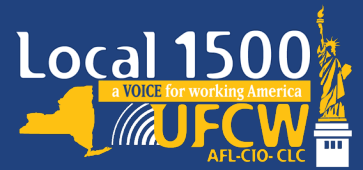


# THE Advocate



THE OFFICIAL PUBLICATION OF UFCW LOCAL 1500 • SPRING 2026 • VOL. 60 • NO. 1



## Welcoming Our New Members



**Welcome New Members Pages 8 & 9**  
**Holiday Celebrations Page 10**  
**Lobby Day Page 12**



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



# Your Health, Our Future

I want to start this article by welcoming Spring with open arms while looking back with utter annoyance at the literal feet of snow that this winter dumped on our area over a few short weeks. Tragically, those storms claimed the lives of a few of our members who had fatal cardiac episodes while dealing with the heavy snowfall. As many of you dealt with those sudden losses, you still found a way to go to work and perform at ridiculous levels just to take care of your customers. It's sad how the jobs you do don't often allow you the time you need to breathe and reset after difficult times. The expectation is that you will just be back tomorrow to do it all again. Sadly, some of us are walking around unaware that our own serious medical episode could be just around the corner.

This cycle, it didn't take long for me to decide what to write for this edition of the Advocate. I have been focusing a lot of my presentations on your health (mental & physical) and your healthcare plans over the past few years. I am disappointed that we didn't get as far as we hoped towards adding a mandatory wellness component to your healthcare plans this year, but it doesn't mean we have stopped trying to find the right vendor and proceed aggressively down that path. We believe it is our mission to help find ways for you to use your benefit plans more responsibly, both to better your own health while at the same time protecting the long-term financial health of your healthcare fund. Although there are exceptions to every rule, helping you (or even pushing you) find ways to take a little extra care of yourself or mandating you to get yearly physicals and preventative care will often accomplish both. Unfortunately, people will always get sick; that isn't something that we can prevent. But discovering issues early can often mean avoiding lengthy hospital stays, expensive prescription drugs, invasive surgeries, and long-term recovery plans. It could mean adding years to your life, while at the same time avoiding the high-cost claims that negatively impact your healthcare fund every year.

I'm going to throw a few important numbers out for you to think about regarding your healthcare funds. In 2025, your healthcare funds paid out almost \$82.7 million dollars in total! \$63.3 million dollars (76.5%) was spent on medical claims (doctors, surgeries, tests, hospital stays, etc.). But \$15.2 million dollars (24% of the medical spend, 18.4% of the total fund spend) was spent on 140 High Cost Claims (HCC). Those 140 claims ranged from \$50K to \$506K and averaged out to \$108.5K per claim. Just to break it down a little further for you, those 140 claims consumed the same amount of dollars that 9718 monthly full-time welfare contributions bring in. That is the equivalent of 810 full-time members' contributions for the year! This is why we spend so much time talking about how to use your healthcare plans more responsibly. If we cannot get the HCCs under control, it will have an extremely negative impact on your funds and the level of coverage we can provide.

Coupled with containing the rising costs of medical claims Trustees are also trying to deal with the single most concerning aspect of healthcare plans around the country today, prescription drug (RX) coverage. Last year, your funds paid out \$16.1 million dollars (19.5% of the total funds spend) in RX claims. It seems that every year, a new RX hurdle appears that we must figure out how to contend with. In 2025, a huge issue for our funds was the large number of GLP1 scripts (for diabetes & weight loss) we had. You know all the names; the commercials run non-stop on every channel of your TV. Last year, the funds paid out \$2.33 million

dollars (approx. 15% of the RX spend) on GLP1 scripts alone. These drugs were also the top 4 individual drugs in terms of spend across our fund. If you know anything about these drugs, there is a ton of waste, fraud, and abuse associated with them. I mean, let's face it, your podiatrist shouldn't be writing you a script for weight loss drugs! Each day, hundreds (maybe thousands) of GLP1 scripts are written off-label, meaning being prescribed without the approved indications, age groups, dosage, or form, just to get someone the weight loss drugs. Because of rampant abuse in this area, we have been forced to put many utilization management (UM) programs in place to help ensure anyone getting them meets the medical criteria and isn't just someone who wants to lose 25lbs to go to their high school reunion! This will continue to be a battle for us, but it's one we cannot afford to lose. If you want those drugs and don't meet the medical criteria, please go buy them on your own; there are dozens of commercials for that too! Those options will cost you WAY less than the fund pays having them run through the pharmacy.

In an effort to keep doing our part, the Board of Trustees for the UFCW Local 1500 Welfare (healthcare) Fund ventured down a new path in 2025. For the first time, we partnered with two other, much larger, welfare funds on the East Coast and conducted a joint request for proposal (RFP) for a new pharmacy benefit manager (PBM) contract. Your current PBM, Express Scripts, was notified after the completion of the RFP process that, as of July 1st, they will no longer be our PBM. We are excited to announce that we will be moving our PBM business to Prime Therapeutics (Prime) effective July 1st of this year. There will be communications coming to you soon via mail, and I will record a video that will be available on our social media pages and the Union website to help explain some of the early steps to look for. Some of you will need to get updated letters from your doctors to keep getting certain medications. Some of you may have to switch to a biosimilar that will have no impact on you medically but will save the fund thousands of dollars a year. Prime will be working with you and the fund to make this transition as smooth as possible. This switch will save our funds over \$7 million dollars over the next 3 years. That is a savings we MUST take advantage of. There may be a few new or different UM programs you may have to work with to continue to have a drug covered, but isn't that a small price to pay? Once we get further into the implementation process, you will be able to go online to Prime's website and get all the information you need and speak with Prime representatives who will happily guide your way. This change will also give the folks in our welfare fund office more access and an increased ability to help you with issues/questions when you call the office.

