

The Register

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

Fighting for Rights At Work

Full story on page 10-11

UFCW
a VOICE for working America
LOCAL 1500
HONK
IF YOU SUPPORT
WORKERS RIGHTS
425 Merrick Avenue • Westbury • New York • 11590

UFCW
a VOICE for working America
LOCAL 1500
STOP
the Attack
ON Mrs Green's
Workers
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UFCW
a VOICE for working America
LOCAL 1500
HONK!
Help Me get My
Job Back!
425 Merrick Avenue • Westbury • New York • 11590

UFCW
a VOICE for working America
LOCAL 1500
Mrs. Green's
fired us
Unfairly!
425 Merrick Avenue • Westbury • New York • 11590



THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both



TARGET WORKERS LOSE IN NLRB WIN

In June 2011, a union election was held at Target in Valley Stream, Long Island N.Y. Finding that Target's pre-election conduct violated the law, the National Labor Relations Board (NLRB) ordered a new election at the store. Weeks later another election was held, this time in a fair, professional manner, without intimidation, threats to family members, anti-union videos; the workers overwhelmingly voted to unionize.

I wish it were that simple.

That second election never happened, and now, won't happen after the United Food and Commercial Workers Local 1500 concluded that a re-election would be futile given Target's exploitation of the systematic delays inherent in NLRB procedures that companies like Target use to deter workers from banding together and demanding more from their billion dollar employers.

Election Process

In the weeks preceding the 2011 union election at the Valley Stream Target, workers were threatened, intimidated and repeatedly interrogated on unions.



They were forced to sit in rooms for hours, watching anti-union videos in captive audience meetings and presentations from top paid union-cleansing attorneys on how bad forming a union really is for you and your family. Target Corp. was found guilty of all of this, and a

new union election was ordered at Valley Stream. So why has it taken three years for a new election to be scheduled?

Through the election process (three years ago), Target did whatever it took to keep its employees from unionizing, including handing out notices that threatened to close the store "if the union got in" to all 275 employees. Days after the election, NLRB charges piled up against Target.

Union Endorses Nassau's Kathleen Rice for Congress

We're pleased to announce the endorsement of Kathleen Rice for Congressional District 4 in Nassau County. Kathleen's commitment to working families and our Local as District Attorney of Nassau County has made her a proven leader.

The Congressional seat opened after Carolyn McCarthy (a longtime friend of our union) announced her retirement. We're pleased to support Kathleen and eager to see her bring the same commitment to union jobs, and Nassau families to the 4th Congressional District.

"District Attorney Kathleen Rice has proven to be a leader who has the ability to be creative, courageous and forward thinking when it comes to the issues that affect the families of Nassau County," said Bruce W. Both, President of UFCW Local 1500.

"It was Kathleen Rice who fought drugs and the crime they bring to the neighborhoods of Long Island. Through her efforts there has been a significant reduction in crime and violence in Nassau County. Whether as an Assistant District Attorney in New York City, as a Homicide Prosecutor in Brooklyn, Assistant United States Attorney or as a Federal Prosecutor in the Philadelphia office of the Department of Justice, Kathleen Rice is a proven leader," Both stated.

"The people of the 4th Congressional District would be well served by sending Kathleen Rice to Washington, DC. We are proud to endorse Kathleen Rice to be the next Representative of the 4th CD and believes she is exactly the type of leader necessary to bring all New Yorkers together," President Both concluded.



Two months later in August 2011, an NLRB Regional Director found Target violated its workers' rights and repeatedly threatened employees. Throughout the next few months, the NLRB added more charges to its case against Target, and finally announced an ALJ would hear the case on February 1, 2012. Then the waiting game began.

Cleansing and Closing the Store

While Target waited for its day in court it was pro-active. Anticipating a re-election order, it decided to cleanse its store of pro-union employees. In August 2011, Target fired one of the leading and outspoken pro-union employees, Tashawna Greene, from her \$8-an-hour job. By January 2012, Target had fired or transferred over 25% of the employees at Valley Stream out of the store.

Target was then in an interesting place; it had never been in a battle with a labor union, and billed itself to the public as "the better Walmart". Target liked this image, so with the NLRB hearing looming, and even though it had defeated the workers' first attempt at unionizing, it announced it would close its doors for eight months in order to "remodel" the store.

What was unusual about the remodel was: a) In over 900 store re-models throughout the United States, Target had only closed a store once (Portland, Oregon) and that was just for a few weeks. In contrast, in Valley Stream, a store full of union supporters and men and women who wanted change at their workplace, Target closed its store for an eight month re-model, even though it had no building permits to perform the reconstruction; b) In the closing, Target was very specific in choosing who to offer transfers to and who to "buyout" from employment. Only employees who were in "good standing with the company" were offered transfers (ie, employees who were "No" votes), while employees who voted "Yes" were offered "buyouts". The buyouts came with a catch. Those employees who took the buyout signed an agreement not to speak to any media outlets about the failed 2011 union campaign, and not to disclose any information regarding Target.

NLRB Decision 23 months later

A decision from the ALJ was expected to be made by June 2012. The Valley Stream Target store closed on April 28, 2012 and didn't plan on re-opening until November 2012. Employees filed new NLRB charges and fought the store's anticipated closure as illegal retaliation for supporting



the union. The employees were now being punished for exercising their federal rights. UFCW International President Joe Hansen observed, "Sitting back and allowing Target to operate with such indifference for their employees will further embolden companies like Target and Walmart, who seek to squash worker rights in the pursuit of unfettered control of our economy." The store closure went on as planned, and workers were left without jobs.

In May 2012, one year after the union filed for an election, the ALJ found Target guilty of violating numerous federal labor laws, and the union vote was overturned. Target would appeal to the NLRB in Washington. At the same time, it would go on to accept a controversial award by Episphere for "World's Most Ethical Companies to Work For".

