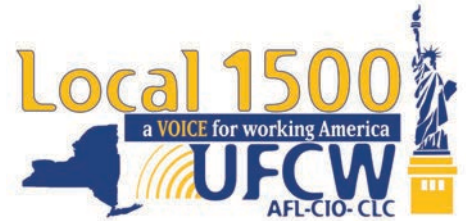


# THE Advocate



THE OFFICIAL PUBLICATION OF UFCW LOCAL 1500 • SPRING 2023 • VOL. 57 • NO. 1



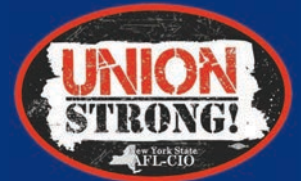
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THE PRESIDENT'S PERSPECTIVE  
**Rob Newell, President**  
**International Vice President**



## THE BUILDING BLOCKS OF OUR LABOR MOVEMENT IS INCLUSION

Recently our Union has had several significant successful organizing victories that were spread across a few different industries. In no particular order we have successfully organized: 1. Petee's Pies which is a small, family owned/operated pie production and retail sales company in Manhattan (we are currently working on their 2nd location in Brooklyn as I type this), 2. Four Gourmet Garage stores in Manhattan (owned by Village Supermarkets), 3. Square Roots Urban Growers, which is an urban vertical farm located in Brooklyn, 4. Blank Street Coffee, which is a chain of more than 40 coffee shops and carts located throughout Brooklyn and Manhattan (as well as other locations outside of NYC). With the Blank Street Coffee campaign, we have successfully organized 3 of their "neighborhoods" (groups of stores) so far, with elections for 2 more neighborhoods pending. In addition, our Organizing team has active campaigns at multiple other employers in some of the same industries as the employers listed above.

Over the years Local 1500 has always worked hard to organize workers, especially throughout New York City. Although we had our share of successes along the way, we never had a period of consistent victories like we've had recently. Everyone has probably seen multiple reports or articles highlighting a recent rash of strong worker support for Unions across the country. Although I am sure that has contributed a bit, I think it's more than that when it comes to 1500. I think over the past few years our Union has taken on a posture of listening more and talking less. I think the level of diversity and inclusion represented in your current Union staff has opened doors and invited conversations that we would've missed before. I think our Union's ability to remain objective and flexible to new ideas as opposed to our previous history of rigidity has helped us find successful solutions to scenarios that would've been a significant challenge before. I believe Local 1500 is set up better now than it has ever been to both represent our current members very well while organizing new members in multiple industries across our jurisdiction.

If you look at our 15,000+ current members individually, you will find hundreds of differences among them. We represent members who range in age from 16 – 90+. We represent members who have come to America from hundreds of countries around the world, and whose families came here in pursuit of a better life. We represent members who come from wealth, as well as those that work multiple jobs to make ends meet just to support themselves and their families. We represent members of all colors, creeds, sexual orientation, gender identity, political affiliation & education levels. We represent members who believe in many different gods and some that don't believe in any. We represent members that have committed crimes, served their time, and successfully matriculated back into the workforce. Simply put, we represent every worker that wants to be represented, regardless of who they are, where they came from, or what they believe.

If we tried to appease the many personal opinions or beliefs inside our group, it would easily lead to disruption, disagreement, and fracture. But when running a Union, we need to keep our focus on the things that bind us all together. This practice allows us to harness the power of all our members and helps us create safer workplaces, negotiate better contracts, and successfully organize new members. As the President of our Union, I can tell you that finding the right solution isn't always the easiest thing to do. Human nature causes people to focus more on what matters to them most, as opposed to what could benefit others more. As a part of the leadership team of our Union that is not a luxury we have. Every decision made to support or not

support something (or someone), can or will impact our members and therefore must be made with consideration for what is best for our present and future members. Some positions we take, some politicians we endorse, or legislation we support occasionally rubs some of our members the wrong way, and I fully understand that. However, it's never about what you or I personally think, or how this makes us feel, it's about how it impacts our members and their families' livelihoods.

Today's workforce is quite different than those from years past. Mind you I said different, not better, or worse. I think change is something that scares most people more than they would like to admit. Too many people point out something different the moment they see or hear it, then tear it down so it sounds like it has less value than what they believe. When you are part of a team running a Union you cannot have a kneejerk reaction to most things. For example, I recently joined the ranks of the middle aged, which typically means I am too old to understand the opinions of young workers while too young to understand the opinions of our older ones. Thankfully 30+ years working for our Union have taught me to listen thoroughly to the other side of every conversation (notice I didn't say argument) and try to find value in what is being presented, while remaining focused on whether it makes sense for, or benefits, our membership, as a whole, in the long term.

I thought it was important to write this article to try and offer a better explanation for some of the things Local 1500 does or doesn't do. No matter what, this Union represents its membership, which is made up of every kind of people, without exception, and must make its decisions based on that. We do not discriminate, shy away from, or gravitate towards any specific group of people when organizing. So why wouldn't we make our leadership decisions with that same intent. One of the building blocks of our labor movement is inclusion, and 1500 proudly represents that belief. The only thing you need to belong to this Union is your membership card. That membership card takes the thousands of differences among our members and blends them all together to create power and commonality. Joining a Union creates an opportunity for someone with no voice to scream, for people with nothing in common to connect, and for people who see the world through completely different lenses to fight side by side for a common goal. There is strength in numbers and belonging to a Union provides those numbers.

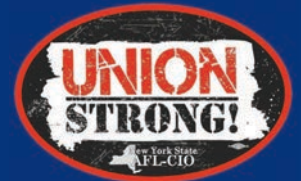
In conclusion, I ask that you please welcome our newest members to our Local 1500 family. Whether they be from one of our recent organizing wins or are a new hire in your department, you should welcome them. Whether they speak the same language or not, you should welcome them. Whether they love or identify the same way you do, you should welcome them. Whether they believe the same things that you believe in or not, you should welcome them. Every member of this Union is vital to its success and our Union's success can benefit every member. It is impossible for a Union to be representative of every individual opinion or belief of its membership, but it can still represent every member. The goals of this Union are to include everyone, ensure safe workplaces, negotiate, and enforce the best contracts across all industries, keep your elected officials respectful to your needs, protect the market share of your employers, and to make sure that everyone who wants to join a Union has that opportunity. Those are all goals that we believe keep your united voice heard and allow you to celebrate your differences and individuality without fracturing our Unity! **#MyUnionHasValue**





