coverage for your health care needs. In order to receive both COBRA coverage and Medicare, you must have become eligible for Medicare before you elect COBRA. Furthermore, if you are covered under the Fund and Medicare while still working and you do not elect to receive COBRA continuation coverage when you retire, you will be eligible for health coverage, only through Medicare, if you are age 65 and over.

Additionally, if you are actively working and covered under the Fund and eligible for Medicare (Parts A & B) and you are, in fact, covered under Medicare Part A, but you choose not to elect Medicare Part B because you think you don't need it since

you have the Fund's coverage, when you stop working and elect COBRA coverage, as stated above, Medicare is primary and COBRA, under the Fund, is secondary. This is true for both Medicare Part A and Part B, even if you haven't signed up for Part B. This is due to a presumption in the law. This presumption states if a person is enrolled in either Medicare Part A or Part B, he/she is presumed to be enrolled in both.

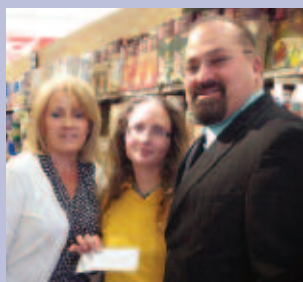
Under the Fund's Coordination of Benefits provisions and COBRA rules, the Fund will not pay for services that would be covered under Medicare Part B, unless Medicare actually

processes and pays for the service first. In fact, when the Fund pays as the secondary coverage to Medicare, the claims processing guidelines require the Explanation of Benefits (EOB) from Medicare to be submitted to the Fund, along with the claim requesting the Fund make a secondary payment. Without such EOB, the Fund will not make any payments and the claim will be denied.

Receiving Medicare coverage can take several months. Therefore, it is in your best interest to contact Social Security and to complete the enrollment process as soon as you are able and/or as soon as you know when you are retiring. Don't wait for the last minute. If you do, you leave yourself open to incurring potential medical bills that you will have to pay for out of your own pocket. In retirement, there is nothing worse than unplanned bills, especially when the bills could have been avoided with proper planning.

If you have any questions about COBRA coverage and Medicare, call the Fund Office. The staff is there to assist you and is more than happy to answer your questions.

Remember, you have worked hard and saved for your retirement. Don't ruin it by not planning properly. Ask questions beforehand to ensure that your "Golden Years" will truly be golden.



### STOP & SHOP MEMBER WINS UFCW WOMEN'S NETWORK CHILD CARE GRANT

We're pleased to announce Nicole Longo, a UFCW Local 1500 member working at Stop & Shop 505 in Brooklyn, won the annual Women's Network Child Care Grant. The International UFCW Women's Network is chaired by our own Recorder, Rhonda Nelson, our Local chapter is chaired by Terry Quiñones who said, "The UFCW Women's Network is proud to support, educate and mobilize working women across the country. We know how difficult it can be to raise a family while working in retail, we're proud to support women like Nicole and look forward to doing more!" For information on the UFCW Women's Network head to [ufcwwomensnetwork.org](http://ufcwwomensnetwork.org).



## UNION REP. MIKE ONUFRAK RETIRES AFTER 24 YEARS



After 24 years of servicing UFCW Local 1500 members, Mike Onufrak announced his retirement in May 2014. Onufrak began his career at King Kullen until joining UFCW Local 1500 staff as a Union Representative in 1990. "The best advice I can give to UFCW Local 1500 members is, to back your union and stick together. Things are getting more difficult in our business, and our solidarity is the only solution," Onufrak said.

**Mike, Congratulations on your retirement.**

**Thank you for your 20 plus years  
of dedicated service  
to UFCW Local 1500!**



### WELCOME, GREG PASQUALE

We're happy to announce we've hired 36 year UFCW member, Greg Pasquale as our newest Union Representative. Pasquale joins the Local 1500 staff after spending most of his career at Stop & Shop in upstate New York.