Nothing we do can be successful without your buy-in, so I am asking you to partner with us early, as opposed to resisting the change and fighting us over it. These days, the changes we make as Trustees and leaders are not changes we WANT to make; they are changes we NEED to make! Never forget, every extra dollar spent on your healthcare coverage is a dollar we can't negotiate towards your wages. No matter how you slice it, if you use your benefits more responsibly, you will not only help avoid major medical issues for yourself, but it can also result in millions in lower healthcare costs which can be negotiated towards your wages. Let's work together and get this done, for all our benefit! I'll see you soon in the stores and wish you the best of health. #MyUnionHasValue





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



# Tu Salud, Nuestro Futuro

Quiero comenzar este artículo dando la bienvenida a la primavera con los brazos abiertos, aunque con profunda frustración por la enorme cantidad de nieve que cayó sobre nuestra zona este invierno en tan solo unas semanas. Lamentablemente, esas tormentas se cobraron la vida de algunos de nuestros miembros, quienes sufrieron episodios cardíacos fatales mientras lidiaban con las fuertes nevadas. A pesar de estas pérdidas repentinas, muchos de ustedes encontraron la manera de ir a trabajar y rendir al máximo para atender a sus clientes. Es triste que sus trabajos no les permitan a menudo el tiempo necesario para recuperarse y descansar después de momentos difíciles. Se espera que al día siguiente vuelvan a estar listos para seguir trabajando. Tristemente, algunos de nosotros andamos por ahí sin darnos cuenta de que un problema de salud grave podría estar a la vuelta de la esquina.

En este ciclo, no tardé mucho en decidir qué escribir para esta edición de El Advocate. En los últimos años, he centrado gran parte de mis presentaciones en su salud (mental y física) y sus planes de atención médica. Me decepciona no haber avanzado tanto como esperábamos en la incorporación de un componente obligatorio de bienestar a sus planes de atención médica este año, pero eso no significa que hayamos dejado de buscar al proveedor adecuado y de avanzar con determinación en ese camino. Creemos que nuestra misión es ayudarles a encontrar maneras de utilizar sus planes de beneficios de forma más responsable, tanto para mejorar su propia salud como para proteger la salud financiera a largo plazo de su fondo de atención médica. Si bien existen excepciones a toda regla, ayudarles (o incluso animarlos) a encontrar maneras de cuidarse un poco más o exigirles que se realicen exámenes físicos anuales y atención preventiva suele lograr ambos objetivos. Desafortunadamente, la gente siempre se enfermará; eso es algo que no podemos prevenir. Pero detectar los problemas a tiempo a menudo puede significar evitar largas estancias en el hospital, medicamentos recetados costosos, cirugías invasivas y planes de recuperación a largo plazo. Podría significar añadir años a tu vida, evitando al mismo tiempo las reclamaciones de alto coste que impactan negativamente en tu fondo de atención médica cada año.

Voy a compartirles algunas cifras importantes sobre sus fondos de salud para que las consideren. En 2025, sus fondos de salud desembolsaron casi \$82.7 millones de dólares en total. \$63.3 millones de dólares (76.5%) se gastaron en reclamaciones médicas (médicos, cirugías, pruebas, hospitalizaciones, etc.). Pero \$15.2 millones de dólares (24% del gasto médico, 18.4% del gasto total del fondo) se gastaron en 140 reclamaciones de alto costo (HCC). Estas 140 reclamaciones oscilaron entre \$50,000 y \$506,000, con un promedio de \$108,500 por reclamación. Para que se hagan una idea, estas 140 reclamaciones consumieron la misma cantidad de dinero que aportan 9,718 contribuciones mensuales de asistencia social a tiempo completo. ¡Eso equivale a las contribuciones de 810 miembros a tiempo completo durante un año! Por eso dedicamos tanto tiempo a hablar sobre cómo usar sus planes de salud de manera más responsable. Si no logramos controlar los HCC, esto tendrá un impacto extremadamente negativo en sus fondos y en el nivel de cobertura que podemos ofrecer.

Además de contener el aumento de los costos de las reclamaciones médicas, los fideicomisarios también están tratando de abordar el aspecto más preocupante de los planes de salud en todo el país hoy en día: la cobertura de medicamentos recetados (RX). El año pasado, sus fondos pagaron \$16.1 millones de dólares (19.5% del total de los fondos gastados) en reclamaciones de RX. Parece que cada año surge un nuevo obstáculo con los RX que debemos superar. En 2025, un gran problema para nuestros fondos fue la gran cantidad de recetas de GLP-1 (para la diabetes y la pérdida de peso) que teníamos. Usted conoce todos los nombres; los anuncios se transmiten sin parar en todos los canales de televisión. El año pasado, los fondos pagaron \$2.33 millones de

dólares (aproximadamente el 15% del gasto en RX) solo en recetas de GLP-1. Estos medicamentos también fueron los cuatro medicamentos individuales con mayor gasto en nuestro fondo. Si sabe algo sobre estos medicamentos, sabrá que hay una gran cantidad de despilfarro, fraude y abuso asociados con ellos. Seamos realistas, ¡tu podólogo no debería recetarte medicamentos para bajar de peso! Cada día, cientos (quizás miles) de recetas de GLP-1 se emiten fuera de indicación, es decir, se recetan sin las indicaciones, grupos de edad, dosis o presentación aprobadas, solo para que alguien obtenga los medicamentos para bajar de peso. Debido al abuso generalizado en este ámbito, nos hemos visto obligados a implementar muchos programas de gestión de utilización (UM) para garantizar que quienes los obtienen cumplan con los criterios médicos y no sean simplemente personas que quieren bajar 11 kilos para ir a su reunión de exalumnos. Esta seguirá siendo una batalla para nosotros, pero es una que no podemos permitirnos perder. Si usted desea esos medicamentos y no cumple con los criterios médicos, por favor, cómprelos por su cuenta; ¡también hay docenas de anuncios para eso! Esas opciones te costarán MUCHO menos de lo que el fondo paga por tramitarlas a través de la farmacia.

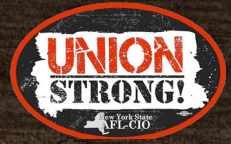
En un esfuerzo por seguir contribuyendo, la Junta Directiva del Fondo de Bienestar (atención médica) del Sindicato Local 1500 de la UFCW emprendió un nuevo camino en 2025. Por primera vez, nos asociamos con otros dos fondos de bienestar mucho más grandes de la Costa Este y realizamos una solicitud conjunta de propuestas (RFP) para un nuevo contrato de administrador de beneficios farmacéuticos (PBM). Su PBM actual, Express Scripts, fue notificado después de la finalización del proceso de RFP de que, a partir del 1 de julio, ya no será nuestro PBM. Nos complace anunciar que transferiremos nuestro negocio de PBM a Prime Therapeutics (Prime) a partir del 1 de julio de este año. Pronto recibirán comunicaciones por correo postal, y grabaré un video que estará disponible en nuestras páginas de redes sociales y en el sitio web del Sindicato para ayudar a explicar algunos de los primeros pasos a seguir. Algunos de ustedes necesitarán obtener cartas actualizadas de sus médicos para seguir recibiendo ciertos medicamentos. Algunos de ustedes tal vez deban cambiar a un biosimilar que no tendrá ningún impacto en su salud, pero que le ahorrará al fondo miles de dólares al año. Prime trabajará con ustedes y con el fondo para que esta transición sea lo más sencilla posible. Este cambio le ahorrará a nuestro fondo más de 7 millones de dólares en los próximos 3 años. Es un ahorro que DEBEMOS aprovechar. Es posible que tengan que trabajar con algunos programas de gestión de utilización nuevos o diferentes para que su medicamento siga estando cubierto, pero ¿acaso no es un pequeño precio que pagar? Una vez que avancemos en el proceso de implementación, podrán visitar el sitio web de Prime para obtener toda la información que necesitan y hablar con los representantes de Prime, quienes con gusto los guiarán. Este cambio también les dará al personal de nuestra oficina del fondo de bienestar más acceso y mayor capacidad para ayudarlos con sus problemas o preguntas cuando llamen a la oficina.