## LA PERSPECTIVA DEL PRESIDENTE

**Rob Newell, Presidente  
Vice Presidente Internacional**



# LA BASE DE NUESTRO MOVIMIENTO LABORAL ES LA INCLUSIÓN

Recientemente, nuestra Unión ha tenido varias victorias organizativas exitosas significativas que se extendieron a través de algunas industrias diferentes. Sin ningún orden en particular hemos organizado con éxito: 1. Petee's Pies, que es una pequeña empresa familiar de producción / venta minorista de pasteles en Manhattan (actualmente estamos trabajando en su segunda ubicación en Brooklyn mientras escribo esto), 2. Cuatro (4) tiendas Gourmet Garage en Manhattan (propiedad de Village Supermarkets), 3. Square Roots Urban Growers, que es una granja vertical urbana ubicada en Brooklyn, 4. Blank Street Coffee, que es una cadena de más de 40 cafeterías y carritos ubicados en Brooklyn y Manhattan (así como en otros lugares fuera de Nueva York). Con la campaña Blank Street Coffee, hemos organizado con éxito 3 de sus "barrios" (grupos de tiendas) hasta el momento, con elecciones para 2 barrios más pendientes. Además, nuestro equipo de organización tiene campañas activas en varios otros empleadores en algunas de las mismas industrias que los empleadores mencionados anteriormente.

A lo largo de los años, el Local 1500 siempre ha trabajado arduamente para organizar a los trabajadores, especialmente en toda la ciudad de Nueva York. Aunque tuvimos nuestra parte de éxitos en el camino, nunca tuvimos un período de victorias consistentes como el que hemos tenido recientemente. Es probable que todo el mundo haya visto múltiples informes o artículos que destacan una reciente erupción de fuerte apoyo de los trabajadores a los sindicatos en todo el país. Aunque estoy seguro de que ha contribuido un poco, creo que es más que eso cuando se trata de 1500. Creo que en los últimos años nuestra Unión ha adoptado una postura de escuchar más y hablar menos. Creo que el nivel de diversidad e inclusión representado en su personal actual de la Unión ha abierto puertas e invitó a conversaciones que nos habríamos perdido antes. Creo que la capacidad de nuestra Unión para seguir siendo objetiva y flexible a las nuevas ideas en comparación con nuestra historia anterior de rigidez nos ha ayudado a encontrar soluciones exitosas a escenarios que antes habrían sido un desafío importante. Creo que el Local 1500 está mejor configurado ahora que nunca para representar muy bien a nuestros miembros actuales mientras organiza a nuevos miembros en múltiples industrias en nuestra jurisdicción.

Si miras a nuestros 15,000+ miembros actuales individualmente, encontrarás cientos de diferencias entre ellos. Representamos a miembros que tienen edades comprendidas entre 16 y 90+. Representamos a miembros que han venido a Estados Unidos desde cientos de países de todo el mundo y cuyas familias vinieron aquí en busca de una vida mejor. Representamos a miembros que provienen de la riqueza, así como a aquellos que trabajan en múltiples trabajos para llegar a fin de mes solo para mantenerse a sí mismos y a sus familias. Representamos a miembros de todos los colores, credos, orientación sexual, identidad de género, afiliación política y niveles educativos. Representamos a miembros que creen en muchos dioses diferentes y algunos que no creen en ninguno. Representamos a miembros que han cometido delitos, cumplido su condena y se han matriculado con éxito en la fuerza laboral. En pocas palabras, representamos a todos los trabajadores que quieren ser representados, independientemente de quiénes son, de dónde vienen o en qué creen.

Si tratáramos de apaciguar las muchas opiniones o creencias personales dentro de nuestro grupo, fácilmente conduciría a la interrupción, el desacuerdo y la fractura. Pero cuando dirigimos una Unión, debemos centrarnos en las cosas que nos unen a todos. Esta práctica nos permite aprovechar el poder de todos nuestros miembros y nos ayuda a crear lugares de trabajo más seguros, negociar mejores contratos y organizar con éxito a los nuevos miembros. Como Presidente de nuestra Unión, puedo decirles que encontrar la solución correcta no siempre es lo más fácil de hacer. La naturaleza humana hace que las personas se centren más en lo que más les importa, en lugar de en lo que podría beneficiar más a los demás. Como parte del equipo de liderazgo de nuestra Unión, ese no es un lujo que tenemos. La decisión tomada

de apoyar o no apoyar algo (o alguien), puede o afectará a nuestros miembros y, por lo tanto, debe tomarse teniendo en cuenta lo que es mejor para nuestros miembros presentes y futuros. Algunas posiciones que adoptamos, algunos políticos que respaldamos o la legislación que apoyamos ocasionalmente molestan a algunos de nuestros miembros, y lo entiendo perfectamente. Sin embargo, nunca se trata de lo que usted o yo personalmente pensamos, o cómo esto nos hace sentir, se trata de cómo afecta a nuestros miembros y los medios de vida de sus familias.

La fuerza laboral de hoy es bastante diferente a la de años anteriores. Eso sí, dije diferente, ni mejor, ni peor. Creo que el cambio es algo que asusta a la mayoría de las personas más de lo que les gustaría admitir. Demasiadas personas señalan algo diferente en el momento en que lo ven o escuchan, luego lo derriban para que parezca que tiene menos valor de lo que creen. Cuando eres parte de un equipo que dirige una Unión, no puedes tener una reacción instintiva a la mayoría de las cosas. Por ejemplo, recientemente me uní a las filas de los trabajadores de mediana edad, lo que generalmente significa que soy demasiado viejo para entender las opiniones de los trabajadores jóvenes mientras que soy demasiado joven para entender las opiniones de nuestros mayores. Afortunadamente, 30+ años trabajando para nuestra Unión me han enseñado a escuchar atentamente el otro lado de cada conversación (nótese que no dije argumento) y tratar de encontrar valor en lo que se presenta, mientras me mantengo enfocado en si tiene sentido o beneficia a nuestros miembros, en su conjunto, a largo plazo.

