

Walmart

Neighborhood Market



The Walmart Effect

*Walmart Opens First Grocery Store in Levittown, NY
Across From a Unionized Supermarket*



THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both



AFFORDABLE CARE ACT A NATIONWIDE CHALLENGE

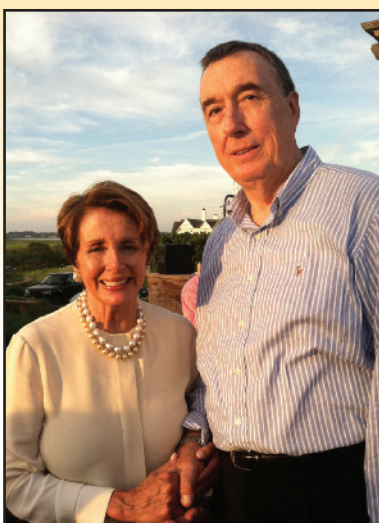
I recently represented UFCW Local 1500 as a Delegate to the United Food and Commercial Workers International Union's 7th Regular Convention. It is always interesting to speak to other UFCW Local members from around the country about our 23,000 members and their dedication to preserving the American Dream. I let it be known, members of Local 1500 truly are the best.

UFCW International President Joseph T. Hansen spoke about the positive advances the UFCW has made on fronts, such as campaigns to support Walmart and Tesco workers, political efforts being made to defeat anti-worker politicians, and the International's ambitious goal to constantly modernize our social media and communication strategies so we may truly be one union with one voice.

Unfortunately, while in attendance at the convention, it also became very clear to me that in addition to our many successes as a Union, our 1.3 million UFCW members face a very serious problem; the Affordable Care Act (ACA), also referred to as Obama-care.

When it comes to preserving comprehensive and affordable healthcare, never has a law with such good intentions produced such difficult challenges for our Local, our International and millions of our brothers and sisters within the labor movement. Never before have I seen a piece of legislation that was believed to force irresponsible employers, like Walmart, to pay their fair share of rising healthcare costs and was supposed to help millions of Americans obtain affordable healthcare, hurt the very citizens it was designed to help.

Across the nation Unions are struggling with ACA mandates that reduce part-time hours, shrink paychecks and force Unions to divert large percentages of employer budgets towards ACA compliance, leaving little room for benefit and wage increases.



President Both met with Minority Leader of the United States House of Representatives, Nancy Pelosi, on the ACA and its affects on Part-Time Workers

The frustration among UFCW leadership is growing each day. What makes the situation even more difficult is the constant changes to the law by various federal agencies that issue regulations. Just when health care experts think they finally understand the ACA, the federal government changes the regulations again.

As you know, this problem is a very timely one for our union. Many of our major contracts covering thousands of members will expire this fall.

The Part-Time Workers Bill of Rights was introduced in Congress. The UFCW International Union is also meeting with Federal agencies, such as the Department of Labor and the Internal Revenue Service, encouraging them to interpret the ACA in a way that helps workers, not penalize them.

Although the ACA is law of the land, the UFCW is unified with many of our brothers and sisters in other Unions. Together we hope that the ACA is corrected, improved and returned to its original purpose of making companies like Walmart pay their fair share. You have my commitment to keep you updated on these changes and to protect your healthcare benefits as best as I can under these difficult conditions.

I applaud the decision by the UFCW International Union to rejoin the AFL-CIO. Even throughout the past eight-years while we were affiliated with Change to Win, New York State AFL-CIO President Mario Cilento and New York City Central Labor Council President Vinny Alvarez constantly extended a helping hand to our Union whenever necessary. I look forward to strengthening that bond of solidarity, now that we have come together in the best interest of working class families. During these past years I sat as a Vice President on both the New York City Central Labor Council and the New York State AFL-CIO.

Lastly, I want to congratulate International President Joseph T. Hansen, Secretary-Treasurer Anthony M. Perrone, Director of Organizing Pat O'Neill, Director of Collective Bargaining William McDonough and Wayne Hanley, National President of the UFCW Canadian Division on their re-election to five-year terms to lead the UFCW into the future.

As a Vice President of UFCW Executive Board, I can tell you that the team led by President Joe Hansen is unmatched in the labor movement when it comes to experience, dedication and a true commitment to improving the lives of every UFCW member. It was a privilege to be re-elected as Vice President, on their team, and I look forward to working towards providing a better quality of life for all working men and women.

Tribute to Former Union Representative Harry Johnsen

With the passing of Harry Johnsen on August 3, 2013, Local 1500 lost a good member, Union Representative and friend.

President Both said: "To the members of Local 1500 he was a friend. He helped countless members whenever they called seeking assistance to a problem. To all of us, he was a member of the Local 1500 family and he will be greatly missed."



Prior to joining the staff of Local 1500, Harry worked for Hills Supermarkets from 1970 to 1978 and Food Fair from 1978 to 1979. In August of 1979, he joined the staff of Local 1500 as an Organizer. Harry worked on campaigns at non-union supermarkets throughout the

New York metropolitan area, as well as several UFCW International campaigns across this country. He helped bring the benefits of being a Union member to many workers.

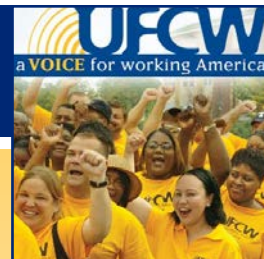
Harry was later promoted to the position of Union Representative where he serviced the members of Dutchess and Putnam Counties, Connecticut and Long Island until his retirement in January of 1996.

"Our membership enjoys the benefits it has today because of the efforts of people like Harry Johnsen who strived to better the lives of our members. He helped build the past we all are trying to preserve today. The sympathies and condolences of the entire Local 1500 family go out to his beloved wife Marion, his daughter Kathy, and the Johnsen family," concluded President Both.



JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500



UFCW: BUILDING A FOUNDATION FOR A BRIGHT FUTURE

I just returned from the United Food and Commercial Workers International Union's 7th Regular Convention held in Chicago, Illinois from August 12 through 15th. As Secretary-Treasurer of UFCW Local 1500 I proudly attended as an official delegate to the convention.

I say with great confidence and enthusiasm that your Union, both at the Local level and the International level, is well prepared to face the great challenges that affect today's members and challenges that will affect our next generation of members as well.

First and foremost, I want to congratulate our own Local Union President, Bruce W. Both, for his re-election as a Vice President of the UFCW International Executive Board. President Both's position as an International Vice President is a reflection of the hard work and success of our union's 23,000 members. UFCW Local 1500 and President Both are very well respected throughout this country. It was assured at the convention that we clearly set the standard for our work in the fields of servicing, political mobilizing, protecting our market share with aggressive organizing, and a state of the art social media and public relations department.

I also want to congratulate International President, Joseph T. Hansen, Secretary-Treasurer, Anthony M. Perrone, Director of Organizing, Pat O'Neill, Director of Collective Bargaining, William McDonough and Wayne Hanley, National President of the UFCW Canadian Division, on their reelections to their positions. This is without question the best team to lead our Union's 1.3 million members into the future.

In each key area that makes up the building blocks of any successful Union, the UFCW is building a foundation for a bright future for the membership with innovative campaigns and strategies.

The UFCW continues to lead the way with contracts that are some of the strongest throughout the entire labor movement. Long before the Affordable Care Act, Pension Protection Act and other legislative actions taken by Congress to address problems, our UFCW International Union was developing ways to provide the best and most affordable healthcare and pension plans in the private sector.

Although some non-union companies may offer health and pension plans (considering many do not), workers know these plans fall far short of UFCW standards. That's why non-union retail workers throughout the country continue to reach out to our Union to organize.

The UFCW is also leading the fight for corrections to the Affordable Care Act, to minimize the negative impact on part-time members. It's clear when it comes to employee working conditions: UFCW's contracts leave non-union employers like Walmart and Target in the dust.

Politically, the UFCW continues to stand and fight for the progressive ideals that have been the historical cornerstone for quality working conditions in America. Through the Active Ballot Club's voluntary check off system, the UFCW is able to support politicians (both Democrat and Republican) that will preserve key laws such as, over-time after 40 hours, increasing the minimum wage, strong job safety standards as well as defeating the relentless attempts by anti-worker politicians to eliminate your right to collectively bargain.

On the Organizing front, the UFCW is holding irresponsible employers like Walmart, Target, Whole Foods and many others accountable. For example, the non-union British owned Fresh & Easy has recently announced plans to sell off its stores in California after the UFCW educated California communities about their unfair labor practices and their affects on retail jobs throughout their community.

Through a UFCW sponsored program, Our Walmart, Walmart workers throughout the nation have become empowered holding walkouts and strikes. The bull's-eye is now on Target, they're being forced to change how they do business nationwide after being found guilty of violating federal labor law. The UFCW is successfully meeting the challenge of non-union companies who water down retail jobs throughout our nation. Our union demands an even playing field for those employers with union contracts.

Finally, the UFCW has a Media and Communications Department that is well ahead of so many other Unions and companies. Through the use of text messaging, social media (you can follow me @aspeel1500) and press releases, our Union is well known throughout the country for fighting to advance the lives of workers. Our media activities encourage Union solidarity amongst our members and empower non-workers to join together and become a part of our UFCW family.

As I stated, I have never been more confident and enthused about the direction of the UFCW under President Hansen and his team. Our future is bright, our battles will be won and we will remain One Union that speaks with One Voice!



UFCW International President Joseph T. Hansen, Secretary-Treasurer Anthony M. Perrone and Director of Collective Bargaining William McDonough meet with Local 1500 Executives at the UFCW Convention in Chicago.

Local 1500 Members Raise Over \$5,000 in Summer Fundraisers

Throughout the summer Local 1500 held a number of charity events, resulting in over \$5,000 raised for charity! Members headed to Yankee stadium in June, took to the seas to fish in July and back to Brooklyn for The Brooklyn Cyclones' Local 1500 Night in August!



To see more photos, head to www.ufcw1500.org/summercharity

Local 1500 Shop Stewards Prepare



NY City Council Speaker & Mayoral Candidate Christine Quinn (center)
with UFCW Local 1500 Shop Stewards

“We all know we have an uphill battle against corporate greed, but with your activism and leadership as a Steward, we can fight back and deliver a contract we can all be proud of.”

– President Bruce W. Both



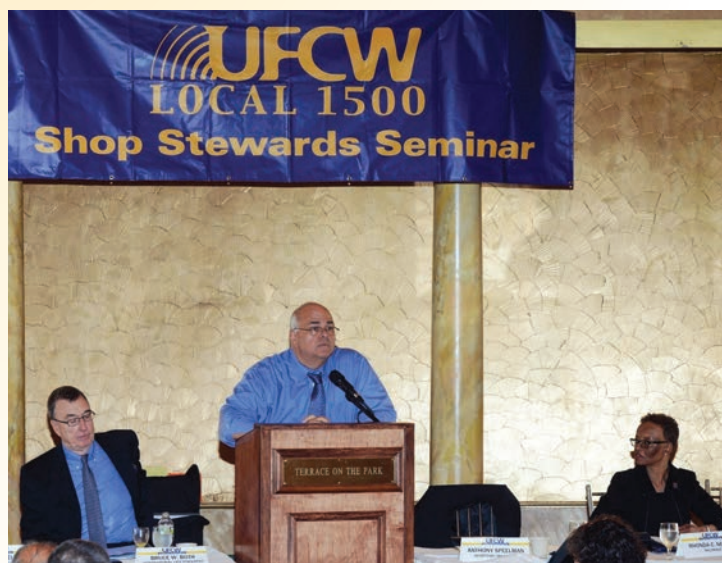
President Bruce Both addresses the Stewards on our contract battles



