

The Register

Happy Holidays

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

M E M B E R

O N D A Y S



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THE PRESIDENT'S PERSPECTIVE
Tony Speelman, President @aspeel1500



Joe Waddy
Assistant to the President

PROVE THAT YOU ARE NOT A ROBOT

Were you like me? Did you used to watch Star Trek, Star Wars or the Jetsons and imagine or dream about what the future would be like? How cool would it be to have flying or self-driving cars? How about robots helping us to do the tasks we hate doing around the house? While change is necessary and it's nice to imagine how far new technology will take us, as a labor leader however, I've learned that in some instances, technology may not be our friend.

Over the past decade we have seen technology displace humans in almost every industry. Millions of American jobs that were once done by people, especially Union members, for years have been replaced by new technology. Think about it, subway token clerks are a thing of the past. I'm sure some of you reading this have never even seen a subway token, moreover remember the vast number of Union MTA workers that used to sell them to us. The same goes for the all the Union workers who had bridge and toll taker jobs. Now drivers can just happily speed on by, never giving thought to the thousands of hard-working people that once earned a good living there. However, it's almost impossible to have this conversation with anyone that travels every day using the toll roads and bridges and convince them that this change wasn't for the better.

The advent of email may have made communication faster and easier, but it also cost literally tens of thousands of Union, United States Postal workers jobs. Fast food cooks are starting to be replaced by robots that prepare and plate your food, and the new customer ordering process, like your supermarket's self-scanners, have eliminated more jobs while forcing the customer to do more work. Driverless car and truck technology companies are developing better, faster versions and are currently running prototypes on the west coast. What does that mean for all the Union over the road truck drivers in the future? How many of you have a vacuum that cleans your home by itself? That type of technology will continue to expand and eventually have a negative impact the number of Union housekeepers and janitors in the hotel and hospitality industry. And let's not forget all the effort being put into perfecting delivery drones. Once that is figured out you can probably kiss your Union UPS driver's goodbye too.

Now think about what this type of automation means to your job. In the last issue of The Register, Jay Scorzelli wrote about specific types of technology already in your store that is already threatening your jobs today. Your companies are pioneering ways to reduce and eventually eliminate Union supermarket employees. If Amazon gets its way, it will open hundreds of employee-less stores across this country. They are already operating a couple on the west coast and plan to open one right here in NYC soon. Many of your stores will soon have a robot

(an actual robot) roaming up and down the aisles, communicating deficiencies to management, such as breakages, stock levels, customer shopping patterns, missing sale items, or incorrect prices. How long do you think it will be before many of your positions are eliminated or deemed no longer needed?

I don't hate new technology, but I don't want to see the day when, just like the toll booth attendants that used to be there, people can speed on through a supermarket, doing their weekly or holiday shopping, without interacting with a single human being. Obviously, we cannot stop technology moving forward, but what can we do as employees and customers to keep our jobs alive? I surely do not have all the answers, but we need to work closely with each other to identify practices that are eliminating your jobs. Whether its refusing to use a smartphone app, that speeds up your shopping experience or refusing to go to a self-checkout register when you're a customer, or even trying to offer better customer service as an employee, we need to show your company that they are better served by keeping you in your jobs. I know wherever I am shopping and have pleasant and helpful interactions with employees, it makes me go back there in the future. I've heard many times that Millennials usually prefer not to interact with people when they are shopping, however, what happens when something goes wrong, or there is some sort of glitch? Don't we all look for someone to communicate with or help us out then? As I said, I don't have all the answers, but we as a group need to have much more conversation about what we can do collectively to slow down or preferably stop the elimination of your jobs.

It amazes me that our members have given their all, helped build your respective companies to their current levels, and that company execs would in turn make decisions to eliminate your jobs after all you've done. And for what...just to make more profits? It's not right and we need you, your families, your coworkers, and your neighbors to understand the severity of where the supermarket industry is heading. I know I will never choose to use a self-scan register because all I see when I walk by them are what used to be, OUR MEMBERS! It's a pretty sad sight, just like seeing the ghosts from the jobs I mentioned earlier.

Maybe it's time for all of us to do the same thing. You must try to avoid using the technology that is stripping you of your future. Let's work together to prove to your company that there is so much value in having you, a person, work there. This holiday season when you get together with your families, have this conversation and ask them for their support. Maybe we can all make an impact on your company to move away from certain forms of automation, and finally value your employment with them. We will never know until we all try.

Happy Holidays from your Union family!



LA PERSPECTIVA DEL PRESIDENTE

Tony Speelman, Presidente @aspeel1500



Joe Waddy
Asistente del Presidente

DEMUESTRA QUE NO ERES UN ROBOT

¿Eras como yo? ¿Solías ver Star Trek, Star Wars o los Jetsons y imaginar o soñar cómo sería el futuro? ¿Qué tan genial sería tener autos voladores o auto-conducidos? ¿Qué tal si los robots nos ayudan a hacer las tareas que odiamos hacer en la casa? Si bien el cambio es necesario y es agradable imaginar hasta dónde nos llevará la nueva tecnología, como líder sindical, sin embargo, he aprendido que, en algunos casos, la tecnología puede no ser nuestra amiga.