Pensé que era importante escribir este artículo para tratar de ofrecer una mejor explicación de algunas de las cosas que el Local 1500 hace o no hace. Pase lo que pase, esta Unión representa a sus miembros, que están formados por todo tipo de personas, sin excepción, y deben tomar sus decisiones sobre la base de eso. No discriminamos, evitamos ni gravitamos hacia ningún grupo específico de personas cuando nos organizamos. Entonces, ¿por qué no tomaríamos nuestras decisiones de liderazgo con la misma intención? Uno de los bloques de construcción de nuestro movimiento laboral es la inclusión, y 1500 orgullosamente representa esa creencia. Lo único que necesita para pertenecer a esta Unión es su tarjeta de membresía. Esa tarjeta de membresía toma los miles de diferencias entre nuestros miembros y las combina todas para crear poder y puntos en común. Unirse a una Unión crea una oportunidad para que alguien sin voz grite, para que las personas sin nada en común se conecten, y para que las personas que ven el mundo a través de lentes completamente diferentes luchan lado a lado por un objetivo común. Hay fuerza en los números y pertenecer a una Unión proporciona esos números.

En conclusión, les pido que den la bienvenida a nuestros miembros más nuevos a nuestra familia Local 1500. Ya sea que sean de una de nuestras recientes victorias organizativas o que sean nuevos empleados en su departamento, debe darles la bienvenida. Ya sea que hablen el mismo idioma o no, debes darles la bienvenida. Ya sea que amen o se identifiquen de la misma manera que tú, debes darles la bienvenida. Ya sea que crean las mismas cosas en las que tú crees o no, debes darles la bienvenida. Cada miembro de esta Unión es vital para su éxito y el éxito de nuestra Unión puede beneficiar a todos los miembros. Es imposible que una Unión sea representativa de cada opinión individual o creencia de sus miembros, pero aun así puede representar a cada miembro. Los objetivos de esta Unión son incluir a todos, garantizar lugares de trabajo seguros, negociar y hacer cumplir los mejores contratos en todas las industrias, mantener a sus funcionarios electos respetuosos con sus necesidades, proteger la cuota de mercado de nuestros empleadores y asegurarse de que todos los que quieren unirse a un sindicato tengan esa oportunidad. ¡Eso son todos los objetivos que creemos que mantienen su voz unida escuchada y les permiten celebrar sus diferencias e individualidad sin fracturar nuestra Unidad!

**# MiUniónTieneValor**





JUST FOR THE RECORD  
**Aly Y. Waddy, Secretary-Treasurer**

## NO PINKY PROMISES, LET'S MAKE IT OFFICIAL

Here is a question we have come across recently: Now that my non-union company is matching the Union's starting salary, why should I join the Union?

Why should you join the union? According to a statement by the Department of Labor "Labor unions improve wages and working conditions for all workers, whether they are union members or not. Unions help reduce wage gaps for women workers and workers of color. Union members have better job safety protections and better paid leave than non-union workers and are more secure exercising their rights in the workplace."

With the recent increase in activity in organizing drives across all industries, companies are feeling the pressure to adapt to the demands for higher standards from their employees. When faced with this pressure, it seems that employers are more likely to increase wages and benefits before opening their doors to unions. So as much as it may appear that more non-union companies are turning over a new leaf, the truth is that workers are rising-up and realizing that words are nice, but they can also be temporary. Without the protections of a signed union contract all you have are promises which may or may not be fulfilled depending on what decisions your company makes.

There are three things you can absolutely count on: 1. Death; 2. Taxes; and 3. The protections you receive from your union contract. We have said it before, and this message will never change. Your employer may have the best intentions and want or do their best for you. There are a lot of good, responsible, and generous employers out there, but when the bigger fish comes into the picture, good things may change and very quickly.

What if your company sells or is taken over by another company? Do they have to honor your benefits and/or salary? What if your manager moves on or loses their job? Will things stay the same? What if your company decides to change your position, salary, benefits, or anything related to your job? Without a union contract anything can happen, and anything can change without notice and at the whim of your employer. In today's work environment, workers have become a hot commodity and their wages are higher. These changes have been attributed to the residual impacts of the pandemic. But I believe it has more to do with a more level playing field caused by workers organizing. After all, when union density declines, so do workers' wages and, inversely, the same is true and in this case when union density increases, wages rise, and benefits improve.

We have seen it happen recently during multiple organizing drives. Employers may feel if they sweeten their employees' wages or benefits, that they may be able to stave off a budding unionization movement at their company. And that may have been true in

the past, but we are seeing just the opposite occur in today's environment. Workers are smart, and they can tell what is going on. They know that the only reason they are getting raises and better benefits all of a sudden is because other workers at their company, or facility have chosen to organize and join Local 1500. We'll happily take the blame for that and of course we want that for them. However, as I stated before, and have also heard from workers, they know their recent gains are not guaranteed and can be taken away just as quickly as they were implemented, and without the protection of an enforceable union contract.

As the years go by, we have seen workers become savvier, and even more determined to make sure their rights are not being violated in any way. In my opinion, this is one of the cornerstones to the success of workers banding together and unionizing across the country. You cannot tell workers what you think they want to hear, or worse yet, what you think is best for them. They know, and they are working toward making positive changes in their lives, especially with their jobs. Workers want enforcement and accountability. They want to know that if their employer steps out of line that there can and will be repercussions. They want transparency and a work environment that fosters their happiness at work and their success. You ain't pulling the wool over the eyes of today's work force. Not gonna happen.

I fully respect that and cannot come to you with a clearer message than this: If your employer suddenly offers you something they didn't before, or randomly gives you an increase in wages or benefits, first, take it of course. Then ask them if they are prepared to guarantee everything you have gotten and will get in the future – in writing. And ask them if they will guarantee that they will not reduce your hours or let you go for "unforeseen circumstances" or "budget cuts" or "slow business" or any 'reasonably sounding' term like that, or for absolutely no reason at all – in writing. And ask them if they are willing to treat everyone fairly and equally – and put that in writing. And after you have asked them all of your necessary questions, then ask them the doozie question: Ask them if they are willing to sign that document and of course give you a copy of it.

If the answer is "no" to any of your questions, then you absolutely know why you should join the Union. I'd like to take this opportunity to welcome our newest members from Petee's Pie Company and Blank Street Coffee, and to all of the workers over the past few months that have chosen to join our Local 1500 family, such as the workers at Foragers Market and Square Roots Growers urban farm. In all of these cases, workers stuck together and took the important step toward guaranteeing a future where their employer and Local 1500 will work together to ensure the best possible work environment for them.

**Thank you for giving us the opportunity to represent you.**





On both Tuesday, February 14th 2023, and Tuesday, March 6th, 2023, the NLRB election count for three neighborhoods of Blank Street Coffee were conducted. Participants voted overwhelmingly to join UFCW Local 1500! The three different units consisted of 34 workers from Brooklyn, 24 workers from Central Brooklyn, and 30 from Chelsea/West Village. Workers at Blank Street Coffee joined for better wages and benefits that are accompanied with a union contract.