Exceptional Shop Steward Awards: Edna Reid, Jerry Aviles, Pam Stokes



10 Years of Service Shop Stewards: Mike Nass, Patty Anderson, Jason Bush,
George Romahn, Mike Tersigni, Henry Wetzel



Secretary Treasurer Tony Speelman said, "They should be giving us more hours, we're going to do everything we can to raise the guarantee and get the hours we deserve. They [management] think we can live on 16-hours a week, I'd like to see them do that."

for Upcoming Contract Negotiations



Assistant to the President, Pat Purcell, updates Stewards on Politics and the importance of this election season



President Both with Leukemia and Lymphoma Society's Dave Timko, UFCW 1500 raised over \$50,000 for cancer research!

Local 1500 Shop Stewards gathered for their annual Seminar in June. Over 300 Stewards packed the Terrace on the Park Ballroom to discuss upcoming contract negotiations, growing the union membership and the affects the Affordable Care Act (commonly known as Obama-care) will have on our contracts and Part-Time work force. "As we head into an important 2013 negotiations it's essential that our Shop Stewards get together, converse and exchange ideas as

well as support one another," Secretary-Treasurer Tony Speelman explained, "Every one in the room has questions about the impact the ACA will have on our industry. We gathered here to discuss the ACA with our Stewards and to assure them that we're working every single day to ensure our jobs, hours and rights are protected."

Find all Contract Negotiation Updates at
www.uncw1500.org/Contract2013



Vice President/Field Director Terry Quiñones, Former Rep. Vilmarie Solivan, Rep. Teresa Aponte, Recorder/Trustee Rhonda Nelson, Special Projects Director Aly Waddy



Vice President/Field Director Rob Newell



Jerome Gomez, Diane Brown, Vincenzo Lopresti, Bobby Molina, Robert Ansah, Charles McBean



UFCW Regional Director, Rich Whalen



Carol Graziadio, Mike Camilli, Glen Connors, Aziya Fellers, Debbie Tedesco



NYC Mayoral Candidate Christine Quinn gives an inspiring speech to Stewards, "Walmart is not welcome in NYC!"

Annual Blood Drive Delivers Help to Over 400 New Yorkers

In July Local 1500 members made our annual Blood Drive and Summer BBQ a huge success! We were able to collect 129 pints of blood which will go to over 400 New Yorkers in need, all thanks to YOU! From the bottom of our hearts, we'd like to thank all our volunteers and donors for taking the time to make a difference in our community. Since we began running Blood Drives in our new office, our union has helped over 1,000 New Yorkers who are in urgent need of blood!

To view more photos from the day, head to our facebook page: www.facebook.com/ufcw1500



NYC Council Member Donovan Richards (middle) stopped by to donate and help out!



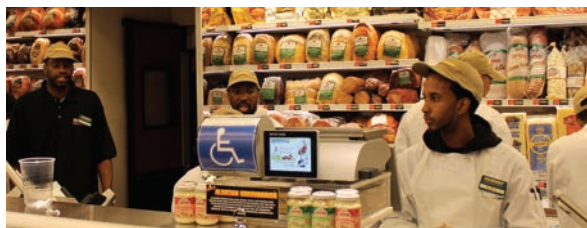
Fairway Opens in Chelsea, Brings Over 250 Union Jobs to NYC



Fairway Market opened their 13th and smallest store this June, in Chelsea, New York City. The 17,000 foot store creates over 250 union jobs in New York City. More importantly, it's located in-between two non-union moguls, Trader Joe's & Whole Foods, giving shoppers and residents a much needed union option to shop at.

At the grand opening, politicians and original Fairway owner, Howie Glickberg, credited the hard work and dedication to customer service by the thousands of Fairway employees for their tremendous success.

Politicians also touted Fairway's commitment to their unionized workers calling Fairway a model business, "who proves that in today's economy you can be successful while treating your workers right." The statement rings true, as this is Fairway's second store opening this year (Kips Bay), which disproves the common business thought practice of skimming on labor costs to increase profits. Check out Fairway Chelsea and say "Hello" to your new union brothers and sisters on 26th Street & 6th Avenue!



Winning a Good Contract Starts with YOU!

This is an enormous year for our Union, 30 of our contracts are expiring in the next 12 months. Communication is critical during contract negotiations and YOUR participation (as always) is crucial to winning



a great contract and setting the bar for the grocery industry in New York. Participation starts with becoming an

informed union member and speaking with your coworkers about important issues we're bargaining for. In the last two-months, over 5,000 members signed up for email and mobile updates on contract negotiations. They've been receiving important messages on contract proposals, updates on negotiations and rights we're defending in our contracts. We'll continue to send out timely information from now until we reach successful collective bargaining agreements with your company.

However, communication is a two-way street, we want to hear from you, often! Have a question on proposals? Or a question about your rights at work? Start the conversation either by speaking with your Rep one-on-one, digitally on Facebook (fb.com/ufcw1500) or Twitter (@ufcw1500), or email us info@ufcw1500.org. We have an opportunity to better our lives in our next CBA, make your voice heard and have an impact on your contract- Sign up for mobile alerts by texting 'UFCW' to 69302 and head to www.ufcw1500.org to sign up for email alerts and connect with us on Social Networks.



Scan this QR to Sign Up & Stay Connected with YOUR Union!