### ROBERT SCHNAARS ELECTED TO EXECUTIVE BOARD

Rob Schnaars was unanimously elected to the UFCW Local 1500 Executive Board. The newest Executive Board member began his career with Edward's Supermarkets in 1992, and currently works at Stop & Shop 543 in West Babylon.



### WHAT IS THE EXECUTIVE BOARD?

Local 1500 is run by an elected Executive Board comprised of UFCW Local 1500 members who meet on a monthly basis to approve finances, accept new members, discuss local business and the state of the union and determine events and activities. The Board is made up of Member Representatives who work in stores throughout Local 1500's jurisdiction. The entire Executive Board meeting is recorded and read at quarterly General Membership meetings by the Recorder (Rhonda Nelson) and voted on for approval or disapproval by the General Membership of Local 1500.

#### Current Executive Board Members:

Anthony Drago	Mannix Shop Rite 110 (Produce)
Stephen Gallagher	Pathmark 614 (Receiving)
Debra Gernand	Pick Quick 18 (Deli)
Daniel Gleason	King Kullen 10 (Dairy)
Elinore Hamann	Glass Shop Rite 218 (Bakery)
Charles Haughwout	Stop & Shop 560 (Produce)
Keith Jefferson	Pathmark 638 (Receiving)
Karen Lubbers	Shop Rite 282 (Health & Beauty)
Robert Schnaars	Stop & Shop 543 (Dairy)
Paul Waldron	King Kullen 35 (Frozen Foods)

# 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.

Acesta, Barbara E.  
Anastasio, Nancy M.  
Ariola, Emil  
Aspromonti, Vincent J.  
Broker, Edna  
Brown, Jerome  
Camisa, Clara  
Caramazza, Marian E.  
Conner, Robert J.  
Debella, Rocco  
Delessio, Joseph  
DeRosa, Mary  
Eisen, Nathan  
Ennis, Renee L.  
Farrell, Arthur R.  
Gopin, Ruth  
Guzman, Cesar A.  
Hernandez, Paulino M.  
Iachetta, Vincent  
Johnson, Leonard  
Lasky, Samuel  
Lewis, Lenora  
Lopez, Romarica S.  
Marrano, Angelina  
Moore, Willie C.

Moreo, Grace L.  
Nilsen, Sonia  
Northrop, Richard  
Ohan, Donald  
Orton, Joan  
O'Sullivan, Eileen C.  
Pankey, Lock  
Pavelock, Vincent  
Petermann, Herman  
Peters, Bella  
Pezzella, Lucy  
Poldino, Cora  
Puma, Mary  
Rouse, Derek  
Russo, Cecile M.  
Smith, Mary F.  
Spratley, James  
Start, Robert  
Vecchia, Rose  
Vicari, Anthony  
Villarreal, John  
Viola, Phyllis  
Ward, Alexander  
Willis, Hubert N.

## 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](http://www.licadd.org)  
[recover@licadd.org](mailto: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

## JOIN THE UFCW CANCER KICKERS TEAM! LIGHT THE NIGHT & BREAST CANCER WALKS

**SAVE  
THE  
DATE!**

### Friday October 17th:

Light the Night Walk @ Eisenhower Park

### Sunday, October 19th:

Making Strides Against Breast Cancer Walk  
@ Jones Beach

To Sign up, Raise Funds and Get Involved in any of these walks visit: [ufcw1500.org/charity](http://ufcw1500.org/charity)