These workers, who are employed as Baristas, Service Pros, and Shift Leads (Baristas), joined our union family because they were concerned about safety issues, maintenance issues, scheduling, lack of PTO, lack of scheduled raises, and the lack of a fair grievance process.

"I wanted to organize because I want the legal protection and support that a union provides. This win means that I am not alone. This win means having a voice. It means transparency between workers and our employers and a newfound sense of job security," said Lucie Mead a Barista at Blank Street Coffee.

Congratulations to the newest members of UFCW Local 1500! We are happy to welcome you to our union family and will continue working hard to ensure you all are protected in all facets of your employment.

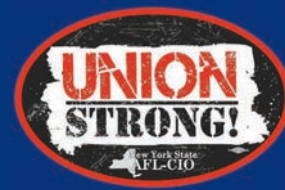


## UNITED WE STAND





**Joseph Waddy, Executive Vice President/Recorder**



## DON'T BE A FOUL-WEATHER FRIEND

We have all known someone who only comes around when things are going good, or always there during happier times. And when life gets difficult or you need a shoulder to lean on, they cannot be found. We call those folks fair-weather friends, right? They don't stick around when times get tough.

In my experience here at Local 1500, we have also seen the opposite happen far too often. What is the opposite of a fair-weather friend you ask? Although on the surface it would seem that this would be a better situation, it is not the best of circumstances either. A foul-weather friend can be someone who only shows up when the situation is critical, or dire. But you never see them in the good times. How is that a bad thing? Thank you for asking...

When we have difficult news to deliver, or for example when contract talks have broken down and it's time to update the membership about how bad negotiations are going, we have historically gotten our biggest turnouts at meetings. That is a very good thing. People want to hear what's going on and how it will potentially impact them. People want to know how close we could be to going out on strike and they definitely show up in droves for a strike authorization vote. And from my perspective, I love to see large numbers of members getting together and sticking together. I love to see the same interest in many people that are fighting alongside each other for the best contract they can get. The loudest message we can send to your employers is one of a collective, determined group of employees that want to see change and want it now. That is how you move mountains. It's true that your Union is stronger in numbers but is only as strong as its weakest link.

That last sentence is what concerns me. When things are apparently going well, we see attendance, and/or involvement dwindle, and that should not be the case. There are many, somewhat smaller battles that our membership faces on a daily basis, and we need just as much support for them as the we do the big problems. However, it seems if something is not a - directly related to them, DEFCON 2 - level situation, then folks are just not as willing to get involved.

What can we do to change this fact? Because the truth of the matter is that our Union business never really dies down. There is always something happening, or brewing someplace, where we can use membership involvement to see through to the best possible outcome there. What I am saying is that we need the same level of involvement or commitment on a more regular basis as if we were taking a strike vote at your particular company and you needed to be there to make sure you were a part of it. But just because we need your involvement, doesn't mean it is always for a negative or problematic event.

We attend many events that are necessary, or even fun, where your participation would help us see it through to the best possible outcome. Take our blood drives, for example. With the size and scope of our membership, it should not be as difficult as it is to get our membership, your family, or your friends to sign up and come through to donate a pint of blood. It's actually a critical situation in New York, and your involvement would literally save lives. Talk about strength in numbers, right?

Every year we hold several fundraising events, of which the proceeds go to a number of charities that are important to our members. From bowling nights, to comedy shows, to hockey ticket raffles, to baseball games, to fishing trips, and I can go on and on but, we hold fundraisers and seek

to get our membership involved with them. Every one of these events are critically important to raise awareness, and especially money to help people who are in need. And in many cases, people you know or are related to can use the very help from you that we are seeking. The next time your Representative contacts you or posts a notice about a fundraiser, or you see it on our social media, I want you to get involved.

The annual New York City Central Labor Council Labor Day parade is a gigantic event that shuts down a large portion of the City so that we can all march together and show our Union pride and strength. It really is a fun event. We always want to show the thousands of people lining the streets Local 1500's presence, and you might even be able to ride on our float (if the kids will let you!). Please consider joining us this year. It's on Saturday September 9th.

We have had several successful organizing drives over the past two years, and huge kudos to our organizing team, but if you want your Union to grow and become even more dynamic, strong, and effective, we need your participation. I know that you know of someone whose work situation could use a serious makeover. You do not live in a bubble or with blinders on, so think about it for a second and then talk to them and then talk to us. I know this is not the easiest conversation to have and not every lead turns into a campaign or a victorious one for that matter. But if you don't try, then they might not try, and their job experience will never get the renovation it needs. If you know someone that could really benefit by unionizing their job, don't just listen to them complain, I want you to help them.

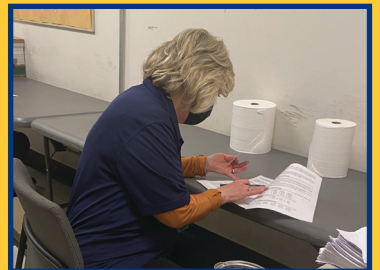
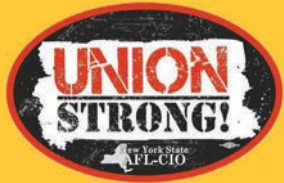
We hold quarterly General Membership Meetings, where we give our members a state-of-the-Union address, which covers most if not all of the things that are happening with your Union and neighboring Unions and industries. This is important information that affects your job. As I just stated, these meetings only happen four times each year. They are planned out so far in advance that it is easy, really, really easy to put them in your calendar and show up. Just look at the back cover of this newsletter to see the dates of the upcoming meetings.

We often attend city or town planning meetings or hearings where we need to show up in force to either support a project that benefits our members or stand up against a project that is aimed to potentially hurt our membership. If a non-union competitor was looking to build or open a location right down the street from your job or home and it would negatively impact your life, wouldn't you want to have a say about it? Well guess what, you do. You can attend one of these meetings with us and let your opinions be heard.

How do you get involved? Reach into your wallet and pull out your representative's business card. Or go to the bulletin board in your worksite and write down or scan the information on how to contact us. Or, again, when you get to the end of this issue of the Advocate, you will see our contact information on the back page. Call or email us and see what upcoming events are in your area that you can help us out with.

