

RESTORED



***Former Pathmark & Waldbaums stores
converted into new union supermarkets - See pages 6-9***



THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both

A COURT CASE TO CHANGE THE LABOR MOVEMENT

Friedrichs v. California Teachers Association aims to rewrite the rules how public unions operate

A monumental case, posed to rewrite a 40-year precedent guiding public sector labor relations, will be ruled on later this summer by the five Republican-appointed justices in the Supreme Court.

Every union member in America should be monitoring this case closely.

Friedrichs v. California Teachers Association aims to overturn the 1977 decision, Abood v. Detroit Board of Education, which established the legality of an "agency fee" to be levied by public-sector unions on non-union members to support collective bargaining – a fee to cover the union's costs to negotiate a contract that covers all the public employees, even those who are not union members.

The new approach suggests depleting public-sector unions' finances and reducing their political clout. This is about defunding unions, removing organized labor's political contributions and weakening the ability for the labor movement to compete with the heavy pockets of corporations.

With a legal process systematically stacked against unions, the question of how unions are expected to

compete is on the forefront of union-members across America. If unions are defunded, who then, fights for working men and women?

Friedrichs v. California Teachers Association questions whether public employees may band together to form unions and pursue common interests of the collective workforce against the free speech rights of disagreeing employees to withdraw from bargaining efforts which they disagree.

A decision by the Court against the teachers association could not only significantly weaken public sector unions, but could also be foreshadowing for what could come next: defunding private sector unions.

Under current law unions bargain for collective salaries, safer schools, working conditions, etc... If the Court rules against the Teachers Association, men and women who choose not to pay dues, will still receive the same benefits, pay and working conditions negotiated by the Union. They will become "free-riders."

This would create an impossible problem – someone benefiting from collective bargaining without paying for it.

According to The New York Times, "A ruling in the teachers' favor would affect millions of government workers and culminate a political and legal campaign by a group of prominent conservative foundations aimed at weakening public-sector unions. Those unions stand to lose fees from both workers who object to the positions the unions take and those who simply choose not to join while benefiting from the unions' efforts on their behalf."

The case will affect millions of people and have an impact on tens of thousands of current union contracts.

Do not be fooled with clever rhetoric and quirky headlines. This case is an attempt to shift the balance away from workers and in the favor of corporate interests. It has nothing to do for the betterment of working and safety conditions in schools, or fairness at work. It only aims to hurt middle class and working class families by defunding their only weapon to combat against greed.



JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500

2016 CHALLENGES



The A&P bankruptcy is over. We saved nearly 2,500 jobs and now it's time to focus on what challenges we face in 2016.

In 2014 we negotiated a three-year contract with ShopRite. The contract is one of the best in the entire nation for retail workers. The contract covers over 3,100 men and women across 15 ShopRite stores throughout New York. We will begin contract proposal meetings soon, and aim to make this contract an industry standard again. We will negotiate wage increases, fight to attain more premiums for part-timers and full-timers, preserve pensions and focus on one more important growing trend in our industry: scheduling.

Last year the office of New York State Attorney General Eric Schneiderman sent warning notices to 13 retailers it believes the chains are using on-call scheduling and that such practices may violate a New York law. On-call scheduling is an enormous cost saving procedure for employers to cut hours during slow times, and pack hours when busy, making scheduling and managing your personal life impossible to predict. All of these retailers that practice on-call scheduling are non-union. We proudly negotiate in each of our contracts the advance posting of scheduling to assist in managing personal and work life balance.

But there's another side to scheduling: getting enough hours. Our current contract with ShopRite guarantees a 40-hour workweek for full-time workers, and a minimum 20 hours per week (excluding Sundays) for part-time workers hired before September 27, 2006, 16 hours per week (excluding Sundays) for those hired after. We want to increase guaranteed hours for all part-time workers.

This is especially important to our union after the A&P bankruptcy. One year ago, 27% of our members worked at Stop & Shop. Today over 40% of our union works under the Stop & Shop contract.

The ShopRite contract will be our first contract negotiation after Pathmark; we will be setting the tone for our future contracts.

The Key Food Co-op purchased a number of stores during the A&P bankruptcy. Most of the stores opened up as union stores, and we were able to negotiate contracts with their owners. Although, there are still some that are operating as non-union. This is an issue we will resolve. Key Food in Staten Island on Arden Ave., a one time Local 1500 shop, is now operating non-union because the new owner refused to negotiate with our union.

We need to organize new shops. Best Yet Market purchased four of our former Pathmark stores. The company acquired a total of 10 new stores in the A&P bankruptcy last year and purchased a struggling Mrs. Green's Natural Market store in Westchester. After these new acquisitions and their expansion, they have 30 retail stores throughout the metro New York region. Some of our former members are now working throughout the chain (based on an agreement we fought for in bankruptcy court requiring every store to hire at least 25% of former A&P employees).

Stew Leonard's is another new retailer to the Long Island region. The company opened its first Long Island location in Farmingdale this January. The 10,000 square foot store has been packed since it's opening. Before the Farmingdale store, Stew Leonard's only had wine stores open on Long Island in Carle Place and Farmingdale.

The company also recently announced it would be purchasing the 70,000 square foot former Pathmark in East Meadow. The idea I'm getting at is there's a growing number of new grocery chains throughout our region we must organize. What was at one point a region dominated by unionized grocery stores has become an over-saturated area of supermarkets and specialty shops catered to specific needs of customers. These chains don't offer competitive benefits and wages. They water down our jobs and threaten our contracts.

“Every hard-working person has earned the right to better wages, better benefits, and a better life.”

Every hard-working person has earned the right to better wages, better benefits, and a better life. We will bring this message to all the men and women working at both union and non-union stores in 2016. I believe we can and we will change lives for the better.

Thank you for your support, and as always, I encourage you to contact me for anything you need (message or tweet me on twitter @aspeel1500 or call me 516-214-1305).

