

# The Register

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



**WOMEN'S HISTORY  
MONTH EDITION**

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505



## THE PRESIDENT'S PERSPECTIVE

Tony Speelman, President @aspeel1500

# NEGOTIATIONS: UNITED WE ACHIEVE!

The first few weeks of 2017 have proven to be difficult for Labor under Donald Trump's presidency. With his attempted appointment of Andrew Puzder as Labor Secretary, it had become even more clear that he intends on becoming embattled with Unions across the country. On February 1, 2017, National Right to Work legislation, or as I call it "Work for Less Legislation", was introduced in the House. We have been talking about the threat of this legislation for over 15 years and a few surprising states have recently passed statewide versions of this law. While Right to Work has always had a catchy and appealing ring to it, make no mistake, this is legislation that is designed to weaken the strength of the American worker. Local 1500 has always fought hard to bring our members the finest benefits, wage increases, and job protections in the retail industry. If this legislation becomes law, you can expect to see your standard of living begin to erode. In "Union Shop" states where there is no "work for less" law, employees typically earn approximately 12.1% more than workers in states that right to work laws are in effect. If "Work for Less" comes to New York, you will no doubt feel its negative effects in organizing, servicing and especially bargaining more benefits for you.

We are deep into our negotiations with 3 of our 4 Shop Rite companies. So far we have had several sessions, spanning over months. To our SRS, Glass and Mannix Shop Rite members, rest assured that we will not settle on a contract unless we feel you will be proud of it. There have been many challenges with this set of negotiations, including, but certainly not limited to, securing better wage increases and maintaining your health benefits, and making sure your pension remains properly funded and healthy for your future. We feel confident, however, that we can and will reach a fair settlement and just need you to hang in there with us a little longer!

The recent drive for many companies to do away with your pension plan has made it increasingly difficult to negotiate on your behalf. Many of our employers are trying to force you to change from our traditional defined

benefit pension plan to an annuity or 401K plan. An annuity or 401K retirement plan is a very good option, especially when there is no other retirement plan available. However, when you look at the numbers, there is no question that the benefits provided under our defined benefit pension plan are far more beneficial, especially in the long run, than an annuity or 401K would be. For those members that already have

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time invested in the pension plan it would be significant change to their retirement security and one that Local 1500 would not recommend.

The pension vs. annuity issue is one of the biggest problems we are facing with Pick Quick Key Food. After decades of negotiating in good faith with an owner who always wanted to do the right thing for his employees, this company changed on a dime and has said "no more". The owner believes that his opinions of what America's workforce deserves are more important than the rights and needs of the very

men and women that have worked hard every day and made his family very wealthy. He has drawn a proverbial line in the sand, refusing to negotiate in good faith, and he wants Pick Quick members to believe that they must vote away their own pensions. Why, so the rich can get richer? This is unacceptable to us and we will keep fighting Pick Quick so that all of our members can maintain stable jobs and support their families now and well into the future.

Negotiating through the winter months always poses its challenges, especially when working on an inaugural contract. Our Hale and Hearty bargaining sessions have been moving along a little slower than anticipated and we have every hope that we will be able to bring the newest Local 1500 members working at the Hale and Hearty commissary their first Union contract. The commissary environment is very different than the ones you are all used to on the retail supermarket floor. I can tell you that this group of hard working men and women can't wait to vote YES on their first contract! Stay tuned.

While this is going on we are also gearing up for negotiations with King Kullen, King Kullen Pharmacy, Shelf Life, Tops and Stop & Shop later this year. For those of you who work in these companies, your contracts expire on December 30th of this year and we have every intention of starting the ball rolling with these companies very early. Watch for proposal meeting notices in your stores in late March or early April for King Kullen and Stop & Shop. Please remember that these are the meetings where we take your proposals, thoughts and ideas and you elect the team that will be sitting across from your company officials. Our hope is to get to the table early, work out good settlements and have them ratified ahead of expiration. Hopefully your companies will come to the table with the same mind set. We expect and will need our members to be actively involved at the proposal meetings, at the bargaining table, and back in the stores throughout this process. For this process to be successful, we need your participation so make sure you come out, stay informed and let your voices be heard!





## LA PERSPECTIVE DE EL PRESIDENTE

Tony Speelman, Presidente @aspeel1500



# NEGOCIACIONES: ¡UNIDOS LOGRAMOS!

Las primeras semanas del 2017 han resultado ser difíciles para la clase laboral bajo la presidencia de Donald Trump. Con su intento de nombramiento de Andrew Puzder como Secretario de Trabajo, se había vuelto aún más claro que él tiene la intención de convertirse en asediado con sindicatos en todo el país. El primero de Febrero del 2017, se introdujo en la Cámara la legislación nacional sobre el derecho al trabajo, o como la llamo "Legislación Trabajar por Menos". Hemos estado hablando de la amenaza de esta legislación durante más de 15 años y algunos estados sorprendentes han aprobado recientemente las versiones estatales de esta ley. Aunque Derecho al Trabajo siempre ha tenido un anillo pegadizo y atractivo, no se equivoquen, esta es la legislación que está diseñada para debilitar la fuerza del trabajador estadounidense. Local 1500 siempre ha luchado duro para traer a nuestros miembros los mejores beneficios, aumentos salariales y protecciones de trabajo en la industria minorista. Si esta legislación se convierte en ley, usted puede esperar ver cómo su nivel de vida comienza a deteriorarse. En una "Tienda sindicalizada" los estados donde no hay la ley "trabajar por menos" los empleados suelen ganar aproximadamente 12.1% más que los trabajadores en los estados que la ley derecho al trabajo está en vigor. Si "Trabajar por menos" llega a Nueva York, sin duda sentirá sus efectos negativos en organizar, el servicio y especialmente en la negociación de más beneficios para usted.