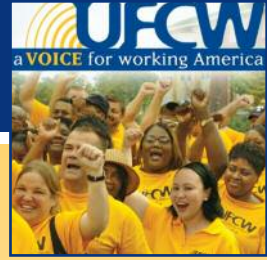
Time continued to tick away, and the 2011 campaign to bring change at Target seemed like an eternity ago for the brave men and women who lost their jobs. A year later, in May 2013, the NLRB affirmed the decision and ordered a new union election at Target in Valley Stream. Then, Target further delayed the second election yet again by appealing to the U.S. Court of Appeals.

Continued on page 5



JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500



WE MUST BELIEVE

In President Obama's State of the Union address, he emphasized the need to raise wages for America's working families. Starting with federal contract workers, President Obama announced a plan to increase the federal minimum wage, though Congress continues to block the progressive effort to help close the growing income gap between our nation's wealthy 1% and working families. The notion was a step forward for all of us, working men and women, bringing the discussion of wage inequality to the national spotlight. Our union has had a front row seat at economic disparity; look no further than Stop & Shop who recorded sales of \$25.8 billion in 2012 and squeezed every last penny they could from our union contract in December.

If President Obama's focus on income inequality can teach us anything, it shows us that America is ready to step forward and support workers across the country that have been fighting for better wages and benefits. While Congress and naysayers will continue to block our efforts to increase our wages and benefits, we must continue to take the lead in tackling income inequality by sticking together and challenging big corporations to change the way they do business.

This takes all parts of our union, Full-Time and Part-Time alike. The only way we can accomplish anything of significance is to work together, support each other, engage one another, and of course, to believe in our union.

We must believe that if we all come together as one unit and demand the respect, dignity and benefits we deserve, we will achieve it. We all must believe that if it weren't for our tireless work, companies like Stop & Shop would not be reporting record profits exceeding tens of billions of dollars.

We all must believe that if it weren't for our tireless work, companies like Stop & Shop would not be reporting record profits exceeding tens of billions of dollars.

We must fight what has sadly become a norm in our country, the thought that 'retail employees don't deserve these benefits'. This begins at our stores, but continues when the UFCW assists workers fighting the iconic retailer Walmart. Many of Walmart's 1.4 million workers are struggling to cover the basic necessities like food and shelter and have been forced to rely on taxpayer funded supports like food stamps and Medicaid. As the largest private employer in the country, Walmart can

afford to pay its workers more. The company made

\$17 billion in profits in the last fiscal year, and

just six members of the Walton Family --

heirs to the Walmart empire -- have a

combined family fortune that is

estimated to be over \$144.7

billion, which is greater than the

wealth held by 42 percent of

American families combined. But

instead of being a good corporate citizen,

Walmart has retaliated against and, in some

cases, fired workers who have spoken out for positive

changes in the workplace -- actions that have prompted the National

Labor Relations Board to announce that it will prosecute the retailer for

its widespread violations of workers' rights.

That's why the UFCW continues to help Walmart workers across the country. Our union, our fights, our contract negotiations are watched throughout the nation. We have inspired actions in the fast-food industry and beyond to stand together for better wages and benefits -- these actions have prompted President Obama to put raising the minimum wage at the top of his agenda.

As the gap between the rich and poor continues to grow, it is our responsibility to continue to fight against corporate greed. We must take actions, but we first must unite and believe as one union. Then we can hold corporations accountable for driving down the standard of living for millions of Americans, and earn the respect we all deserve.

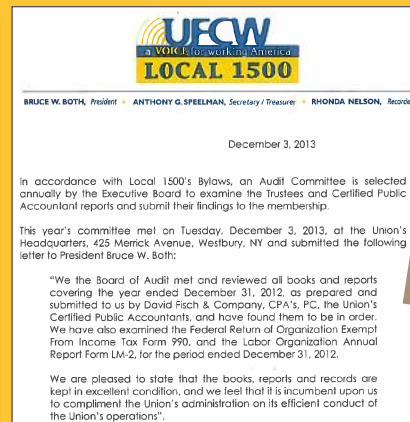
Tribute to Former Business Agent Charles McEnery



We regret to announce the passing of former UFCW Local 1500 Representative Charles McEnery. McEnery serviced Local 1500 members from 1977 to 1997, working as an Organizer, a Representative in Queens and as Political Director throughout his 20 years of service. "Our thoughts and prayers are with the McEnery family. Charlie was a great union man, who always put the

membership of Local 1500 first. He will be greatly missed," President Bruce Both said.

AUDIT COMMITTEE



L to R: Dave Fisch, CPA, VP's Greg Pasquale, Paul Waldron and Elinore Hamann

2014 Political Spotlight

Our UFCW Local 1500 Political Team continues to work on local legislation and with elected officials that will improve the lives of our 23,000 members. This January, Local 1500 was represented at Governor Cuomo's 2014 State of the State address. Our union political team is here to work on issues that matter to you. Issues like Stop and Frisk in NYC, and raising awareness on the impact SNAP cuts have on grocery stores. If there is an issue close to your heart in your community, we want to know!

Contact us: Email adam@ufcw1500.org or call 800-522-0456 ext 1341



Secretary-Treasurer Tony Speelman along with Assistant to the President Rob Newell met with NYS AFL-CIO President, Mario Cilento

Politicians are Selling Us Short on Food Stamps

It's a sad day when our country signs in a Farm Bill that includes \$8 billion in cuts to food stamps throughout the country. The SNAP Program is one of the best economic generators and job creators that the government still has in place. People receiving food stamps spend them in their neighborhood supermarkets, fueling local economies. Furthermore, for every \$1 billion put into food stamps, an estimated 13,718 jobs are created from farm to table. These cuts will amount to a loss of over 100,000 jobs at a time when job creation seems to be on the forefront of priorities for democrats and republicans alike.