Nada de lo que hagamos puede tener éxito sin su apoyo, por eso les pido que colaboren con nosotros desde el principio, en lugar de resistirse al cambio y oponerse a él. Hoy en día, los cambios que hacemos como fideicomisarios y líderes no son cambios que QUEREMOS hacer; ¡son cambios que NECESITAMOS hacer! No olviden que cada dólar extra que gastan en su cobertura médica es un dólar que no podemos negociar para su salario. Sea como sea, si usan sus beneficios de manera más responsable, no solo evitarán problemas médicos graves, sino que también se pueden ahorrar millones en costos de atención médica, los cuales sí se pueden negociar para su salario. ¡Trabajemos juntos para lograrlo, para el beneficio de todos! Nos vemos pronto en las tiendas y les deseo mucha salud. #MiSindicatoTieneValor





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



## Say No To Surveillance Pricing

Many times, there are issues that bring folks that have beliefs on either side of politics together. No matter what side of the political aisle you woke up on today, the legislation that I address in this article is something that concerns all of us. Any of us that purchase items, especially groceries, is being targeted by technology, and we must all support efforts to create legislation that protects us as shoppers and as members.

Surveillance pricing is a business practice where companies use your personal data—such as location, browsing history, and demographics—to set individualized, targeted prices for goods or services. This strategy uses AI to identify the maximum amount a specific consumer is willing (or able) to pay, and adjusts the price of items in your carts based on its own research and algorithm.

So, companies you shop at are tracking all of your movements, what stores you visit, websites and apps you visit, what items you bought before, where you buy them or even when you usually buy. They even know how long you hover over an item before or after you put it into your cart. There is so much data that is collected from our movements, and companies are taking advantage of all of our individual tendencies.

Companies that engage in surveillance pricing have the ability to determine, for example, whether a specific shopper is able to shop for a large household at their leisure, or if the shopper is a single parent, in need of basic items, and willing to pay whatever they need to in order to get them as soon as possible. In many cases, under this scenario, the company takes advantage of the single parent because their past shopping trend shows that they really have no choice but to pay whatever they are charged, and the company charges them more for the same items. Retailers analyze consumer behavior, such as tracking when a user searches for products late at night (suggesting desperation/need) or even checking if they are using an expensive device to shop on. Different shoppers see different prices for the exact same items in the same location. No matter where you live or what your financial situation is, there's an algorithm that's set to extract the most out of you.

There are other common examples of Surveillance Pricing. Location-Based pricing is when a store charges higher prices when a customer is already in their parking lot, assuming they are committed to purchasing. E-commerce Personalization is showing higher prices to customers in wealthier zip codes or those who frequently buy a specific brand. Digital Tracking is a company adjusting prices for items (e.g., flight tickets) based on a user's previous searches, indicating high interest and readiness to buy. Targeted Promotions is the process of withholding discount codes from loyal customers who are expected to buy anyway, while targeting those discounts towards new users.

Here's a challenge for you. Get together with a friend and, from different sides of town, using a different brand and type of device, put together identical orders from a company like Instacart, or even check for the same airline flight tickets and see what you come up with. You may be shocked. Different folks' algorithms create different results, and it's time we help bring this to light and fight to have companies stop exploiting their customers.

This type of predatory pricing affects us all, and we must band together to support protective legislation similar to a recent Maryland law, and one we are trying to pass in New York and other states across the country. In Maryland, the Protection from Predatory Pricing Act was signed into law by their Governor Wes Moore this month. It prohibits retailers from using personal data to set individualized prices and mandates that grocery prices remain fixed for at least one business day. That might not sound like a long time, but as quick as companies are changing prices on us, this is a major

setback for them. The legislation specifically restricts the use of electronic shelf labels to implement rapid algorithmic price changes, which segues into the next part of my article.

If you grew up in New York, it's likely that ESL held a certain meaning. And growing up in New York City, ESL has always had a particular ring to me for as long as I can remember. However, more recently the acronym has taken on another, serious meaning which we also need to make a household term.

Some supermarket operators have already installed electronic shelf labels, or ESLs for short, in their stores. At first blush, these little individual pieces of technology may seem pretty cool, even to our members. They look like a small digital clock every few inches on the shelves of the supermarket, and they are intended to replace the paper shelf price tags and display signs that we have known for decades. Instead of physically taking the paper shelf labels off the shelf and replacing it with a new one when it comes time to change the price of that item, ESLs can all be changed at the push of a button in a centralized office. Cool tech right? Yeah, but no. Wait until all price changes are done at one push of a button from one person off at some corporate office somewhere. Who needs you then? Its design and existence is going to eliminate many of our jobs, while not yielding any additional savings for the consumers.

These little things not only directly threaten the jobs of our membership, they go hand in hand with Surveillance Pricing, where prices are changed on you in an instant. Pick an item off the shelf...and because AI knows it's you...the price could be changed on you before you get to the register.

As you can see, retailers are tracking your shopping habits. They are tracking your demographics. They are tracking where you live as well as where and how you shop. If you keep coming back for that same item, they are probably going to jack that price up on you soon. They are using who you are and your pattern of actions against you.

Your Union is working to fight these practices by supporting legislation that will ban them. But your elected officials, whether Republican or Democrat, need to hear from the folks that live, and work in their communities. We have recently lobbied in Albany and Washington D.C., explaining the dangers to legislators, having had discussions with many of them about the negative aspects of Surveillance Pricing and ESLs, among other concerning items. And yes, Local 1500's intent is to have laws passed that will ban or control the use of ESLs at Employers that have already installed them, whomever they are.