Have a wonderful spring, and I hope to see you at our next General Membership Meeting March 9th & our Union Blood Drive (page 11) on March 15, 2016 at our Union Hall from 2-8 PM!

IT IS GOOD TO TAKE TIME TO LOOK BACK AND REMEMBER HOW FAR WE HAVE TRAVELED TOGETHER.

The following is an excerpt of the speech I gave at the 23rd Annual Shop Stewards Conference on Monday, Oct. 18, 2004, when I was sworn in as President.

"I would like to thank International President Joe Hansen for taking time out of his busy schedule to be with us today. Joe will be addressing you in a few minutes. We are also grateful to International Secretary-Treasurer Marc Perrone for being with us today. Marc is no stranger to New York and we welcome him back.

"This is both a happy day and a sad day for Local 1500. After 20 years as President, Frank Meehan has stepped down and will be retiring. What a distinguished career. Later will look back on Frank's life.

"Since World War II there have only been five presidents of Local 1500. That fact alone says volumes as to the integrity and leadership of this union. From the small two and three man fruit stores of the 1940s & 1950s, to the super stores of today, the focus and the mission has been the same: to help our members attain the American Dream.

"The inherited expectation that each generation could earn at least the comfort and security of the one before it, and probably more, is a defining American belief. If we lose that vision of the American Dream – we lose the nation as we have known it. Today it seems even more difficult to remain part of the middle class, for there are forces all around us that are trying to keep us down.

- There are those who would want to keep the minimum wage at \$5.15 per hour. I challenge them to live on \$5.15 per hour.
- There are those who would deny us the health benefits and pension benefits we have fought so hard for, for so many years. I would remind those people that these health and pension benefits have always been part of our negotiated package, AND DON'T TRY TO TAKE THEM AWAY!
- There are those who want to privatize Social Security. Who will profit from privatization? Not you - Not me.
- The list of challenges goes on and on. Just look at the high cost of prescription drugs. The high cost directly affects your prescription drug benefit. The prices of heating oil, gasoline, housing and transportation all going up. We, the middle class, are being squeezed. With all these ever increasing costs, how do we save for the higher education we want our children to have? Technology affects your job every day. Self-scanners and RFID's...what's the future?

"Every month, thousands of jobs are exported to countries overseas. Globalization sounds like a great idea, but if thousands of jobs are lost then who will purchase the goods and services? Since January 2001 we have lost 2.7 manufacturing jobs.

"Last year at this time a strike began in California. 59,000 workers went on strike at 852 Vons, Pavillions, Ralphs and Albertsons supermarkets in Southern

and Central California. The issue was affordable healthcare. Companies across this country are taking on unions over the issue of healthcare. Workers all across this nation only have one true voice that can be heard: their united voice of their union. Ask yourself, would your employer listen? Would your employer take care of you, if there was no union?

"I grew up working in the supermarkets back in the 60s as a part-time worker for Bohack. I put myself through college by working in their stores and their warehouse. I am a reflection of you...

"This is a great time for Local 1500. Frank has chartered a course for all of us. I am not here to advocate change, but rather I want to continue with you to build upon the foundation that has been laid. Local 1500 is your voice, your union.

"Together with your new Secretary-Treasurer Lenny Salvo, your Recorder Rhonda Nelson, Executive VP Tony Speelman, Field Directors Fred Walter and Mike Onufrak along with the finest field staff of any union, we can move forward together and make change.

"This Union is about community and family. Just think about this: This year alone you have raised over \$60,000 for Leukemia & Breast Cancer. Just yesterday, many of us were at Jones Beach walking 5 miles for Breast Cancer. Bernadette Warren helps collect toys at Christmas time for the Marty Lyon's Foundation. Members such as Sase Somaiah and Roy Spica to name two, raise thousands of dollars for the Leukemia Lymphoma Society. There are so many of you that do great things.

"Let me leave you with an excerpt of speech that Samuel Gompers made in 1898: The trade unions are the legitimate outgrowth of modern society and industrial conditions. They were born of the necessity of workers to protect and defend themselves from encroachment, in justice and wrong. To protect the workers in their inalienable rights to a higher and better life; to protect them, not only as equals before the law, but also in their health, their homes, their firesides, their liberties as men, as workers, and as citizens; to overcome and conquer prejudices and antagonisms; to secure them the right to life; the right to be full sharers in the abundance which is a result of their brain and brawn, and the civilization of which they are founders and the mainstay; to this the workers are entitled. The attainment of these is the glorious mission of the trade unions'

"Together we can make the most of all our possibilities for growth. Together, with your support, we can attain even greater heights. Together we can make it happen. Thank you and God bless you all."

GENERAL MEMBERSHIP MEETINGS: 2016
ALL MEETINGS START @ 7PM @ UFCW LOCAL 1500
425 MERRICK AVE., WESTBURY, NY • REFRESHMENTS WILL BE SERVED



@UFCW1500



/UFCW1500



800.522.0456

UFCW1500.ORG

IN WAKE OF A&P BANKRUPTCY, LOCAL 1500 HELPS PASS GROCERY WORKERS RETENTION ACT IN NYC

New legislation will provide a 90-day job protection for grocery workers who face unemployment through no fault of their own.



In January, Local 1500 joined elected officials, labor and community leaders, and workers to rally in support of the passage of the Grocery Worker Retention Act (GWRA). The GWRA (Int 632-2015) provides for a ninety-day transition period to eligible employees following a change in ownership of a grocery store. The transition period is a temporary protection for employees who may face unemployment through no fault of their own.

The grocery industry makes up a significant portion of New York City's retail workforce with over 50,000 employees and roughly two-thirds of this workforce coming from immigrant labor.

As we know first hand our industry suffers from unpredictable conditions with mergers, closings or new ownership changes. These circumstances jeopardize the future of workers and the quality of life of countless communities.

The recent A&P bankruptcy has provided a vivid example of this, affecting over 30,000 men and women throughout the northeast. 52 stores were impacted throughout the five boroughs including subsidiary brands such as

Pathmark, Waldbaum's, Food Emporium, and Food Basics. Some stores have been closed, others sold or auctioned, or even transformed into non-supermarket entities.