It is not acceptable for our politicians to not recognize the income inequality that exists in our society. Secretary-Treasurer Tony Speelman commented on the recent SNAP cuts, "These cuts to food stamps are a double edged sword. Less money will be spent in our local supermarkets, decreasing the hours for workers throughout the country. On top of that, there will be more people applying for food stamps because they're not getting the hours they used to. Food stamps are a win for the economy, our communities, and our families in need and cutting them shouldn't even be on the table for discussion."

Melissa Mark-Viverito is NYC's First Latina City Council Speaker



Councilmember Melissa Mark-Viverito is now the New York City Council Speaker. The two-term, 44-year-old representative from Spanish Harlem won the unanimous support of her colleagues and Mayor Bill de Blasio. Mark-Viverito grew up in Puerto Rico, and succeeds Christine Quinn as Speaker, the second most powerful position in New York City. Mark-Viverito has stood with our union on countless issues and has testified against Walmart entering New York City, saying at a hearing

once, "Walmart is definitely not welcome in New York City. It is a union-busting, tax-evading, wage-suppressing, job-destroying, civil rights-abusing, food stamp-denying, multinational corporation that has no place in New York City."

Walmart is definitely not welcome in New York City.

– New York City Council Speaker, Melissa Mark-Viverito

"Melissa is a friend, an activist and a great progressive leader who fights every day to protect New York City from greedy retailers who prey on the working class," Secretary-Treasurer Tony Speelman said, "We congratulate her on her new position and look forward to working with her."

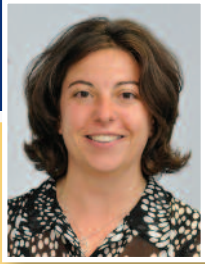
Governor Cuomo Paves the Way for Medical Marijuana in New York

Eighteen other states, including Washington, D.C. have either legalized, decriminalized, or created a system for medical marijuana and the results have been overwhelmingly positive. This multi-billion dollar industry has helped create good, career jobs from the farming of the marijuana to the dispensaries, especially in California and on the West coast. And these aren't just any jobs, they're union jobs. UFCW Locals throughout the west coast have organized thousands of cannabis workers in the last five years, providing these workers with professionalism and much needed respect on the job.

We anticipate hundreds of UFCW union jobs to be created with Governor Cuomo's medical marijuana initiative.

One of the main critiques of legalizing medical marijuana is the fear of increasing drug abuse and the impossibility of law enforcement to carry out their jobs properly. Fortunately, one only needs to look at the past 17 years of California's medical marijuana system to realize that these rumors are unfounded. Researchers D. Mark Anderson and Daniel Rees told the New York Times in October that "these states will see a reduction in the social harms resulting from alcohol use: Reducing traffic injuries and fatalities is potentially one of the most important." Furthermore, there is no concrete evidence to link increased crime rates to states that have a medical marijuana program.

New Yorkers need to stand with Governor Cuomo's plan to ensure that medical marijuana is coming to New York in the safest and most careful way possible. It's important that workers in the fields and in the dispensaries are provided with good jobs within their communities to properly regulate this sensitive industry. We will be working with our local legislators to make sure medical marijuana in New York thrives and comes along with a union label.



REGIONAL VIEWPOINT

By Christina Hajagos-Clausen, Director, UFCW Region 1



50 YEARS LATER, RETAIL WORKERS LEAD THE WAR ON POVERTY

On January 8, 1964, President Lyndon Johnson launched the war on poverty during his State of the Union address. Today—50 years later—the war on poverty continues, but this time it's being led by retail workers.

Although the retail sector is one of the fastest growing sectors in the United States and an important employer of minorities and women, retail workers are struggling to survive in low-wage jobs with inconsistent hours and little to no benefits. As income inequality continues to grow, retail workers across the country are standing together for better wages and benefits so that they can make enough to support their families and contribute to their local economies and communities. Walmart—the world's largest retailer—is a good place to start.

As the largest private employer in the country, Walmart can afford to pay its workers more. The company made \$17 billion in profits in the last fiscal year, and just six members of the Walton Family—heirs to the Walmart empire—have a combined family fortune that is estimated to be over \$144.7 billion. Their net worth is already greater than the wealth held by 42 percent of American families combined.

At the company's own admission, the majority of Walmart workers are paid less than \$25,000 a year. That means that too many Walmart workers are struggling to cover the basic necessities like food and shelter and are forced to rely on taxpayer funded supports. Last year, a study released by the minority on the House Education and the Workforce Committee calculated that just one Walmart supercenter costs taxpayers from \$900,000 to \$1.7 million annually for programs such as Medicaid and food stamps for underpaid workers. That's money that Walmart should be paying workers, not taxpayers.

A new report from the think tank Demos shows that Walmart could easily provide workers with full-time jobs that pay a minimum annual wage of \$25,000 without raising prices simply by reinvesting the billions it now spends repurchasing its own stock. Demos published another study about how

retailers like Walmart can benefit from raising employee wages. The report shows that raising wages to \$25,000 per year for full-time retail workers at the nation's largest retail companies (or those employing at least 1,000 workers) would result in improving the lives of more than 1.5 million retail workers and their families who are currently living in or hovering above poverty.

Walmart and the Waltons must be held accountable for driving down the standard of living for millions of retail workers. That's why members of Local 1500 are looking forward to another year of standing with current and former Walmart workers who are members of the Organization United for Respect at Walmart (OUR Walmart) as they fight to change the way that the retail giant does business. Members of OUR Walmart have launched a petition to meet with President Obama regarding their effort to improve working conditions at Walmart. To sign the petition, visit <http://blackfridayprotests.org/>.