Estamos fuertes en nuestras negociaciones con 3 de nuestras 4 compañías de Shop Rite. Hasta ahora hemos tenido varias sesiones, que abarcan meses. Para nuestros miembros de SRS, Glass y Mannix Shop Rite, tengan la seguridad de que no nos conformaremos con un contrato a menos que sienta que estará orgulloso de ello. Han habido muchos desafíos con este conjunto de negociaciones, incluyendo sin duda, no limitarse a, asegurar mejores aumentos salariales y mantener sus beneficios de salud, y asegurarse de que su pensión sigue siendo adecuadamente financiada y saludable para su futuro. Sin embargo, estamos seguros de que podemos y llegaremos a un acuerdo justo y solo necesitamos que estés con nosotros un poco más.

El reciente impulso para muchas compañías para acabar con su plan de pensión ha hecho cada vez más difícil negociar en su nombre. Muchos de nuestros empleadores están tratando de obligar a cambiar de nuestro plan

tradicional de pensión de beneficios definidos a una anualidad o plan 401K. Una anualidad o plan de jubilación 401K es una opción muy buena, especialmente cuando no hay otro plan de jubilación disponible. Sin embargo, al mirar los números, no hay duda de que los beneficios proporcionados bajo nuestro plan de pensión de beneficios definidos son mucho más beneficiosos, especialmente a largo plazo, que una anualidad o 401K sería. Para aquellos

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miembros que ya tienen tiempo invertido en el plan de pensión sería un cambio significativo en su seguridad de jubilación y que Local 1500 no recomendaría.

El tema de la pensión vs. anualidad es uno de los mayores problemas que enfrentamos con Pick Quick Key Food. Después de décadas de negociar de buena fe con un dueño que siempre quiso hacer lo correcto para sus empleados, esta compañía cambió en un segundo y ha dicho "no más". El dueño cree que sus opiniones sobre lo que la fuerza laboral de Estados Unidos merece son más importantes que los derechos y las necesidades

de los mismos hombres y mujeres que han trabajado duro todos los días y han hecho que su familia sea muy rica. Él ha dibujado una línea proverbial en la arena, rechazando negociar de buena fe, y él quiere que los miembros de Pick Quick crean que ellos tienen que votar por sus propias pensiones. ¿Por qué, para que los ricos puedan enriquecerse? Esto es inaceptable para nosotros y seguiremos luchando contra Pick Quick para que todos nuestros miembros puedan mantener puestos de trabajo estables y apoyar a sus familias ahora y en el futuro.

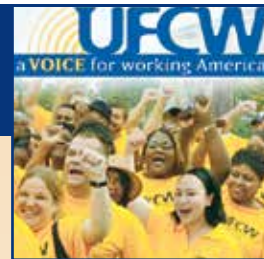
Negociar durante los meses de invierno siempre plantea sus desafíos, especialmente cuando se trabaja de un primer contrato. Nuestras sesiones de negociación con Hale y Hearty han estado avanzando un poco más lento de lo previsto y tenemos muchas esperanzas de que podremos traer a los nuevos miembros de la Local 1500 que trabajan en la comisaria de Hale & Hearty, su primer contrato de la Unión. El ambiente de la comisaria Hale & Hearty es muy diferente de los que ustedes también utilizaron en un supermercado al por menor. Puedo decirles que este grupo de hombres y mujeres trabajadoras no pueden esperar para votar SÍ en su primer contrato! Manténganse al tanto.

Mientras que esto está sucediendo también estamos preparándonos para las negociaciones con King Kullen, la farmacia de King Kullen, Shelf Life, Tops y Stop & Shop más adelante este año. Para aquellos que trabajan en estas compañías, sus contratos expiran el 30 de Diciembre de este año y tenemos la intención de comenzar el balanceo con estas compañías muy pronto. Observe los avisos de reuniones de propuestas en sus tiendas a finales de Marzo o principios de Abril para King Kullen y Stop & Shop. Por favor recuerde que estas son las reuniones donde tomamos sus propuestas, pensamientos y ideas y usted elige al equipo que estará sentado frente a los funcionarios de su compañía. Nuestra esperanza es llegar a la mesa temprano, elaborar buenos acuerdos y hacerlos ratificar antes de la expiración. Esperemos que sus compañías vengan a la mesa con la misma mentalidad. Esperamos y necesitaremos que nuestros miembros estén activamente envueltos en las reuniones de propuestas, en la mesa de negociaciones y regresar a las tiendas durante todo este proceso. Para que este proceso tenga éxito, necesitamos su participación, así que asegúrese de salir, mantenerse informado y dejar que sus voces sean escuchadas!



## JUST FOR THE RECORD

Rob Newell, Secretary-Treasurer @ufcw1500



# The Ever Changing Environment

When it comes to negotiating with your employers, years of bargaining history ends up playing an important role in what happens at the table. The negotiators and your elected committee members try to replicate elements of the strongest deals of the past, while at the same time trying to avoid any givebacks. This may have served as a pretty good negotiating strategy in the past, but times and this industry have certainly changed. When I look at the factors that impact our contract negotiations today I believe that many past strategies are more likely a fast track to disaster than a path to a better life. Let's face it, these days the world of retail food seems to change twice a day, almost every day. More than once a year we read about another major company merger (which often cause divestitures), or see a grand opening sign for another new operator to our region. In addition, we have begun to see some of our smaller chains taking big chances by reaching into new areas and larger store sizes that they would've historically avoided. Most importantly, you, our membership has significantly changed. You are much more diverse and have many different needs and ideas today than ever before. To negotiate successfully for all of our members we must keep in mind that like your companies, you are very different today than you were 5-10 years ago.

