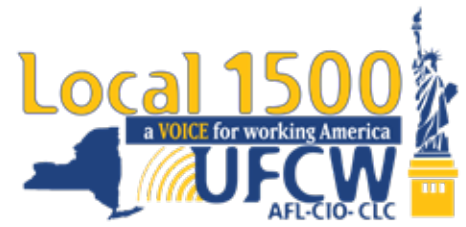


# THE Advocate



THE OFFICIAL PUBLICATION OF UFCW LOCAL 1500 • SPRING 2024 • VOL. 58 • NO. 1



**STANDING UP  
TO BINGO**  
Pages 8 & 9



**OUR MEMBERS AT WORK**  
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**HOLIDAY FARMS PAGE 11**





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



## COMMUNICATION IS KEY

The last time I sat down to write my article many of us were readying ourselves for the Holiday's and end of year sprint to the finish. I, like many of you, was scrambling a little trying to figure out how to get everything I needed to do done right and on time. Thanks to great support from my personal and union families everything that was outstanding was finished 100% and we enjoyed a successful close to 2023, both personally and professionally. The final quarter of the year was also a big success in the US investment markets as well. That huge run of positive market performance from November 1st – December 31st was just what our Pension, Welfare, and Annuity Funds needed.

After spending the year worrying about and preparing for the impact of another poor investment year on our funds, the final 2 months of market performance gave us a dream finish for 2023. After ten months that would best be described as uncertain, our Pension Fund finished 2023 with an investment return of just over +11.6%. As a reminder our Fund suffered a -10.5% loss in 2022, after three strong consecutive years of investment gains from 2019-2021 where the fund recorded investment returns of +16.66%, +10.33% and +12.17%. As great as those 4/5 years may appear, the reality is that the negative impact of the 2022 investment year should actually read as -17.75%. In addition to the -10.5% loss, the Pension fund also didn't achieve its +7.25% investment projection for the year either. So unfortunately, the net result of those 4/5 strong years is flat because of the severity of the loss in 2022. Our investment consultants from SEI have done a great job for all of us since taking over the management of the funds invested assets and we have high hopes for positive investment returns and more Pension Fund successes working with them into the future.

The folks at SEI are also responsible for managing the invested assets of our Health and Welfare Funds as well. The H&W Fund finished 2023 with a strong investment return as well, posting a +6.59%. However, just like the Pension Fund, the H&W Fund also had a tough 2022, posting a -7.55% loss. Also, in line with our Pension Fund investment returns from 2019-2021, the H&W Fund had gains of +11.08%, +6.48%, and +2.84% over that time. Although there are significant differences in the level of assets, the investment assumptions, and the types of assets used to reach those assumptions in the Pension and the H&W Funds the goals for our invested assets are the same, the generation positive cash flow. Those additional dollars help cover the funds administrative expenses as well as offset increased H&W claims experience as well as monthly pension payments.

Our Local 1500 Annuity Fund assets are managed by an investment team at UBS. So far, our team from UBS have proven themselves an asset to both our fund and its participants. Since our fund's inception in late 2015, our Annuity Fund assets have grown from a few hundred thousand dollars to more than \$36.5 million dollars at the close of 2023. The most significant difference between the Annuity fund and the Pension fund is that every dollar contributed goes directly into an account earmarked for each participant in the fund and when a participant leaves, they can take that money with them. Two things impact the value of each individual account, the administrative costs to operate the fund, which are divided

among all the participants each year and the investment returns. In 2023 our Annuity fund had a return of +9.99%, which equated to more than \$3 million dollars. Over that same period the fund received contributions of just over \$8.6 million dollars. Like all our other funds our Annuity fund had a tough investment return in 2022, losing -9.65%. From 2019-2021 however, the Annuity fund had a collective positive investment return of over +27%. As the Annuity funds' assets grow over the next few years it will be easier for the Board of Trustees to improve on the services already provided by making your daily account balances visible to you via an online portal.

So many factors impact our investment managers' ability to successfully achieve our funds investment assumptions each year. And although some of them are more cyclical and potentially forecastable, other factors, like war and natural disasters, are not. We all know that 2024 will play host to another Presidential election cycle which can and usually does cause market fluctuations as individual investors prepare for the worst while praying for the best outcome. In many ways our Union has the same difficulty projecting our year. We know when our contracts expire, and what is needed to properly service our membership. For the most part we can even predict the number of members we will have at year's end, but there are many other factors that we cannot project. Mergers, organizing victories, bankruptcy filings, new technology, and store closings are the factors that are most impactful on our membership and our Union every year. In some cases, especially when looking at store closings and new technology, our members will know what is coming long before we do.

The faster you communicate what you hear or an issue you have to your Union Rep the faster they can follow up on it. Your Reps all have a great deal of work to do every day and you are their best asset when it comes to getting their jobs done. One of the most important things you should be communicating to your Reps are issues with your paycheck. We are less than three months into the year and two of our Reps have already discovered and corrected large payroll issues in 3 different companies that we represent. In one case, a Rep discovered and was able to successfully resolve a significant scheduling inaccuracy which resulted in over \$20,000 in back pay for our members. As much as we review your payrolls and schedules monthly there is always a possibility that we miss something. Having you keep that constant line of communication open and asking your Rep questions is the best way to ensure that you get everything that you are entitled to. So, as the snow shifts to rain, and the daylight gets a little longer, give your contracts and recent settlement recaps another read and make sure that you are maximizing the return on your investment in your Union contract. If there are things you don't understand, or you think something is wrong reach out to your Rep immediately.