Newly appointed UFCW Region 1 Director Christina Hajagos-Clausen showed her support for our union and the workers at Mrs. Green's, walking a picket line supporting the fired workers from Mrs. Green's in Mt. Kisco this February.

THE PRESIDENT'S PERSPECTIVE *Continued*

TARGET WORKERS LOSE IN NLRB WIN

Continued from page 2

Victory, right? Not for the workers.

Target prepared for the adverse decision and took full advantage of the time delay between appeals. In May 2013, when for a second time a new election was ordered in May 2013, only a handful of employees who voted in the 2011 election were still working at the Valley Stream store. The store had been cleansed of pro-union employees either by firings, buyouts or transfers to distant stores or replacement with handpicked employees who had nothing to do with a prior union election. Target had anticipated losing its appeals; it just bought more time to rid itself of union employees, and poison the democratic process any election in our nation is guaranteed.



The delays in the NLRB process gave us no chance to help workers at Target, and gave Target 40 months to prepare its store for a re-union election. After our organizers met with Target Valley Stream workers this

By closing the store, Target deliberately intimidated all current and future employees from participating in any union activity.

When Target dropped its court appeal in December 2013, the NLRB gave a new election date for March of 2014, over three years after the original election, our union was placed in a no-win situation.

winter, we found nearly all of them have had one-on-one meetings with management about the union. Employees were told that the "federal government is making us have a union election". Target had stacked the deck since firing Tashawna Greene in August 2011 to ensure it won the second election. That is why we're pulling our second election at Target in Valley Stream in protest of the delays inherent in the NLRB process and the lack of teeth the NLRB has to hold giant retailers like Target and Walmart accountable.

Target was found guilty of a laundry list of federal labor violations; it closed a store for eight months, offered workers buyouts and forced workers to sign a document pledging they wouldn't release any details to the press. It was then awarded an award for being one of the most ethical companies to work for in the world.

We should expect more from our nation's employers and stop worrying about paying less.



The deck is stacked against workers and organized labor. This isn't a fair or democratic process; if it were, the brave workers from Valley Stream Target who decided to band together and demand more from our nation's second largest employer, would all still be employed and protected by a union contract.

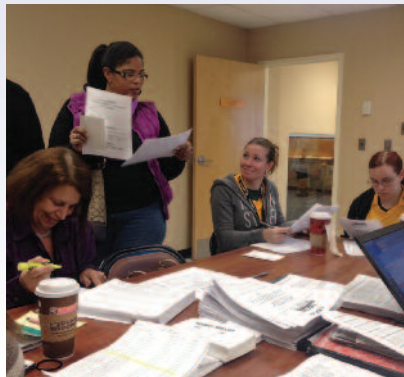
STOP & SHOP, KING KULLEN MEMBERS MOBILIZE AFTER RATIFYING 14-MONTH CONTRACT MEMBERS GEAR UP FOR NEXT CONTRACT



After 6 months (June-Dec.) of negotiations with Stop & Shop and King Kullen, both negotiating committees reached agreements in late December. Previous agreements expired on Sept. 28th. Stop & Shop members had been working without a contract since November 2nd until the deal was reached on December 18, 2013. King Kullen members had been on a contract extension through December 20, 2013. The deal was then ratified on Monday, December 23, 2013.



UFCW Local 1500 President, Bruce Both, said of the agreements: "The only way we could have reached this agreement was through the solidarity, preparedness and dedication of our members. I thank them all for their definite patient support during the tense and difficult negotiation process".



As negotiations stalled throughout December, potential strike signs were distributed to picket captains throughout Stop & Shop stores

Both of our negotiating committees did a superb job at not caving to the pressures of negotiations and company tactics used to separate our membership. **But our battle is clearly not complete.** Each day our Union must continue, display the same solidarity we showed throughout negotiations. We need to mobilize and demand more from our employers.

"Our 14-month collective bargaining agreement with Stop & Shop and King Kullen gives us an excellent opportunity to secure what we want in our next contract. We can only achieve this through complete solidarity, dedication and participation of the entire membership," Both concluded.

If we learned anything from the past negotiations it's that Part-Time Members and Full-Time members must come together and must be represented in contract meetings, proposals and the entire process.

STAYING CONNECTED WITH YOUR UNION THROUGH SOCIAL MEDIA, MOBILE ALERTS & EMAIL IS ESSENTIAL IN TODAY'S WORLD



@UFCW1500



FB.COM/UFCW1500



TEXT 'UFCW' TO 69302 FOR MOBILE ALERTS



SCAN WITH YOUR SMART PHONE TO SIGN UP!

To Scan: Head to iTunes or GooglePlay and search for "QR Scanner" Download the Free APP and Scan the barcode! Or head to www.ufcw1500.org/text-alerts

Preparing for Contract Campaign:

Negotiations are a stressful process. Here are some tips on how to prepare for the difficulties negotiations will bring. Preparing ahead will help our union win a contract we can all be proud of.

- **Save.** Stop & Shop members know how close we came to a strike, expect the same during next negotiations. We all need to be prepared for the worst possible scenario to defend what we've earned in our contracts.
- **Communicate with Your Union.** Don't add to the already elevated stressful negotiation process by buying into rumors or listening to those people in the stores who "know it all". Get your information from your Union Representatives, not rumors from store managers.
- **Participate.** What's the best way to find out the facts and have an actual impact on your collective bargaining agreement? Attend and participate in union meetings and actions. Then you'll be able to put things in your contract that you want!
- **Spread the Message.** Whether it's on social networks or person to person, our message needs to be cohesive and strong. The only way to know what we're fighting for is to get active in your union. Talk to your customers and co-workers, inform them that we're going into negotiations soon. Last November when customers heard of Stop & Shop's profits, they were outraged to learn what they were "Trying to do to our contract". If we all get on message and educate the public, our employers will feel immense pressure to give us what we deserve!