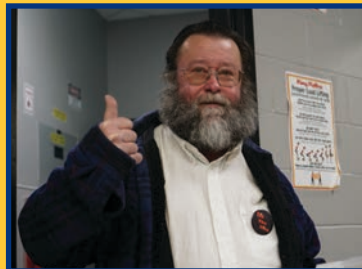
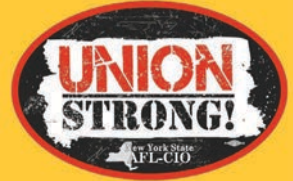
Not everything we do is an emergency or as profound as a strike vote, however, just about everything we do is important and needs to have as much member support as possible. As such, the same level of priority should be given to each one of our events. Don't just get together when things are really bad. **Let's get together every time we call on you, and I guarantee you we can move any mountain that stands in our way.**



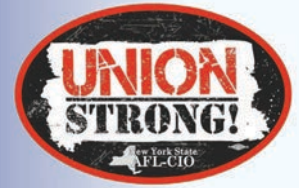




# TIFICATION VOTE

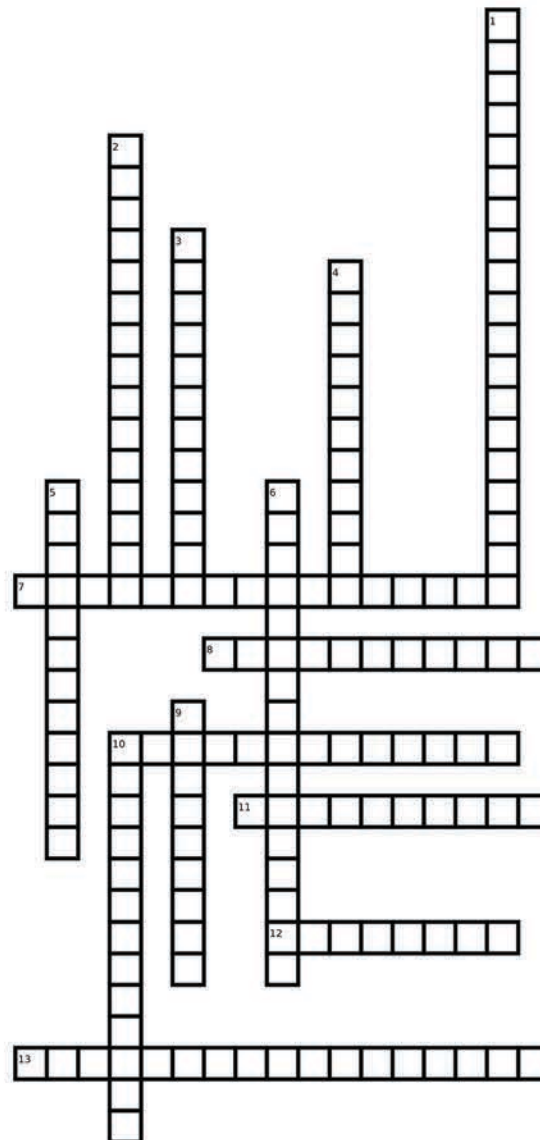


# WOMEN'S HISTORY MONTH CROSSWORD PUZZLE



## Crossword Puzzle Word Bank

Dolores Huerta  
Mary Harris Jones  
Lucy Parsons  
Rose Schneiderman  
Emma Tenayuca  
Clara Lemlich  
Mary Kenney O'Sullivan



## Crossword Puzzle Word Bank

Maida Springer-Kemp  
Crystal Lee Sutton  
Ai-Jen Poo  
Annie T. Diggs  
Ella Baker  
Addie Wyatt  
Dorothy Bolden

### Down:

1. a labor union leader who helped found the Women's Trade Union League, which advocated for better working conditions for women workers
2. a prominent labor and community organizer in the late 19th and early 20th centuries also known as "Mother"
3. a labor organizer who led the 1938 San Antonio pecan shellers' strike, one of the most significant labor actions in Texas history
4. a suffragist and labor union leader who helped establish the Women's National Indian Association and fought for better working conditions for women and Native American workers
5. a garment worker and union organizer who led the 1909 Uprising of the 20,000, one of the largest strikes by women workers in U.S. history.
6. a labor union leader and women's rights advocate who helped pass the New York State Labor Law in 1910.
10. a civil rights activist and labor leader who founded the National Domestic Workers Union in 1968 to advocate for domestic workers' rights

### Across:

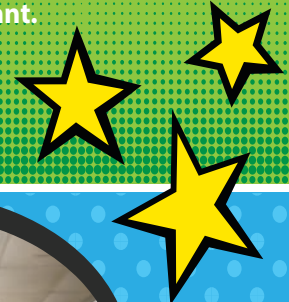
7. a union organizer and textile worker who inspired the film "Norma Rae" and played a key role in the unionization of J.P. Stevens textile plants
8. an anarchist labor organizer and journalist who played a key role in the labor movement of the late 19th century
10. co-founder of the United Farm Workers and advocate for farm workers' rights and immigrant rights
11. a labor leader and civil rights activist who helped found the Coalition of Labor Union Women and was the first African American woman elected as international vice president of a major labor union, the Amalgamated Meat Cutters and Butcher Workmen
12. a labor organizer and founder of the National Domestic Workers Alliance, which advocates for domestic workers' rights and dignity
13. a labor organizer who worked with the International Ladies' Garment Workers' Union and the United Nations





"I think it's very important to have a diverse union because we have a diverse people here, membership. You have people from all walks of life, all different countries, so that's very important."

- DENISE BOWMAN WASHINGTON



"We live in a diverse city. You know New York is a melting pot. We have all different kinds of cultures, and all different kinds of people, so you know it's only important that the union has diversity to represent everyone for every race and creed of every nationality. So, I believe it's very important to have a diverse union."

- ANGEL RODRIGUEZ



"I would definitely say that the union has helped me connect with my team members during the time with the company. Working at a job like this you really get to meet a whole bunch of different people from different backgrounds and ages, and you really connect with people that you never thought you would before."

- BREANNA REYNOLDS

"I believe Union diversity is very important to connect with the membership. We have so many members from different walks of life that may need to communicate in their first language. Having representation that can communicate in that way makes us feel comfortable and like family".

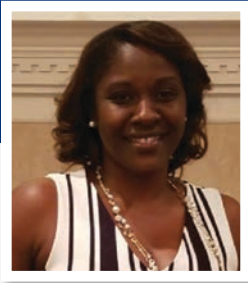
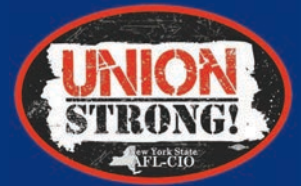
- ANGELA ORTADO



"The more diversity in the union makes us Stronger and inclusive."