No matter the day nor where you work it seems our members are constantly forced to take on new battles. With every new challenge that appears, a new list of negotiating difficulties emerges for the hard-working men and women on the sales floor. The irony is that after decades of opportunities the decision makers still don't solicit your input. You are the ones tasked with implementing their new, and many times recycled, plans and schemes but you are usually the last to know. So although the faces of the industry may routinely change around us it appears that some things always remain the same.

As we head into bargaining later this year with Stop & Shop, we fully expect to contend with their merger with Delhaize. All of Stop & Shop's recent personnel changes, their newly acquired non-union banner, some future sales programs and of course their exciting new synergies are sure to be on full display. I bet our Stop & Shop members are all anxiously awaiting the announcement of the next big "project" that sprouts up from this mega-merger. Yeah right!?!? We are already dealing with their most recent plan to roll out dozens of new self-scan express registers and customer service desks throughout your stores. You can be sure that all their new ideas over the next few years won't be designed with you in mind.

The last time I checked nobody in corporate has been accused of trying to increase your hours, add any more help or make your lives any easier.

King Kullen was once the second largest employer we represented and the largest family owned company by far. Unfortunately, they have done more downsizing than growing over the last 7 to 10 years. As we move through the 2017 negotiations, we can only hope that whatever the final results, the

*"This bargaining season is a wakeup call for everyone and significant membership involvement will be necessary to be successful."*

future holds less store closings and maybe a few more openings for our members working at "America's First Supermarket". We all know that the leadership team at King Kullen isn't big on rolling out too many new ideas but some new competition on Long Island has made business more difficult lately. King Kullen has always had their own "type" of shopper and hopefully a few new, member driven, ideas and a continued focus on their core values will help them move onto a more positive future course. The strength of King Kullen has always been you, their employees. Your years of experience, excellent customer service and a tireless dedication to see your company succeed are regularly on display daily in the stores.

Even though the issues at Stop & Shop and "The King" are different they will both certainly create their fair share of collective bargaining difficulties later this year. Currently, we are experiencing some difficulties reaching settlements with the 4 Shop Rite companies we represent. We fully understand that this unusual delay has started to cause some stress among you in the stores and for that we apologize. Please be aware that President Speelman, his assistant Joe Waddy and the negotiating teams are making every effort to

get you a settlement you will be proud to vote for. However, you should know that their focus isn't on a date on a calendar, it's on getting you a settlement that will make your lives better. At the heart of our recent delays with the Shop Rite's is the significant increase in the NY State minimum wage. Unlike many other past legislative hurdles this increase cannot be avoided, nor can it be ignored by your employers. I for one remember all too vividly listening to hours and hours of employer presentations during past negotiations outlining how the Affordable Care Act was going to single handedly bankrupt the industry. However, most employers just responded to ACA by reducing part time worker's hours so that the majority wouldn't qualify for benefits. In this case, the amount of the increase is only part of the problem, the speed in which the increases take effect, especially in New York City, is just as big an issue.

Despite these new hurdles, together we must find new ways to be successful at the bargaining table. You are the reason that your stores are profitable and you deserve the best contract that the industry has to offer. Our membership surveys were a big success and we heard you loud and clear. Some of the most significant answers we received are; 1. Our part timers need more hours, better scheduling consistency and real full time opportunities. 2. We need to maintain our Pension's and Healthcare coverage for everyone because your families deserve it. 3. Guaranteeing a member a workplace that is a safe environment where they are rewarded for doing well and given the benefit of the doubt when they make a simple mistake is not too much to ask. 4. Having to be spoken to civilly by ownership or management, especially on the sales floor, must be the rule of the shop every day.

This bargaining season is a wakeup call for everyone and significant membership involvement will be necessary to be successful. Showing your employers that they should care as much about you as they do about their bottom line is vital. In some parts of the world that is automatic and not something that needs to be negotiated every few years. To get over today's hurdles we must all listen to one another, work together, find solutions and demand the respect that your hard work and dedication has earned. I look forward to negotiating along side you in 2017 and plan to be on site at the polling places to talk with you, review the settlements and answer any questions you might have before you vote. If we work together there are no bridges we cannot build, no problems we cannot solve and nothing that we can't accomplish.





You're  
*Not Alone*  
Out There On The  
*Nightshift*







## UFCW Women's Network

Rhonda Nelson, International Chair

# OUR FOREMOTHERS WOULD BE FOREVER PROUD

As we celebrate Women's History Month and International Women's Day this March, we pay tribute to the many women and historical events that have taken place throughout our society. Our foremothers would be forever proud that, following a call to action, generations of women, along with many men, marched in Solidarity in Washington D.C. and other cities throughout the world on January 21, 2017. That call to action resulted in what most people would consider the largest women's march in their lifetime.

The UFCW and members of the UFCW Women's Network were well represented during the march in D.C. Locals 27, 342-50, 400, 888, 1994, 1776, 1500, and representatives and officers from the International staff attended. Additionally, Locals 5, 75, 99, 324, 1167, 1428, 770 and UFCW Canada participated in more than 600 sister marches in various cities and towns throughout the U.S. and Canada. We united to send a message that we will not sit back and have our rights rolled back under this new administration!

Women have been marching for Women's rights in the United States since the turn of the century. According to the National Organization of Women's website, one of the first mass suffrage demonstrations took place on the eve of President Wilson's inauguration in 1913, and women have been marching for different issues ever since.

While our foremothers during President Wilson's inauguration held signs with messages focused on the "the right to vote," the 2017 Women's March participants held a variety of posters that reflected an intersectionality of various communities. As a woman, I was there to fight for gender equality, but as an African American, and a Trade Unionist, I was also there to fight to make sure that the rights and laws being challenged in those communities, by the new administration, were also recognized.