FAIRWAY, WILD BY NATURE, KINGS & D'AGOSTINO MEMBERS GEAR UP FOR CONTRACT NEGOTIATIONS



Contracts are expiring soon for UFCW Local 1500 members working at Fairway (expires in April), Kings (expires in late March), D'Agostino (expires in May), and Wild by Nature (expires in May), and Local 1500 members are gearing up ready to fight for their benefits and through federal Affordable Care Act mandates. "We watched the Stop & Shop and King Kullen negotiations closely," said Amir Zareinejad, a Fairway Negotiating Committee member, who has worked at Fairway for three years, "We saw what it came to, a strike vote, it was intense. All of us at Fairway love working here, but we're ready to fight for another great contract," Amir Zareinejad concluded.

greedy proposals last Fall," said UFCW Local 1500 Assistant to the President and Lead Negotiator for Fairway, Rob Newell, "That's the fight we need to bring every day. At our General Membership meeting in December, members from all stores stayed and volunteered to help make strike signs, and pledged to walk the picket line at Stop & Shop if it came to it. That's the kind of solidarity our union needs to carry on every day, if it does, we'll be unstoppable," Newell said.

Stay updated on contract news, negotiations at UFCW1500.org/contract2014



Contract proposal meetings for Fairway were held in early February, while Wild by Nature and D'Agostino's proposal meetings begin in March. "All the companies saw our union stand up to Stop & Shop's

THE SPIRIT OF GIVING:

During 2013 our membership went above and beyond throughout the holiday season, donating hundreds of toys and gifts to help families in need throughout New York. Over 500 gifts and toys collected by Local 1500 Shop Stewards throughout New York were donated to the John Theissen Children's Foundation.

We also held our annual Holiday breakfast with Santa in December, celebrating the season of giving. Over 100 members brought their families to our Union Hall to enjoy a holiday breakfast and a morning of fun-filled activities with their union brothers and sisters. All children under 12 received a gift and a free photo printout with Santa Claus. For info on joining UFCW Local 1500's Charity Team, email info@ufcw1500.org

WHITESTONE KEY FOOD



GOOD MEMBERS AT WORK!



The Key Food in Whitestone is a community cornerstone. The newly remodeled store is always busy with hard working Local 1500 members.

Store's Union Rep.: Jay Scorzelli (800-522-0456 ext. 1340).

Shop Stewards: Roseanne Toscano & Joan Maria Stilson

To have your store spotlighted in a future issue of The Register, send us an email at info@ufcw1500.org or talk to your Union Representative.



Shop Steward Roseanne Toscano and Union Rep. Jay Scorzelli



COMMUNITY & WORKERS, FIGHT BACK AFTER 9 PRO-UNION

David Ramirez and Martha Urgiles worked in the Mrs. Green's Dairy Department for over 10 years. Elivia Miguel worked at Mrs. Green's for over 11 years. Yesica Mendez worked at Mrs. Green's for four years. These are just four of the nine workers who were fired from Mrs. Green's Natural Market in Mt. Kisco for "poor customer service."

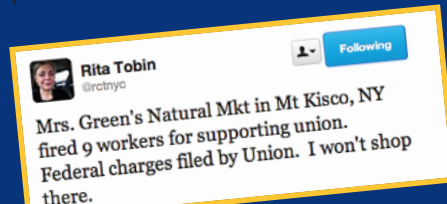
Like you, the workers at Mrs. Green's saw a lot of change at their store over the last year. After new management took over in December of 2012, a friendly, community favorite manager was fired. This was the first of many changes employees were about to endure throughout the next year.

Throughout the changes longtime employees stood up and began to demand better treatment from management. An overwhelming number of workers filed for a union election in May, losing by just three votes. Afterwards, the National Labor Relations Board (NLRB) charged Mrs. Green's with violating federal labor law, performing illegal

The federal charges were settled in November, and Mrs. Green's agreed under federal order to post a notice in their store for 60-days. The notice notified Mt. Kisco employees of their basic rights that were protected under federal laws.

During the 60-day posting, Mrs. Green's abruptly fired nine pro-union workers for "poor customer service". A majority of the fired workers had over seven years on the job; some had worked for the company for over a decade. The fired workers were not only leading supporters of the union in the election, but were the same workers who met with politicians in the Mt. Kisco area for help. We have since filed federal charges against Mrs. Green's and called the firings illegal retaliation and are hopeful they will all be reinstated.

Many of you may have seen the workers in front of the store the last two weeks, notifying customers they have come to know over the last



Assembly Member Shelly Mayer (left) joins fired Mrs. Green's workers on the picket line, informing customer's management fired 9 longtime workers

interrogation and intimidation of employees in the weeks leading up to the election.

After charges were filed, employees from the store began to meet with local elected politicians, including Assembly Member Shelly Mayer, to discuss the difficulties they face every day at their job. Workers were thrilled to meet with and receive the support from their elected officials who took the time to speak to them about their lives.

decade, they were fired for "poor customer service".

There has been an outpouring of support from former customers who have pledged not to shop at the store. Throughout February community members, community groups, local labor unions, politicians Shelly Mayer and David Buchwald and former customers joined the fired workers on their picket line, calling for a boycott of the store until the fired workers are reinstated.



Assembly Member David Buchwald shows his support to the fired workers on the picket line



WORKERS WERE FIRED FROM MRS. GREEN'S NATURAL MARKET

Please show your support for the men and women who have stood up for their basic rights at work, and demand management reinstates the workers. Head to ufcw1500.org/organize/mrs-greens-is-mean or call the store at (914) 242-9292 and demand that the workers are reinstated.