Durante la última década, hemos visto cómo la tecnología desplazar a los humanos en casi todas las industrias. Millones de empleos en Estados Unidos que alguna vez fueron realizados por personas, especialmente miembros de la Unión, durante años han sido reemplazados por nuevas tecnologías. Piénsalo, los empleados de token del metro son cosa del pasado. Estoy seguro de que algunos de ustedes que leen esto nunca han visto un token de metro, además recuerden la gran cantidad de trabajadores de Union MTA que solían vendérselos. Lo mismo ocurre con todos los trabajadores de la Unión que tenían trabajos de puente y de peaje. Ahora los conductores pueden simplemente pasar rápidamente, sin pensar nunca en las miles de personas trabajadoras que alguna vez se ganaron la vida allí. Sin embargo, es casi imposible tener esta conversación con alguien que viaja todos los días utilizando las carreteras de peaje y los puentes y convencerlos de que este cambio no fue para mejor.

La llegada del correo electrónico puede haber hecho la comunicación más rápida y fácil, pero también costó literalmente decenas de miles de empleos de trabajadores de la Unión, Estados Unidos Postal. Los cocineros de comida rápida están empezando a ser reemplazados por robots que preparan y preparan sus alimentos, y el nuevo proceso de pedido de los clientes, como los escáneres automáticos de su supermercado, han eliminado más trabajos al tiempo que obligan al cliente a hacer más trabajo. Las compañías de tecnología de automóviles y camiones sin conductor están desarrollando versiones mejores y más rápidas y actualmente están ejecutando prototipos en la costa oeste. ¿Qué significa eso para todos los conductores de camiones de la Unión en el futuro? ¿Cuántos de ustedes tienen una aspiradora que limpia su casa por sí sola? Ese tipo de tecnología continuará expandiéndose y, eventualmente, tendrá un impacto negativo en el número de amas de llaves y conserjes de la Unión en la industria hotelera y hotelera. Y no olvidemos todo el esfuerzo puesto en perfeccionar aviones teledirigidos. Una vez que se haya resuelto, probablemente también pueda despedirse del conductor de Union UPS.

Ahora piense qué significa este tipo de automatización para su trabajo. En el último número del Register, Jay Scorzelli escribió sobre tipos de tecnología específicos que ya están en su tienda y que ya están amenazando sus empleos en la actualidad. Sus empresas son pioneras en reducir y eventualmente eliminar a los empleados de los supermercados Union. Si Amazon se sale con la suya, abrirá cientos de tiendas sin empleados

en todo el país. Ya están operando un par en la costa oeste y planean abrir uno aquí en Nueva York pronto. Muchas de sus tiendas pronto tendrán un robot (un robot real) recorriendo los pasillos, comunicando deficiencias a la administración, tales como roturas, niveles de existencias, patrones de compra del cliente, artículos de venta faltantes o precios incorrectos. ¿Cuánto tiempo cree que pasará antes de que muchas de sus posiciones se eliminen o consideren que ya no son necesarias?

No odio las nuevas tecnologías, pero no quiero ver el día en que, al igual que los asistentes de las casetas de cobro que solían estar allí, las personas pueden acelerar a través de un supermercado, hacer sus compras semanales o de vacaciones, sin interactuar con un solo ser humano. Obviamente, no podemos detener el avance de la tecnología, pero ¿qué podemos hacer como empleados y clientes para mantener vivos nuestros trabajos? Seguramente no tengo todas las respuestas, pero debemos trabajar estrechamente entre sí para identificar las prácticas que están eliminando sus trabajos. Ya sea que se niegue a usar una aplicación para teléfonos inteligentes, eso acelera su experiencia de compra o se niega a ir a un registro de auto-pago cuando es un cliente, o incluso tratando de ofrecer un mejor servicio al cliente como empleado, tenemos que mostrarle a su empresa. que están mejor atendidos manteniéndote en tus trabajos. Sé que donde sea que estoy comprando y tengo interacciones agradables y útiles con los empleados, me hace volver allí en el futuro. He escuchado muchas veces que los Milenarios generalmente prefieren no interactuar con las personas cuando están comprando, sin embargo, ¿qué sucede cuando algo sale mal o hay algún tipo de problema técnico? ¿No buscamos todos a alguien con quien comunicarse o ayudarnos? Como dije, no tengo todas las respuestas, pero nosotros, como grupo, debemos conversar mucho más sobre lo que podemos hacer colectivamente para reducir la velocidad o, preferiblemente, detener la eliminación de sus trabajos.

Me sorprende que nuestros miembros hayan dado todo, ayudado a construir sus respectivas compañías a sus niveles actuales, y que los ejecutivos de la empresa a su vez tomen decisiones para eliminar sus empleos después de todo lo que ha hecho. ¿Y para qué... solo para obtener más ganancias? No está bien y necesitamos que usted, sus familias, sus compañeros de trabajo y sus vecinos entiendan la gravedad que lleva la industria de los supermercados. Sé que nunca elegiré usar un registro de auto-escaneo porque todo lo que veo cuando paso por ellos es lo que solía ser, ¡NUESTROS MIEMBROS! Es una visión bastante triste, al igual que ver a los fantasmas de los trabajos que mencioné anteriormente. Tal vez es hora de que todos hagamos lo mismo. Debe tratar de evitar el uso de la tecnología que le está despojando de su futuro. Trabajemos juntos para demostrarle a su empresa que hay tanto valor en que usted, una persona, trabaje allí. Esta temporada festiva, cuando se reúna con sus familias, converse y pídale su apoyo. Tal vez todos podamos tener un impacto en su empresa para alejarnos de ciertas formas de automatización y finalmente valorar su empleo con ellos. Nunca lo sabremos hasta que todos lo intentemos.