We will be attending other lobby day events and would be happy to have a strong contingency of our membership join us in Albany. This is not a political issue; this is a people issue. We will be reaching out to you in the near future, but until then remember to:

Say **NO** to Surveillance Pricing!  
Say **NO** to ESLs!

Check out more information on our website at [www.ufcw1500.org](http://www.ufcw1500.org) and at:





# This March we are putting the spotlight on our members



This Women's History Month, solidarity strengthens membership.



I am proud to stand shoulder to shoulder with other strong union women.

## WOMEN'S HISTORY MONTH



Being a part of Local 1500 ensures that we are respected year round, especially during Women's History Month.



I am proud to be a part of a union today and be standing up for my labor rights.



Feels good being recognized with my fellow union sisters with the hardwork and dedication we put in.



I feel honored and appreciated by my team and my union. It makes me feel valued as a member.

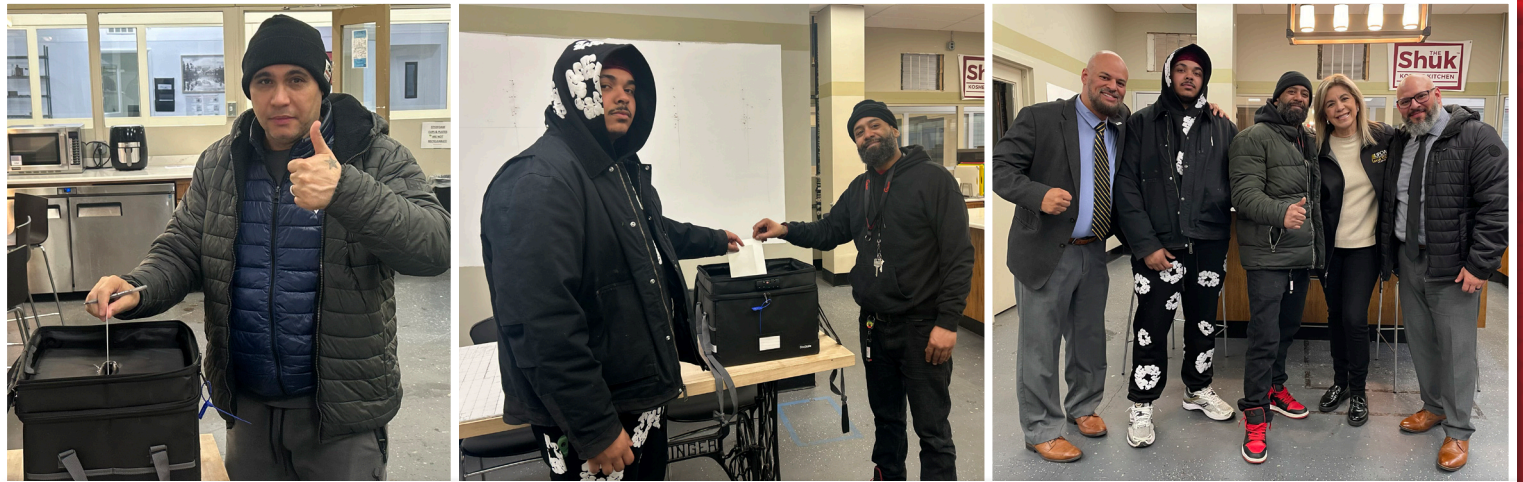


SCAN QR CODE TO SEE OUR VIDEO



# Ratified Contract

## Gourmet Garage Central Kitchen

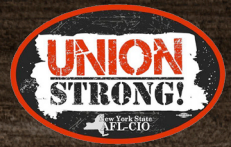


On Thursday April 9th, The Gourmet Garage Central Kitchen (formerly known as The Fairway PDC) contract was unanimously ratified! A huge thank you to our bargaining committee and our members who came out to vote and make sure their voices were heard.





Joseph Waddy, Executive Vice President/Recorder



## THE YEAR OF THE SHOPRITE

The past year has been a banner year for ShopRite. Just within Local 1500's jurisdiction alone, we have welcomed the new Fresh Grocer on Fulton Street in Downtown Brooklyn and the new Mannix store in the Great Kills community of Staten Island. Then add Wakefern's announcement, as reported by several industry outlets like Food Trade News, Progressive Grocer, and Supermarket News, on their record-breaking fiscal year. They reached \$20.7 billion in sales, representing a 3.1% increase over the prior year. We congratulate Wakefern on their success because we always want our unionized employers to do the best they can, while at the same time crushing their non-union competition.

2025 and 2026 has had us either negotiating or planning to negotiate contracts for thousands of our Wakefern members, and going forward, 2026 has us thinking all things ShopRite!

Earlier this year, on a cold day in February, Inserra Shoprite opened its doors to their first supermarket within Local 1500's jurisdiction. Now, although Inserra is new to us, they are definitely not new to the supermarket industry. They operate a large number of stores, primarily in New Jersey and Rockland County, NY. This first store of theirs in New York City is doing business under The Fresh Grocer banner. If you are wondering what or who Inserra is, you can Wiki it: it is a family-owned business and is one of the 500 largest private companies in the United States. We happily welcomed them into the Local 1500 universe, and our first collective bargaining agreement with Inserra runs through September of 2028.

You may have heard that we recently and successfully negotiated contracts for Fairway and the production facility in the Bronx, formerly known as the Fairway PDC, now named the GGCK, which stands for Gourmet Garage Central Kitchen. We are also currently negotiating the contract for our members at the Gourmet Garage stores in Manhattan. You may ask, "I thought this article was about ShopRite, what's all this talk about Fairway and Gourmet Garage?" You folks ask the best questions in my articles. It's because Fairway, Gourmet Garage, and the GGCK are all owned by Village ShopRite, who, similar to what Inserra did now, back in 2020 came into our jurisdiction and thankfully purchased the Fairway entities during its bankruptcy. I'll jump way ahead in the year and say that leading up to Fall, we will be negotiating the Village ShopRite contract for their two actual ShopRite stores, one on Bruckner Boulevard in the Bronx and the other in Pelham Manor. The latter being just north of the Bronx/Westchester border. If you're counting, that's one Inserra and four separate Village contracts mentioned so far.