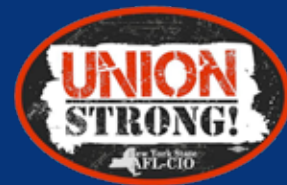
As always, I want to thank you for the privilege of being your President and wish you and your families a safe and healthy Easter and Passover season. Looking forward to seeing you all soon, stay safe in the shops!  
**#OurUnionHasValue**







LA PERSPECTIVA DEL PRESIDENTE  
**Rob Newell, Presidente**  
**Vice Presidente Internacional**



## LA COMUNICACIÓN ES CLAVE

La última vez que me senté a escribir mi artículo, muchos de nosotros nos estábamos preparando para las vacaciones y el sprint de fin de año hasta la meta. Yo, como muchos de ustedes, estaba luchando un poco tratando de averiguar cómo hacer todo lo que tenía que hacer bien y a tiempo. Gracias al gran apoyo de mis familias personales y sindicales, todo lo que estaba pendiente se terminó al 100% y disfrutamos de un cierre exitoso en 2023, tanto en lo personal como en lo profesional. El último trimestre del año también fue un gran éxito en los mercados de inversión de Estados Unidos. Esa enorme racha de rendimiento positivo del mercado desde el 1 de noviembre hasta el 31 de diciembre fue justo lo que necesitaban nuestros Fondos de Pensiones, Bienestar y Anualidades.

Después de pasar el año preocupándonos y preparándonos para el impacto de otro mal año de inversión en nuestros fondos, los últimos 2 meses de rendimiento del mercado nos dieron un final de ensueño para 2023. Después de diez meses que mejor se describirían como inciertos, nuestro Fondo de Pensiones cerró 2023 con una rentabilidad de la inversión de algo más del +11.6%. Como recordatorio, nuestro Fondo sufrió una pérdida del -10.5% en 2022, después de tres fuertes años consecutivos de ganancias de inversión de 2019-2021 en los que el fondo registró rendimientos de inversión de +16.66%, +10.33% y +12.17%. Por muy buenos que parezcan esos 4/5 años, la realidad es que el impacto negativo del año de inversión 2022 debería ser del -17.75%. Además de la pérdida del -10.5%, el fondo de Pensiones tampoco alcanzó su proyección de inversión del +7.25% para el año. Así que, por desgracia, el resultado neto de esos 4/5 años fuertes es plano debido a la gravedad de la pérdida en 2022. Nuestros consultores de inversión de SEI han hecho un gran trabajo para todos nosotros desde que se hicieron cargo de la gestión de los activos invertidos en los fondos y tenemos grandes esperanzas de obtener rendimientos positivos de las inversiones y más éxitos de los Fondos de Pensiones trabajando con ellos en el futuro.

La gente de SEI también son responsable de administrar los activos invertidos de nuestros Fondos de Salud y Bienestar. El fondo H&W terminó 2023 con una fuerte rentabilidad de la inversión también, registrando un +6.59%. Sin embargo, al igual que el Fondo de Pensiones, el Fondo H&W también tuvo un 2022 difícil, registrando una pérdida del -7.55%. Además, en línea con los rendimientos de las inversiones de nuestro Fondo de Pensiones de 2019 a 2021, el Fondo H&W tuvo ganancias de +11.08%, +6.48% y +2.84% durante ese tiempo. Aunque existen diferencias significativas en el nivel de activos, los supuestos de inversión y los tipos de activos utilizados para alcanzar esos supuestos en los Fondos de Pensiones y de H&W, los objetivos para nuestros activos invertidos son los mismos, la generación de flujo de caja positivo. Esos dólares adicionales ayudan a cubrir los gastos administrativos de los fondos, así como a compensar el aumento de la experiencia de reclamos de H&W, así como los pagos mensuales de pensiones.

Nuestros activos del Fondo de Anualidades Local 1500 son administrados por un equipo de inversión de UBS. Hasta ahora, nuestro equipo de UBS ha demostrado ser un activo tanto para nuestro fondo como para sus participantes. Desde la creación de nuestro fondo a finales de 2015, los activos de nuestro Fondo de Anualidades han crecido de unos pocos cientos de miles de dólares a más de \$36.5 millones de dólares al cierre de 2023. La diferencia más significativa entre el fondo de anualidades y el fondo de pensiones es que cada dólar aportado va directamente a una cuenta destinada a cada participante en el fondo y cuando un participante se va, puede llevarse ese dinero con él. Hay dos cosas que

influyen en el valor de cada cuenta individual: los costes administrativos de funcionamiento del fondo, que se dividen entre todos los participantes cada año, y los rendimientos de las inversiones. En 2023 nuestro fondo de Anualidades tuvo un rendimiento de más de +9.99%, lo que equivalió a más de \$3 millones de dólares. Durante ese mismo período, el fondo recibió contribuciones por poco más de \$8.6 millones de dólares. Al igual que todos nuestros otros fondos, nuestro fondo de anualidades tuvo un duro retorno de la inversión en 2022, perdiendo un -9.65%. Sin embargo, de 2019 a 2021, el fondo de anualidades tuvo un rendimiento de inversión positivo colectivo de más del +27%. A medida que los activos de los fondos de anualidades crezcan en los próximos años, será más fácil para la Junta de Fideicomisarios mejorar los servicios que ya se brindan al hacer que los saldos diarios de su cuenta sean visibles para usted a través de un portal en línea.

Son muchos los factores que influyen en la capacidad de nuestros gestores de inversiones para alcanzar con éxito nuestros supuestos de inversión en fondos cada año. Y aunque algunos de ellos son más cíclicos y potencialmente previsible, otros factores, como la guerra y los desastres naturales, no lo son. Todos sabemos que 2024 acogerá otro ciclo de elecciones presidenciales que puede provocar, y suele provocar, fluctuaciones en el mercado, ya que los inversores individuales se preparan para lo peor mientras rezan por el mejor resultado. En muchos sentidos, nuestra Unión tiene la misma dificultad para proyectar nuestro año. Sabemos cuándo expiran nuestros contratos y qué se necesita para atender adecuadamente a nuestra membresía. En su mayor parte, incluso podemos predecir el número de miembros que tendremos al final del año, pero hay muchos otros factores que no podemos proyectar. Las fusiones, las victorias de organización, las declaraciones de bancarrota, las nuevas tecnologías y los cierres de tiendas son los factores que más impactan a nuestra membresía y a nuestra Unión cada año. En algunos casos, especialmente cuando se trata de cierres de tiendas y nuevas tecnologías, nuestros miembros sabrán lo que viene mucho antes que nosotros.