I'm not sure if our foremothers could have imagined that, after their hard-fought battle to secure women's suffrage through the 19th Amendment, that women would not only

continue to fight for gender equality 100 years later, but also to protect the rights that their foremothers obtained. I do believe that our foremothers would be proud knowing that we have continued to defend what we believe to be fair and just.

January 2017's Women's March is only the beginning. I urge all of you who attended the D.C. and Sister marches to keep the energy and momentum that we all felt going. Those unable to attend but were there in spirit, I ask that you join us in making our voices heard! Since my return from the D.C. march, I have contacted my Congressional leaders regarding several issues both by telephone and postcards. I ask that you do the same by joining the Women's March campaign: 10 Actions for the first 100 Days and keep up the fight by visiting their website at: <https://www.womensmarch.com/100>

Let's continue the legacy of our Foremothers, by ensuring that the United States of America remains true to the ideas and principles it was built on, justice, equality, freedom, and opportunities for all!



# Celebrating National Women's History Month



## Addie Wyatt

**March 8, 1924 - March 28, 2012 (aged 88).**

She was the first African-American woman Vice President of a major Labor Union, the Amalgamated Meat Cutters Union. In 1953, Wyatt was "elected vice president of her branch, Local 56, becoming the first black woman to hold senior office in an American labor union". Wyatt was the director of the Women's Affairs and Human Rights departments of the Amalgamated Meat Cutters. By 1956, Wyatt was the Program Coordinator for District One of the United Packinghouse Workers Union. This was also the year the Wyatts began their work with Dr. Martin Luther King, Jr, whom they helped raise funds with for the Montgomery Improvement Association. In the early 1960s, Eleanor Roosevelt recognized her leadership abilities and appointed her to a position on the Labor Legislation Committee of the United States Commission on the Status of Women. African American women, with Addie Wyatt at the helm, had the unparalleled experience of working on the floors of the meatpacking plants as well as being integral parts of building the unions. During the 1970s she became a powerful figure in the United Food and Commercial Workers International Union. During this time, she worked harder to create unions that were more inclusive of minorities.

## Delores Huerta

**(born April 10, 1930)**

She is an American labor leader and civil rights activist who was the co-founder of the National Farmworkers Association, which later became the United Farm Workers (UFW). Huerta has received numerous awards for her community service and advocacy for workers', immigrants', and women's rights, including the Eugene V. Debs Foundation Outstanding American Award, the United States Presidential Eleanor Roosevelt Award for Human Rights and the Presidential Medal of Freedom.



## May Chen

In 1982, May Chen led the New York Chinatown strike of 1982, one of the largest Asian American worker strikes with about 20,000 garment factory workers marching the streets of Lower Manhattan demanding work contracts.

Chen, then affiliated with the International Ladies' Garment Workers' Union, was one of the strike organizers. "The Chinatown community then had more and more small garment factories," she recalled. "And the Chinese employers thought they could play on ethnic loyalties to get the workers to turn away from the union. They were very, very badly mistaken."

Most of the protests included demands for higher wages, improved working conditions and for management to observe the Confucian principles of fairness and respect. By many accounts, the workers won. The strike caused the employers to hold back on wage cuts and withdraw their demand that workers give up their holidays and some benefits. It paved the way for better working conditions such as hiring bilingual staff to interpret for workers and management, initiation of English-language classes and van services for workers. Description by Cristina DC Pastor, from the Feet in Two Worlds website.

## Lucy Randolph Mason

Lucy Randolph Mason born in 1882 near Alexandria, Virginia, fought for standards for Workers in Southern Industry. Mason traveled alone to small towns where union organizers and their sympathizers had been shot, beaten, threatened and jailed. She cornered hostile sheriffs, judges, newspaper editors, politicians and ministers, explaining workers' rights to organize and bargain under the new federal statutes and promoting an understanding of the need for unions.

Mason traveled alone to small towns where union organizers and their sympathizers had been shot, beaten, threatened and jailed. She cornered hostile sheriffs, judges, newspaper editors, politicians and ministers, explaining workers' rights to organize and bargain under the new federal statutes and promoting an understanding of the need for unions. Mason convinced President Theodore Roosevelt to send a special federal investigator to Memphis in 1940, for example, in the wake of physical attacks on the United Rubber Workers' organizers who were trying to create an interracial union.

After 1944, Mason worked with the CIO Political Action Committee in the South, helping to register union members, black and white, and working for the elimination of the poll tax. She was known by friend and foe as "Miss Lucy".













# BACK TO BASICS - Servicing 101

Assistant to the President, Joe Waddy

When Tony became President he said that he was going to take Local 1500 in a new direction. In today's difficult economy and ever changing supermarket landscape, his promise is not an easy one to fulfill. In an era where it has become increasingly difficult to connect with younger members, we must adapt in order to service our membership successfully. One of the most difficult challenges facing us is figuring out how to effectively communicate with several different generations. Many of our Baby Boomers have been members for a very long time and in many cases are approaching retirement. Our Generation Xers have been members for many years, 15-20 years to go to get to retirement, and seem concerned about securing a stable, long term future. Gen Y members are the technology age and seek immediate satisfaction. Also known as Millennials, many of them are either part time or just starting out their Full Time careers. We even now have some Generation Z- the youngest and newest members, who are freshly entering the work force. So how do we send a message that can be heard and understood across all of these generations? How do we communicate with someone who likes to read the daily newspaper every morning AND with someone who has never opened a newspaper in their life? How do you send electronic messages to someone who thinks a cell phone is just for making calls in an emergency AND someone who ONLY reads the subject line of every email? A successful approach for some will have zero impact on others. Yet we are committed to communicating the value of being a member of Local 1500 to every single member.