Meet David Ramirez. He worked in the dairy department at Mrs. Green's for almost 10 years and was completely shocked when the company told him that he was fired for "bad customer service." David is a caring father of three that is responsible for providing for his children and his family back home in Guatemala. Without this job, his family will have a hard time making ends meet.



Meet Elvia Miguel. Elvia has been in the grocery department with Mrs. Green's in Mount Kisco for over 11 years. She was fired for the same reasons as David and Martha. Elvia's husband is currently out of work and her family depends on her income for rent and food for the month. She is a very hard worker and couldn't believe that they fired her after all the years she put in.



Meet Martha Urgiles. Martha has been in the dairy department at Mrs. Green's for over 10 years. She was fired because of "bad customer service" and because "business has been slow." Martha cannot afford to lose her job since she needs to provide for her 3 children and send money back

home to her country. Without this job she won't have money to send and will struggle to put food on her family's table.



Meet Yesica Mendez. Yesica has worked at Mrs. Green's for almost 4 years. The company fired her because "business is bad" and because she "wasn't good with customers". Yesica was a jack of all trades in the store, mainly working the front end, but filling in for co-workers in produce, deli, and bakery whenever needed. She was confused and angry when she was fired because of how hard of a worker and how flexible she was. She now needs to depend on her second job, which is constantly cutting her hours, for all of her income.

Thank you for your support!



HEALTHCARE CORNER

AFFORDABLE CARE ACT AND LOCAL 1500

The Patient Protection and Affordable Care Act (ACA), or more commonly known as “Obamacare” was signed into law in 2010. The groundbreaking legislation has had major ramifications on every employer in America, and has changed the landscape of how medical and prescription drugs were provided by plan sponsors to their members.

Every employer in America, who provided medical and prescription

drug benefits, was required to make some change to their benefits. Some of these changes were noticeable to the end-user and others were not.

Many positive changes for millions of Americans resulted from Obamacare including coverage of adult dependents until age 26, removing annual maximums on essential benefits, preventing rescission, and no restriction for pre-existing exclusions.

FULL TIME PLAN CHANGES

New Plan Features:

- No Annual Maximum on covered medical services, effective 1/1/2014
- No annual maximum for prescription drug benefits
- Elimination of pre-existing exclusions
- Benefit coverage is extended to those dependents up to the age of 26,
- Spouses with access to other employer provided coverage will be excluded, effective 3/1/14. However, all spouses will be given ancillary benefits regardless of whether they have medical and prescription drug coverage through the Fund.
- Out-of-pocket maximum includes all member costs for medical service, including deductibles, co-insurance, and co-pays. Once the member/family reaches the out-of-pocket maximum, all covered services will be covered at 100% by the plan.
- Emergency Room co-pay applies on top of all other charges for the ER visit which are subject to deductible and co-insurance. If the member/dependent is admitted this co-pay is waived.
- Deductible applies first. Physician co-pays are required for each office visit exam after deductible is met. Lab fees and additional testing will be subject to the deductible and co-insurance.

- Pharmacy co-insurance applies up to the maximum of \$10, \$25, and \$50 for each generic, preferred brand and non-preferred brand script respectively.

	In Network	Out Of Network
Deductible (single/family)	\$150/300	\$500/1,000
Co-Insurance	80%	70%
OOP (single/family)	\$1,500/3,000	\$4,000/\$8,000
PCP Copay	\$25	
Specialty Copay	\$40	
ER Copay	\$100	\$100
Rx	20% Co-Insurance, \$10/25/50 copay max	

Key Points

- When a member chooses to see an Out-of-Network provider, the member pays the OON deductible and then the co-insurance. They do not pay copays.
- Mail Order prescription drug are based on 90-day supply and the copay is two times the retail copay

PART-TIME PLAN CHANGES

- Effective 3/1/2014, Basic Part-Time employees will no longer receive Medical and Pharmacy coverage.
- Members will continue to receive dental, life insurance, vision, AD&D and disability benefits
- The State Health connector is available to assist those who do not have coverage available to them through:
 - Spouse
 - Another employer
 - Medicare
 - Medicaid
 - Parent

Throughout February, members packed rooms to have their questions answered at Medical Update Meetings



HELPFUL INFORMATION IS AVAILABLE ON ASSOCIATED ADMINISTRATOR'S WEBSITE

You have the convenience of reviewing important benefit changes (Summary of Material Modifications) or connecting to website links for some of your providers (CPS Optical, General Vision Services and Vision Screening, Inc), along with viewing their brochures by logging onto Associated Administrators' website www.associated-admin.com. You also have the option to link onto UFCW 1500 Union's website.

To Log On Is Easy

- Open the Internet and type www.associated-admin.com
- A webpage will open and you will see the name Associated Administrators, LLC.
- On the left side of the page, click on the words “Your Benefits”
- A list of clients will appear and click on “UFCW 1500 Welfare Fund”
- You will be taken to the Local 1500 homepage where you can review current Summary of Material Modifications (changes to your medical benefits) by clicking on either the Full Time, Special Part Time, or Basic Part Time Medical Plan Summary of Material Modifications (SMMs). The homepage also contains links to providers and to the Local 1500 Union website.

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.