-STEPHANIE CHUM





Fallon Ager, Director of Region 1 – Northeastern

## HELP MAKE OUR UNION BETTER AND STRONGER IN 2023

Last year, Local 1500 welcomed more members to our union family, including the hard-working men and women at Petee's Pie Company and Square Roots, and I congratulate all of you for helping to grow our union family. This year, I am encouraging members of Local 1500 to build on last year's success of welcoming workers from a variety of industries who joined our union family for a better life, and to continue spreading the word about the value of being a member of the UFCW.

In 2022, our union celebrated a few first ever organizing wins, including bookstore workers at Politics and Prose in Washington, D.C. and Half Price Books in Kentucky, Indiana, Illinois and Minnesota, which is part of the national Half Price Books Workers United campaign. Cannabis workers in Ohio, Michigan and Missouri made history by being the first cannabis workers in their respective states to unionize, and REI workers in New York City and Berkeley Calif., made history by becoming the first and second REI stores to unionize as part of the UFCW's national REI campaign. We also organized more workers outside of our traditional industries, including transportation workers in Maryland, nonprofit workers in Massachusetts, and animal welfare workers in Delaware.

One of the most effective ways to grow our union is by spreading the word about the benefits of being a union member ([ufcw.org/better](http://ufcw.org/better)). With that in mind, I encourage you to continue reaching out to friends, neighbors and community members to let them know that union members are more likely to have jobs that provide better wages and benefits. The strong benefits union members can count on include affordable health care, paid sick leave and vacation time, fair scheduling, overtime protection and retirement security.

I know that many of you are involved with organizations outside of work. Community allies have always played a vital role in the UFCW's ability to organize more workers and negotiate better contracts. To that end, I urge you to reach out to us and let us know about the organizations you work with and if you believe they could be potential allies for our union.

Thank you for all that you have done and continue to do to make Local 1500 and our entire union better and stronger. Together, we can strengthen our union family and build a better future for workers in our communities.



## UFCW LOCAL 1500 PENSION PLAN

The Trustees of the UFCW Local 1500 Pension Plan (“Plan”) want to remind all participants of their right to request that the Plan provide information regarding their benefits earned. All participants who wish to receive information on their pension benefits, including whether or not they are vested for a benefit, their estimated pension benefit amount and when they may be eligible to receive their benefit, should contact the Pension Plan Office at [pension@ufcw1500.org](mailto:pension@ufcw1500.org). You will receive a written statement advising you of your benefit at the time of the inquiry.

The Trustees of the Plan also wish to advise you that the Social Security Administration (“SSA”) may send a correspondence to an individual when they are nearing or applying for Social Security benefits. Generally, the correspondence advises that the individual may have a benefit with the retirement plan SSA has in its records. The purpose of the SSA letter is to have the individual contact the retirement plan noted in the letter to determine if they have a benefit and the specifics pertaining to their retirement benefit, i.e., date benefit is available and estimated benefit amount, etc. If you receive a letter from SSA and have any questions about your benefit under the Pension Plan, contact the Plan Office at the email address above. The Plan will respond to your email in writing. You may also call the Plan at (516) 214-1330 or (516) 214- 1333 and speak with Terri Gorman or Monique Suarez.

Please note that the receipt of a letter from SSA is not a guarantee of benefits from the Plan. Eligibility for benefits under the Plan is determined solely by your work history with a Contributing Employer and in accordance with the Plan document.

Your Union officials have worked hard to ensure you are provided with retirement benefits and they want you to begin to receive them as soon as you are able under the terms of the Plan.



## UFCW LOCAL 1500 WELFARE FUND

The Trustees of the UFCW Local 1500 Welfare Fund (“Fund”) want to remind all participants of the Full-Time, Special Part-Time and Part-Time ACA Plans of the availability of the Livongo program for diabetic management. Livongo, a division of TeleDoc Health, is available to those individuals who Livongo has determined qualify for the program. Once Livongo determines that a person qualifies, Livongo will reach out to the individual to enroll. Livongo participation is voluntary.

Livongo provides a multitude of services aimed at managing your diabetes. Some of the services available through the Livongo diabetes management program include, but are not limited to, providing glucose monitors and test strips delivered to your door, coaches to assist with making healthy food choices and developing exercise routines and the monitoring of reported glucose levels to avoid medical episodes due to increasing or decreasing blood glucose levels.

One of the goals of Livongo’s services is the reduction a person’s A1c and the maintenance of a healthy A1c level. A1c levels within recommended range can significantly reduce diabetes related complications such as kidney disease, eye disease, nerve disease and cardiovascular disease. I think we can all agree that reducing such complications allows for the individual to have a more full, healthy and fun life.

Sadly, Livongo advises that only about 20-22% of the participants contacted to enroll in the program do so. Your Union Officials and the Trustees understand the hesitancy to enroll. But, enrolling in Livongo can help you monitor your diabetes and it could even possibly improve your A1c numbers. Seems like a winning situation for all concerned.

If you were a person who was contacted by Livongo but did not enroll at that time, reach out to them now and enroll. The nice weather is coming which will make it a bit easier to get out and exercise and eat well. But, the nice weather is a two edge sword as the celebrations and BBQs many times also bring temptation. Enrolling in Livongo provides access to coaches who can help you manage all the temptations the summer months bring.

The Trustees of the Welfare Fund retained Livongo to assist you in managing a condition that is running rampant all across the United States.....a condition that could cause major life threatening complications. Take advantage of what the program offers. It’s never too late to take charge of your health.

# 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.

Aldana, Fernando	Lynch, Edwin
Barnes, Glenn	MacDonald, John
Bugallo, Evelyn	Manuella, Lorraine
Cangiano, Frank	Martucci, Joseph
Coyle, William D	Mauer, William
Curry, Arthur	McDonnell, John
Curtis, Larry	Migliano, Dorothy
Fasano, Emily	Muskus, Georgine M.
Flynn, Dennis	Nocella, Bernard
Ford Graham, Emma	Orlandino, Barbara
Garcia, Francisco	Pitta, Joseph
Graziano, Katherine	Purcell, Arlene
Grimes, Ernest	SiFuentes, Isidoro Z.
Harris, James E.	Simek, Thomas
Hoeldobler, Janet	Skeoch, John
Jacobson, Julius C.	Smith, Jeanne
Jawando, Babatunde	Thomas, Debra
Kibler, Joseph V.	Tropeano, John
Kudreyko, Joseph P	Umpleby, Douglas R.
LaBarbiera, Carmela	Valenti, Biaggio
Longo, Olindo	Wile, Robert
Low, Caroline	

**VISION SCREENING** www.vscreening.com

**To All Eligible Participants of Local 1500 U.F.C.W.**

Our Vision Centers will provide a Comprehensive Eye Exam and Rx Lenses with **No Out-of-pocket** cost to you, if you stay within the Plan coverage.