Council Member I. Daneek Miller (who proposed the GWRA) noted the importance of the act for both workers and communities in New York City, "Through this legislation we are able to provide communities with stability that would otherwise not exist during grocery transitions. We have already seen the terrible impact that A&P's bankruptcy had on families throughout the City, and we don't want to see such again. High worker retention rates are consistently associated with higher customer satisfaction. Experienced employees provide better service – they can find items more quickly, check out customers more efficiently, and provide culturally competent service," said Council Member Miller.

Retention also keeps operating costs down, passing savings to communities. Turnover, from new training to lost productivity, costs the supermarket industry as a whole close to \$5 billion a year.

"All too often when supermarkets change ownership, workers' job security is uncertain at best," said Bruce Both, President of UFCW Local 1500, "It is not fair to these working

men and women or their communities, where union wages serve as economic anchors. I commend Councilman I. Daneek Miller, the Progressive Caucus and the entire New York City Council for passing legislation to end this injustice and provide grocery workers in the City of New York with a 90-day window to showcase their skills and stabilize the transition for the community."

The GWRA applies to grocery stores (or retailers with grocery departments) 10,000 square feet or larger excluding areas for storage, loading, food preparation, or eating. For perspective, this size is larger than three professional tennis courts combined and could serve to park roughly 100 midsize sedans. The legislation's provisions apply only to workers who have worked a minimum average of eight hours a week and have been employed at the establishment for the previous six months.



PRESIDENT BOTH DISTRIBUTES OVER \$57K TO FORMER PATHMARK EMPLOYEES THROUGH HARDSHIP FUND

In the wake of the A&P bankruptcy, the UFCW International established a Hardship Fund to assist members affected by the bankruptcy with a \$250 grant. Members were asked to apply by filling out an application and sending it back to the union office by Tuesday, December 29, 2015. President Both and the UFCW Hardship Committee approved all of Local 1500's 231 applicants to receive the emergency relief. The Hardship Fund is supported through contributions from the UFCW International and Local UFCW/RWDSU Unions throughout the nation to assist UFCW members in crisis.



DAIRY BARN'S ATTEMPT TO DODGE SEVERANCE PAYMENTS SPOILED BY UNION

Company agrees to pay \$50k to last two employees in settlement



Dairy Barn, a former Long Island convenience chain represented by Local 1500, shuttered its last storefront in 2014. At its high mark the chain had 64 stores and was home to over 600 union jobs. The stores were distinguished by their drive-through feature and red barn appearance with a small red silo. After closing their final store for good in November 2014 the company tried to avoid paying severance to its last two employees by using a clause in the collective bargaining agreement. UFCW Local 1500 quickly responded

by filing arbitration. After nearly a year process the company finally agreed to pay severance to the final two employees, each receiving \$25,000. "We're glad to fight and win on behalf of these two men. Frankly the company said they didn't feel obligated to pay. If it was up to them [the company] the workers would be receiving nothing after so many years of service and dedication to Dairy Barn," said UFCW Local 1500 Secretary-Treasurer Tony Speelman, "We're happy we made things right."

"CLINTON WILL CREATE A BETTER AMERICA THAT OUR UNION FAMILY AND ALL MIDDLE-AND WORKING-CLASS FAMILIES HAVE EARNED AND DESERVE,"

— UFCW President Perrone

As the days neared toward the Iowa caucuses and early primaries, UFCW International President Marc Perrone announced the UFCW's endorsement of Hillary Clinton for President of the United States earlier this year.



President Perrone released the following statement on the endorsement:

Since last year, we have actively engaged and reached out to our diverse 1.3 million members about the issues they care about and the positions they want the next President of the United States to fight for. Based on this feedback, the UFCW is announcing today its endorsement of Hillary Clinton for President of the United States.

We have been completely committed to pursuing a thorough presidential endorsement process. This effort included a series of nationwide meetings with current members and UFCW Local Union officers, internal polls of our union members, as well as focus groups with working and middle class non-union families from across the country who currently

work or have worked in retail. By doing this, we were able to determine the issues that matter most to UFCW members and the workers we fight for every day.

Based on these results, as well as additional discussions with UFCW Local Union Presidents and the UFCW International Executive Board, the collective decision was that Hillary Clinton is indeed the best qualified and positioned candidate to win in 2016 and fight for the issues—such as job security, fair scheduling, paid leave, raising wages, immigration, and health care reform—that matter most to our diverse union family.

Hillary Clinton has also held consistent polling leads with women, African Americans and Hispanics. The broad diversity of the people who support her, coupled with her robust stances on the most important issues, point to our members' having a strong belief that Hillary Clinton is not just the strongest presidential candidate, but the right one.

Our incredible members, both retail and non-retail workers, who help feed and serve this nation, deserve a president like Hillary Clinton who will fight to make sure that paid leave, stable schedules, and higher wages become more than an election promise—they'll become a reality.

In Solidarity,
Marc

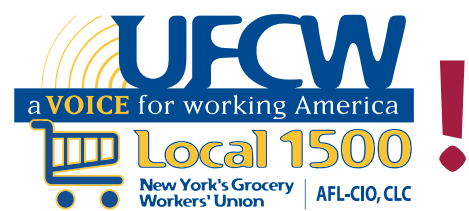
D'AGOSTINOS MEMBERS HOLD EMERGENCY MEETING

Local 1500 members working at D'Agostinos packed into an emergency meeting last month to address concerns around the news that the company would be closing three of its stores. D'Agostino currently operates 13 stores, employing over 900 men and women all represented by Local 1500. Last year the company closed three stores including abruptly closing its Rye Brook store, the only non-Manhattan location. "We've have been meeting with the company regularly to discuss the future," Field Director Terry Quiñones said at the meeting, "This company has never had a layoff in its history, even with its prior store closures. We have been preparing to do every single thing possible and will fight to save as many jobs as possible." D'agostinos announced it would be closing three Manhattan locations by May 1, 2016. "The first round of lay offs was in early February- 15 layoffs were scheduled, but three jobs were saved because members filed for pensions," Quiñones explained, "So total, 11 took the part-time offer and one member took the layoff and unemployment."