HEALTHCARE CORNER

ONLY FOR FULL-TIME AND SPECIAL PART-TIME MEMBERS

- **Preventive Services are free, when using in-network providers** (assuming you are receiving an in-network preventive service such as a routine physical, blood pressure screening, well women screening, etc. you pay \$0)
- **The deductible is paid before anything** (i.e. the Fund does not pay anything until you have paid your deductible, unless it's in-network preventive services, then it's free)
- **Ancillary benefits are offered to FT spouses, regardless of whether they're on our plan or not** (Spouses of FT members who have medical and prescription drug coverage through their employer still receive dental, vision, life, AD&D and disability benefits through the Fund)
- **Spouses of FT members enrolled in their employer's plan will still be eligible for medical and prescription drug benefits under the Local 1500 Welfare Fund on a secondary basis** (The employer's plan pays benefits first and the Local 1500 Welfare Fund pays benefits second)
- **Coinsurance does not apply to copays services** (i.e. if you see your physician for an office visit, you only pay \$25, you don't pay 20% or 30% of the remaining balance. The 20% or 30% coinsurance will still apply to lab and x-ray)
- **Copay, Coinsurance and Deductible all apply to the Out-of-Pocket Maximum** (all your expenses accumulate toward either the individual or family out-of-pocket maximum)
- **Once you hit your annual in-network Out-of-Pocket Maximum, you pay nothing (the annual out-of-pocket maximum is the most an individual will pay in any one plan year for in-network services.** Once you have reached your maximum, you do not pay anymore, no copays or deductibles, nothing)
- **Emergency Room Copay is waived if you are admitted** (if you are admitted to the hospital, you do not pay the \$100 copay)
- **New ID Card Coming** (you must bring to your physician, for both Anthem and Magnacare providers)
- **Forms available on the web** (if you need any forms, more details on a specific benefit, want to review the Summary Plan Description or Summary of Material Modifications, you can access them 24/7 at www.associated-admin.com, click on the "Your Benefits" tab, and then click on UFCW 1500 Welfare Fund)



FULL-TIME SPOUSAL COVERAGE MEDICAL CHANGES

Spouses With Coverage:

Effective March 1, 2014, any spouse who has access to other coverage through his/her employer, will not be eligible for coverage under the Plan

- **What if my spouse has coverage through his/her employer and missed their enrollment period?**
 - If your spouse missed the enrollment period, UFCW Local 1500 Welfare Fund will continue to cover your spouse until the next available coverage date.
 - However, if your spouse's available coverage contains an "open enrollment" period, your spouse can and is required to enroll immediately.
 - Summary: UFCW Local 1500 Welfare Fund WILL continue to cover your spouse until the first possible date of coverage under his/her health plan.
- **Okay, my spouse has enrollment periods and missed the last one in January, what do I do in order for my spouse's coverage to continue?**
 - Your spouse must submit a form/letter from his/her employer that indicates their enrollment options available in order to continue coverage under the Local 1500 Welfare Fund Full-Time Plan.
- **My spouse has enrolled in his/her employer's coverage, now what?**
 - Once your spouse has enrolled in his/her employer's health plan, the UFCW Local 1500 Welfare Fund coverage provided to your spouse will be on a "secondary" basis. This means all claims for services rendered to your spouse must first be submitted to the coverage provided by his/her employer (the "primary" coverage). Any balance remaining after that plan has processed the claim may be submitted to the UFCW Local 1500 Welfare Fund for consideration.

Please note, this is NOT a guarantee of payment by the UFCW Local 1500 Welfare Fund. All claims that are incurred in this situation will be processed pursuant to the Fund's Coordination of Benefits rule outlined in your Summary Plan Description (SPD).

HERE ARE SOME BASIC INSURANCE TERMS TO HELP YOU BETTER UNDERSTAND

Premium — The amount you pay every month for your health insurance, whether you're healthy or sick.

Cost-sharing — The process by which the cost of certain healthcare services is divided between you and the plan sponsor.

Co-pay — A type of cost-sharing that requires you to pay a fixed dollar amount for certain types of healthcare services.

Co-insurance — A type of cost-sharing that requires you to pay a percentage of the cost of certain types of healthcare services.

Deductible — A type of cost-sharing that requires you to pay a specific amount of money for certain healthcare services before your plan will begin to pay the remainder.

Out-of-pocket maximum — The maximum amount of money you will pay for healthcare services in a given year. This includes your deductible, co-pays and co-insurance.

Reasonable and Customary — The usual charge made by the doctor or hospital as determined by a standard rate. This rate is typically for a geographic region and for a specific illness that is comparable in severity.

Reminder on Out-of-Pocket Maximum (OOPM) based on conversations with the Union. In order for a family to reach the OOPM, they need two individuals to each reach \$1,500 then the family deductible has been met. If only one member meets \$1,500 and the rest have claims that combined reach \$1,500, the family deductible has NOT been met.

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.

- | | |
|---------------------|-----------------------|
| Andrade, Jose | Lambiase, Jerome |
| Angrason, Florence | Liceaga-Gil, Carmen |
| Anguisaca, Edwin | Maitland, Lloyd |
| Belding, Vivian | Manley, Gwynneth F. |
| Black, Thomas | McCandless, Thomas |
| Blikstein, Riva | Mineo, Marjorie |
| Bubbico, Bartolome | Mooney, James |
| Counihan, Forrest | Morrison, Richard H. |
| Coyne, Mike | Nelson, Francisco |
| Creevy, James | Pappalardo, Frank |
| DePaola, Giro | Pisani, Vincent N. |
| Dethlefsen, Ronald | Purvis, Nyla |
| Engel, Ernest | Randal, Julia |
| Erker, Albert | Savino, Evelyn |
| Farley, Nicholas W. | Seibel, Ruth |
| Gorla, Margaret C. | Shaw, James P. |
| Hibbert, Alvin | Shulz, Patricia A. |
| Jos, Steven C. | Steele, Michael J. |
| Karadenes, Pearl | Waldstreicher, Elliot |
| Kaufman, Michael | Willets, Robert J. |
| Kessler, Carl | Williams, Lillian |
| Koch, Raymond A. | Wilson, Madeleine |

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

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

www.licadd.org
recover@licadd.org

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

BLOOD DRIVE

TUESDAY MARCH 25

@ UFCW 1500 HQ
425 MERRICK AVE. WESTBURY, NY 11590

REGISTER @ UFCW1500.ORG
CALL: 800-522-0456 EXT 1305

2:00-8:00 PM



Any suggestions or comments for the Register?