Just contact one of the conveniently located optical centers listed on this brochure for an appointment. The center will verify your eligibility at the time of your visit. It's that easy! For a center near you, Visit our web site at [www.vscreening.com](http://www.vscreening.com)

Your eyesight is a precious gift. **Protect it!**

**50 BONUS DOLLARS**

For All Eligible Members

**\$50.00**

Off Second Pair of Eyeglasses  
Minimum Retail Value of Frame \$175.00

**BONUS DOLLARS 50**

- Limit One \$50 coupon per patient
- Not valid with any other offers, sales or packages
- This offer excludes contact lenses

NOT REDEEMABLE FOR CASH. VALID AT PARTICIPATING STORES ONLY.

## NEED A WITHDRAWAL CARD?

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

- Name
- Store Number
- Company
- Last Day Worked

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

**UFCW Local 1500 Attn: Rosanne Wynne-Torres**  
425 Merrick Avenue, Westbury, NY, 11590

## VALUE OF MY UNION

**Legal Reimbursements  
To Members YTD 2023:**

**\$18,185.50**

**Members Assisted By  
Legal Services YTD 2023 :**

**134**

## Prescription Drug Exclusions

**Rx**

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.**

# Bulletin Board

## General Membership Meetings

General Membership Meetings ▶ PLAY ALL  
A recap of our previous General Membership Meetings. Be sure to check out all your union news!



YOU CAN WATCH AN ARCHIVE OF OUR PAST GENERAL MEMBERSHIP MEETINGS ON OUR YOUTUBE CHANNEL. JUST CLICK ON THE GENERAL MEMBERSHIP MEETING PLAYLIST OR SCAN THE QR CODE.



**THE Advocate**

**MEMBER SPOTLIGHT**

**Check out our latest Member Spotlight Video**

**SCAN CODE**

with *Keith Lewis*

## 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 Terri Gorman, 516-214-1330 or Monique Suarez, 516-214-1333.

- |                       |                         |                              |
|-----------------------|-------------------------|------------------------------|
| Alejandro, Emilio     | Grillo, Kenneth J       | Puliafito, Joseph            |
| Allen, CherylAnn      | Grossnickle, Michael A. | Quinn, Suzette J.            |
| Allocca, Christine M. | Hoerst, James           | Ramsaran, Geeta              |
| Arias, Miguel         | Irkinas, Thomas         | Rappoport, Debra T           |
| Balducci, Eleanor L.  | Islam, Jesmeen          | Reese, Andy J.               |
| Barrow, Leciester F.  | Izaguirre, Laura L      | Rhodes, Collette             |
| Bellucci, Vincent J.  | Jikaria, Ramesh         | Rinaldi, Philip              |
| Benzaia, John J.      | Jones, Gerald N         | Rivera, Rudy                 |
| Bibeau, Gary R        | Kanjirakattu, Benny     | Roberson, Norman W.          |
| Birinci, Maria        | Thomas                  | Rodriguez, Elizabeth         |
| Borice, Linnea        | Kasabian, Sylvia        | Rogers, Maria                |
| Brady, Marian         | Krieger, Karen A        | Rosado, Mario                |
| Brickle, Celeste F.   | Lattera, Katherine      | Rosselli, Marcelle           |
| Brown, Kelly A        | Lee, Mamie K.           | Santiago, Karen              |
| Brown, Sidney R       | Leftwich, Arthur C      | Santucci, Donna L            |
| Bryant, Roselyn       | Leroy, Debra M          | Schneider, Peter J           |
| Caleca, Steve P.      | Levy, Solang            | Sepulveda Maldonado, Raymond |
| Canning, Terry P      | Logiudice, Sebastian    | Serrano, Victor M.           |
| Casteneda, Cesar      | Lyons, Michael          | Sharkey-Westby, Angela       |
| Chin, Joyce           | Maerkle, John D         | Sheppard, Craig W.           |
| Corredor, Iris Y.     | Marchioni, John M       | Smith, Franklin              |
| Cosola, Anthony       | Marck, Daniel A         | Smith, Gregory               |
| Dallo, Michael R.     | Martucciello, Vincent   | Sollecito, John R.           |
| Despradel, Julio A.   | Mazzaferro, Robert A.   | Soroff, David L              |
| Dindyal, Gangadai     | McCabe, Nancy J.        | Spero, Patricia              |
| Dixon, Dorothy        | McCann, Bernice A.      | Striano, Dolores M           |
| Duffy, Susan I        | McCullough-La Lima, Ann | Termini, Maria C.            |
| Dunn, Annette         | McPhillips, Rosemary    | Teves, Peter                 |
| Espana, Rosa          | Migliaccio, Cathy       | Tovar, Cesar D               |
| Estinville, Michel M. | Montanino, Laura        | Turchiano, Joseph T.         |
| Evaniecki, Russell    | Moran, Robert C         | Utzmann, Steven              |
| Evans, Nancy J        | Nielsen, Virginia G.    | Vieira, William E.           |
| Ferraro, Robert       | Obrenski, Walter M      | Walker, Wade H.              |
| Fisher, Robert        | Outar, Basmatie         | Wehner, Joycelyn M.          |
| Gaebel, Sieglinde     | Patel, Sumitra R.       | Weiner, Glen G.              |
| Gallo, Walter         | Phillip, Arthur K.      | Whitson, Brenda L.           |
| Gordon, Kenneth C.    | Pierre Louis, Jean D    | Williamson, Julia M.         |
| Governara Regina      | Porcella, George R.     | Yeung, Kam W                 |
| Grigonis, John B.     |                         |                              |

## GENERAL MEMBERSHIP MEETINGS

Wednesday, June 14, 2023

Wednesday, September 13, 2023

Wednesday, December 13, 2023



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

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

**Prizes Will Be Awarded!**

## 8th Annual UFCW LOCAL 1500

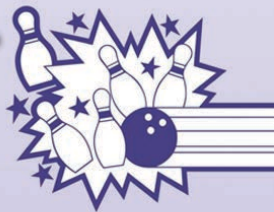
# BOWL-A-THON

In Support of the  
**LOCAL 1500  
CHARITY FUND**  
helping a variety of LOCAL &  
NATIONAL CHARITIES

**\$23**  
PER PERSON  
CASH ONLY

2.5 hours unlimited bowling  
Shoe rental & your donation included  
Reserve your lane by contacting  
Desmond Byfield: 516-214-1362 or  
Greg Pasquale 516-214-1356

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



## RESERVE YOUR SPOT EARLY!

Silent Auction Featuring:

Golf Outings - Gas Generator -  
Restaurants & much more!