The next round of lay-offs will occur on May 1, 2016 when the stores are scheduled to close. Quiñones, who began her career at D'Agostinos, also noted at the meeting, "If you're old enough to collect your pension, consider it...it may save the job of the person sitting next to you in the event the company closes more stores and is forced to conduct layoffs." Stay up to date on D'Agostino news at ufcw1500.org/DAG.



WELCOME TO



**JOIN US IN WELCOMING THE NEWEST LOCAL 1500 MEMBERS
AT THESE FORMER WALDBAUMS STORES THAT WERE
CONVERTED TO KEY FOOD & HOLIDAY FARMS!**



Stop&Shop CONVERSIONS

Nearly 2,000 of our members have continued their careers, kept their benefits, and continued their pension contributions with Stop & Shop.

Here are a few former Pathmark stores, converted into Stop & Shop stores:



BEST YET MARKET CONTINUES EXPANSION

Don't look now, but the non-union Best Yet (or Best Market) will have 30 store locations throughout Long Island, New York City, New Jersey, and Connecticut by the end of 2016.

The company acquired 10 new locations in the A&P bankruptcy last year and purchased a struggling Mrs. Green's Natural Market store in Westchester.

The growing company started small, current owners brothers Eran and Aviv Raitses, emigrated from Israel to the US in the 1980s. During this same period their father, Ben Raitses, operated a small fruit and vegetable stand in Brooklyn. Eran and Aviv joined their father's business and over time have transformed the business from the one stand into a 30 store chain of supermarkets.

The company started with stores on Long Island and later moved into New York City with a store in Astoria in 2002 and a store in Harlem in 2010. The company then expanded into Connecticut in 2013.

"Currently Best Yet employs about 2,000 workers, and will most likely employ over 3,000 when their newly acquired A&P stores open," said Organizing Director Aly Waddy. The company operates under the banners Best Yet, Best Yet Market and Best Market.

"Best Yet has been rapidly expanding right before our eyes," said Waddy, "Our union has many former members working at their stores now," Waddy concluded.

The acquired A&P stores are all expected to open by the 2016 summer.

New Best Yet Market Stores:

Shirley*	.803a Montauk Highway	Shirley, NY 11967
Commack*	.84 Jericho Turnpike	Commack, NY 11725
Merrick*	.1686 Merrick Rd	Merrick, NY 11566
East Rockaway*	.492 Atlantic Avenue	East Rockaway, NY 11518
Selden*	.211 Middle Country Road	Selden, NY 11784
Great Neck*	.40 Great Neck Road	Great Neck, NY 11021
Tribeca*	.316 Greenwich Street	New York City, NY 10013
Hartsdale	.381 North Central Avenue	Hartsdale, NY 10530
West Babylon South*	.531 Montauk Highway	West Babylon, NY 11704
West Hampton Beach*	.70 Sunset Avenue	Westhampton Beach, NY 11978
Islip*	.155 Islip Avenue	Islip, NY 11751

*Acquired in A&P bankruptcy



The following editorial appeared in the **Brooklyn Daily Eagle** January 21, 2016

At Walmart, Workers Rewarded with Pink Slips for \$16 billion in Profit

By: Tony Speelman

This week, the first of 154 Wal-marts will begin to close all across the United States, affecting an estimated 10,000 employees.

But these hard-working Walmart workers are not numbers.

They are from our community. No doubt, many are Republicans, while others are Democrats and Independents. Many have families, and they face the same economic struggles we too often hear across retail: wages so low it's impossible to save, scheduling that make it extremely difficult to control one's life, and few, if any, benefits.

The real difference here is that Walmart is not some struggling company that had to make difficult decisions. Last year, they made \$16 billion in profit. Their CEO, Doug McMillon, got paid \$26 million in 2014 – over 1500 times more than what a typical Walmart worker will make under the company's "wage increases" that they announced in 2015. The Walton family is worth \$144.7 billion dollars.

Does this sound like a struggling company to you?

Sadly, this has less to do with Walmart stores, but more about its stock, the wealth

of these elites, and the fact they believe their employees are disposable. Consider, for instance, that thousands of Walmart employees were given little notice of the closings and now face an uncertain future.

Of course, Walmart wants you to think nothing is wrong. It says "the hope" is that all the employees who lost jobs will be transferred to other locations, while those who aren't will receive 60 days of pay, plus severance if they are eligible.

The reality is that when it comes to Walmart, you can neither trust its words or deeds.

For example, when Walmart closed down five stores across the country last year for "plumbing problems," it promised it would transfer employees to nearby locations, and said they hoped to reinstate all the employees when the store reopened. However, dozens of employees at a store in Pico Rivera, CA, were never transferred and were not reinstated.

When Walmart made a commitment to U.S. manufacturing three years ago, it promised to buy \$250 billion in products that support American jobs. But we soon

found out that Walmart is still sending hundreds of thousands of jobs overseas, and many products that were proudly labeled "Made in the U.S.A." on its website actually have foreign origins.

When Walmart announced it was making a "\$1 billion investment" in its employees, it promised wage increases, better scheduling, and more ways to advance in the company. In reality, many employees reported that their hours were cut, and they've yet to see any improvements in scheduling or opportunities for growth.

Now, 10,000 of these employees are out of a job.

This is the real Walmart.

It is a company that will say one thing and then do the opposite. It is a company that puts billions of profits and its public image over the well-being of workers, their families, and our community.

We believe they must and can be better than this. Until they change for the better, we should be giving our hard-earned dollars to the businesses here in New York that reflect our values and value our citizens.

EMERGENCY BLOOD DRIVE

THANK YOU FOR DONATING IN THE PAST, NOW HELP DONATE OUR 1,000TH PINT!