UFCW Brooklyn Members Send Well Wishes to Injured Co-Worker

Local 1500 members from Stop & Shop in Brooklyn are sending their warmest well-wishes to their union brother Randolph Cappe. While tending to the bottle redemption machines, Randolph suffered a tragic injury that caused unrepairable damage to his right hand. Shop Steward Demora Alison said, "Randolph is a beloved member of our family and everyone's thoughts and prayers are with him and his family". Likewise, President Both along with the officers, staff and Randolph's 22,000 Local 1500 brothers & sisters, hope that the brotherhood he shares within our union gives him the strength and much needed support during this difficult time.



UFCW Re-Joins AFL-CIO

In August, the United Food and Commercial Workers Union (UFCW) affiliated with the AFL-CIO in a bold move toward a stronger, more unified labor movement. UFCW President Joe Hansen, supported by a vote of the UFCW Executive Board, decided to add the 1.3 million private sector members to the AFL-CIO federation in order to build a stronger, more unified voice for the rights of workers. UFCW International President Joe Hansen released the following statement:

"We join the AFL-CIO because it is the right thing to do for UFCW members, giving them more power and influence. This is not about which building in Washington D.C. we call home — it is about fostering more opportunities for workers to have a true voice on the job. It is about joining forces to build a more united labor movement that can fight back against the corporate and political onslaught facing our members each and every day.

"Our affiliation with the Change to Win Federation (CTW) has been a rewarding one. The CTW's Strategic Organizing Center (SOC) is leading some of the best campaigns to give workers rights and dignity. While no longer an affiliate of CTW, we continue our strong relationships with the Teamsters, SEIU and the Farmworkers. We will remain active in the SOC and bring our AFL-CIO partners into collaboration with private-sector unions in an effort to build more power for workers. "The need for unity became paramount after the 2010 elections. The attacks on workers brought the UFCW into direct strategic partnership with the AFL-CIO and the entire labor movement. Our shared campaign revealed a dynamic and revitalized AFL-CIO and made it clear that it was time for the UFCW to redouble our efforts to build a more robust and unified labor movement.

"I respect Rich Trumka's bold leadership of the AFL-CIO and his strategic advocacy on key issues like the urgent need to pass comprehensive immigration reform, fix the Affordable Care Act so workers in multiemployer plans can keep the health care they currently have, and ensure the National Labor Relations Board protects workers' rights. The UFCW is proud to affiliate with a transparent, strategic and innovative AFL-CIO — an AFL-CIO committed to bringing a union voice on the job to millions of workers from coast to coast."



MAKE STRIDES AGAINST BREAST CANCER

Sunday, October 20, 2013

Jones Beach State Park, Parking Fields #4 & #5

Registration begins at 8:00 a.m.

Walk begins at 9:00 a.m.

Join the Local 1500 team and raise funds for the fight against Breast Cancer! For more details and to join our team head to www.ufcw1500.org/BreastCancer or call Rhonda Nelson & Terry Quiñones 800.522.0456 exts. 11303 or 11318.



Walmart Opens First Neighborhood Market in New York

You've heard it before: Walmart is bad for our communities. Whether it's treating women as second class in the workforce, forcing local businesses to close, or watering down our union jobs by not paying a living wage, the effect Walmart has on our communities is alarming. Here in New York the mega retailer just took another step closer to threatening all of our livelihoods. In July, Walmart opened their first Neighborhood Market, their version of a grocery store, in Long Island, right across the street from our unionized King Kullen Supermarket. The store replaces a former unionized supermarket, Waldbaum's, which closed during the A&P bankruptcy, and sits within 1 mile of 4 union supermarkets. We joined over 100 community and labor advocates at the grand opening to protest and call for better jobs in New York. The store is a threat to all unionized retail in New York. Why? Check out the graphic below:



Traditionally Walmart opened 'one-stop for all' shopping Super-Centers throughout America's suburban neighborhoods.

1



Walmart opened so many stores throughout suburban America (4,479 total, 2012), there's literally nowhere profitable to expand.

2



The Neighborhood Market in Levittown is the first to open in New York, and is one step closer to Walmart's end goal: Opening a store in NYC.

4



With nowhere else to expand in suburban America, Walmart turned to major cities. But cities can rarely fit a 100,000 square foot SuperCenter, so they began to open smaller format "Neighborhood Market" stores that primarily sell groceries like this one in Chicago.

3



Seeking complete control over retail, Walmart's Neighborhood Market aims to corner the grocery industry. They're opening these stores to directly compete with unionized grocery stores. The new store in Levittown was formerly a Unionized supermarket, and sits across the street from a unionized King Kullen supermarket & less than a mile away from 4 union supermarkets.

5



Walmart employees are the single largest group of Medicaid recipients in the United States.

The jobs they create water down retail jobs throughout the City & State with low wages, poor hours and unattainable benefits. This raises taxes for communities after Walmart trains its employees how to use public assistance for health benefits.