When it comes to Servicing, in 2016 we signed up hundreds of new members on text alerts. While our email blasts remain a very successful way to communicate with some of you, we have found that our members are texting more and more each day and emailing less. Texting has become a standard way of communication in most cases and we have had great results communicating via text message. With every message or event we have we send an email to our targeted database. Most of our communication is done through email, and we receive many member messages, inquiries, and requests via this media method. If we need to send an urgent message to your immediate attention, emailing you used to get the job done easily. Today, to get a message out completely we may need to send in 3-4 different formats.

We have ever increasing participation in our Social Media Outlets. We currently have over 8,200 friends on Facebook, where we post some



awesome pics of our events regularly. After all 20,000+ of you read this article I'm sure our Facebook numbers will skyrocket! We also recently launched our Instagram page. IG is a great and fun way to blast a quick and simple message to our younger more tech reliant members. If you're interested, follow us on Instagram @UFCWLocal1500. For those of you with a Twitter account, you must know how much our President Tony likes to tweet. Follow Tony's moves on Twitter @Aspeel1500. Our website has been up for years and is always a work in progress. We strive to keep it fresh and updated to keep you engaged with our projects. If you've never visited our website, check us out at [www.UFCW1500.org](http://www.UFCW1500.org)

Although I have been focusing on electronic communication, Local 1500 has always made in-store Servicing our number one priority and we're about to kick it up a notch or two. One of Tony's first actions as President was sending out a member survey and asking for your feedback. The results are in and we have heard you loud and clear. We know our members work all 24 hours of the day and all 7 days of the week. We have rolled out a plan that will significantly increase evening shift and overnight crews visits to a regular basis. This plan will include regular weekend visits as well. Many of you have already met our Membership Servicing Representative Rafael Mauleon in your stores during these typically lesser-visited times of the week. In late February 2017, we hired our second MSR, a former long term part time member of ours, Steven Giglio. He will be taking on a dual role as a Service Rep and an Organizer.

Over the last few months Tony, Rob, Rhonda and I have been out in the stores to gather some additional opinions. What we learned was that the message of 'Union value' is one that we must do a better job communicating to our membership. We started a new hire introduction program last November where we send every single new member with a validated email address our 'Welcome to Local 1500' video and email. To try and bring different generations together with their varying points of view, concerns and values is no easy task. It is, however, a task that we can only successfully complete together. In my experience, when someone realizes all the benefits of Union membership, they are more apt to maximize that value and get involved. In our quest to represent you better every day we must have your input to succeed. Always remember that if you have something to say you can, as always, leave a voicemail message for any of us 24/7. Local 1500 will continue to strive, member by member, day by day, text by text and tweet by tweet to conquer that challenge.

## VALUE OF MY UNION

TOTAL PENSION  
DISBURSEMENTS

YTD 2017:

**\$1, 506,687.08**

## VALUE OF MY UNION

NUMBER OF MEMBERS  
ASSISTED  
BY LEGAL SERVICES  
YTD:

**152**

MONEY REIMBURSED TO MEMBERS  
BY LEGAL SERVICES

YTD:

**\$25,090.50**

UFCW LOCAL 1500  
SHOP STEWARD SEMINAR

WILL BE  
TUESDAY

**MAY 16 2017**



UFCW  
a VOICE for working America  
Local 1500

SHOP STEWARDS  
WILL RECEIVE INVITATION  
VIA MAIL





## Regional Director's column

By Tom Clarke

# The Value of Belonging to Our Union Family

The UFCW is proud to bring tremendous value to hard-working families and their communities.

Thanks to our strong union contracts, members of Local 1500 enjoy great benefits like health care, vacation pay and retirement security. But that's not all. Every UFCW member automatically qualifies for exclusive discounts that can save their family money on common things we all buy. From more affordable cell phone plans to insurance discounts and even cheaper movie tickets – being a part of Local 1500 truly brings people a better life.

Unfortunately, too many irresponsible employers continue to fight against hard-working families by threatening, intimidating and sometimes even firing workers who want to stick together and negotiate for more economic stability.

For the sake of the millions of workers who are falling further behind and struggling to make ends meet, we must continue to reach



*President Tony Speelman at the ABC Awards with UFCW International President Marc Perrone and Regional Director Tom Clarke.*

out to people and talk about the ideals the UFCW family has always stood for—namely, fairness, dignity and respect in the workplace.

We need to reach out to our friends, neighbors and community members and let them know that workers who belong to a union are more likely to have jobs that provide good wages, paid

sick leave, fair scheduling and overtime protection.

We need to underscore the fact that unions are good for the economy and our communities and help employers create a more stable and productive workforce.

We need to drive home the point that no worker should have to struggle alone or in silence.

And most importantly, we need to emphasize the fact that all of us share a strong desire to build an economy that will build up working and middle class families.

In unity there is strength, and the key to economic prosperity for working people is power in numbers.

Thank you all for being a member of our union family. We appreciate you and all the hard work you do. For more information about exclusive UFCW benefits, please visit [www.ufcw.org/value](http://www.ufcw.org/value)

## UFCW Local 1500 Receives Recognition For Active Ballot Club

Representatives received certificates of recognition for their work signing up members to the Active Ballot Club.

(Top L-R, Jeff Mausser, Teresa Aponte)  
(Bottom L-R, Rob Ecker, Vilmarie Solivan)



## HEALTHCARE CORNER

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

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

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

If you are over age 65 and still working, you are probably considering your options for retirement. In fact, you were probably already contacted by Social Security to apply for Medicare coverage. Medicare Part A is automatic for those people who are over 65 and receiving Social Security. In those cases, you need not apply for it.