Cuanto más rápido comunique lo que escucha o un problema que tiene a su representante sindical, más rápido podrán darle seguimiento. Todos sus representantes tienen una gran cantidad de trabajo que hacer todos los días y usted es su mejor activo cuando se trata de hacer su trabajo. Una de las cosas más importantes que debe comunicar a sus representantes son los problemas con su cheque de pago. Estamos a menos de tres meses de iniciado el año y dos de nuestros representantes ya han descubierto y corregido grandes problemas de nómina en 3 empresas diferentes que representamos. En un caso, un representante descubrió y pudo resolver con éxito una inexactitud significativa en la programación que resultó en más de \$ 20,000 en pagos atrasados para nuestros miembros. Por mucho que revisemos sus nóminas y horarios mensualmente, siempre existe la posibilidad de que nos perdamos algo. Tener que mantener abierta esa línea constante de comunicación y hacer preguntas a su representante es la mejor manera de asegurarse de obtener todo lo que le corresponde. Por lo tanto, a medida que la nieve se convierte en lluvia y la luz del día se hace un poco más larga, lea nuevamente sus contratos y resúmenes de acuerdos recientes y asegúrese de maximizar el retorno de su inversión en su contrato con la Unión. Si hay cosas que no entiendes o crees que algo anda mal, comuníquese con tu representante de inmediato.

Como siempre, quiero agradecerles por el privilegio de ser su Presidente y desearles a ustedes y a sus familias una Pascua seguras y saludables. Esperamos verlos a todos pronto, ¡manténganse seguros en las tiendas!

**#OurUnionHasValue**





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

## MAPPING YOUR ENGAGEMENT

Every year our Executive team here at Local 1500 sits with various committees within our union universe to discuss a plan of action for the next year or so. We discuss everything from the union's benefit funds, upcoming contract bargaining, organizing targets, fundraising, etc., the list goes on and on. We always keep in mind that we must do everything necessary to protect the best interests of our members and of the participants in the various funds. This planning typically happens at the beginning of the year, however there are some meetings that take place throughout the year to allow for review and for any necessary adjustments. Some meetings are mandated by our union bylaws or the International Constitution, and some are used to engage and/or benefit our members. No matter what the reason may be, every meeting presents an opportunity for us to provide better representation and a clearer understanding of our members' needs. Some of these meetings are intended solely for union staff, but did you know that as a member of Local 1500 there are meetings and events that you should be attending?

As we wrap up the first quarter of 2024, I am noticing how many events are repeated in all of our calendars every year. We all celebrate birthdays, anniversaries, and holidays with our families and friends. But here at 1500, we also have all sorts of events that are repeated throughout each year. Some of these events happen every three months, like our General Membership Meetings. These are meetings where the union officials report the latest business to our membership. The union staff discusses the status of various aspects of the union – a literal quarterly State of the Union address for our membership. This is also a great opportunity for members to get involved and get answers to questions they may have. This time also allows for the union and the members to learn from each other. If you haven't attended one of these meetings, I highly recommend that you do. To find out when these meetings take place, please see the schedule below and for more information please visit us at [UFCW1500.org](http://UFCW1500.org).

The Local 1500 Blood Drive is an event that was started by our beloved former President, Tony Speelman and is now passionately led by our Director of Operations, Paul Santarpia. This is a great opportunity to do something that directly helps your community. Donating blood actually saves lives, and we do it here twice a year. At the recent blood drive held at our headquarters on March 14th, 73 people donated, resulting in a total collection of 87 pints of blood! That is great news, especially because blood is often in very short supply in New York, and especially on Long Island. Thank you to everyone who took the time to come out and donate, you are true heroes. And we are doing it again on Thursday, August 1st, so please register online and come through any time between 1:45 p.m. and 7:45 p.m. This time we're holding our annual Blood Drive and BBQ, where you can save a life by donating AND have some incredible food. It's always a blast and a very successful event, so please join us on August 1st!

Fundraising is an important aspect of our jobs that we schedule every year. We have several fundraising events planned so far for this year, including our annual bowling event in Dutchess County. This is always an extremely well-attended event, and it is well worth the trip. We reserve the entire 40-lane bowling alley for our event! We raised over \$6,600 at last year's event, and we're shooting to crush that number

this year. So please join us at Local 1500 Night at Fishkill Bowl on Saturday May 18th at 5:30 p.m. Bring some extra cash for the raffles and get ready to have a great time! And always remember that it's for a great cause.

Our comedy show fundraiser is scheduled for Sunday June 9th, at Governors Comedy Club in Levittown. Last year we raised over \$4,000 and raffled off dozens of prizes! Be on the lookout for more details very soon. What's better than laughing a body part off while raising money for charity? It's a win-win!

Like to fish? Or hang out on a boat while your buddy fishes? Local 1500's annual fishing trip fundraiser is always a great time. This year we depart from Captree State Park in Suffolk County on Friday, August 30th at 5:00 p.m. sharp. And although we can all do a better job reeling in more fish, we cannot do a better job at having fun on the boat. So, let's pack the boat and make it the most successful fishing trip ever.

These are just a sample of our regular fundraising events, with others still in the planning phases, so look out for more later in the year. More event details will be distributed by each event's respective rep in charge, but if somehow, they don't get to you, all details will be available on our website and posted on our Social Media accounts. All the money raised at our charity events goes to the UFCW Local 1500 Charity Fund. From there the money is subsequently dispersed to many different charities. And so you know, last year Local 1500 donated over \$94,000 to all the charities we work with.

Fundraising is critically important, but as I mentioned earlier there are other meetings or events for members to attend. We hold contract proposal meetings, and many, many contract negotiation sessions. These are very important meetings for you to be a part of. The proposal meeting is your time to speak out about what you want to see differently, or changed, in your contract. And if chosen or elected by your peers to serve on your bargaining committee, you will have the unique opportunity to sit across the table from the people in charge of your company and speak on behalf of all of your coworkers. Imagine the feeling after you help make positive contractual changes or reshape the working conditions for you and your coworker's future. It's a hard and frustrating process, but it can really be rewarding.