6



FIGHTING BACK:

In the last year there have been over 200 strikes at Walmart stores. Workers are fighting for better jobs, respect & unions. Communities are also fighting back, demanding the nation's largest/wealthiest retail employer bring good jobs, not just any job, to their communities! Join the fight: www.ChangeWalmart.com

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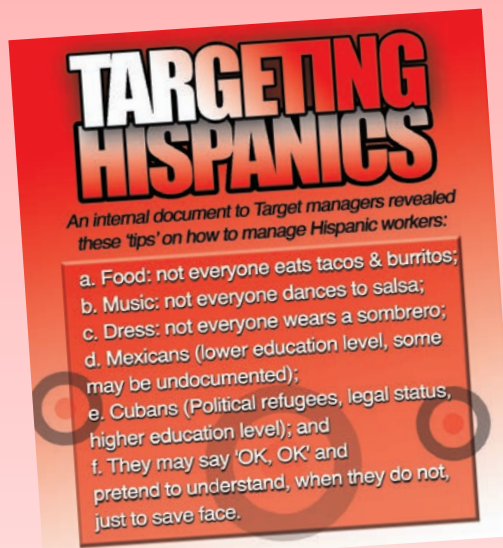
Internal Target Document Gives Offensive Tips on How to Manage Hispanic Workers

Former Target employees are suing the company for discrimination, citing a company document that was distributed to managers with racist reminders that not all Hispanics eat tacos and burritos, or wear sombreros. The suit claims Target gave its warehouse managers a document entitled, "Organization Effectiveness, Employee and Labor Relations Multi-Cultural Tips," the document had six talking points ranging from burritos to sombreros addressing how to manage Hispanic employees. According to the suit, the Multi-Cultural training document stated:

- a. Food: not everyone eats tacos and burritos;**
- b. Music: not everyone dances to salsa;**
- c. Dress: not everyone wears a sombrero;**
- d. Mexicans (lower education level, some may be undocumented);**
- e. Cubans (Political refugees, legal status, higher education level); and**
- f. They may say 'OK, OK' and pretend to understand, when they do not, just to save face.**

"We're not surprised by Target handing out such insensitive material," Director of Special Projects Aly Waddy said, "I've spoken to hundreds of Target workers, most of whom have claimed to be discriminated against in some way. We also saw tremendous racial discrimination by managers in Valley Stream against West Indian workers. So sadly, it's not a surprise they'd put out such a tactless document."

The document comes at a time where Target's new marketing strategy actually targets hispanic and latinos. "We are going to source dominant presentations of Latino and Hispanic merchandise through the entire store," Target chief executive officer Gregg Steinhafel told MPR News in May. "It's a big effort that we have internally to really stretch ourselves and jump way out in front." With racist management tips like these, Target shows one face on how they really view Hispanics, while the other side salivates in greed to take advantage of our countries fastest



growing demographic. UFCW Local 1500 shined the national spotlight on the working conditions at Target two-years ago when Target was found guilty of violating federal labor laws in a Union election with Local 1500. Whether it's at big box retailers like Walmart and Target or Fast-Food establishments like Burger King, Wendy's and McDonald's, workers are fighting back against unfair wages,

dreadful working conditions, ridiculous company policies, and discrimination like these "Multi-Cultural Tips". Workers at these companies want what we all have as Union members, respect at work and protection against discrimination.

Join your union organizers by calling Aly Waddy at 516-214-1322 and help the campaign to Change Target at www.facebook.com/targetchange.

ORGANIZING UPDATE: UFCW Local 1500 Organizing Team along with workers from Mrs. Green's Natural Market in Scarsdale are fighting for a re-election. The NLRB issued a Complaint alleging Mrs. Green's committed multiple Unfair Labor Practices during the union election process in April this year, including interrogating employees about their union activities, threatening them that they will never have a union contract, and granting benefits to employees who voted against the Union.

Our union lost the election by only 3 votes due to this intimidation. We will argue at the upcoming hearing for a fair re-run election. If you know anyone working at Mrs. Green's or would like to help the workers at Mrs. Green's gain respect at their job and in the re-run election at the store, please contact your Union Representative, the Organizing Dept. (ext. 11322) or email us at info@ufcw1500.org.

Have a tip for the Organizing Department? Email them at info@ufcw1500.org.

HEALTHCARE CORNER

COVERAGE FOR YOUR CHILD OR SPOUSE WHEN YOU BOTH WORK FOR A PARTICIPATING EMPLOYER

There are rules when your adult child can receive coverage under your Plan as a dependent or have their own coverage while working for a participating employer as a part-time participant. Certain rules also apply when your spouse works part time for a participating employer and is a dependent under your Plan of benefits.

Dependent Children of Full Time Participants

- If your child is between the ages of 19 and 26 and working part time for a contributing employer of UFCW Local 1500 Welfare Fund, and you are a full-time participant, your child can be enrolled as a dependent under your Plan, but forfeits his/her Part-Time benefits. This rule was implemented when Local 1500 added coverage for adult dependent children as required by PPACA.

- If your child is under age 19 and working for a contributing employer of UFCW Local 1500 Welfare Fund, your child may receive his/her dental, vision, Life and AD&D benefits under his/her part-time status and receive the full-time medical and prescription drug benefits as a dependent.

Spouses of Full Time Participants

- If your spouse is also a full-time member of UFCW Local 1500 Welfare Fund, both you and your spouse receive your benefits under your own ID number; in your own right as participants.
- If your spouse is a part-time member of UFCW Local 1500 Welfare Fund, he/she may receive dental, vision, Life and AD&D benefits under his/her part-time benefit level and receive the full-time medical and prescription drug benefits as your dependent.





REGIONAL VIEWPOINT

By Richard J. Whalen, Int'l Vice President & Director, UFCW Region 1



COMPREHENSIVE IMMIGRATION REFORM AND AFFORDABLE CARE ACT IMPROVEMENTS ARE TOP PRIORITIES THIS YEAR

A few weeks ago, members of Local 1500 participated in a UFCW Lobby Day on Capitol Hill to call on President Obama and members of Congress to address two key issues that affect workers in the United States—comprehensive immigration reform and improving the Affordable Care Act (ACA).

Our current immigration system penalizes too many people whose only crime is trying to make a better life for themselves and their families. They work hard, pay taxes, and contribute to our communities. It doesn't make sense for our country to spend billions of dollars breaking up families, shutting down businesses, and deporting people who are simply trying to achieve the American Dream.