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

For simplicity's sake, Medicare Part A provides hospitalization coverage and Medicare Part B provides medical coverage. As with all health coverage, not everything is considered an allowable expense. If you want to know exactly what Medicare covers and what your options are regarding Medicare, contact the Social Security Administration (SSA). Now, you are getting ready to retire. When you do, you will lose your coverage under the Fund. When this occurs, the Fund will notify you about your right to elect COBRA continuation coverage, on a self-pay basis. You will then have the option to elect COBRA coverage. Please be advised that COBRA coverage is for a limited time. If you choose to elect COBRA coverage, there are very important rules you must know regarding the order of claims payments and rules you should consider before you make any elections. While you are working, if you are covered under both the Fund and Medicare, the Fund is the primary coverage and Medicare is the secondary coverage. This means that all health claims are submitted to the Fund first, and the Fund will process the claims as if there is no other coverage. After the Fund makes their payment, if there is any balance due, the claims can then be submitted to Medicare for secondary processing and payment.

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

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

**Even more important,** if you are only covered by the Fund while you are working and elect COBRA coverage after you stop working, and you thereafter become covered under Medicare (Part A or B), your COBRA coverage will be terminated and you will only have Medicare coverage for your health care needs. In order to receive both COBRA coverage and Medicare, you must have become eligible for Medicare before you elect COBRA. Furthermore, if you

are covered under the Fund and Medicare while still working and you do not elect to receive COBRA continuation coverage when you retire, you will be eligible for health coverage, only through Medicare, if you are age 65 and over.

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

elect COBRA coverage, as stated above, Medicare is primary and COBRA, under the Fund, is secondary. This is true for both Medicare Part A and Part B, even if you haven't signed up for Part B. This is due to a presumption in the law. This presumption states if a person is enrolled in either Medicare Part A or Part B, he/she is presumed to be enrolled in both. Under the Fund's Coordination of Benefits provisions and COBRA rules, the Fund will not pay for services that would be covered under Medicare Part B, unless Medicare actually processes and pays for the service first. In fact, when the Fund pays as the secondary coverage to Medicare, the claims processing guidelines require the Explanation of Benefits (EOB) from Medicare to be submitted to the Fund, along with the claim requesting the Fund make a secondary payment. Without such EOB, the Fund will not make any payments and the claim will be denied.

Receiving Medicare coverage can take several months. Therefore, it is in your best interest to contact Social Security and to complete the enrollment process as soon as you are able and/or as soon as you know when you are retiring. Don't wait for the last minute. If you do, you leave yourself open to incurring potential medical bills that you will have to pay for out of your own pocket. In retirement, there is nothing worse than unplanned bills, especially when the bills could have been avoided with proper planning. If you have any questions about COBRA coverage and Medicare, call the Fund Office. The staff is there to assist you and is more than happy to answer your questions. Remember, you have worked hard and saved for your retirement. Don't ruin it by not planning properly. Ask questions beforehand to ensure that your "Golden Years" will truly be golden.





## STAFF CHANGES



### Jennifer, Congratulations on Your Retirement.

After 26 years of Faithful and Loyal service. Jennifer Viran Executive Secretary, has announced her retirement in March 2017. Through her career, Jennifer provided us with dedicated and devoted service, always putting the union's membership first.

We like to thank you for your service to Local 1500 and wish you a very well deserved long and healthy retirement.



### Welcome, Stefanie Andrade

Stefanie Andrade has joined the staff as Executive Secretary in November 2016. She speaks Spanish as well as English and will be able to communicate effectively with our members. We hope that she will have a successful career in Local 1500.



### Welcome, Stephen Giglio

Stephen has a collective of 16 years from working in Pathmark as a cart boy rising to assistant produce manager at ShopRite. In February 2017, he has joined UFCW Local 1500 staff to support and fight for workers' rights as Service Representative and Organizer.



### Congratulations, Robert Ecker

Robert has been with Local 1500 since June 2003. In February 2017 President Speelman promoted Rob to Administrative Field Coordinator. He has served the membership as an Organizer, Union Representative and now Administrative Field Coordinator.



### Congratulations, Nicholas Allen

Nicholas Allen began working with Local 1500 as an Organizer in 2015. In 2016, he created video productions such as the New Member Video, which was recognized nationally by the UFCW and other organizations. In February 2017 Nicholas Allen was promoted to Media and Communications Coordinator.

## Welcome Hale & Hearty Workers and Local 1500's Newest Members.



# 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.

Anjos, Louise  
Almodovar, Louis  
Alequin, Ralph  
Bambino, Anthony  
Buscemi, Joseph  
Byrnes, Eugene  
Cain, Edward V.  
Churchillo, Joseph  
Culley, Catherine E.  
DeRose, Frank  
Dittmar, George C.  
Durante, Salvatore  
Ehrlich, Walter  
Farren, John P.  
Fenton, Jane H.  
Fiorentino, Edna M.  
Flynn, Thomas J.  
Fradella, Keith L.  
Frankenicz, Greg M.  
Gazzanigo, Mike  
Giammateo, Robert  
Gerstman, Lillian  
Hill, Sally I.  
Innella, Paul  
Lloyd, Benjamin  
Mannino, Theresa  
Marchesi, Arnold W.  
Marotta, Carole, H.  
McSherry, Dennis P.