¡Felices fiestas de tu familia Unión!



JUST FOR THE RECORD
Rob Newell, Secretary-Treasurer @ufcw1500



Aly Waddy
Assistant to the Secretary-Treasurer

THE MOST WONDERFUL TIME OF THE YEAR...

Hello and happy Fall from all of us here at Frank Meehan Hall. As the Summer months have faded away and the days get shorter it's easy to get distracted and lose focus on what really matters. With the Holiday season looming the stresses of shopping, decorating, planning and cleaning can easily become overwhelming. But no matter what, this is a special time of year for experiences with our friends and families. Like many of you, our family has changed in 2018, some expected changes and some not, but I am happy to report that we are in great shape and fighting the good fight for you every day!

President Speelman challenged us all at the beginning of the year to try and go the extra mile. He asked us to try and think outside the box, make the yearly events even better and find different ways to better serve and interact with our members. Our team started planning and, although I may be a little biased in my opinion, I think we did a great job overall. If you think about the last 2 ½ years, I hope you can see how dedicated we have been in terms of providing an increase in the value of your membership, negotiating strong contracts and protecting the market share to make it easier for our unionized employers to flourish and expand.

I am proud to report that after many successful months we have finally brought our charity fundraising to a close for 2018. This year our fundraising events included a Bowl-a-thon, a fishing trip, a comedy club night, a Brooklyn Cyclones Game, a NY Yankee Game, countless in store raffles and some good old fashion "give us your money" events! In addition, as we have for many years, we were a flagship sponsor at the Making Strides for Breast Cancer Walk and the Light the Night walk to help fund research to end Leukemia.

We made some big and exciting changes to our Scholarship program this year. After decades of awarding scholarships valued at \$500 a semester, I am so proud to say that we have successfully raised that amount for the 2nd year in a row. This year we were able to award \$750 per semester to each of our recipients. In addition, thanks to the help

and dedication of Nicole Norris and Wendy Flores from our Legal Services department we also hosted our first annual Scholarship breakfast here at the hall. Seeing all our winners and their families gathered together, interacting, breaking bread and being celebrated by not only our Union, but also by Nassau County Executive Laura Curran and her Commissioner of Labor John Skinner was incredible. Our goal is for this event not only to continue but more importantly to grow each year!

Following in the footsteps of some of our UFCW sister Locals on the west coast, this year Local 1500 also launched its 1st Annual Back to School Giveaway! When we started planning this program, I don't think that any of us anticipated the unbelievably positive reaction that it would generate for our members. Each student was given a Local 1500 backpack which included notebooks, pens, pencils, a pencil case, highlighters, notepads and sanitizers! Looking at the pictures and hearing the Union Representatives retell the stories of their members, and their children's, reactions to the supplies was truly amazing! This year we were able to provide supplies to over 125 students and are planning for an even bigger year for the program in 2019.

So far in 2018 we have successfully negotiated and ratified 11 contracts and have high hopes to settle a few more before the Holiday season is over. We completely appreciate the patience and understanding that the members working for Tops, Fairway, Gristedes, D'Agostino's, Mandell Key Food, 5 in 1 Key Food & Matlyn Key Food have shown this year. Please know that we are doing everything that we can to come to an agreement that you can not only be proud of but will also overwhelmingly ratify in the coming months. As I'm sure you know that there have been many hurdles while negotiating with these employers, including but not limited to bankruptcy, financing issues, significant loss of business and increased competition (both Union and non-Union). In light of all of these issues, we have had to be very careful not to rush to judgement, jump too soon and/or bring you a substandard settlement to review and

vote on. Throughout this process President Speelman has said numerous times, "We are not in a hurry to get a bad contract!" As always please keep in contact with your Union Rep's, Field Directors and watch our social media accounts for updates on this process.

Looking beyond the remaining days of 2018 is tough because there is still much to do before it ends. However, Local 1500's 2019 agenda is very aggressive and will be primarily focused on Organizing. In addition to an increased involvement from our current staff we are going to be looking for member volunteers to assist us. We are also talking about taking a few Local 1500 members out of the stores on a leave of absence for 3-6 months to help us on very specific organizing campaigns throughout our jurisdiction. If you are interested in joining us in this effort, please email us at Jobs@ufcw1500.org and put "Membership Organizing Assistance" in the subject line.

In the spirit of the season, I think it is more than appropriate to take this chance to thank you all for the opportunity to serve as your Secretary-Treasurer. This honor is not something that I will EVER take lightly or for granted. As part of your Union executive team I commit that we will continue to look for new ways to provide you great service, protect your jobs (both at the site and through pro-worker legislation) and continue to negotiate the best contracts in the industry. Our final events for 2018 are our December 5th General Membership Meeting and the Annual Breakfast with Santa event on December 9th, which are both held at our Union Hall. We would love to see you at these events and would really enjoy spending some quality, personal time with you all.