The Senate recently passed S.744—the Border Security, Economic Opportunity, and Immigration Modernization Act of 2013. This bill includes many of the UFCW's principles, including a roadmap to citizenship for 11 million aspiring Americans, strong protections for immigrant workers, and a modernized system for allocating employment-based visas. We are currently mobilizing our members to push this important legislation through the House.

Local 1500 is also working to improve the Affordable Care Act (ACA), commonly known as "Obamacare." Our union has been lobbying the Obama Administration to recognize Taft-Hartley funds as Qualified Health Plans eligible for subsidies under the ACA. For decades, UFCW members have negotiated high quality, affordable health insurance through

nonprofit Taft-Hartley plans—one of the few reliable private providers for lower-income individuals. Approximately 26 million Americans—active and retired workers and their families—get health coverage through these multiemployer health plans today, with administrative costs typically far below those of for-profit insurance companies.

In its current form, the ACA has the unintended consequence of incentivizing employers to dump part-time workers currently in UFCW plans onto the exchanges where many could pay more and get less. Specifically, the ACA includes a fine for failing to cover full-time workers but includes no such penalty for part-timers (defined as working less than 30 hours a week). As a result, some employers are either reducing hours below 30 or discontinuing part-time health coverage altogether. This is a cut in pay and benefits workers simply cannot afford.

The agencies responsible for administering the new law have not yet come out with final regulations as they apply to Taft-Hartley funds, and we are working with our allies at the AFL-CIO, the Teamsters, UNITE HERE, and the Building Trades to pressure the Obama Administration to fix the ACA so members can keep what they currently have.

For more information about these two important issues, visit <http://www.ufcwaction.org>.



LEROY WASHINGTON
Organizer

LeRoy appearing in the December 1993 issue of The Register, after being hired by UFCW Local 1500

LONGTIME UNION REP. LEROY WASHINGTON RETIRES

After 20-years of fighting for UFCW Local 1500 members, Union Representative LeRoy Washington announced his retirement this summer. Before joining the Local 1500 staff in 1993, LeRoy worked as a Business Representative for Eastern Airlines, defending the rights of airline workers for 25-years. Washington is widely respected by his peers and members of our union for his dedication to sticking up for workers' rights. "Our union will deeply miss LeRoy," President Both explained, "His knowledge, personality and years in the labor movement were truly an asset to the members and staff of our union."

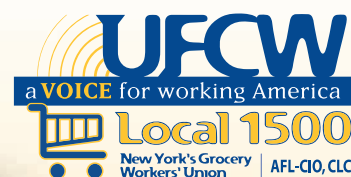
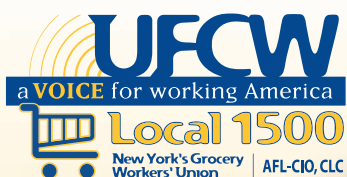
We asked LeRoy if he had any final words for the members of UFCW Local 1500, he left us with this:

"I'd like to emphasize how much of a pleasure it was to represent and serve you all [Local 1500 Members]. You've given me a lot of inspiration to come to work and serve you all. I'd also like to leave you all with the understanding that it's great to be in the union. We all know it's great, but you must participate in the union in order to get the best results from your union. Unity is the best way to get results from your union, and that starts with your participation. Thank you all again for your inspiration and for allowing me to serve you all for these years."

We wish LeRoy a happy, healthy and well-deserved, great retirement. Thank you for your years of hard work at UFCW Local 1500.

Congratulations or messages to LeRoy Washington may be sent to the union office, 425 Merrick Ave. Westbury, NY 11590





VOTE UNION



Christine Quinn
Mayor of NYC

As speaker of the New York City Council, Christine Quinn has worked hand in hand with our union for the past decade. To put it simply, she has been the key player who has kept Walmart out of NYC in order to preserve and create union jobs. It was Quinn from day one, who had the courage to oppose and take on Walmart as they continued to try to open in New York City. Most recently she fought with our union to keep Walmart out of Brooklyn, where we now have a ShopRite with over 300 union jobs. Quinn understands that keeping Walmart and other big box stores out of the five boroughs will preserve our union jobs, strengthen small businesses, and help our communities flourish. Quinn was also the leader who brought the discussion of the food system to the table, developing a comprehensive guide to improving New York City's food system and helping develop the FRESH program, which focuses on bringing good jobs, good health, and good food to communities that are considered food deserts. Quinn is a superior candidate and we are proud to endorse her for Mayor of New York City.



Letitia James
Public Advocate

Letitia 'Tish' James is a fighter for workers' rights and justice on the job. She has stood side by side with Union members in Brooklyn and throughout the city, working very closely with us over the years. When Walmart was looking to come in to Brooklyn on Fulton Street, Tish James challenged them on the corporation's treatment of women and their unethical business practices and together, we made sure Walmart was not welcome in Brooklyn. As a relentless fighter for working men and women, Tish James has been a model City Council member and we are confident that she will bring the same hard work and dedication to the Public Advocate Office.



Scott Stringer
Comptroller

As Manhattan Borough President, Scott Stringer has proven that he cares about a strong economy that focuses on good jobs and living wages. Stringer is and has always been a strong advocate of women's rights and believes in equity and equality for all workers. As an early supporter of our union's "Building Blocks" campaign, he supported our union in passing FRESH, to bring supermarkets and fresh food to underserved communities. In addition to his work with us on FRESH, Stringer has made sure to hold Walmart accountable for their irresponsible business practices and pledges to keep them out of New York City unless they change their entire business model. As a man of integrity, intelligence, and accountability, Stringer is the perfect candidate for the City's Chief Financial Officer.

Union Voter Guide

This election year will change the shape of New York City politics. That's why our union needs to get involved and get educated on candidates that will support us.