## NEED A WITHDRAWAL CARD?

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

- Name
- Store Number
- Company
- Last Day Worked

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

**UFCW Local 1500 Attn: Carol Borcharding**  
**425 Merrick Avenue, Westbury, NY, 11590**

## NEXT GENERAL MEMBERSHIP MEETING

### Wednesday, June 11, 2014



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

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

**Prizes Will Be Awarded!**



# 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.

Adams, Deana	Licata, Barbara S.
Andersen, Martha B.	Majewski, Robert A.
Armellino, Susan M.	McCoy, Marilyn
Bacher, James K. Jr.	Mogro, Blanca E.
Bevilacqua, Epifanio S.	Montera, Frank
Billelo, Joseph	Morrice, Linda T.
Bocchino, Gerard L.	Novelli, Elaine D.
Caicedo, Cristobal C.	Orlando, Saverio
Candela, Calogero	Pool, Kirina M.
Christian, Thomas	Puleo, Richard J.
Coard, Brenda	Radu, Ernest J.
Cruz, Robert Jr.	Risuglia, Frank
Degen, William T.	Robinson, Penny L.
Dellachiesa, John	Romano, Joseph
Dennis, Arline M.	Ross, Joan
DiPalma, Angela	Rossi, Albert P.
Donnelly, Kenneth P.	Ruggieri, Louis A.
Downie, Cleveland G.	Russell, Dianna C.
Edmonds, John	Russo, Linda J.
Ferris, Joseph	Savage, Joseph J.
Fleming, James T.	Schneider, Michael
Gaines, Susan B.	Simolin, Joann
Galati, Vito	Stokes, Pamela J.
Golia, Giuseppe	Thompson, Marva E.
Hutnik, Joseph S.	Tomasko, Audrey A.
Hyde-Twomey, Janet P.	Wanser, Judy L.
Johnston, Diane	White, Robert W.
Kinkaid, Roy W.	Williams, Anthony
Klingberg, Patricia	Williams, Regina R.
Kosofsky, Kenneth J.	Willig, Kathleen M.
Lang, Marilyn A.	

## 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

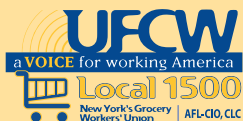
**SHOP UNION – SAVE JOBS**

Any suggestions or  
comments for

**The  
Register**

Send us your feedback to  
[jfedele@ufcw1500.org](mailto:jfedele@ufcw1500.org)

## GENERAL MEMBERSHIP MEETINGS



Wednesday, June 11, 2014  
Wednesday, September 10, 2014  
Wednesday, December 10, 2014

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

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

**Prizes Will Be Awarded!**

# EVENTS

INFO: EMAIL [INFO@UFCW1500.ORG](mailto:INFO@UFCW1500.ORG) OR TALK TO YOUR REP!

**JUNE 27**

**LONG ISLAND FISHING TRIP FUNDRAISER** @ 6PM  
ADULTS: \$45  
KIDS: \$15

**JULY 15**

**BLOOD DRIVE & BBQ**  
@UFCW HQ 2-8 PM

**AUG 27**

**LOCAL 1500 NIGHT W/ BK CYCLONES**  
\$5 TICKETS 7PM

Anthony G. Speelman said it:



@BarackObama: #Walmart can afford to pay workers a decent wage. Challenge them to do so! [bit.ly/Mv2d3U](http://bit.ly/Mv2d3U)

Follow your Secretary-Treasurer on Twitter @Aspeel1500

'Now more than ever, we need a strong labor movement for all families' @SenWarren thanking @UFCW for supporting her from the beginning  
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.

## CHECK OUT THE NEWLY IMPROVED

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

Zaida Colon, Ext. 1336

Sheila Hobson-Jones, Ext. 1335

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

1362 Sexton, Brendan

1353 Ecker, Robert

1339 Shiels, Lynn

1343 Mausser, Jeff

1317 Vargas, Anselmo

1356 Pasquale, Greg

1349 Waddy, Joe

1369 Santarpia, Paul

1357 Woods, John

### ORGANIZING

1358 Gonzalez, Mario

1345 Organizing Hotline

1361 Hernandez, Rafael

1355 Political Hotline

1374 Narcisse, Christina

1341 Obernauer, Adam - Political Organizer

1372 Shuku, Enida

### NEW MEDIA & RESEARCH

1354 Fedele, Joe – Director