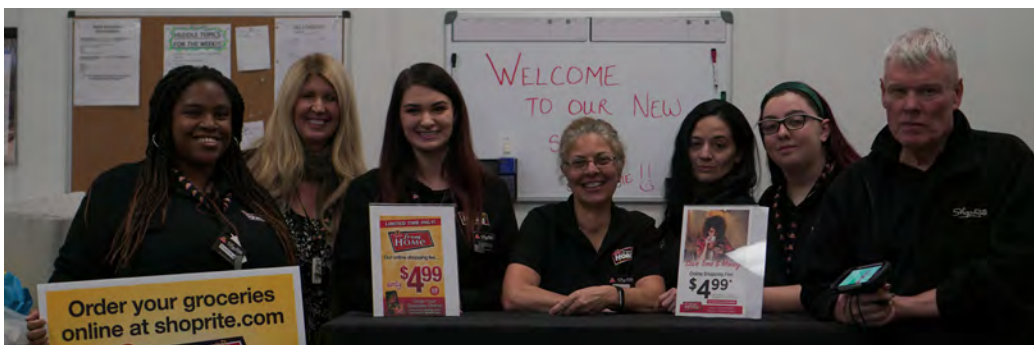
On behalf of my family, I want to wish you and your families a very happy and healthy Holiday Season. This is a time to be grateful and I am extremely grateful for my membership in this great Union and hope that you are as well!

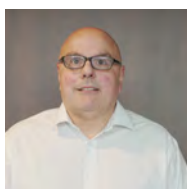
See you all in 2019!
#MyUnionhasValue

NEW STOP & SHOP IN MOHAPAC



NEW SHOPRITE OF CORTLANDT

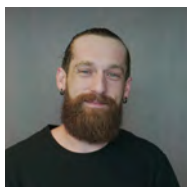




Jack Almeida

WELCOME YOUR NEW EXECUTIVE BOARD MEMBERS

Jack Almeida has been with Local 1500 for over 30 Years. He has served the membership of Local 1500 as a Shop Steward and now serves as a Vice-President on Local 1500's Executive Board. Jack works at Mannix, Shoprite on Staten Island



Steven Zeiner

Steven Zeiner has been a member of Local 1500 since September of 2015. Steven has been in the Labor movement for about 20 years. He currently works at Wild By Nature and prior to that he held Union membership at A&P. When Mr. Zeiner became a member of Local 1500 he immediately got involved, becoming a Stop Steward and ultimately a Vice-President on Local 1500's Executive Board.

In September of 2018, Jack Almeida and Steven Zeiner were unanimously voted onto Local 1500's Executive Board as Vice-Presidents.

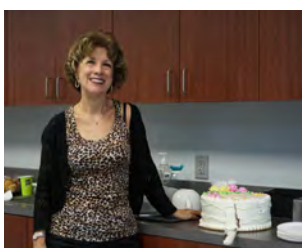


Juan Guardado

NEW STAFF Union Representative, Juan Guardado

Juan Guardado began his career in Dan's Key Food and has been a member of Local 1500 for over 23 years. During his membership Mr. Guardado has held many positions, including part-time, full-time, and department manager, but the one he is most proud about is being a Shop Steward of Local 1500. Juan also held membership in Stop & Shop as a dairy clerk and in Fairway in various positions.

During his career, Mr. Guardado assisted our Union by participating in various events and programs. In December of 2001, Juan was a part of a program to organize Foodtown in West Babylon. In October of 2003, he participated in seeking to organize the workers at IGA in Fort Salonga. In January of 2014, Mr. Guardado assisted on the Picket line to protest against Mrs. Green's in Mt. Kisco. In October of 2018, Juan Guardado became a Union Representative and we welcome Juan as a part of our Union family.



Linda Campisi

CONGRATULATIONS ON YOUR RETIREMENT LINDA!

Linda Campisi began her career with Local 1500 in 1985 and worked in Local 1500's general office assisting members every day. This past September, Linda decided to move on and retire, we all wish her a happy and healthy retirement!! We will remember you for your sweet personality and your smiling face.

IN LOVING MEMORY OF LARRY...



It is with a heavy heart that we regretfully inform you that on September 7, 2018 we lost one of our Union family, Larry Monaco. Larry worked with us since 2015 and during his time with us literally fixed everything in Frank Meehan Hall. He was a friend to all that were lucky enough to cross his path, a dedicated & loving husband, a rabid smiler, understanding as the day is long, respectful, caring and always had a positive outlook on life. He was an insane classic car buff and most of all a phenomenal human being. If you asked Larry, he would say one of his greatest accomplishments in life was being a great friend, and he was exactly that to President Speelman for many, many years. The loss of Larry will create a void that our entire office staff will feel for a long time to come. R.I.P.



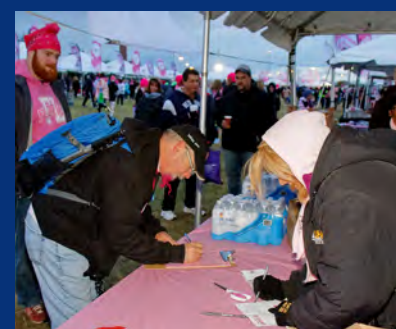
Notice Required by The Women's Health and Cancer Rights Act

The Women's Health and Cancer Rights Act ("WHCRA") provides protections for individuals who elect breast reconstruction after a mastectomy. Under federal law related to mastectomy benefits, the Plan is required to provide coverage for the following:

- All stages of reconstruction of the breast on which a mastectomy is performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prosthesis; and
- Treatment of physical complications of all stages of mastectomy, including lymphedema.