TUES. MARCH 15, 2016 @ UFCW LOCAL 1500

425 MERRICK AVE., WESTBURY, NY • 2-8 PM • FOOD AND REFRESHMENTS WILL BE SERVED

RSVP NECESSARY: UFCW1500.ORG/BD16 OR 516-214-1305

UFCW WOMEN'S NETWORK CHILD CARE GRANT

Every year qualifying UFCW members receive thousands of dollars in grants to assist in childcare. It's a benefit you may not have known you qualify to apply for. All applicants must meet the following criteria:

- Applicant must be a member of UFCW or RWDSU in good standing for one (1) year
- Have a dependent child (or children) in need of childcare
- Parents must work outside of the home
- Use a qualified child care provider either licensed by the state or on file with the IRS
- Grant winners from the prior year are not eligible for the following consecutive year, but may apply in future years

To Apply:
Visit www.ufcw1500.org/childcare to download the application OR speak to you Union Representative and he/she will provide you with an application. Applications must be mailed by October 31, 2016.



2015 Child Care Grant winner Daniela Spatola from Stop & Shop #581 (Staten Island)



AUDIT COMMITTEE



Executive Board Members: Paul Waldron, Elinore Hamann, Charles Haughwout & David Fisch, CPA.

December 9, 2015

In accordance with Local 1500's Bylaws, an Audit Committee is selected annually by the Executive Board to examine the Trustees and Certified Public Accountant reports and submit their findings to the membership. The year's committee met on Wednesday, December 9, 2015, at the Union Office, 425 Merrick Avenue, Westbury, NY and submitted the following letter to President Bruce W. Both:

"We the Board of Audit met and reviewed all books and reports covering the year ended December 31, 2014, as prepared and submitted to us by David Fisch & Company, CPA's, PC, the Union's Certified Public Accountants, and have found them to be in order. We have also examined the Federal Return of Organization Exempt From Income Tax Form 990, and the Labor Organization Annual Report Form LM-2, for the period ended December 31, 2014.

We are pleased to state that the books, reports and records are kept in excellent condition, and we feel that it is incumbent upon us to compliment the Union's administration on its efficient conduct of the Union's operations."

The Audit Committee:
Paul Waldron
Elinore Hamann
Charles Haughwout

425 Merrick Avenue Westbury, NY 11590-0801 516-214-1306 516-214-1308 Fax 516-214-1313 www.ufcw1500.org United Food and Commercial Workers International Union, CIO

Former Union Rep. of 18 Years Bill Cole Passes Away



William Cole began his career with UFCW Local 1500 in January 1974 and retired in December 1992. He's photographed here in the December 1974 edition of *The Register*. Bill serviced Local 1500 members in Brooklyn and Staten Island during his tenure as Union Representative. "Bill was an excellent Union Rep. and more-so a wonderful human being," said UFCW Local 1500 President Bruce Both, "Our thoughts and condolences go out to the Cole family and his loved ones."



Regional Director's column
By Tom Clarke

UFCW LOCAL 1500 FIGHTS FOR FAIR
AND PREDICTABLE SCHEDULES

Members of Local 1500 have always been involved in the political process, and 2016 is shaping up to be one of the most important years politically for working people everywhere.

This year, West Virginia, Kentucky and Missouri could become right to work states. And if that happens, then a majority of our country—namely 28 states—will be right to work.

This attack upon the rights of hard-working men and women is moving beyond state legislatures. Over the last few years, right to work advocates have been steadily working in the courts to further undermine working people. And their latest legal battle includes a case before the Supreme Court.

The Friedrichs v. California Teachers Association case questions the right of public sector unions to require fair-share fees from non-members. This case is a full-fledged attack on public sector unions with the end goal of eroding the strength of unions and overturning 40 years of Supreme Court precedent in the process.

In addition to right to work and the Friedrich's case, this election year has also shed a light on just how extreme the Republican Party has become.

When it comes to Social Security, Republican candidates have advocated for raising the retirement age and reducing hard-earned benefits.



When it comes to wages, Republican candidates have suggested that instead of paying people a living wage, we should just force them to work longer hours.

When it comes to fixing our broken immigration system, which exploits millions of hard-working people and forces them to live in fear, Republican candidates would rather preach hatred than address the real challenges of comprehensive reform.

And when it comes to having a voice at work, Republican candidates have cited Wisconsin, a state which has dismantled public sector collective bargaining, as a model for the nation.

The agenda being laid out by Republican candidates does nothing to address our country's most serious problems and will make life more difficult for everyday Americans.

Members of Local 1500 have an important role to play this election year, whether it's going door to door, phone banking, or talking to our friends and neighbors. If all of us can be more engaged in the political process, then we'll be more likely to win a better future for our members and all hard-working men and women on Election Day 2016.



UFCW LOBBY DAY

MAY 2016 (DATE TBD)

BUS PICK UP LOCATIONS & TIME TBD

RSVP NECESSARY: UFCW1500.ORG/LOBBYDAY16

FOR MORE INFO CONTACT:
BRENDAN SEXTON: 516-214-1362
BSEXTON@UFCW1500.ORG

TRIP INCLUDES FREE
TRANSPORTATION TO
ALBANY, NY VIA BUS,
FREE LUNCH AND UFCW
LOBBY DAY T-SHIRT!



WHY DID YOU
GO TO
LOBBY DAY
LAST YEAR?



"You can't complain that your elected officials don't do enough for you if you don't tell them what you want."