CONTACT: DESMOND BYFIELD 516-214-1362  
CONTACT: GREG PASQUALE 516-214-1356  
**CONSIDER BRINGING YOUR OWN TEAM OF 5 OR 6**



## KING KULLEN CONTRACT



We are happy to report that yesterday our members employed at King Kullen ratified their new, 5-year contract! Thank you to the Kullen membership for standing together and especially to the negotiating team that brought this tough one home!



@UFCW1500



@UFCW1500



@UFCW1500

SCAN QR CODE TO WATCH  
YOUTUBE CHANNEL



Any suggestions or comments for the Advocate?

Send us your feedback to  
[INFO@UFCW1500.ORG](mailto:INFO@UFCW1500.ORG)



## FRANK MEEHAN HALL OFFICE HOURS & CONTACT LIST

516-214-1300 • 800-522-0456

General Office Hours, Pension, Welfare, Legal Services & Annuity, Mon – Fri 8am – 5pm.



### EXECUTIVE OFFICERS

1305 Newell, Rob - President  
1305 Waddy, Aly – Secretary-Treasurer  
1303 Waddy, Joseph – Executive Vice President/Recorder  
1304 Santarpia, Paul – Director of Operations  
1351 Wright, Michele – Office Manager  
1305 Andrade, Stefanie - Exec. Assistant to the President

### FIELD DIRECTOR

1356 Pasquale, Greg – [Gpasquale@ufcw1500.org](mailto:Gpasquale@ufcw1500.org)

### ASSISTANT FIELD DIRECTORS

1353 Ecker, Rob – [Recker@ufcw1500.org](mailto:Recker@ufcw1500.org)  
1340 Scorzelli, Jay – [Jscorzelli@ufcw1500.org](mailto:Jscorzelli@ufcw1500.org)

### ASSISTANT OFFICE MANAGER

1329 Ellison-Bates, Arnetta – [Abates@ufcw1500.org](mailto:Abates@ufcw1500.org)

### DUES REFUND

1351 Wright, Michele – [Mwright@ufcw1500.org](mailto:Mwright@ufcw1500.org)

### S.O.L.A.R.

1345 Levitan, Zachariah – [Zlevitan@ufcw1500.org](mailto:Zlevitan@ufcw1500.org)

### UNION REPRESENTATIVES

1334 Brijlall, David – [Davidb@ufcw1500.org](mailto:Davidb@ufcw1500.org)  
1362 Byfield, Desmond – [Dbyfield@ufcw1500.org](mailto:Dbyfield@ufcw1500.org)  
1371 Flores, Vilmarie – [Vflores@ufcw1500.org](mailto:Vflores@ufcw1500.org)  
1317 Guardado, Jeff – [Jguardado@ufcw1500.org](mailto:Jguardado@ufcw1500.org)  
1346 Guardado, Juan – [Juang@ufcw1500.org](mailto:Juang@ufcw1500.org)  
1358 Mauleon, Rafael – [Rmauleon@ufcw1500.org](mailto:Rmauleon@ufcw1500.org)  
1339 Shiels, Lynn – [Lshiels@ufcw1500.org](mailto:Lshiels@ufcw1500.org)  
1349 Walter, Fred Jr. – [Fwalter@ufcw1500.org](mailto:Fwalter@ufcw1500.org)  
1311 Zeiner, Steven – [Szeiner@ufcw1500.org](mailto:Szeiner@ufcw1500.org)

## DIRECT LINE 516-214-1300

### MEMBERSHIP SERVICING REPRESENTATIVES

1343 Cruz, Israel – [Icruz@ufcw1500.org](mailto:Icruz@ufcw1500.org)  
1322 Guelee, Gina – [Gguelee@ufcw1500.org](mailto:Gguelee@ufcw1500.org)  
1350 Kapogiannopoulos, George – [Georgek@ufcw1500.org](mailto:Georgek@ufcw1500.org)  
1360 Lostumbo, Alicia – [Alostumbo@ufcw1500.org](mailto:Alostumbo@ufcw1500.org)

### MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – [Nallen@ufcw1500.org](mailto:Nallen@ufcw1500.org)  
Media & Communications Coordinator  
1372 Thomas, Tarrick – [Tthomas@ufcw1500.org](mailto:Tthomas@ufcw1500.org)

### PENSION FUND

1330 Gorman, Terri – [Tgorman@ufcw1500.org](mailto:Tgorman@ufcw1500.org)  
1333 Suarez, Monique – [Msuares@ufcw1500.org](mailto:Msuares@ufcw1500.org)

### ANNUITY FUND

1314 Mcglone, Christine – [Cmcglone@ufcw1500.org](mailto:Cmcglone@ufcw1500.org)

### MEDICAL - VISION - DENTAL - FORMS

1336 Merlos, Carla – [Cmerlos@ufcw1500.org](mailto:Cmerlos@ufcw1500.org)  
1337 Sefcik, Michelle – [Msefcik@ufcw1500.org](mailto:Msefcik@ufcw1500.org)

### WITHDRAWAL CARDS

1328 Musco, Sara – [Smusco@ufcw1500.org](mailto:Smusco@ufcw1500.org)

### WELFARE FUND BENEFITS

Associated Administrators, LLC 855-266-1500

### LEGAL SERVICE FUND

1310 Punzo, Wendy – [Wpunzo@ufcw1500.org](mailto:Wpunzo@ufcw1500.org)

### SCHOLARSHIP FUND

1310 Punzo, Wendy – [Wpunzo@ufcw1500.org](mailto:Wpunzo@ufcw1500.org)

CHECK US OUT  
[@UFCW1500.org](https://www.ufcw1500.org)

# MY UNION HAS VALUE

EMAIL US AT  
[INFO@UFCW1500.org](mailto:INFO@UFCW1500.org)