These benefits will be provided subject to the same deductible and coinsurance applicable to other medical and surgical benefits provided under your plan.

MAKING STRIDES AGAINST BREAST CANCER



37TH ANNUAL SHOP



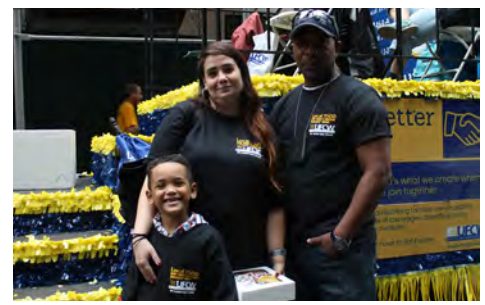
STEWARD SEMINAR



LIGHT THE NIGHT



LABOR DAY PARADE 2018





UNION REPRESENTATIVE
Greg Pasquale

LOOKING FROM THE INSIDE OUT

After having worked for Local 1500 for almost 5 years, I was asked to share my perspective as a 36 year union member and produce manager for this issue of "The Register". The fact is that now I look at a membership, that I am proudly still part of, from the point of view of a Union Representative.

Before I do that, let me tell you why I am here and love doing this job. I have always felt a need to know what my Union was all about. Starting at age 19, as a shop steward with Grand Union and then Stop and Shop, I got involved in negotiating committees, so I could better see what actually happens at the bargaining table with a company the size of Stop and Shop. I wanted to understand why our contracts have what they have in them and see how difficult it is to get a fair contract. Then I was given the honor of becoming a rank and file VP and sit on the Executive Board. I represented the membership when it came to reviewing and approving all of the financial expenses that were made by our Union. Let's be honest here, as a member I wanted to see how our membership fees were being spent. After 7 years of serving on the executive board, I am very happy to say that the leadership of this Union has always, without a doubt, made decisions with the best interest of the members in mind.

So now I am a member/Union Representative and I would like to tell you about some of the things that I do to help our members, but from the inside looking out. First and foremost, answering the members calls and questions as quickly as possible, and always with an accurate answer. This often is one of the most difficult parts of my job because some of the answers I give are not the answer my member wants to hear. At the end of the day, the answer I provide must be honest, correct and should help guide my member in the future. Whether or not my member gets the answer they were expecting, at least let the member will know I have explained what options they have, and they can make an educated decision moving forward.

Another very important function I have is to try and educate our membership about the

differences of working in a Union shop versus a non-Union shop in the retail food industry. I can absolutely tell you that even when I was working in a Union shop, sometimes, I forgot or overlooked all the benefits I enjoyed every day. In some cases, we can all take for granted those benefits that come from Union representation. Don't believe me? Just ask someone that works for one of your local non-union employers and you will hear it for yourself.

I ask that you take notice at some of the growth opportunities that our Union employers offer. In the last six months alone, in my area, there have been 44 new part-time to full-time conversions made. These members put themselves out there for their company to see, showed a good work ethic and that exposure went a long way. I advised these members to let the company know they were interested in a full-time position and then show them the asset you are. These types of promotions are pursued by our Union because we believe that, whenever possible, promotions and advancement opportunities should be awarded from within the existing workforce, not outsourced to a new hire off the street. I am always on the lookout for full-time opportunities in our stores and fight hard for my members, especially my part-timers to get a shot!

A word of advice from one member to another, don't get yourself suspended. Many suspensions could be avoided if you just take an extra minute to think of the results of your actions before you act. As a Union Representative I hate to see a member to lose part or all of their paycheck due to suspension. If my five years on the job have taught me anything it's that some disciplinary situations are unavoidable. When that happens, I am on the spot as quickly as I can and exhausting every resource at my disposal to get my members back to work. I look at every case as if it was happening to me and always try to walk in my members shoes as opposed to rushing to judgement. This is something that everyone working at Local 1500 strives to do every day.

We are in the 21st century, just about everyone has access to a smart phone or a computer, so make sure you are checking in on the Local 1500 website ufcw1500.org. Look at all the events going on and try to attend or participate in any that you can. This year there were school supply backpack giveaways in September, Scholarships awarded, fundraisers, blood drives and gift card raffles, even when you are just checking in on Facebook Live during our General Membership meetings, and much, much more.

Did you know that my Bowl-a-Thon in May, benefitting the Leukemia and Lymphoma society, started five years ago with 60 people and raised \$1900? Now thanks to my amazing shop stewards, members and their families, this year we hosted 220 people and raised \$4869. This event is fast approaching the \$20,000 raised mark. In addition to my event, there were multiple fundraisers this year including a baseball games, a fishing trip and a comedy club fundraiser. All of these events were listed on our website and posted on our social media accounts. Please don't be shy, volunteer to run a fundraiser on your own, we have plenty of great ideas to help you out. While you're on the website, check out all the events our Union participates in like the Labor Day Parade, the Light the Night walk for Leukemia, the Making Strides Against Breast Cancer walk @ Jones Beach, and our Breakfast with Santa to name a few. All of these fundraisers and events help our union's exposure in the communities that that surround us.