We will be out on the streets in all 5 boroughs with other NYC union members to show the New York City Council that labor has a strong and unified voice in this election season. With a new Mayor, Comptroller, Public Advocate, new Borough Presidents, and City Council members, a strong presence from labor and the working class will show our legislators that we are mobilized and want a more progressive city that supports the working class.



Jessica Lappin for Manhattan Borough President

Manhattan

Jessica Lappin – Borough President

District 2 – Rosie Mendez
District 3 – Corey Johnson
District 4 – Daniel Garodnick
District 5 – Micah Kellner
District 6 – Marc Landis
District 7 – Mark Levine
District 8 – Melissa Mark-Viverito
District 9 – Inez Dickens
District 10 – Ydanis Rodriguez

Bronx

Ruben Diaz Jr. – Borough President

District 11 – Andrew Cohen
District 12 – Andy King
District 13 – James Vacca
District 14 – Fernando Cabrera
District 15 – Ritchie Torres
District 16 – Vanessa Gibson
District 17 – Maria del Carmen Arroyo
District 18 – Annabel Palma

New York City:

Christine Quinn – Mayor of NYC
Letitia James – NYC Public Advocate
Scott Stringer – NYC Comptroller

The following endorsed candidates all:

1. Support a progressive, women's agenda & equal pay for all workers
2. Oppose the expansion of Walmart; thereby preserving union jobs, small businesses, and the community
3. Support increasing supermarket jobs through tax-breaks for good job creation

Queens

Melinda Katz – Borough President

District 19 – Austin Shafran
District 21 – Julissa Ferreras
District 22 – Costa Constantinides
District 23 – Mark Weprin
District 24 – Rory Lancman
District 25 – Daniel Dromm
District 26 – Jimmy Van Bramer
District 27 – Daneek Miller
District 29 – Karen Koslowitz
District 30 – Elizabeth Crowley
District 31 – Donovan Richards

Staten Island

Jimmy Oddo – Borough President

District 49 – Deborah Rose
District 50 – Steve Matteo (R) & Mendy Mirocznik (D)
District 51 – Vincent Ignizio

Long Island

Tom Suozzi – Nassau County Executive

Brooklyn

Eric Adams – Borough President

District 33 – Stephen Levin
District 34 – Antonio Reynoso
District 35 – Ede Fox
District 36 – Kirsten John Foy
District 37 – Rafael Espinal
District 38 – Sara Gonzalez
District 39 – Brad Lander
District 41 – Darlene Mealy
District 42 – Inez Barron
District 43 – Vincent Gentile
District 44 – David Greenfield
District 45 – Jumaane Williams
District 46 – Alan Maisel
District 47 – Todd Dobrin
District 48 – Igor Oberman



Secretary-Treasurer Tony Speelman & President Bruce Both with Nassau County Executive Candidate, Tom Suozzi

As union members and as members of our local communities, local elections are extremely important for us. A good City Council member in your district could mean the difference between having an elected official fight alongside you during our contract negotiations or having someone who isn't that interested in preserving our union jobs. This election year will change the shape of the city and local governments. It is the year to get involved, get educated, and get to know your local candidates. Are you interested in volunteering in your borough for the citywide elections? If so find who to contact below.

For more information please email info@ufcw1500.org or contact Adam Obernauer at (516) 492-5280 or your union representative in the following boroughs:

Brooklyn - Rob Ecker at (516) 214-1353
Queens - Joe Waddy at (516) 214-1349
Bronx - Jay Scorzelli at (516) 214-1340

Manhattan - John Woods at (516) 214-1357
Staten Island - Paul Santarpia at (516) 214-1369

VOLUNTEER ON A
POLITICAL CAMPAIGN!

★ ★ ★

Name:

Company/Store #:

Phone #:

Zip Code:

Mail back to:
UFCW Local 1500
1500 Broadway
New York, NY 10013
Attention: JEFFREY
The email for this form is info@ufcw1500.org

Local 1500

Apply for the UFCW Local 1500 Scholarship!

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

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Social Security or
Member ID#: _____

Are you a Local 1500 Member? Yes ☐ No ☐

Employed by: _____

College Students must be Active Local 1500 Members

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

If you are a full-time college student, please circle the highest academic level you will complete by Dec. 2013: Freshman ☐ Sophomore ☐ Junior ☐

High School Students Only:

If you are not a Local 1500 member, write UFCW Local 1500 member's name, social security # & employer:

Name: _____ SS#: _____ Employed By: _____

Relationship to Member: _____

UFCW Local 1500 High School Graduation Date (Month/Year): _____

Deadline is December 31, 2013

Return to: UFCW Local 1500 Attn: Scholarship Dept. 425 Merrick Ave, Westbury, NY 11590

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. 11330 or Patricia LaProvidenza, Ext. 11333.

Alsobrook, Victor
Anderson, Sharon R.
Angeles, Victor E.
Berry, Karen
Brill, Curtis
Buckley, William
Caban, Angelico
Cabanas, Manuel
Campbell, Fredosher
Casale, David
Cataldo, Barbara
Chierchia, Mary
Claudio, Louis A.
Corriera, Carlo
DiNatale, John
Dotterer, Gary
Ehrlich, Eileen
Ewart, Johadiah
Facen, Barry
Fermann, John
Flournoy John
Keenan, Eugene F.
King, Karen M.
King, Martin
Lamb, George
Levandoski, Andrew
Lozada-Perry, Rita
Lyston, Robert
Marlow, Joan
Mazurkewicz, Karen