But the lion's share of our ShopRite contracts are coming up for expiration, and we will commence negotiations soon. Glass Gardens has two contracts, one for its Brooklyn stores, and another for its College Point store, which expire on July 25th. We also represent four Mannix Family ShopRite stores on Staten Island and 14 SRS stores up in Westchester, Putnam, and Dutchess Counties. Both of those companies' contracts expire on August 8th. Be on the lookout for proposal meeting notices in your stores if you work for one of these shops.

Leading up to the Fall, we will also be gearing up for Buonadonna ShopRite negotiations. Buonadonna owns two ShopRite stores on Long Island, one in Massapequa and one in Bayshore.

Negotiations can get tough and sometimes get downright ugly, and we occasionally have to get beyond a difficult grievance or two. But overall, we try to have the best relationship possible with our ShopRite operators, whether it be Melissa, or Kevin, or Irv, or John, or Mike, or Lawrence, or anyone else in a leadership capacity. It's often an intricate balance between supporting our unionized employers and fighting for the rights of their employees.

We still have six ShopRite contracts to negotiate this year, for a total of over 4,100 members, so we've got our hands full. And in between negotiating all of those, this year we still are or will be negotiating Joe Coffee, Blank Street Boerum Place, Wild by Nature, Pomegranate, Whitsons Food Service, Man-Dell Key Food, and two Dan's Supreme Key Food contracts. We are at different stages in all these contract negotiations. We are well down the road on a couple of them, right in the middle of a couple of them, at the beginning of a couple of them, getting ready to start some of them, and gearing up for proposals on the rest.

All of the ShopRite proposal meetings will be in person, at a date and time to be determined. Once locked down, as mentioned before, please be on the lookout for notifications, and please make every effort to attend. Some other meetings, like the Dan's and Man-Dell proposal meetings, will be held virtually. All proposal meetings are critically important to the negotiating process and should be attended by as many members as possible. This is your time to be heard and your chance to express what you would like to see or have incorporated into your next contract. We need that list of proposals to be able to hand them over to your company representatives at the bargaining table. That's where the fun starts!

For our ShopRite members, it is important that you all stick together, not just those of you from the same company, I mean those of you from all of the companies that I mentioned earlier in this article. We have a standard of excellence in our ShopRite contracts that we are looking to protect and build upon. We are seeking improvements that can move along with and combat the rising prices we are all experiencing. The cost of living is ever-increasing, and we need to bargain to stay ahead of it. We are cautiously optimistic about this ShopRite bargaining cycle, especially coming off of their record-breaking year of sales and all. Our largest companies, like Stop & Shop and these Wakefern ShopRites, set the tone for all our other, contracts and we need the support of all ShopRite members to win for you at the bargaining table. We may be calling on you to attend update meetings, if necessary, as negotiations progress, and it would be great to see the solidarity of the different ShopRite members showing up to support each other. The time may come when we need it. ShopRite had a record setting year...so it's time to negotiate a record setting contract.

In the grander scheme of things, it's important for all our members to stick together. The more support we get, the better contracts we can negotiate, and it's no secret that the goal is to achieve more year after year, company by company, so we continue to raise the standards every cycle, building on what we accomplished the time before, and so on. It may seem like a little gain by a little gain at times, but we are always moving forward...together...and for everyone.



# Welcoming



# THE FRESH GROCER

The Fresh Grocer Officially opened on February 13th. This opening brings 50 new members to the Local 1500 family. This shop is the first of hopefully many future union Fresh Grocer stores in the metropolitan area. We are proud to represent our members on the front end, in produce, grocery, bakery, frozen, dairy and maintenance.



# New Members

## JOE COFFEE



On Wednesday, January 21st, employees at the Joe coffee café in Brooklyn Heights voted unanimously to join local 1500! Congratulations to the workers for standing up and sticking together! Welcome to the local 1500 family!





# BLOOD DRIVE

On March 17th, our members donated 93 pints of blood, which could save up to 279 lives. Thank you to all that donated!



SCAN THE QR CODE FOR MORE PHOTOS



Check out our latest Member Spotlight Video



SCAN HERE

MEMBER SPOTLIGHT

With Rich Nelson





Fallon Ager, Director of Region 1 - Northeastern



## Support the UFCW’s Campaign to Ban Surveillance Pricing and Protect Union Grocery Jobs

In February, the UFCW launched the “Affordable Groceries and Good Jobs Campaign” to ban the predatory practice of “surveillance pricing,” target the encroachment of AI-driven technology in grocery stores, and deliver fair prices for families while preserving good, union grocery jobs.

“Americans are hurting under the affordability crisis, and UFCW members see the pain in their faces every time they enter the grocery store,” said UFCW International President Milton Jones. “Our members also feel it themselves when they shop for their families. We are starting this national campaign to stop corporations from being able to change prices in front of their eyes just because they live in the wrong zip code or are a new parent. We are proud to work with elected officials in every part of the country to lead the fight for affordable groceries and good jobs because that is what our members want.”

Senator Ben Ray Lujan (D-NM) and Senator Jeff Merkley (D-OR) introduced the Stop Price Gouging in Grocery Stores Act in the U.S. Senate. This legislation would prohibit price gouging by retail food stores and prohibit surveillance pricing in those stores, with exceptions for promotions like senior or student discounts. It would also require the disclosure of the use of facial recognition technology and ban electronic shelf labels (ESLs) in large grocery stores, enforced by the Federal Trade

Commission. The House companion legislation is led by Representative Rashida Tlaib (D-MI-12) and Representative Val Hoyle (D-OR-4) with 50 co-sponsors.

State lawmakers across the country have joined the UFCW in this effort. In February, members of Local 1500 were in Albany to push for the passage of S.8616/A.9396, legislation that would protect New Yorkers from discriminatory pricing schemes. Local 1500 members showed up to ensure lawmakers heard directly from the people who see the impact of these practices every day: grocery workers, retail workers, and the communities they serve.

In addition to New York, state legislators in Oklahoma, Washington, Arizona, Nebraska, Maryland and Tennessee have introduced the UFCW’s surveillance pricing and ESL legislation. Throughout 2026, more states will introduce this legislation, which requires the use of analog (or paper) shelf pricing in any retail establishment larger than 10,000 square feet and prohibits surveillance pricing based on unique characteristics.

You can find more information about how to support this campaign by scanning the QR code below. Together, we can make groceries more affordable, protect consumer privacy, and preserve good, union jobs.