So, in closing, as a Produce employee/Union Delegate looking at the industry now from the inside out, here is what I see: we have a strong, fiscally responsible Union representing us, but this union will only remain strong and grow with our members continued involvement. Ask questions, do some research and find out just what it is that we are so lucky to belong to. In my opinion, it's something that many working in the non-Union retail food industry would love to have.

My contact info:
gpasquale@ufcw1500.org
or call 516-214-1356

SUMMARY ANNUAL REPORT FOR UFCW LOCAL 1500 ANNUITY PLAN

This is a summary of the annual report for the United Food and Commercial Workers Local 1500 Annuity Plan, EIN 47-5675902, Plan No. 001, for the period January 1, 2017 through December 31, 2017. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided through a trust fund. Plan expenses were \$54,680. These expenses included \$54,680 in administrative expenses. A total of 692 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$807,301 as of December 31, 2017, compared to \$385,638 as of January 1, 2017. During the plan year the plan experienced an increase in its net assets of \$421,663. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$476,343 including employer contributions of \$470,648, and earnings from investments of \$5,695.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets;

To obtain a copy of the full annual report, or any part thereof, write or call Board of Trustees, UFCW Local 1500 Annuity Plan, 425 Merrick Ave, Westbury, NY 11590, (800) 522-0456. The charge to cover copying costs will be \$5.50 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (UFCW Local 1500 Annuity Plan, 425 Merrick Ave, Westbury, NY 11590 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

SUMMARY ANNUAL REPORT FOR UFCW LOCAL 1500 WELFARE FUND

This is a summary of the annual report for the UFCW Local 1500 Welfare Fund, EIN 23-7176373, Plan No. 501, for the period January 1, 2017 through December 31, 2017. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of trustees has committed itself to pay all medical, surgical, hospitalization, dental, vision, prescription, death and temporary disability claims incurred under the terms of the plan.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$33,843,402 as of December 31, 2017, compared to \$34,085,826 as of January 1, 2017. During the plan year the plan experienced a decrease in its net assets of \$(242,424). This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$73,914,991 including employer contributions of \$71,036,509, participant contributions of \$1,972,393, realized gains of \$350,937 from the sale of assets, earnings from investments of \$486,242, and other income of \$68,910.

Plan expenses were \$74,157,415. These expenses included \$3,206,231 in administrative expenses and \$70,951,184 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment; and
4. transactions in excess of 5% of the plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call Board of Trustees, UFCW Local 1500 Welfare Fund, 425 Merrick Ave, Westbury, NY 11590, (516) 214-1300. The charge to cover copying costs will be \$10.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (UFCW Local 1500 Welfare Fund, 425 Merrick Ave, Westbury, NY 11590 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

SUMMARY ANNUAL REPORT FOR UFCW LOCAL 1500 LEGAL SERVICES PLAN

This is a summary of the annual report for the UFCW Local 1500 Legal Services Plan, EIN 11-2531776, Plan No. 501, for the period January 1, 2017 through December 31, 2017. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of trustees has committed itself to pay all qualified legal benefit claims incurred under the terms of the plan.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$347,967 as of December 31, 2017, compared to \$315,070 as of January 1, 2017. During the plan year the plan experienced an increase in its net assets of \$32,897. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$359,620 including employer contributions of \$358,046, and earnings from investments of \$1,574.

Plan expenses were \$326,723. These expenses included \$191,319 in administrative expenses and \$135,404 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment; and
4. transactions in excess of 5% of the plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call Board of Trustees, UFCW Local 1500 Legal Services Plan, 425 Merrick Ave, Westbury, NY 11590, (516) 214-1300. The charge to cover copying costs will be \$4.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (UFCW Local 1500 Legal Services Plan, 425 Merrick Ave, Westbury, NY 11590 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

SUMMARY ANNUAL REPORT FOR UFCW LOCAL 1500 PENSION PLAN

This is a summary of the annual report for the UFCW Local 1500 Pension Plan, EIN 23-7176372, Plan No. 001, for the period January 1, 2017 through December 31, 2017. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of trustees has committed itself to pay all pension benefits incurred under the terms of the plan.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$468,313,092 as of December 31, 2017, compared to \$406,838,311 as of January 1, 2017. During the plan year the plan experienced an increase in its net assets of \$61,474,781. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$77,189,464 including employer contributions of \$28,874,456, realized gains of \$81,145 from the sale of assets, earnings from investments of \$47,499,539, and other income of \$4,324.

Plan expenses were \$15,714,683. These expenses included \$4,557,681 in administrative expenses and \$11,157,002 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment; and
4. transactions in excess of 5% of the plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call Board of Trustees, UFCW Local 1500 Pension Plan, 425 Merrick Ave, Westbury, NY 11590, (516) 214-1300. The charge to cover copying costs will be \$10.75 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (UFCW Local 1500 Pension Plan, 425 Merrick Ave, Westbury, NY 11590 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.



DIRECTOR OF REGION 1
Dave Young



Local 1500 Members Make Their Voices Heard This Election Year

On Election Day, members of Local 1500 helped make history by showing up at the polls in record numbers.