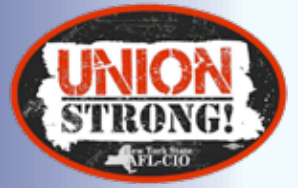
Everything we do at Local 1500 is based on helping someone. Whether it be saving the jobs of our members; Or making them the best they can be by enforcing and negotiating better and better contracts; Or saving the lives of people in our communities by donating blood; Or fundraising to help give people who need a little help a fighting chance...your involvement is critical to our success.

So, as we plan out our calendars at the beginning of each year, you should understand that every entry in our calendar is about, or involves you. I'm tasking you to add all our member events to your calendars each year as well. I'll understand if you cannot make every single one, but I thank you very much in advance for trying to make some! See you soon!





# CELEBRATING WOMEN'S HISTORY MONTH



Women's



History



Month









Joseph Waddy, Executive Vice President/Recorder



## SHRINKFLATION

There have been relatively new phrases coined that illustrate how CEO's take even more advantage of their customers and working people. Our Secretary-Treasurer Aly Waddy recently wrote an article regarding the practice of heads of large companies increasing the prices of their products at a rate higher than the current inflation rate. This means they continue making profits even during a dramatic inflation surge. That process is called "Greedflation". As if times weren't hard enough, the wealthy folks that run these companies have found a way to make it better for themselves, and even harder for us.

I am pretty sure you all have experienced what I'm about to describe... which is yet another way wealthy companies become even wealthier... while the everyday working person gets to figure out how to cope with it:

Have you noticed that the size of the products you buy are shrinking, yet the prices have remained the same, or in many cases increased? Think about it...when is the last time you saw that 99 cent 2-liter bottle of premium soda on the shelf? For years now we have seen beverage bottles shrink in size, but the cost remains the same. I picked up my Snapple bottle just this week and thought "Is it me or is this bottle getting smaller?" (probably the inspo for this article).

Shrinkflation is not new, it has just apparently become the new norm. Are there any other yogurt lovers out there? Because it's been over 20 years since Dannon and its competitors shrunk from 8 ounces to 6. I was mad when that happened, I'm not sure I ever got over it actually. In 2009, Haagen-Dazs ice cream went from 16 to 14 ounces. I know that had to piss some people off right? Couldn't even call it a pint of ice cream anymore! And I'm all for 'portion control' but things have gotten ridiculous.

Here is what a potato chip company spokesperson said after shrinking the size of their nacho chips: "We took just a little bit out of the bag so we can give you the same price and you can keep enjoying your chips"...Is that not an insult to our intelligence?

And there is an endless list of examples of shrinkflation. From cereal boxes to bags of coffee and from pet food to toilet paper...companies have reduced the size of their products yet have the audacity to charge the same or higher prices. Which ultimately means they make, package, and sell you less, which is also better for their bottom line. And for you to get the same amount they used to sell you, you'll now have to pay more. It's a win-win for them, and a lose-lose for us consumers.

There is definitely something wrong with this process, and it is not just limited to your shopping experiences. We have witnessed the same type of behavior when it comes to your job. Employers regularly look to have the same amount of work accomplished by fewer people than before. We have seen a reduction of work hours year-over-year, coupled with a dramatic expansion in automation that is aimed at replacing jobs. How many self-scan registers did you have 20 years ago? How many do you have today? And if your company had their way, how many do you think you'd have in the next 10 years? And if they could figure out a way to effectively curb theft, there probably would be close to zero cashiers today. But they're not paying you more because they have fewer and fewer people to pay – they just reap the benefit from it.

At the bargaining table we have seen evidence of Shrinkflation also. Employers saying they cannot give any more to their employees because it's just not in their budget to do so. For years I have heard about this infallible "budget" that cannot be touched. And that "this" is the amount of money that they can spend on this contract, so it's up to both sides to figure out the best way to appropriate it. I know a lot of you have heard that before...you know...the infamous "pie" that only has a certain number of slices? "Divide it up how you want", etc. What they should at least have the courage to say to us is "We are not allowed to negotiate a contract that will in any way affect the profits that are set aside by our principal/owner/leader/king/insert the people pulling the strings here." Oh yeah there's more money out there, it's just never on the table because that good ol' corporate greed won't allow it to be factored into wage increases or benefit improvements for the working people. So even though inflation has hit us and prices for everything have risen considerably, you're stuck dealing with wage proposals from your company that do not properly address inflation or increases in your cost of living. So, you potentially wind up in a worse financial position, not a better one. So, your salary is effectively that bottle of Gatorade that went from 32 ounces to 28 ounces for the same price. The money you earn today does not go as far as it used to.

The minimum wage in New York has had a serious compression effect on our longer-tenured members. Yes, in the way that a worker says that they've been here for decades and now this new person makes just as much as they do, and more so that most companies are only willing to address the wage increases that they have to by law. No company that I have come across has said, "you know what Joe, since we have to increase everyone who's at minimum wage by one dollar per hour, we're also going to give everyone else who's above minimum wage a dollar per hour too- it's only right." Not a one has said that. Although they know that the people that are the most negatively affected by that compression are the folks that have been with them the longest. So that pay gap continues to shrink, while inflation continues to rise.

Now I'm not quite the numbers guy that President Newell is, but I will briefly throw a couple of numbers at ya: The cost of living in New York City is at least 50% higher than the national average. And more expensive than Honolulu, San Jose, Boston, Los Angeles, Seattle, and Washington D.C., just to name a few of the big dogs. But New York was ranked 14th in median household income across our country. And depending where you get your research from, New York's housing expenses are upwards of 385% higher than the national average. And groceries in the Big Apple are about 35% higher than the national average. Which simply means New Yorkers ain't earnin' enough to keep up with their cost of living.