For more information scan the QR Code:



## Lobby Day



For more information scan the QR code



Stop surveillance pricing and electronic shelf labeling

# UFCW LOCAL 1500

## LEGAL SERVICES TRUST FUND

Your Union negotiates with your employers to provide its members fair wages and safe working conditions along with a variety of other employment-related benefits, such as health benefits and retirement benefits. While the health and retirement benefits are probably the most thought about benefits your Union negotiates, there are other benefits available to you that are somewhat under-utilized.

The legal benefits available under the UFCW Local 1500 Legal Services Trust Fund are a Consultation Benefit, a Document Review Benefit and a Reimbursement Benefit.

**The Consultation Benefit** provides consultations regarding legal matters or questions about rights under the law which any eligible person may have. Each eligible person is allowed up to four thirty (30) minute consultation sessions or two sixty (60) minute consultation sessions each calendar year.

**The Document Review** Benefit provides professional review and interpretation of personal legal documents. These documents may include warranties, wills, guarantees, installment purchase agreements, loans, leases, domestic relations documents and agreements, and insurance policies.

The Fund has retained Nicole Norris, Esq. as the Plan Director and Administrator. Ms. Norris performs the Consultation and Document Review benefits to covered individuals. There is no cost for you to utilize these benefits.

**The Reimbursement Benefit** provides reimbursement for certain personal legal services performed by licensed attorneys. Not all legal services are eligible for coverage (such as business and/or commercial matters). The Fund's reimbursements are based upon an established fee schedule. Please be advised that the fee schedule generally will not reimburse you for the full amount of your attorneys' fees. However, if you and/or your eligible dependents find yourself in need of legal services, it's nice to know that this benefit is available to assist in offsetting your costs.

A claim for benefits will not be considered eligible until the case is completed and the attorney paid. To file a claim, contact the Fund Office at (516) 214-1310 or [legal@ufcw1500.org](mailto:legal@ufcw1500.org) and request a claim form. Please be advised, you must submit proof

of payment to an attorney before a claim can be processed for reimbursement.

Examples of types of legal matters that are eligible for coverage under the Reimbursement Benefit include but are not limited to filing fees, real estate matters for purchase of your primary residence, landlord/tenant cases, immigration matters, marital matters, adoption matters, drafting a will, establishing a power of attorney and/or health care proxy, bankruptcy and certain criminal matters.

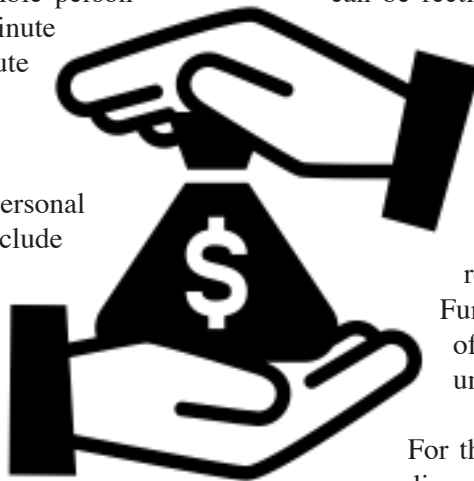
You are encouraged to utilize the Consultation and Document Review Benefits prior to retaining a lawyer to determine whether further legal assistance is needed. Some legal issues can be rectified without needing to retain an attorney.

Moreover, by utilizing the Consultation and/or Document Review benefits prior to retaining an attorney, you will be advised if the services you are seeking to retain an attorney for would be covered under the Reimbursement Benefit prior to you incurring any legal fees. This is not a requirement but rather a suggestion from the Fund so you will have a better understanding of your legal matter and the benefits available under the Reimbursement Benefit.

For the Reimbursement Benefit, you may retain any licensed attorney. However, the Fund maintains a referral list of attorneys for your convenience. The referral list IS NOT a recommendation or guarantee of the work and/or advice provided by the attorneys on the list. It is important to note that neither the Fund, Nicole Norris, Esq., nor the Trustees will recommend any attorney or guarantee an attorney's advice.

Additionally, our Union doesn't just take care of its active members. Eligible retirees and their spouses are covered for the Consultation and Document Review Benefits as well. Please note, there are no benefits afforded to retirees under the Reimbursement Benefit except for wills, health care proxies, power of attorneys and living wills.

Your Union Officials and the Fund's Trustees are proud to be able to offer these benefits to you and hope you use them if needed. If you have any questions about the Fund or the benefits it provides, please contact the Fund at (516) 214-1310 or [legal@ufcw1500.org](mailto:legal@ufcw1500.org).



# 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.

- |                       |                        |
|-----------------------|------------------------|
| Acevedo-Wilson, Sarah | Lakeman, Leonora R     |
| Adelman, Harriet      | Lehrer, Sheldon        |
| Anderson, Oswald R.   | Lindstrand, Nancy      |
| Arale, Robert U       | Lorenz, Jon C.         |
| Artavia, Manuel       | Lowden, Raymond        |
| Assouline, Rachel     | Lynch, Patrick P.      |
| Badurina, Marija      | Maco, Joseph P.        |
| Bartnick, Jack        | Malone, Jean           |
| Boehm, Ronald         | Mauro, Conchetta       |
| Bross, Lyle           | Mitchell, Stanford     |
| Brown, Fredrick R     | Muller, John H.        |
| Bruce, Judith         | Murante, Cristina      |
| Cano, Maria           | Niemann, Dorothy       |
| Caputo, Joseph        | Ola, Ester             |
| Cassidy, Beverly      | Oliva, Dorothy         |
| Christian, Thomas W.  | Orellan, Carlos        |
| Ciancioso, Grace      | Ortiz, Luis            |
| Clarke, Rosemary      | O'Shea, Patricia A.    |
| Colantuono, Ann       | Pallan, Mildred        |
| Danks, Timothy J      | Perez, Teresa          |
| Dansby, Mary A.       | Petrilak, Joseph F.    |
| Dattoli, Trent        | Pino, Frank            |
| Doyle, Catherine      | Raciborska, Margaret   |
| Edelson, Theresa      | Raynor, Patricia       |
| Feldhusen, Harold     | Rennie, Barbara        |
| Friedland, Jean       | Rini, Angelina         |
| Fulton, Annamarie     | Rivera, Lucy           |
| Galano, Anthony J     | Robinson Davis, Regina |
| Geibel, Charles       | Rogers, Eileen A.      |
| Genes, Jean           | Sanchez, Ana C.        |
| Girolamo, William     | Sanchirico, Angelo M.  |
| Grasso, Anthony       | Schaffer, Richard A.   |
| Greene, Darrine       | Scrimenti, Joseph      |
| Griffin, Daniel       | Smith, Anthony         |
| Grossman, Renee       | Sparrow, John          |
| Harney, Joseph        | Strohli, Miriam        |
| Harris, James G       | Terrone, Joanne M.     |
| Hazel, Frank          | Thorpe, Stanley        |
| Hellmer, Susan        | Troue, Henry           |
| Hidalgo, Jose L.      | Vecchio, Theresa       |
| Hudson, Ives D.       | Walker, Elizabeth      |
| Humphreys, Theresa    | Walsh, Eileen T.       |
| Irizarry, Carlos      | Weindorf, Dorothy      |
| Janas, Paul T         | Weir, Ermelinda        |
| Kelly, Matthew        | Wenker, Henry          |
| Kopacz, Geraldine P.  | White, Joe             |
| Kritcher, David S     | Willis, Christina F    |
| LaForge, Antoinette   |                        |