Many of you helped to get out the vote leading up to the midterm elections. You called voters from your home or at Local 1500 to help people understand the importance of individual races, as well as when and where to vote. You knocked on doors and talked to members of your community about issues that matter most to hard-working families, including stagnant wages, insufficient health care, income inequality and the shrinking middle class. You talked about the value that union membership brings to workers and their families, and let voters know that electing local officials who support the rights of workers to join a union of their choice leads to higher quality jobs that provide health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, overtime protection and other benefits.

Members of Region 1 and their family members even ran for office. Jessica Ramos, the wife of Local 1500 Organizing Director Brendan Sexton, won a seat in New York's state senate. She will represent the state's 13th District, which includes the neighborhoods of Jackson Heights, Corona, Elmhurst and Woodside. And Jorge Cabrera, the director of organizing at Local 919, ran for a seat in Connecticut's state Senate. We should recognize these two members of our union family for taking a chance and hope they inspire others to get involved.

November 6 was a big night in U.S. politics, and all of you should be proud of the role you played in helping our union build more political power at the polls. To that end, I encourage you to stay engaged in the political process.

The years ahead present an opportunity for members of Local 1500 to further spread

the word about the importance of exercising the right to vote and electing people who will stand up for policies that will make life better for working and middle class families. As parents, grandparents, community members and concerned citizens, we must continue to reach out to our family members, friends and neighbors to talk about the benefits of standing together for a better life. We must all do our part to show that when workers form a union, they have the ability to improve their lives and the communities they call home.

By staying engaged in the political process and dedicating ourselves to reaching out and talking about the value that comes from being a member of our union family, we can and will build a better and stronger UFCW.

Thank you for everything you have done and continue to do to make Local 1500 and the UFCW a better and stronger union. I wish you and your family a happy holiday season.

Best Market Rally



UFCW LOCAL 1500 PENSION PLAN IMPORTANT NOTICE

This notice is being provided to all Vested Participants who will be eligible to receive a Pension Benefit from the UFCW Local 1500 Pension Plan ("Plan").

Please be advised that each year you have the right to request a free estimate of your total accrued pension benefit, the vested portion (nonforfeitable) of the benefit and, if not yet vested, the earliest date you will become vested under the Fund. Please understand that the information to be provided is just an estimate of your pension benefit based on the information on hand. This amount may change depending on the duration of your covered employment, your marital status at the time you apply/receive your pension and the category of pension you will apply for and receive (i.e., Single Life, Joint and Survivor, Early, Normal, etc.).

If you wish to receive a statement of your estimated pension benefit or if you have any question as to whether you are vested to receive a pension benefit, please contact the UFCW Local 1500 Pension Plan office at 425 Merrick Avenue, Westbury, NY 11590. You may also call the UFCW Local 1500 Pension Plan at (516) 214-1330. The personnel at the Pension Fund office are more than happy to answer your questions and provide you with the information you are seeking.

Mandatory International Dues Increase Effective 7/1/2018

At the 2018 Eighth Regular International Convention of the UFCW Union the delegates voted to amend the International Constitution and increase the Local Union dues by \$0.46 per week.

Because we recognize that your dues were raised earlier this year, the increase will not take effect for Local 1500 members until 2/1/2019. In addition, we will not be increasing your dues by the mandated additional \$0.46 per week. The Full-Time dues will be increasing by \$0.40 per week, while the Part-Time dues will be increasing by \$0.35 per week.

For those members on payroll deduction the above increase will be reflected in the deductions made by your employer in January, 2019 for your February dues. For those members not on payroll deduction the above increase will be reflected on the dues billing you receive in February, 2019 which will be for your February dues.

By Constitution, because this increase was voted on and approved at the 2018 Eighth Regular International Convention of the UFCW Union by an overwhelming majority of the delegates present, no additional Local Union membership vote is necessary.