We have to stop going backwards. Our membership is in a never-ending battle against corporate (and political) decisions that work against them. Grocery items being packaged smaller may seem cute at first, but it is a symptom of greed. And if they could shrink your 'work package', yet pay you the same, most would do that too.

Rest assured that we will continue the fight to make sure your job and thus your livelihood continue to improve, year over year. We certainly appreciate your membership and will always be 100% right by your side.



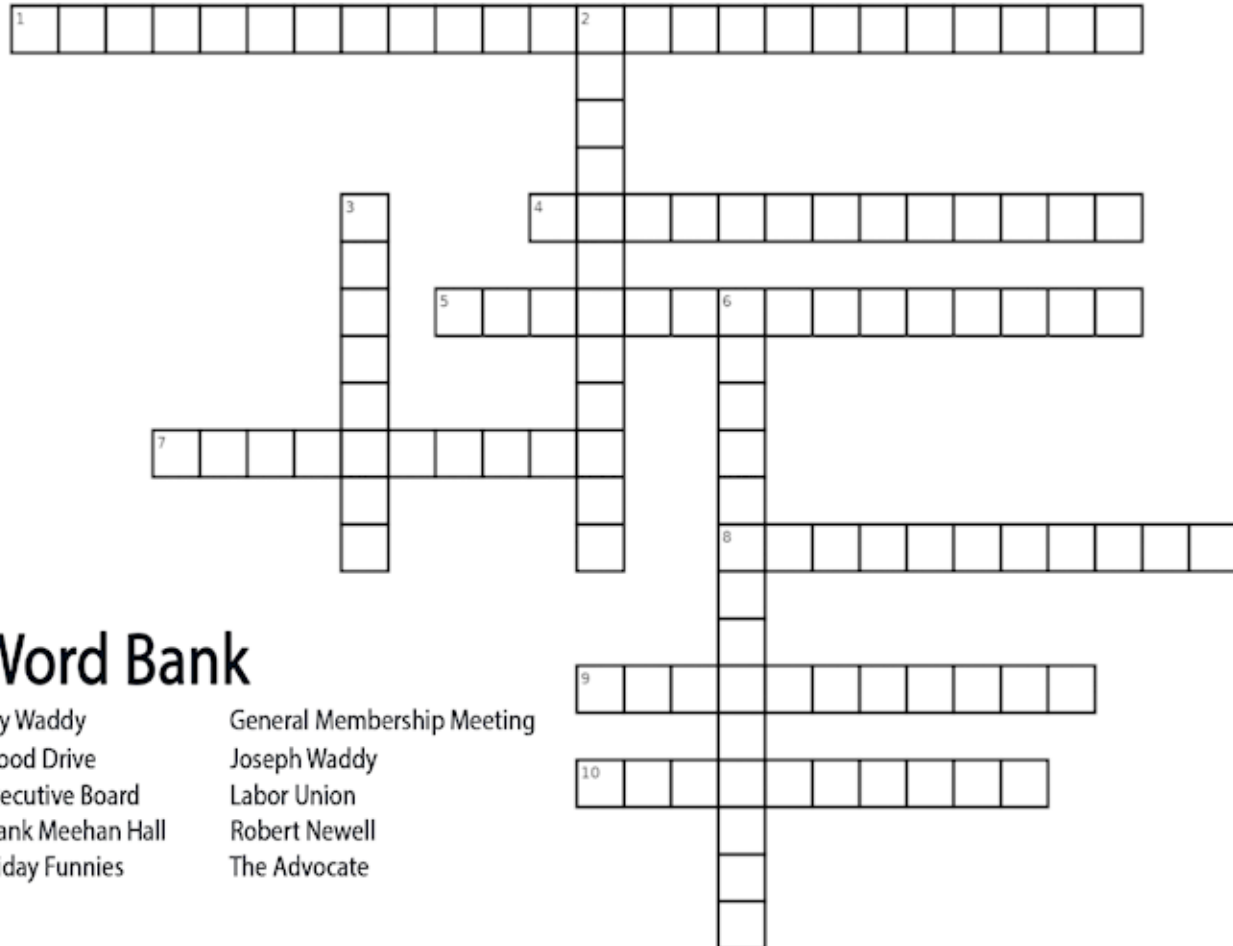






# UP TO BINGO





## Word Bank

- |                   |                            |
|-------------------|----------------------------|
| Aly Waddy         | General Membership Meeting |
| Blood Drive       | Joseph Waddy               |
| Executive Board   | Labor Union                |
| Frank Meehan Hall | Robert Newell              |
| Friday Funnies    | The Advocate               |

### Down:

2. the President of UFCW Local 1500
3. the Secretary-Treasurer of UFCW Local 1500
6. This Board comprises UFCW Local 1500 members who meet on a monthly basis to approve finances, accept new members, discuss local business and the state of the union and determine events and activities.

### Across:

1. a quarterly event hosted by UFCW Local 1500 to help keep members updated on the latest union news
4. Short videos from Local 1500 that provides levity to some serious topics
5. the name of UFCW Local 1500 headquarters
7. a Bi-Annual event hosted by Local 1500 to help stop blood shortages
8. the quarterly newsletter
9. the Executive Vice President of UFCW Local 1500
10. an organized association of laborers, formed to protect and further their rights and interests

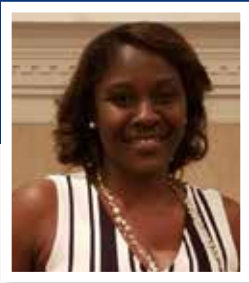




## HAPPY EASTER & HAPPY PASSOVER







Fallon Ager, Director of Region 1 – Northeastern

## HELP US GROW OUR UNION IN 2024

Last year, Local 1500 welcomed more members to our union family, including workers at four Gourmet Garage stores in Manhattan and at Blank Street Coffee in New York City, who became the first coffee shop unit to be represented by Local 1500.