McCormick, Wilbert
Mercado, Hector
Metakes, Mark
Mohammad, Noor
Muzroll, Glen W.
O'Sullivan, Kenneth
Palmese, Richard
Pastore, Michael
Puig, Rosemary
Quintero, Hector
Renda, Diane
Riley, Sheila
Roemer, James R.
Rooney, Mary
Ross, Richard
Sanchez, Rita
Savino, Anthony
Savranskay, Tatyana
Schwind, Muriel
Slawski, Barbara
Smith, Anthony
Smith, Dorothy
Sousa, Margaret
Spadafina, Lois
Vargas, Carmen
Washington, LeRoy
Weidemeyer, Arlene
Westcott, Joseph
Worth, Bridget M.
Zarzana, Justine

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 Borcharding
425 Merrick Avenue, Westbury, NY, 11590

Member Assistance Program (MAP)



Long Island Council on Alcohol and Drug Dependency

Counseling for Local 1500 Members on all substance abuse, gambling and other personal problems:

Nassau Office
114 Old Country Rd, Ste. 114
Mineola, NY 11501
516-747-2606

www.licadd.org
recover@licadd.org

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

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

Bulletin Board

Teachers Federal Credit Union



All Long Islanders* Can Bank With TFCU!

Low Rates

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

Easy Access

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

The BALANCE Financial Fitness Program

FREE Money Management counseling/credit report reviews.

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



*Subject to membership eligibility.



FRIDAY 10.11.13
EISENHOWER PARK
EAST MEADOW, NY
CHECK IN: 5- 6:15
WALK START: 7PM

REGISTER/INFO:
www.UFCW1500.org/LTNW
516-214-1354



LET'S WALK TO THE END OF CANCER

LIGHT THE NIGHT WALK

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.

Agnese, Gennaro III
Allewa, Nicola
Bates, Marion
Belmer, James
Bergen-Picarelli, Evelyn
Bergo, Harry
Culbreath, Wallace
D'Amato, Joseph
DiMartino, Frank
Donnelly, David V.
Dunne, Edward
Fauvell, Gertrude
Giordano, Anthony
Giotta, Robert
Hedges, Edwin
Hogg, Marion M.
Johnsen, Harry
Kelley, Stella
Kent, Antoinette M.
Kirschner, Seymour

Leventhal, Lillian N.
Lindsay, James
Marchia, Gail M.
Martin, Patricia
Matson, Jennie
Mauriello, Imogene
Musto, John
Pagan, William M.
Paschke, Karl
Reid, Leonard
Reinisch, Robert R.
Richardson, Lacy
Rosado, Rogelio
Short, Mark J.
Singleton, Julia M.
Small, Nancy L.
Snell, David M.
Speicher, Robert
Vidic, Esther

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

Don't Suspend Yourself!

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

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

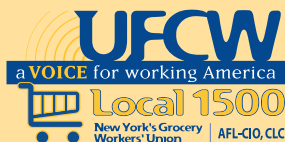
Prescription Drug Exclusions

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.



GENERAL MEMBERSHIP MEETINGS



Wednesday, September 11th
Wednesday, December 11th
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!

NOTICE OF DUES INCREASE MANDATED BY THE UFCW INTERNATIONAL UNION

To: All Members of Local 1500

At the UFCW International Convention held on August 12 through 15, 2013, the Delegates amended the International Constitution to provide for a mandatory dues increase of \$3.00 per member, per month beginning October 1, 2013 for all members in all Local Unions

Since the International Union has mandated this \$3.00 a month or \$36.00 a year dues increase, no local union membership approval is needed to implement the dues increase.

Yours truly,
Bruce W. Both
President

Anthony G. Speelman said it:



@FairwayMarket opened today in #Chelsea#NYC. Instead of shopping at @traderjoes and @WholeFoods shop where workers are union!

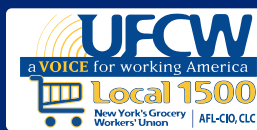
Follow your Secretary-Treasurer on Twitter @Aspeel1500

@LizKrueger at @FairwayMarket Chelsea opening "Fairways expansion shows in today's world u can be successful & treat your workers right" #1u

Follow your Union on Twitter @UFCW1500



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



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

Withdrawal Cards: Carol Borcharding

Pension: Leonora Cioffalo & Patricia LaProvidenza

Medical-Disability-Dental-Vision:
Sheila Hobson-Jones, Eileen Hansen & Michelle Sefcik

Membership Applications:

Linda Campisi

Scholarship:

Patricia LaProvidenza & Ejay Martin

Welfare Fund Benefits:

Associated Administrators, LLC 855-266-1500

Health & Welfare Medical Forms:

516-214-1300 or 800-522-0456
Exts. 11334, 11335, 11336 & 11337

Legal Services:

Direct Line: 516-214-1310 or
800-522-0456 Ext. 11310 for Norberta Volmar

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

OFFICERS/DIRECTORS

11303 Nelson, Rhonda - Recorder
11304 Purcell, Patrick - Assistant to the President
11348 Walter, Fred - Executive Vice President
11346 Newell, Robert - Vice President/Field Director
11318 Quiñones, Theresa - Vice President/Field Director

SPECIAL PROJECTS/POLITICAL

11322 Waddy, Aly - Director of Special Projects
11357 Woods, John - Political Director

UNION REPRESENTATIVES

11311 Aponte, Teresa	11340 Scorzelli, Jay
11360 Castelli, Joe	11362 Sexton, Brendan
11353 Ecker, Robert	11339 Shiels, Lynn
11343 Mausser, Jeff	11317 Vargas, Anselmo
11342 Onufrak, Mike	11349 Waddy, Joe
11369 Santarpia, Paul	

ORGANIZING

11361 Hernandez, Rafael	11374 Narcisse, Christina
11341 Obermaier, Adam (Political Organizer)	
11345 Organizing Hotline	11355 Political Hotline

NEW MEDIA & RESEARCH

11354 Fedele, Joe - Director