LOCAL 1500 RETIREES

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

Barnum, Jean I.	Koehler, George J.
Barreiro Jr., Osvaldo	Korbeci, Fillora
Beach, Brenda	Langlais, Ghislaine
Becker, Ronthea	Liggon, Theodora E.
Bilyou, Diane E.	Link, Karen A.
Borg, Christian J.	Long, Nathaniel
Breidenback, Patricia	Luongo, William
Bricker, Tonirose	Marchese, Peter
Brown, Delroy F.	Masone, Robert G.
Budhu, Neville C.	Mass, Michael A.
Butler, Vanessa A.	Mastanduno, Michael
Camarda, Karen	Mathew, Elizabeth
Campisi, Linda	Matteo, Sharon G.
Carbone, Marilyn	McCray, Stephanie C.
Carbonella, Michael	McNamee, Brian
Carter, John L.	Meier, Richard H.
Chironno, Michael	Mercaldo, Maria
Coard, Shirley	Mignosi, Joseph A.
Cole, Rose	Moeller, Catherine A.
Concepcion, David	Monahan, Diane M.
Cowan, Eileen M.	Moore, Susan R.
Davis, Clifford	Morales, Sonia
Deane, Clifton	Mordente, Anthony N.
Dejesus, Yvonne	Mulford, Susan L.
Deos-Treglio, Gail L.	Neary, Joanne E.
Devitt, Michael	Nicolosi, Joseph
Donnelly, Doris M.	Paradiso, Joseph
Dotson, Jeanetta	Parikh, Zarana
Drago, Anthony	Parine, Michael
Dreyer, Mark D.	Parker, Miriam J.
Dunn, Diane	Pitkowsky, Samuel H.
Esposito, Vivian B.	Quesada, Eduardo D.
Evins, America	Rinaldi, Josephine
Farraj, Suleiman	Robinson, Charles
Farrell, William	Rodriguez, Leocadia
Fassino, Raymond	Rodriguez, Miriam
Flores, James T.	Rowan, Carolyn M.
Fowler, Donna K.	Rozanski, Bruce E.
Foy, Sherey S.	Salvador, Jasmina J.
Franca, Susan A.	Sanoguet, Carmen R.
Fritze, George J.	Santana, Roman M.
Gajjar, Ushaben	Schneider, Glenn
Gallagher, Gerard R.	Schraedley, Peggy A.
Gallo, Glenn R.	Sciacca, Laura
Gannie, Isaac	Serrano, Elias
Garbellano, Michael T.	Siegel, Denise
Gibson, Peter	Skidmore, Tod H.
Gill, Jacob Z.	Slater, Robert G.
Goldberg, Margo	Smith, Thomas
Graziano, Mary R.	Soto, Janice M.
Green, John	Spector, Cathleen
Grimsby, Donna M.	Stabile, Richard
Hamilton, Sharon M.	Stephenson, Christopher
Holmes, Edward W.	Striscio, Michael T.
Hughes, Kenneth C.	Tesoriero, Rosemarie
Iacovello, Frank J.	Thompson, Glenn H.
Kali, William	Velazquez, Ruben
Kaplan, Andrew S.	Vetter, Mary
King, Lorna	Watkins, Susan M.
Kinslow, Vernon A.	Wixson, Patricia L.
Klatt, Robert	Zenz, Paul

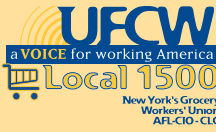
GENERAL MEMBERSHIP MEETINGS

Wednesday, March 13, 2019

Wednesday, June 15, 2019

Wednesday, September 11, 2019

Wednesday, December 11, 2019



ALL MEETINGS START AT 7:00 P.M.

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

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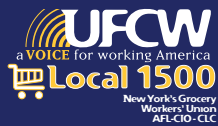
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Any suggestions or comments for the Register?

Send us your feedback to
Nallen@ufcw1500.org



FRANK MEEHAN HALL OFFICE HOURS & PHONE

516-214-1300 • 800-522-0456

General Office Hours, Pension & Welfare & Legal Services, Mon. thru Fri. 8:00 a.m. - 5:00 p.m.

UFCW1500.ORG
INFO@UFCW1500.ORG

WHOM TO CALL:

Do you have a question about Blue Cross?

Or a problem with Group Life?

Or about any other benefit or membership service?

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

**Local 1500 has voice mail
to better serve the membership.
Members can call Local 1500
regarding any matter 24 hours a day.**

To access the voice mail, a member can call Local 1500 at 516-214-1300 or 800-522-0456, followed by the 4 digit extension number of the person with whom you wish to leave a message. You may also email the union at info@ufcw1500.org for any questions or concerns you may have.

DUES REFUND

Michele Wright, Ext. 1351

WITHDRAWAL CARDS

Rosanne Wynne-Torres, Ext. 1332

PENSION

Yahaira Abreu, Ext. 1330

Jamie Mercado, Ext. 1333

MEDICAL-DISABILITY-VISION

Laura Behr, Ext. 1335

Michelle Sefcik, Ext. 1337

MEMBERSHIP APPLICATION

Arnetta Ellison-Bates, Ext. 1329

SCHOLARSHIP

Wendy Flores, Ext. 1310

WELFARE FUND BENEFITS

Associated Administrators, LLC 855-266-1500

HEALTH & WELFARE MEDICAL FORMS

516-214-1300 or 800-522-0456

Exts. 1334, 1335 & 1337

LEGAL SERVICES

Direct Line: 516-214-1310 or

800-522-0456 Ext. 1310 for Wendy Flores

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

EXECUTIVES

1305 Speelman, Tony – President

1306 Newell, Rob – Secretary-Treasurer

1303 Nelson, Rhonda – Recorder & Executive Vice President

1304 Waddy, Joe – Vice President & Assistant to the President

1306 Waddy, Aly – Vice President & Assistant to the Secretary-Treasurer

1318 Quiñones, Theresa – Vice President & Senior Director

DIRECTORS

1369 Santarpia, Paul – Vice President & Field Director

1362 Sexton, Brendan – Director of Organizing & Political Coordinator

UNION REPRESENTATIVES

1353 Ecker, Robert*

1311 Aponte, Teresa

1371 Flores, Vilmarie

1317 Guardado, Jeff

1346 Guardado, Juan

1358 Mauleon, Rafael

1356 Pasquale, Greg

1340 Scorzelli, Jay

1339 Shiels, Lynn

1349 Walter, Fred Jr.

1357 Woods, John

*Administrative Field Coordinator

MEMBERSHIP SERVICING & ORGANIZING

1315 Farrands, Bruce

1361 Hernandez, Rafael

1350 Kapogiannopoulos, George

1354 Schiffino, Jose

1345 Organizing Hotline

MEDIA & COMMUNICATIONS

1374 Allen, Nicholas – Media & Communications Coordinator

1372 Thomas, Tarrick

Happy Holidays!