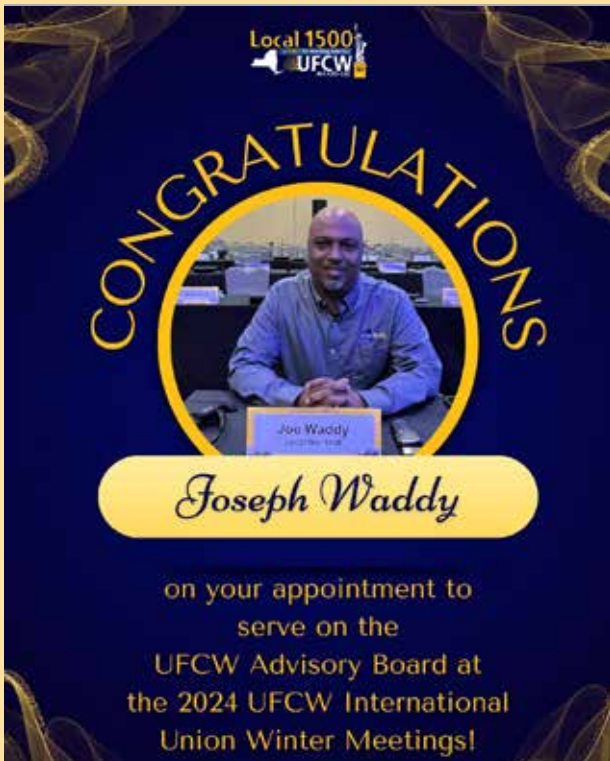
In addition to Blank Street Coffee, our union celebrated other first-time organizing wins across the country in 2023. Workers at the Dragonfly Wellness dispensary in Salt Lake City, Utah, became the first cannabis workers in the state to form a union by joining Local 99. Workers at five Vertical Endeavors climbing gyms voted to join Locals 663 and 1189, becoming the first climbing gym unit to organize with the UFCW in Minnesota, and workers at the Lush Cosmetics store in Louisville, Ky., became the first Lush Cosmetics unit in the U.S. to unionize with Local 227.

One of the most effective ways to grow our union is by spreading the word about the benefits of being a union

member ([www.ufcw.org/better](http://www.ufcw.org/better)). Please continue to reach out to friends, neighbors and members of your communities to let them know about the benefits of belonging to our union family, including better wages, affordable health care, paid sick leave and vacation time, fair scheduling, overtime protection and retirement security.

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

Thank you for helping us make our union better and stronger. Together, we can continue to grow our union family and build a better future for workers in our communities.



# Congratulations Joseph Waddy,

on your appointment to serve  
on the UFCW Advisory Board  
at the 2024 UFCW International  
Union Winter Meetings!





## THE AFFILIATED FUNDS OF UFCW LOCAL 1500 COMMUNICATION IS KEY TO SUCCESSFULLY RECEIVING BENEFITS

As you all know, your Union Officials fight hard not only to obtain a good salary and paid time off, but also to have your employers contribute to the various Funds affiliated with the Union so that the Funds may provide the best benefits available, within their finances. In order for you to use your benefits to their fullest, communication is key to success. Please know, good communication requires not only action on the part of the Funds, but action on your part as well. The Funds communicate with you to advise of various matters, such as modification of benefits. It is imperative that you communicate with your Union and/or the Funds when you have changes in your personal information. If you don't, you risk not having some of your benefits provided according to your wishes.

If you have a change in your personal life, such as a change of address, change of marital status or you have a child, you should contact the Union and the Funds as soon as possible after the change and advise them of your new information. There are many reasons to do so and below are some examples to illustrate why you would want to do so.

### WELFARE FUND

#### Life and Accidental Death & Dismemberment Insurance Beneficiary Designation

The various Plans of the UFCW Local 1500 Welfare Fund provides you with Life Insurance and Accidental Death & Dismemberment Insurance. Should the unthinkable occur, your named beneficiary or beneficiaries will be able to file and claim and receive the benefits available under the Plan that you were covered under at the time the loss occurs. You may name whoever you like as your beneficiary and you may change that designation as often as you like. Additionally, you may name as many people as you wish as a beneficiary of the Life and Accidental Death & Dismemberment Insurance benefit. But please remember, if you name more than one person, it's important to note the percentage you wish each to receive. If a percentage is not indicated, the beneficiaries will share the benefit equally.

If you named a beneficiary when you were hired and a lot of time has passed since you began your coverage under the Fund, there is a good chance you have had changes in your personal life, such as a marriage or divorce. If your beneficiary designation is not up-to-date, the person you named years ago will receive your benefit even if you wanted someone else to receive it.

If while reading this you are wondering who the beneficiary is on the Life Insurance and Accidental Death & Dismemberment Insurance offered by the Welfare Fund, then it's time you revisit that designation. The last thing you want is for your loved one to think there is a benefit for them at their time of grief only to find out that the benefit is not there.

It could be that you didn't name anyone as the beneficiary of your Life and Accidental Death & Dismemberment Insurance benefit at the time you began covered employment and became enrolled in the Welfare Fund. If that is the case, there is a very specific distribution order noted in the policy. This distribution order might not be what you wish, but the insurance carrier will issue the benefit according to the distribution order when no beneficiary is named.

Therefore, if you don't recall who your beneficiary is or you want to double check who you designated as your beneficiary, contact the Medical Department and ask them who is noted as the beneficiary of your Life Insurance and Accidental Death and Dismemberment Insurance. They will be more than happy to look it up for you and to assist you if you choose to change it.

### ANNUITY FUND

#### Beneficiary Designation

Another Fund affiliated with UFCW Local where the naming of a beneficiary is important is the UFCW Local 1500 Annuity Fund. However, unlike the Welfare Fund, there are strict guidelines regarding a distribution from an Annuity Fund

so it is in your best interest to name a beneficiary and advise the Fund when you have changes that may affect your Annuity Fund benefit distribution. While no one wants to think about their passing, making sure your loved ones are taken care of and your wishes followed will bring you peace of mind.