Send us your feedback to jfedele@ufcw1500.org

NEED A WITHDRAWAL CARD?

Send an email to wcards@ufcw1500.org with the following content in the email:

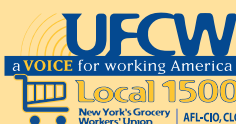
- Name
- Store Number
- Company
- Last Day Worked

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 Borcherding
425 Merrick Avenue, Westbury, NY, 11590

NEXT GENERAL MEMBERSHIP MEETING

Wednesday, March 12, 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

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.

Ammirabile, Carol	Kosman, Charlotte
Andreas, Ronald	Lancaster, Kathy
Arale, Robert U.	LaProvidenza, Patricia S.
Barreto, Ethel G.	Law, Frank
Belinsky, Kenneth	LeForest, Myrna R.
Bolier, Kathleen	Lewonka, Robert
Bonanno, Iris Sylvia	Loperena, Juan
Branda, Rose I	Lopez, Thomas J.
Broda, John S.	Losi, Joseph
Buckley, Donald J.	Lutz, Steven
Buday, Helene	Lutzker, Alan
Cabarcas, Estelio	McKittrick, Rita J.
Castro, Marco A.	Miller, Carla
Chessari, John	Mirzaali, Saied
Clemens, Deborah A.	Mooney, Edward L.
Cohen, Larry A.	Morgan, Randal
Colberg, Geovani	Murawski, Barbara A.
Compagno, Francesco	Nunez, Roberta
Condon, Carol P.	Nurse, Hubert R.
Connolly, Deborah A	O'Neal, Michael C.
Corum, Everett	Orlic, Livio
D'Atonio, Josephine	Osip, Michael M.
Davis-Simona, Olliema	Palmieri, Andrew
DeAngelis, Gerard	Parrish, Paul
Derby, William	Perz, Richard D.
Dewar, John	Pierre, Michel
Dougherty, Timothy	Pisani, April R.
Edwards, Lillian	Poswinski, Steve
Edwards, Wycliffe B.	Rainone, Vivian A.
Elbaum, Abraham	Ramos, Leida
Emilien, Max	Randolfi, Anthony
Errico, Eileen M.	Rauci, Joseph
Fabian, Chris	Reyes-Gonzalez, Jose
Faia, Michele	Richter, Joseph
Filippone, Rocco	Robinson, Cephus
Finegan, Martha	Rodriguez, Cesar
Flynn, Dennis	Romano, Louis
Ford, Donna A.	Salentino, Ann
Franco, Anna M.	Scagnelli, Arthur S.
Gallo, Michael	Scharf, Samuel
Gantz, David	Scheid, Steven M.
Gazaryans, Siranoosh	Shah, Meena
Gervasio, Michael D.	Showman, Larry D.
Gidron, Ernest L.	Sortino, Grace A.
Graham, Joyce	Stokes, Robert
Grier, Nathan	Stromski, Ted
Grossman, Renee	Tesoriero, Zoe
Gryzwacz, Frank J.	Torres, Martha
Guarino, Angelo	Trocoli Jr., John
Hacker, Frank L.	Truyol, Nancy
Hasiar, Noreen C.	Turco, Richard
Hill, Jon S.	Ventura, Maria J.
Huyll, Virginia M.	Vlasi, Mary
Ingram, William	Walsh, Dennis S.
Johnson, Gordon	Weir, Edward
Jones, Stephen M.	Werbin, Elissa
Kennedy, Donna L.	Williams, Christine J.
Klaiber, Darrell	Williams, Mary A.
Knee, Wilbur C.	Wilson, John W.
Koch, Raymond A.	Wu, Yun S.

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



*Subject to membership eligibility.



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
COSTCO WHOLESALE CLUB • WALGREEN'S
HANNAFORD BROTHERS
BEST YET • BROOKS • ALDI • FRESH DIRECT
SHOP UNION – SAVE JOBS

THANK YOU FOR SHOPPING UNION STORES

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

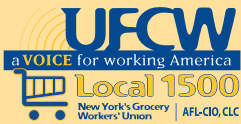
CONTINUE TO SHOP UNION STORES IN YOUR
COMMUNITY WHERE UNION WORKERS HAVE DECENT WAGES,
BENEFITS AND WORKING CONDITIONS

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

GENERAL MEMBERSHIP MEETINGS



Wednesday, March 12, 2014
 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!

BLOOD DRIVE MARCH 25, 2014

2-8 PM @ UFCW 1500 425 MERRICK AVE.
 WESTBURY, NY 11590



REGISTER: UFCW1500.ORG
 CALL: 800-522-0456 EXT 1305

Anthony G. Speelman said it:



Outraged #MrsGreensNatural Market abruptly fired longtime employees after meeting w/ politicians, @UFCW1500 goo.gl/YGghGL #1u

Follow your Secretary-Treasurer on Twitter @Aspeel1500

Good to see that #PaidSickDays & #LivingWageexpansions, addressing income inequality are all a big part of the #SOTC14 from @BilldeBlasio

Follow your Union on Twitter @UFCW1500



You can also find us on 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.

CHECK OUT THE NEWLY IMPROVED

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 for any questions or concerns you may have.

Dues Refund:

Ejay Martin, Ext. 1328

Withdrawal Cards:

Carol Borcharding, Ext. 1329

Pension:

Leonora Cioffalo, Ext 1330

Ronnie Survilla, Ext. 1333

Medical-Disability-Vision:

Sheila Hobson-Jones, Ext. 1335

Eileen Hansen, 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

1348 Walter, Fred – Executive Vice President

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

1342 Onufrak, Mike 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