John Kubinski, Mannix ShopRite



"So we can be heard, so our voices can be lifted up!"
Isha Matko, Gristedes

MEDICAL CLAIMS PROCESSING TIPS

From Associated Administrators:

- **Be sure that all medical providers have a copy of your current medical ID card.**
 - Make every effort to use in-network providers. Your network is determined by the ID number on your card. Anthem BCBS has negotiated discounts with its in-network providers to ensure savings to both you and the Fund.
 - Verify in-network status for all providers, not just the hospital. Using an in-network facility does not guarantee that all providers who offer services within that facility are also in-network.
 - Respond promptly to requests from Associated Administrators such as:
 - **Requests for Accident Details.** Claims processors are required to verify: 1. If an accident occurred, and 2. If a third party is liable. Medical records and details of treatment are not included on electronic claims, so clarification is often needed. The Accident Detail form must be completed even if an accident did not occur.
 - **Requests for Medical Records** to determine the nature of treatment. Check with your provider to confirm that records were sent to Associated. Patient authorization is often required for release of medical records.
 - **Requests for Itemized Bills** to verify charges and dates of treatment. Check with your provider to confirm that bills were sent to Associated. Itemized bills are required for out-of-network claims.
 - **Requests for Explanations Of Benefits (EOBs) from other payers** to determine amounts paid by other carriers. Forward a copy of your EOB or contact other payers to confirm that EOBs were sent to Associated.
 - **Requests for Coordination of Benefits Information** to determine if other coverage is available to you or your dependents. Complete and return COB forms to Associated.
 - **Certification by HealthLink Medical Management.** Certain services require pre-certification by HealthLink. Contact information for HealthLink is on your medical ID card – you may reach them at: (877) 284-0102.
- Pay close attention to any mail received from Associated Administrators to avoid delays in the processing of your claims. If you have questions, please contact Associated at: (855)266-1500.**

ASK YOUR BENEFIT OFFICE:
WHAT ARE MY DISABILITY PENSION BENEFITS?

The UFCW Local 1500 Pension Plan Trustees work tirelessly to provide the best possible retirement benefits to all its Participants. Your retiree benefits are designed to provide financial assistance and security to you and your spouse (if applicable) during your "Golden Years". With assistance from its professionals, the Fund has developed a plan of benefits that allows for the following options for pension benefits: Early pension benefit (available if certain requirements are met), Disability pension benefit (available if certain requirements are met), and "Normal" pension benefit. This article will address your Disability pension benefit to help assist you in understanding the Disability pension benefit.

Your Disability pension benefit should be important to you as they are provided in case a Participant of the UFCW Local 1500 Pension Plan is not able to reach Normal or Early pension age in active service due to total disability. The benefit is aimed at providing some financial security and assistance to you and your family should you no longer be able to work due to total disability.

PLEASE NOTE: There are strict eligibility requirements/guidelines that must be met in order to receive a Disability pension. You should know these requirements and guidelines so that should you become disabled, you will be able to apply for a Disability pension, if you are eligible. Failure to meet the requirements and guidelines will be cause for your Disability pension benefit to be denied.

The requirements for a Disability Pension are as follows:

- 1) You must be entitled to monthly Social Security disability payments and you do not work;
- 2) You must not have received an Early Pension under the Plan;
- 3) You must have been "recently active in covered employment;"
- 4) You must not be age 65 at the start of your disability;
- 5) You must meet the "service requirement"; and
- 6) You must apply for your pension.

You may ask, what does being "recently active in covered employment" mean?

It means that you have met the following 2 conditions:

- You must have earned at least 1/12 of a year of Pension service during the Plan year in which the effective date of your disability pension under the Plan occurs or in 1 of the immediately preceding 2 Plan years; and

- When the accident or illness that caused your disability occurred or started, you were not in a period of substantial gainful work outside a collective bargaining agreement between UFCW Local 1500 and a contributing employer.

In other words, to meet this requirement, you must have had one month of pension service in the year in which your disability began or in one of the two years immediately before your disability began. Additionally, you must also NOT have been working at another job when your disability began.

You may then ask, what is the service requirement? Simply put, you need at least 15 years of credited pension service to be eligible.

Lastly, if you then meet the above conditions regarding "recent active employment: and the service requirements, you must then apply for your pension. Under the terms of the Plan, to receive your benefits you must apply or make an application to the Fund Office. Under no circumstances can a pension benefit begin on a date prior to the date the Fund Office first receives your application for benefits. Since the application process takes several steps and may take several months to complete (depending on the documentation required in your specific case), it is a good idea for you to contact the Fund Office as soon as you believe that you are or that you may be eligible for a disability pension.

Since you must be receiving a Social Security pension, you will need to provide proof of the Social Security Administration's ("SSA") determination that you are "totally disabled" to the Fund. Generally, that proof is provided via the "Social Security Award" letter sent to you advising you, among other things, that the SSA has found you to be disabled and the date SSA determined you to be disabled. However, DO NOT wait until you receive your "Social Security Award" letter to contact the Fund. The process utilized by the Social Security Administration to make such determinations does not happen overnight. In fact, it could take months and sometimes even years. Therefore, waiting to contact the Fund Office puts you at risk of receiving less benefits than you might have been entitled to if you had contacted the Fund Office earlier.

Think about it, if you are disabled and cannot work, a financial hardship is placed upon you and your family. Isn't it in your best interest to take the time and make the effort to protect your benefits?

If after you read this article, you still have questions about the Disability pension benefit, contact the Pension Fund Office at (516) 214-1330 or (516) 214-1333. The personnel there are happy to answer all your questions and explain the Plan to you.

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.

- Bacon, Rosie

Bartolome, Adorico

Basta, Margaret

Bayley, Samuel

Bednarik, Lisa

Blankinship, Christine

Bottinck, Stuart

Boyce, Roderick O.

Brown, Carlton Sr.

Brown, Cornell

Calderone, Hilda

Carlough, Robert Jr.

Carmody, Carolyn

Cassella, Theresa

Celli, Frank

Cobian, Wanda

Cole, William

Coluccio, Louis

Concannon, James

Cretella, Rose

Daniele, Josephine

Dataram, Aaron

Degregorio, Andrew

Digiantonio, Dominick

DiLondardo, Louise

Dumas, Gerald

Dyson, Gerianne

Elias, Mary

Ermo, Peter

Espada, Frank E.

Fabian, Catherine F.

Farrell, Richard

Felix, Desmond

Ferrara, Jeanette L.