If you are married, your spouse is automatically your beneficiary for your Annuity Fund benefit, unless your spouse consents to and gives written authorization (which must be notarized) allowing you to name an individual other than them to be the beneficiary of your all or part of your Annuity Fund benefit. If your spouse does give their written (and notarized) consent to have another person be your beneficiary, you may change that beneficiary, but you must get your spouse's written consent to make that change.

If you are single, you may name any individual or individuals as the beneficiary of your Annuity Fund benefit and you may change any previous beneficiary designation without the consent of the previously named beneficiary. Additionally, if you name more than one person, you should note the percentage you wish each to receive. If a percentage is not indicated, the beneficiaries will share the benefit equally.

If no beneficiary is designated, the Plan has a specific distribution order for your Annuity Fund benefit. If no beneficiary is designated, the Fund will distribute your benefit as follows:

- You child or children and if no children
- To your estate.

It could be that you were single and had not children when you began working and now you are still single but you have a child. If at the time you began your covered employment, you named your parent, sibling or friend as the beneficiary of your Annuity Fund benefit and did not revisit that designation after the birth of your child, then should something happen to you, the beneficiary would receive the distribution of your Annuity Fund benefit, not your child.

As you can see, the above examples illustrate the importance of keeping the Union and its Funds apprised of your wishes when it comes to the designation of a beneficiary.

### UNION AND ALL FUNDS

#### Contact Information

It is also very important to keep the Union and Fund up-to-date on your home address, home and cell phone numbers and your email address to ensure you receive all information sent by the Union and the Funds. Without accurate information, the Union and the Funds cannot communicate with you. This is especially true for those retirees who are receiving benefits under the Funds. While you are an active participant, you are more aware of the Union and the Funds as you are still working and involved with the Union in your day-to-day life. As a retiree who receives benefits, you might not think that notifying your Union about changes in your personal life is important. But it is. The notification allows you to stay up-to-date on what's happening within the Union and the Funds. Whether active or retired, your Union has worked hard to negotiate the benefits you receive and your Union Officials want you to make the most of them. Without communication, chances are, you may be missing out.

If you move, make sure to contact the Union and update your information. We all know that moving is a trying and exhausting experience and notification to your Union is not the first thing on your mind after you unload or unpack the last box. However, after the dust settles, reach out to the Union and update your information. All it takes is a simple email or call. The time spent doing so may save you time in the long run.

If after reading this article you are wondering what your contact information is in the Union records or who your designated beneficiary is, then it's time you call or write your Union (email or the US Postal Service, whichever you prefer) and ask the questions. In the long run, you will be happy you did.

## 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.

- |                        |                         |
|------------------------|-------------------------|
| Barreca, Ben           | Khan, Muhammed T        |
| Basileo, Luigi         | Kirby, Belynda          |
| Bourg, Kathryn I       | Klasko, Josephine A.    |
| Bromberg, Catherine M. | Kormanik, Betty         |
| Brown, Virginia        | Law, Frank S.           |
| Bucher, Elisabeth      | Lewis, Randle           |
| Buonocore, Sylvester   | Little, Mertie          |
| Chin, Linnett          | Lyons, Lawrence W       |
| Cosentino, Vincent     | Manning, Rosemary       |
| Costello, Dennis E     | Mannino, Anna           |
| Cuchel, Robert S.      | McDowell, Calvin        |
| David, George R.       | Middleton, Georgine     |
| DiBello, Elizabeth     | Mlinaric, Theresa       |
| DiFiore, Osvaldo       | Neuberger, Dolores      |
| Dileo, Ann             | Passaras, Richard C     |
| Duke, Else             | Pepitone, Anthony H     |
| Frascona, Janet        | Perillo, Nancy          |
| Frisoli, Joan          | Peterson, Keith         |
| Gifford, Mary L.       | Petteys, Warren J.      |
| Gomez, Clara           | Ramroop Lynch, Jean     |
| Goroly, Kathleen       | Rienecker, Michael      |
| Granata, Italo C.      | Rivera Pineda, Maria S. |
| Greco, Phillip         | Saltarelli, Mario       |
| Green, Dianne E        | Santello, Jeannette     |
| Harilla, Michael       | Ventura, Maria J.       |
| Henry, William T       | Williams, Barbara J     |
| Jakob, George          | Wrigley, Alberta        |
| Joao, Marlene E.       | Zurawski, Stephanie     |
| Kaplandis, John        |                         |

## 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.



## Our Services Include

- ✓ Adoption
- ✓ Bankruptcy
- ✓ Immigration
- ✓ Preparation of Wills
- ✓ Criminal Proceedings
- ✓ Matrimonial Proceedings
- ✓ Family Court Proceedings
- ✓ Refinancing of your Primary Home
- ✓ Sale or Purchase of your Primary Home
- ✓ Administrative Hearings with School Districts

**SCAN QR CODE FOR MORE INFO**

For your legal service needs please contact  
 Director, **Nicole Norris** @ 516-214-1308  
 or  
 Secretary, **Wendy Punzo** @ 516-214-1310  
 You can also E-Mail **Wendy Punzo** @  
[wpunzo@ufcw1500.org](mailto:wpunzo@ufcw1500.org)



## NEED A WITHDRAWAL CARD?

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

- Name
- Company
- Store Number
- 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

MEMBERS  
 ASSISTED BY  
 LEGAL SERVICES  
 YTD 2024:

**89**

Reimbursements  
 to members  
 YTD 2024:

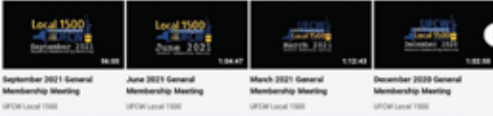
**\$12,425.00**



# 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.



## 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.

- |                      |                       |                       |
|----------------------|-----------------------|-----------------------|
| Acevedo, Vilma       | Farrell, Eileen M.    | Nuzzi, Ronald         |
| Adma, Marie          | Feeney, Ann M.        | Oliviero, Janice M    |
| Aldrich, Carol J     | Ferrandino, Louis     | Paravati, Joseph      |
| Annarumma, Frank     | Flagg, Sonja D.       | Parke, Seddis         |
| Attonis, Helen       | Gallagher, Patrick    | Pierz, Vincent A      |
| Bauer, Howard        | Genes, Jean           | Polis, James G.       |
| Bedeau, Ann          | Gengler, Lucille      | Powers, Debra A       |
| Belostock, Jamie B   | Graziano, Anna M.     | Prokopez, Jacinta     |
| Bergamine, Jeanne M. | Greco, Nancy E        | Punturiero, Frank J.  |
| Bergen, Arthur T     | Gross, Donna L        | Rawlins, Beverly      |
| Bidetto, MaryAnne    | Hall, Maria           | Rice, Elizabeth       |
| Caiazzo, Michael     | Harding, Clifton      | Rios, Eugenia         |
| Campo, Bruce M.      | Hess, Michael         | Roccisano, Denis      |
| Capone, Nancy        | Holloway, Johnny L.   | Rodriguez, Jaime V.   |
| Capura, Pamela J     | Hylenski, Thomas J.   | Roman, ZsaZsa         |
| Cetola, Michael J    | Izzo, Valerie         | Ruocco, Mary L.       |
| Chervinski, Karen F. | Jean, Ketly           | Sacca, Joseph         |
| Christ, Henry W.     | Jones, Margaret V.    | Scoufaras, Gus        |
| Comfort, James R.    | Kito, Mark            | Seybert, Harold       |
| Connelly, Steven A   | Krippa, Annmarie      | Steele, Jean M        |
| Connolly, Douglas B  | Landrein, Kathleen M. | Tamagna, Catherine    |
| Cruz, Cesar          | Lashuk, Richard P.    | Trusley, William      |
| Cruz, Ricardo        | Lingner-Aiello, Lois  | Vargas, Cecelia       |
| Cutrone, Michael     | Lorenz, Jon C.        | Varma, Kathleen T.    |
| Davis, James         | Lubrano-Becker,       | Velez, Brunilda       |
| Defini, Frank A.     | Catherine             | Wagner, Marjorie      |
| Delgadillo, Victor   | Lusk, Mary A.         | Watrous, Maria L      |
| Dickerson, Richard   | Macinness, Robert A.  | Weeks, Linda          |
| Dickson, Leslie T.   | Martino, Gilda M      | Weisberg, Mary        |
| Ditkovich, Karen     | Massi, Rickey         | Westhoff, Josephine   |
| Dossous, Maria Sonia | Matyka, Colleen       | Winters, Ellen        |
| Dragotti, Deborah    | May, Brenda           | Witherspoon, Alphonso |
| Dunbar, Catherine    | Melko, Peter          | Xanthoudakis, Eugenia |
| Emenejildo Payano,   | Moore, Gary           | Xavier, Weixing N     |
| Ramon                | Moreno, Murray        |                       |
| Ernstens, Paula      | Moshier, Gloria L     |                       |



**MEMBER SPOTLIGHT**

Check out our latest Member Spotlight Video



**SCAN CODE**



With Anthony Martinez

## GENERAL MEMBERSHIP MEETINGS

Wednesday, June 12, 2024  
Wednesday, September 11, 2024  
Wednesday, December 11, 2024



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

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

**Prizes Will Be Awarded!**

# 10TH ANNUAL UFCW LOCAL 1500 BOWL-A-THON

IN SUPPORT OF THE LOCAL 1500 CHARITY FUND HELPING A VARIETY OF LOCAL & NATIONAL CHARITIES

**\$27**

**PER PERSON (CASH ONLY)**  
2.5 HOURS  
UNLIMITED BOWLING  
SHOE RENTAL &  
YOUR DONATION INCLUDED

**FISHKILL BOWL**

**SATURDAY MAY 18TH 2024**

5:30 - 8:00 PM  
@ 110 ROUTE 82  
FISHKILL, NY

RESERVE YOUR LANE BY CONTACTING

RAFAEL MAULEON: 516-214-1358 OR GREG PASQUALE: 516-214-1356

**RESERVE YOUR SPOT EARLY!**

**RAFFLE AUCTION FEATURING:**

6000 WATT GENERATOR 4 FIELD LEVEL NY YANKEES TICKETS  
GIFT CERTIFICATES FOR GOLF COURSES,  
RESTAURANTS & MUCH MORE



HAPPY INTERNATIONAL  
WOMEN'S DAY  
MARCH 8TH



@UFCW1500



@UFCW1500



@UFCW1500

**SCAN QR CODE TO WATCH  
YOUTUBE CHANNEL**



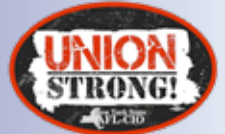
Any suggestions or comments for the Advocate?

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

### OFFICE MANAGER

1351 Wright, Michele - [mwright@ufcw1500.org](mailto:mwright@ufcw1500.org)

### EXECUTIVE ASSISTANT TO THE PRESIDENT

1305 Andrade, Stefanie - [sandrade@ufcw1500.org](mailto:sandrade@ufcw1500.org)

### 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)

### 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)  
1322 Guelee, Gina - [Gguelee@ufcw1500.org](mailto:Gguelee@ufcw1500.org)  
1350 Kapogiannopoulos, George - [Georgek@ufcw1500.org](mailto:Georgek@ufcw1500.org)  
1358 Mauleon, Rafael - [Rmauleon@ufcw1500.org](mailto:Rmauleon@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 - [lcruz@ufcw1500.org](mailto:lcruz@ufcw1500.org)  
1360 Lostumbo, Alicia - [Alostumbo@ufcw1500.org](mailto:Alostumbo@ufcw1500.org)  
1339 Rodgers, Daniel - [DRodgers@ufcw1500.org](mailto:DRodgers@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)  
1325 D'Antona, Nikki - [Ndantona@ufcw1500.org](mailto:Ndantona@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)

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**MY UNION HAS VALUE**

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