Discounts on today's latest technology, including hearing aids and tinnitus options



SCAN ME

START HEARING



## ATTENTION UFCW LOCAL 1500 MEMBERS!

### Want to earn your GED?

GED program for UFCW members

**Every UFCW member can take GED classes for free**

This GED program offers a customized learning plan, so that you'll be able to successfully prepare yourself to pass the GED test, regardless of when you last went to school.

For more information please visit [ufcw.org/ged](http://ufcw.org/ged)



### Need A Withdrawal Card?

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

- Name
- Store Number
- Company
- Last day worked

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

**UFCW Local 1500 Attn: Sara Musco  
425 Merrick Ave, Westbury NY, 11590**

## SOCIAL MEDIA CORNER




On February 11th, members of UFCW Local 1500 ventured to Albany to let our legislators know, say no to "Surveillance Pricing" and "Electronic Shelf Labeling" technology being introduced to your stores.

Scan This QR code to watch our Youtube channel

Any suggestions or comments for the advocate send us feedback to: [info@UFCW1500.org](mailto:info@UFCW1500.org)


@UFCW1500



### 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:

**C.V.S., WALMART, SAM'S, PRICE CHOPPER, COSTCO, BJ'S, WALGREENS, TARGET & HANNAFORD.**




# UFCW WOMEN'S NETWORK REGION 1

## 2026 Childcare Grant

### CHILD CARE GRANT APPLICATION CRITERIA

- Applicant must be a member of the UFCW or RWDSU in good standing for one (1) year;
- Have a dependent child (or children) actively enrolled in childcare; qualifying childcare programs include: daycare, before or aftercare;
- Parents must work outside of the home;
- Use a qualified child care provider either licensed by the state, or on file with the IRS;
- Grant winners from the prior year are not eligible for the following consecutive year, but may apply in future years.



FOR MORE INFORMATION  
SCAN THE QR CODE



Local 1500  
UFCW

# 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.

Ahern, Neva S.  
Ahern, Timothy G.  
Allen, Fred A.  
Arocho, Ariel  
Bankoff, Kathleen M.  
Bartlett, Barbara  
Bautler, Doreen L.  
Belle, Eleanor  
Blazewicz, Margaret  
Boehning, Norma J.  
Boneri, Debra A.  
Booker, Denise  
Brown, Joseph B  
Burke, Neville L.  
Burns, Jeffrey M.  
Caiazzo, David  
Calobrisi, Kimberly  
Capozzi, Emil J.  
Carde, Karen M.  
Clark, Virginia  
Cocuy, Julian  
Corbett, Brenda A.  
Corleto, Irene J.  
Cospito, Debbie  
Cuello, Lila E.  
Darcy, Jane  
Delgado, Freddy  
Dellavecchia, Ralph J.  
Denicola, Steven J  
Desmond, Joan K.  
Diaz, Leonardo  
Diomede, Janet A.  
DiPasquale, Clara A.  
Donnelly, Nancy  
Dreaper, William B.  
Duignan, James  
Eble, Glynis A.  
Eisemann, Brenda J.  
Ezquerria Benavides, Maria P.  
Farino, Linda  
Galasso, Michele  
Garcia, Santo  
George, Keith T.  
Glibbery, Lisa

Gobb, Tessie P.  
Grazette, Ethnie E.  
Halpin, Gilbert M.  
Hincapie, Edien  
Hincapie, Everth  
Hordeski, Edward R.  
Howell, George A.  
Huggins, Terrance  
Intartaglia, Carol  
Jafri, Rizwana A.  
Kaiser, Eileen M.  
Kaiser, Michael T  
Kay, Amy  
Kuntipuram, Mohan S.  
Lam, Mee Yuk  
Lindsay, Allen  
Livingstone, Denise  
Lombardo, Gary  
Louissant, Yves  
Love, Peter M.  
Magliolo, John E.  
Mair, Gerald J.  
Maluta, Dorothy  
Marengo, Margaret P.  
Mathew, Omana  
Matthews, Von Rita  
Mazurkiewicz, Christopher J.  
Mbaye, Amadou C.  
McCormack, James T.  
McNulty, Joann  
Melfa, Mary A.  
Mendolia, Joanne  
Mercedes, Juan E.  
Mincieli, Michael  
Moore, Susan R.  
Munda, Kathleen A.  
Nassani, Linda  
Nelson, Jerome  
Nevins, James D  
Newkirk, Robert  
Nisito, Debra A.  
Parello, Susan A.  
Parker, Reginald  
Pasqua, Barbara A.

Pastore, Izabel A.  
Penney, Theresa  
Perri, John  
Pfister, Christine  
Portente, Michael J.  
Ramos, Wilson  
Relaford, Emmitt J.  
Rivera, Jaime E.  
Rivers, Debra E.  
Rose, Thomas T.  
Ross, Judith A.  
Ruiz, Marco A.  
Saltz, Julian  
Santana Garcia, Antonio  
Scafano, Donna  
Scarzafava, Anthony P.  
Schaaque, Ronald W.  
Scorzelli, Julius J.  
Shore, James  
Silvera Carr, Iris M.  
Smith, Albert  
Sorensen, Carol A.  
Spadaro, Dennis  
Spinella, Marylynn  
Sprenger, Douglas P.  
Stelmok, Susan I.  
Stern, Ciril  
Strub, Jeffrey  
Sullivan, Patrick  
Teatro, Anthony W.  
Thompson, Gene  
Tirelli, Yasmin  
Varghese, Mathew  
Vasquez, Paul  
Villa, Luis  
Ward III, Roger W  
Watt, Richard  
Weston, Melvin  
Whitaker, Karen L.  
Whitaker, Paul R.  
White, Angela M.  
Willenson, Debra A.  
Williams, Michael  
Williams, Santiago  
Wolons, Joseph D.