Meador, Larrie J.  
Milawski, Amalie  
Mirabella, Anthony T.  
Mitchell, Bobbie  
Mittell, Cleo  
Monte, Lucy  
Olivo, Joseph  
Peters, Gliceria T.  
Pilocane, Lenora  
Piro, Michael J.  
Poswinski, Steve  
Prior, Nellie  
Reed, Philip  
Riccio, Paul  
Rogel, Rita  
Scaglione, Rita  
Schettino, Yolanda  
Sheehy, James  
Sheppard, Marvin B.  
Solomon, David  
Smith, William  
Tardona, Sylvia  
Tobe, Loretta  
Tully, William  
Vianden, John  
Villagomez, Angel  
Villani, Fiorenzo L.  
Yorrick, Wilfred

## 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.



## WE'RE HIRING

### FIELD STAFF



#### REQUIREMENTS & DUTIES

- BILINGUAL SPEAKING (SPANISH) IS PREFERRED.
- MUST BE FLEXIBLE AND WILLING TO WORK LONG HOURS, EARLY MORNINGS, EVENINGS AND WEEKENDS ARE REQUIRED
- LEAD, MOTIVATE AND MOBILIZE WORKSITE LEADERS, STEWARDS AND MEMBERS IN INTERNAL AND EXTERNAL ORGANIZING, POLITICS, COMMUNITY ALLIANCE BUILDING AND OTHER UNION ACTIVITIES.
- ABILITY TO ENGAGE AND INSPIRE PEOPLE REGARDLESS OF RELIGION, RACE, GENDER, SEXUAL ORIENTATION, AGE, LANGUAGE, CLASS AND/OR EXPERIENCES IS REQUIRED.
- MUST BE ABLE TO WORK IN A FAST-PACED TEAM ENVIRONMENT.
- BASIC WRITING AND COMPUTER SKILLS, GENERAL KNOWLEDGE OF MICROSOFT OFFICE.
- PREFERABLY LIVE CENTRALLY WITHIN LOCAL 1500'S JURISDICTION.
- ABILITY TO WORK WITH PEOPLE FROM DIVERSE BACKGROUNDS.
- LABOR, POLITICAL, OR COMMUNITY ACTIVISM/ORGANIZING EXPERIENCE PREFERRED.
- DEVELOP AND MAINTAIN EFFECTIVE COMMUNICATION NETWORKS IN WORKSITES.
- FILL OUT AND PROCESS FORMS AND DOCUMENTS IN A TIMELY AND ACCURATE MANNER.

#### QUALIFICATIONS

- EFFECTIVE WRITTEN AND VERBAL COMMUNICATION SKILLS.
- ABILITY TO LISTEN ACTIVELY, TAKE DIRECTION AND ARTICULATE ISSUES.
- TRAVELING REQUIRED
- VALID DRIVER'S LICENSE, CAR AND INSURANCE.

E-MAIL COVER LETTER AND RESUME WITH SUBJECT LINE OF THE JOB WHICH YOU ARE APPLYING FOR TO: [JOBS@UFCW1500.ORG](mailto:JOBS@UFCW1500.ORG). NO MAIL APPLICATIONS. INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED. POSITION WILL REMAIN OPEN UNTIL FILLED. FOR FULL LIST OF JOB REQUIREMENTS AND QUALIFICATIONS CHECK WEBSITE.

THE UNITED FOOD & COMMERCIAL WORKERS LOCAL 1500 IS AN EQUAL OPPORTUNITY EMPLOYER. WE ENCOURAGE APPLICATIONS FROM WOMEN, PEOPLE OF COLOR AND OTHER MEMBERS OF UNDERREPRESENTED GROUPS WHO WILL CONTRIBUTE TO THE DIVERSITY OF OUR STAFF.

## 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.

## DON'T

### SHOP THESE NON-UNION STORES

STEW LEONARD'S • BEST YET MARKETS • GOLDEN MANGO  
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 • TRADER JOES  
WALGREEN'S • COSTCO WHOLESALE CLUB • HANNAFORD BROTHERS  
BROOKS • ALDI • MRS. GREEN'S NATURAL MARKET  
AMISH MARKET • THE FRESH MARKET • SAVERS

### SHOP UNION – SAVE JOBS

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, Anthony G. Speelman, President, Robert W. Newell, Jr., Secretary-Treasurer, Paper & Ink Graphics, LLC, Managing Editor. Periodicals postage paid at Jamaica, NY and additional mailing offices: (USPS 0306-010). POSTMASTER: Send address changes to Local 1500, 425 Merrick Ave, Westbury, NY 11590. Vol. 51, No. 1, March 2017 Copyright Local 1500, White Plains, NY 2017.



# 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 GreenPath Financial Wellness Program

FREE Money Management counseling/credit report reviews.

Call 631-698-7000, ext. 6780  
or visit [www.TeachersFCU.org](http://www.TeachersFCU.org)

\*Subject to membership eligibility.

**UFCW LOCAL 1500 PRESENTS**  
**BOWL-A-THON** to strike out cancer

**\$15 PER PERSON CASH ONLY**  
2.5 hours unlimited bowling  
Shoe rental & your donation included  
Reserve your lane by paying your store captain  
or Gincy Pasquale: 516-214-1356

**FISHKILL BOWL**  
**SATURDAY MAY 13TH**  
**5:30-8:00 PM**  
**@ 110 ROUTE 82 FISHKILL, NY**

**RESERVE YOUR SPOT EARLY!**  
Chinese Auction Featuring:  
Golf Outings - Lower Level Seats to Yankee Game -  
Restaurants & much more! Captain:

**UFCW Local 1500**

## 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 BETTER WAGES, BENEFITS AND WORKING CONDITIONS**

### SHOP THESE UNION STORES

**KING KULLEN GROCERY COMPANY, INC. TOPS MARKET**  
**KING'S SUPERMARKET . SHOP-RITE . STOP & SHOP SUPERMARKETS**  
**SCATURRO SUPERMARKETS . GRISTEDES . FAIRWAY MARKETS**  
**D'AGOSTINO SUPERMARKETS . WILD BY NATURE HEALTH FOODS SUPERMARKET**  
**FOOD BAZAAR**

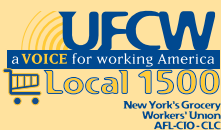
**SHOP UNION - SAVE JOBS**

## LOCAL 1500 RETIREES

The officers of UFCW Local 1500 extend their warmest congratulations to these new Retirees and urge them to join the Union's Retiree Club. Contact the Club through the Union office. Call 516-214-1300 or 1-800-522-0456, and ask for Yahaira Abreu, Ext. 1330 or Ronnie Survilla, ext. 1333.