Garner, Jack

Glickman, Esther
- Hauathor, Seymour

Hickey, Joyce

Jahn, Robert

Lamanno, Carmine

Matthews, Paulette E.

McCrum, Evelyn A.

Michelli, Judithann

Nause, Robert R.

Pellicone, Marianna

Pierro, Rita R.

Posner, Albert

Powers, Joan

Reynolds, Robert W.

Romano, Virginia

Rouse, Peter C.

Roper, Oscar A.

Russo, Joseph

Salvaggi, Allen

Santor, Angelo

Schmalenberger, Mary

Schmidt, Lisinia

Sciortino, Frances

Seeger, Ruth

Sica, Letitia M.

Stern, Mildred

Storch, Ira

Sweeney, James V.

Tuthill, Linda M.

Valdes, Angelique

Watts, Anthony

Webster, George

Weinshtok, Ilana

Young, Dennis



The Register is the official publication of UFCW Local 1500 and is published four times a year in March, June, September, and December by Local 1500 of the United Food and Commercial Workers Union, AFL-CIO-CLC, Bruce W. Both, President, Anthony G. Speelman, Secretary-Treasurer, Paper & Ink Graphics, LLC, Managing Editor. Periodicals postage paid at White Plains, NY and additional mailing offices: (USPS 0306-010). POSTMASTER: Send address changes to Local 1500, 425 Merrick Ave, Westbury, NY 11590. Vol. 50, No. 1, March 2016 Copyright Local 1500, Jamaica, NY 2016.

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.

Teachers Federal Credit Union



All Long Islanders* Can Bank with TFCU!

Low Rates Easy Access

- New/Used Auto Loans & Leases

• Free Checking

• Mortgages

• Free Online & Mobile Banking

• Home Equity

• Free Bill Payer

• Visa® Credit Cards

• Worldwide ATMs

The GreenPath Financial Wellness Program

FREE Money Management counseling/credit report reviews.

Call 631-698-7000, ext. 6780 or visit www.TeachersFCU.org

*Subject to membership eligibility.

MOVING? KEEP THE FUND OFFICE INFORMED OF YOUR NEW ADDRESS

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

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

Bulletin Board

THROWBACK PHOTO STATEN ISLAND CIRCA '95



THANK YOU FOR SHOPPING UNION STORES

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

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

SHOP THESE UNION STORES

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

Upcoming Contract Meetings

Wild by Nature Contract Proposal Meeting:

Tuesday, March 22, 2016

@ UPSKY LONG ISLAND HOTEL

110 Vanderbilt Motor Parkway,

Smithtown, NY @ 7:00 PM

(Exit 55 off Long Island Expressway)

Glass ShopRite Contract Proposal Meeting:

Tuesday, March 29, 2016

St. Laurence Church

12265 Flatlands Avenue, Brooklyn, NY 11207

@ 6:00 P.M.

ShopRite SRS Contract Proposal Meeting:

Wednesday, April 6, 2016

@ Holiday Inn Mount Kisco:

One Holiday Inn Drive,

Mount Kisco, NY 10549 @ 7:00 PM

(Exit 37 off Saw Mill Parkway)

Mannix Contract Proposal Meeting:

Tuesday, April 12, 2016

@ Michael Labetti VFW Post 2159

390 Hylan Blvd.

Staten Island, NY 10305

@ 6:00 P.M.

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.

- Abberton, Joseph P.

Aiosa, Salvatore F.

Albert, Walter F.

Alston, Melvin

Andujar, Juan

Apirawic, Edward J.

Archille, Elmase

Baldwin, Michael

Barnett, Carolyn

Bauer, Rosemary

Bellina, Peter A.

Bellissimo, Dominick M.

Bentivegna, Giuseppe

Berkowitz, Sharon M.

Bertsch, Kevin

Besett, Margaret

Bevilacqua, Anthony L.

Bohlert, Richard

Briscoe, Joseph

Brumblay, James

Busching, Helene D.

Butler, Dolores M

Calderone, Anthony

Cardno, Elizabeth

Carlomagno, Deborah

Carrasquillo, Adelaida

Carrillo, Jose

Carrillo, Will U.

Case, Donald G.

Cheverko, Paul J.

Clayton, Joseph

Clemens, Deborah A.

Clock, Michelle M.

Connelly, Daniel

Conti, Louis

Coyle, Donald

Coyle, James F.

Coyle, William D.

Culpepper, Michael

Curtis, William J.

Cruz, Richard A.

Danks, Timothy J.

Davern, Mary A.

Dawson, Jill A.

DeCordova, Debra M.

Deleo, Chester A.

Deliso, Ronny

Demeo, Michael A.

Dennison, William

DiMaria, Olga

Donate, Evelyn M.

Dreher, Agnese C.

Ellis, Steven
- Fant, Lucille

Fava, Christine M.

Flores, Niquelina

Fortune, Ronald

Fuller, Johnny

Giacomino, Rocky

Gibson, Harold N.

Giovinazzo, Joseph

Gomez, Clara

Good, Houston H. Jr.

Grella, Deborah L.

Gruttemeyer, Linda A.

Hartnett, Alice

Henley, Stephen J.

Hernandez, Ricardo

Hjalte, Kenneth

Hobson, Joseph F.

Hollins, Catherine

Holmes, Ronald

Holzknicht, Anne

Hossan, Albert J. Jr.

Imperiale, Enrico

Jackson, James

Johnson, Juanita

Jones, John H.

Jordan, Dennis T.

Keane, Rosalie B.

Ketelsen, Dietrich E.

Kolbinski, Dennis

Krant, Richard J.

Kraus, Steven J.

Kuriakose, Uthimala

Larino, Anthony

Lauser, Patricia A.

Lavender, Sherian

Levy, Mark J.

Lopez, Lawrence L.

Lorick, Herbert

Lynch, Veronica L.

Martinez, Helena

Mazzone, Maureen

Mazzone, Philip J.

McBean, Charles

McIntyre, Frank

McPherson, Marcia

Millington, Montgomery A.

Miniaci, Anthony

Mione, Anthony J.