## Legal Services Fund Participants We Have Amazing News!

The new year brings exciting developments in the Legal Services fund. For the first time in years, the Board of Trustees has voted to increase the maximum reimbursement amounts for various categories of legal matters. Effective January 1st, 2026, nine categories of reimbursement were increased. they are as follows:

Real Property -	From \$850 to \$1,000
Separation -	From \$650 to \$750
Contested Divorce -	From \$2,000 to \$2,500
Wills (Solo) -	From \$125 to \$200
(Dual/ Reciprocal) -	From \$200 to \$275
Family Court Matters -	From \$1,000 to \$1,500
Power Of Attorney -	From \$100 to \$175
Living Will -	From \$75 to \$150
Health Care Proxy -	From \$75 to \$150
Name Change -	From \$500 to \$700
Filing Fees -	From \$350 to \$750

## VALUE OF OUR UNION

Legal reimbursements  
to members YTD  
2026:

**\$11,643**

Members Assisted By  
Legal Services YTD  
2026:

**73**

## THANK YOU FOR SHOPPING UNION STORES

YOU HELP PRESERVE YOUR JOBS WHEN YOU SHOP UNION

UNION JOBS CONTRIBUTE TO THE COMMUNITIES' TAX BASE  
CONTINUE TO SHOP UNION STORES IN YOUR

COMMUNITY WHERE UNION WORKERS HAVE BETTER WAGES,  
BENEFITS AND WORKING CONDITIONS

### SHOP THESE UNION STORES

STOP & SHOP SHOPRITE KING KULLEN WILD BY NATURE FAIRWAY  
PICK QUICK KEY FOOD DAN'S KEY FOOD MAN-DELL KEY FOOD  
GRISTEDES KING'S SUPERMARKET D'AGOSTINO TOPS MARKET SCATTURO  
GOURMET GLATT FOOD BAZAAR HOLIDAY FARMS GOURMET GARAGE

**SHOP UNION - SAVE JOBS**





UFCW LOCAL 1500  
425 MERRICK AVE  
WESTBURY, NY 11590



# GENERAL MEMBERSHIP MEETINGS

**June 10, 2026**  
**September 9th, 2026**  
**December 9th, 2026**

**ALL IN PERSON MEETINGS START AT 7:00 P.M.**  
**YOUTUBE LIVE STARTS AT APPROX. 7:30 P.M.**

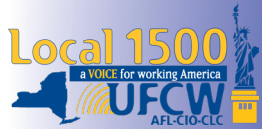
UFCW LOCAL 1500, FRANK MEEHAN HALL  
425 MERRICK AVENUE, WESTBURY, NY 11590



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 this QR code



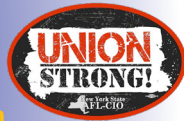
## Prizes will be awarded!



## 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  
1306 Waddy, Aly - Secretary-Treasurer  
1303 Waddy, Joe - Executive Vice President/Recorder  
1304 Santarpia, Paul - Director of Operations

### OFFICE MANAGER

1351 Wright, Michele - Michelew@ufcw1500.org

### EXEC. ADMIN. ASSISTANT

1306 Reyes, Samantha - Sreyes@ufcw1500.org

### FIELD DIRECTOR

1356 Pasquale, Greg - Gpasquale@ufcw1500.org

### SENIOR REPRESENTATIVES

1334 Brijlall, David - Davidb@ufcw1500.org  
1371 Flores, Vilmarie - Vflores@ufcw1500.org  
1346 Guardado, Juan - Juang@ufcw1500.org  
1311 Zeiner, Steve - Szeiner@ufcw1500.org

**DIRECT LINE**  
**(516)-214-1300**

### UNION REPRESENTATIVES

1362 Byfield, Desmond - Dbyfield@ufcw1500.org  
1317 Guardado, Jeff - Jguardado@ufcw1500.org  
1322 Guelee, Gina - Gguelee@ufcw1500.org  
1350 Kapogiannopoulos, George - Georgek@ufcw1500.org  
1358 Mauleon, Rafael - Rmauleon@ufcw1500.org  
1342 Shiels, Patrick - Pshiels@ufcw1500.org  
1360 Siano, Alicia - Asiano@ufcw1500.org  
1349 Walter, Fred Jr. - Fwalter@ufcw1500.org

### MEMBERSHIP SERVICING REPRESENTATIVES

1368 Cordoba, Matias - Mcordova@ufcw1500.org  
1343 Cruz, Israel - Icruz@ufcw1500.org  
1345 Gibson, Fiona - Fgibson@ufcw1500.org  
1318 Ortiz, Sandra - Sortiz@ufcw1500.org  
1339 Rodgers, Dan - Drodgers@ufcw1500.org

### MEDIA & COMMUNICATIONS COORDINATOR

1374 Allen, Nick - Nallen@ufcw1500.org

### MEDIA & COMMUNICATIONS

1372 Thomas, Tarrik - Tthomas@ufcw1500.org  
1319 Wright, Ally - Awright@ufcw1500.org

### ANNUITY FUND

1314 Mcglone, Christine - Cmcglone@ufcw1500.org  
1325 D'Antona, Nikki - Ndantona@ufcw1500.org

### LEGAL SERVICE FUND

1310 Punzo, Wendy - Wpunzo@ufcw1500.org

### MEDICAL, VISION & DENTAL FORMS

1337 Sefcik, Michelle - Msefcik@ufcw1500.org  
1300 Behr, Laura - Lbehr@ufcw1500.org

### PENSION FUND

1330 Gorman, Terri - Tgorman@ufcw1500.org  
1333 Suarez, Monique - Msuarez@ufcw1500.org

### SCHOLARSHIP FUND

1310 Punzo, Wendy - Wpunzo@ufcw1500.org

### WITHDRAWAL CARDS

1328 Musco, Sara - Smusco@ufcw1500.org

### DUES OR INITIATION FEE REFUNDS

1351 Wright, Michele - Michelew@ufcw1500.org

CHECK US OUT  
@UFCW1500.ORG

# MY UNION HAS VALUE

EMAIL US AT  
INFO@UFCW1500.ORG