Addeo, Thomas	Lopez, Pedro
Andujar, Ariston H.	Lorenzo, Ramonita
Ascani, Robert M.	Lupo, Francesca
Bacchus, Nazleene	Mangan, Joan
Bell, Maryann	Masten, Richard L.
Bentancor, Raul	Mcardle, Robert
Bert, Nereida	McCaullough, James
Blom, John T.	McNeil, Yvonne
Brenneck, Francis	Meador, Larrie J.
Brown, Charles C.	Merz, Richard
Carmody, Martin	Mifsud, Joseph
Cernera, Sal	Miller, Marcia
Cioffalo, Leonora	Miller, Richard M.
Conroy, Thomas	Morales, Leon C.
Cruz, Miguel A.	Moran, Thomas E.
Cuozzo, Richard	Morris, James R.
Distefano, Catherine	Parker, Willie O.
Ehgartner, Ruth E.	Pellicano, Rosalie
Fithian, Sharon	Pepitone, Joseph J.
Fraumeni, Lisa	Peura, James M.
Gabeau, David	Pierce, David E.
Gargan, Joseph L.	Pietzak, Richard
Gargano, Rita	Rebori, Thomas W.
Gaynor Jr. Kenneth D.	Schiavo, Richard
Gazzanigo, Mike	Shand, Barrington F.
Gonzalez, Angel Luis	Sia, Andrew
Grant, Chadwick	Sillman, Dalia
Grottano, Leonard	Solimando, Robert
Grzywacz, Stanley R.	Strebel, Eugene
Hains, Margaret	Swiderski, Roman J.
Henry, Luther	Tedesco, Steven
Herzog, Harold	Tepozteco, Jose
Hopson, Kim	Velazquez, Daniel
Hoyvik, Rosemary	Ventura, Pedro
Jackson, Rita	Villacampa, Jose V.
Jackson-Fenton, Bevin B.	Visconti, Joseph
Jacobs, Lloyd	Volmar, Norberta
Jenkins, Gary A.	Williams, Douglas
Kelly, Thomas C.	Williams, Ernest
Kifle, Dehab Z.	Wisniewski, Victoria M.
King, Carolyn P.	Woodstock, Clyde W.
Labozzetta, Patrick	Woodward, Patricia A.
Lehecka, George	Yahmadi, Hakiem A.
Liranzo, Jose H.	

## GENERAL MEMBERSHIP MEETINGS



Wednesday, June 14, 2017  
Wednesday, September 13, 2017  
Wednesday, December 13, 2017

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

UFCW LOCAL 1500, FRANK MEEHAN HALL  
425 MERRICK AVENUE, WESTBURY, NY 11590

**Prizes Will Be Awarded!**

# BLOOD DRIVE



**MARCH 28, 2017**  
**2 - 8PM**

**UNION HALL - 425 MERRICK AVE. WESTBURY, NY**

RSVP NECESSARY: 516.214.1305

INFO@UFCW1500.ORG



**Anthony G. Speelman said it:**

Our awesome Local 1500 members in Washington DC standing up for Women's rights! #1U #WomensMarch

**Follow your President on Twitter @Aspeel1500**

Here are stats on #RightToWork. Proving it is actually #WorkForLess.

<http://ow.ly/wm9E308zuNp>

**Follow your Union on Twitter @UFCW1500**



@UFCW1500



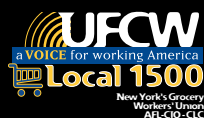
@UFCW1500



@UFCW1500



**Any suggestions or comments for the Register?**  
**Send us your feedback to**  
**[Nallen@ufcw1500.org](mailto:Nallen@ufcw1500.org)**



## FRANK MEEHAN HALL OFFICE HOURS & PHONE

**516-214-1300 • 800-522-0456**

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

**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, followed by the 4 digit extension number of the person with whom you wish to leave a message. Voice mail can only be accessed from a touch tone phone. You may also email the union at [info@ufcw1500.org](mailto:info@ufcw1500.org) for any questions or concerns you may have.

### DUES REFUND

Ejay Martin, Ext. 1328

### WITHDRAWAL CARDS

Rosanne Wynne-Torres, Ext. 1332

### PENSION

Yahaira Abreu, Ext. 1330

Ronnie Survilla, Ext. 1333

### MEDICAL-DISABILITY-VISION

Tara LeRose, 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 Wendy Flores

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

### EXECUTIVES

1305 President's Office

1306 Secretary-Treasurer's Office

1303 Nelson, Rhonda – Recorder

1304 Waddy, Joe – Assistant to the President

1318 Quiñones, Theresa – Vice President/Field Director

1322 Waddy, Aly – Director of Organizing

1369 Santarpia, Paul – Vice President/Field Director

### UNION REPRESENTATIVES

1353 Ecker, Robert\*

1311 Aponte, Teresa

1343 Mausser, Jeff

1356 Pasquale, Greg

1340 Scorzelli, Jay

1339 Shiels, Lynn

1371 Solivan, Vilmarie

1317 Vargas, Anselmo

1360 Waldron, Paul

1357 Woods, John

\*Administrative Field Coordinator

### MEMBERSHIP SERVICING REPRESENTATIVE

1358 Mauleon, Rafael

1371 Giglio, Stephen

### ORGANIZING & POLITICAL

1362 Sexton, Brendan – Political Coordinator

1315 Farrands, Bruce

1345 Organizing Hotline

1361 Hernandez, Rafael

1355 Political Hotline

1341 Hunt, Matthew

### MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator



**BLOOD DRIVE: 3/28 @FRANK MEEHAN HALL 2PM-8PM**