Molina, Robert

Moore, Marilyn A.

Morales, Jose N.

Muhlenbruck, William

Muniz, Efrain
- Nasetti, Felicia

Nelson, Jeffrey A.

Nicholas, Stafford M.

Nuccio, Louise

O'Neill, Elizabeth A.

Pagotto, Maurizio

Parris, Winston G.

Pavelock, Brian

Payne, Hubert E.

Peeters, Denise E.

Pellegrino, Ada E.

Pellegrino, Frank

Petrelli, Thomas

Petter, Gary M.

Pizzo, John

Praino, Joseph

Pulicino, Marylou A.

Rivas, Fernando

Rodriguez, Fernando

Rodriguez, Theresa A.

Rugar, Cecelia L.

Ruggiero, Robert A.

Rusch, William

Russo, Naureen

Ryan, Elizabeth

Sahadeo, Deborah

Samuel, Lillie

Sarlo, Laureen

Sausa, Kenneth

Schiller, Stephany

Sciortino, Frank J.

Sharrow, Dianne

Shillingford, Michael A.

Spoleti, Michael A.

Storch, Alec H.

Stasolla, Joseph

Susinno, Robert

Tersigni, Michael J.

Thurber, Margaret

Touhill, Michael J.

Townsend, Kenyatta

Trongone, Michael A. Jr.

Valdez, Theodore

Walters, Patrick

Ward, Diane L.

Ward, Peter

Weiss, John Jr.

Wheeler, Geraldine C.

Wheeler, William

Wilson, Joanna

Worgul, Michael

Zorn, Michael G.

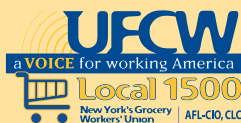
Zurla, Patrice M.

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 • BEST MARKET • BROOKS • ALDI • MRS. GREEN'S NATURAL MARKET
AMISH MARKET • THE FRESH MARKET • SAVERS

SHOP UNION – SAVE JOBS

GENERAL MEMBERSHIP MEETINGS



Wednesday, March 9, 2016

Wednesday, June 8, 2016

Wednesday, September 14, 2016

December 14, 2016

ALL MEETINGS START AT 7:00 P.M.

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

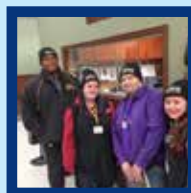
Prizes Will Be Awarded!

AFL-CIO

Union-Made St. Patrick's Day

1. Jim Beam	6. Miller High Life
2. Knob Creek Whiskey	7. Moosehead
3. Old Grand-Dad Whiskey	8. Rolling Rock
4. Budweiser	9. Shock Top
5. Leinenkugel's	10. Saag's corned beef

Find more: go.afcio.org/StPatricksDay Text MADE to 235246 for more union-made products.



Anthony G. Speelman
said it:

Thanks to the great men and women who keep our #union supermarkets stocked up & safe before winter storms! #Jonas

Follow your Secretary-Treasurer
on Twitter @Aspeel1500



Our awesome members on the floor today to support #paidleave #makenynext @NYSenate #pfli

Follow your Union on Twitter @UFCW1500



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



Any suggestions or comments for the Register?
Send us your feedback to
jfedele@ufcw1500.org



OFFICE HOURS & PHONES

516-214-1300 • 800-522-0456

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

www.UFCW1500.ORG

INFO@UFCW1500.ORG

WHOM TO CALL:

Do you have a question about Blue Cross?

Or a problem with Group Life?

Or about any other benefit or membership service?

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

Local 1500 has voice mail
to better serve the membership.

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

To access the voice mail, a member can call Local 1500 at 516-214-1300 or 800-522-0456, then press 1, followed by the four digit extension number of the person with whom you wish to leave a message. Voice mail can only be accessed from a touch tone phone. You may also email the union at info@ufcw1500.org for any questions or concerns you may have.

DUES REFUND

Ejay Martin, Ext. 1328

WITHDRAWAL CARDS

Rosanne Wynne-Torres, Ext. 1332

PENSION

Leonora Cioffalo, Ext. 1330

Ronnie Survilla, Ext. 1333

MEDICAL-DISABILITY-VISION

Sheila Hobson-Jones, Ext. 1335

Zaida Rodriguez, Ext. 1336

Michelle Sefcik, Ext. 1337

MEMBERSHIP APPLICATION

Linda Campisi, Ext. 1325

SCHOLARSHIP

Gloria Benton-Williams, Ext. 1306

Ejay Martin, Ext. 1328

WELFARE FUND BENEFITS

Associated Administrators, LLC 855-266-1500

HEALTH & WELFARE MEDICAL FORMS

516-214-1300 or 800-522-0456

Exts. 1334, 1335, 1336 & 1337

LEGAL SERVICES

Direct Line: 516-214-1310 or

800-522-0456 Ext. 1310 for Norberta Volmar

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

EXECUTIVES

1303 Nelson, Rhonda – Recorder

1304 Newell, Robert – Assistant to the President/VP

1318 Quiñones, Theresa – Vice President/Field Director

1322 Aly Waddy – Director of Organizing

UNION REPRESENTATIVES

1311 Aponte, Teresa

1339 Shiels, Lynn

1353 Ecker, Robert

1371 Solivan, Vilmarie

1343 Mausser, Jeff

1317 Vargas, Anselmo

1356 Pasquale, Greg

1349 Waddy, Joe

1369 Santarpia, Paul

1357 Woods, John

1340 Scorzelli, Jay

MEMBER SERVICING REPRESENTATIVE

1358 Mauleon, Rafael

ORGANIZING

1361 Hernandez, Rafael

1345 Organizing Hotline

1362 Sexton, Brendan*

1355 Political Hotline

*Political Coordinator

SPURS

1374 Allen, Nicholas

1315 Farrands, Bruce

NEW MEDIA & RESEARCH

1354 Fedele, Joe – Director

EMERGENCY BLOOD DRIVE - TUESDAY MARCH 15 @ UNION OFFICE