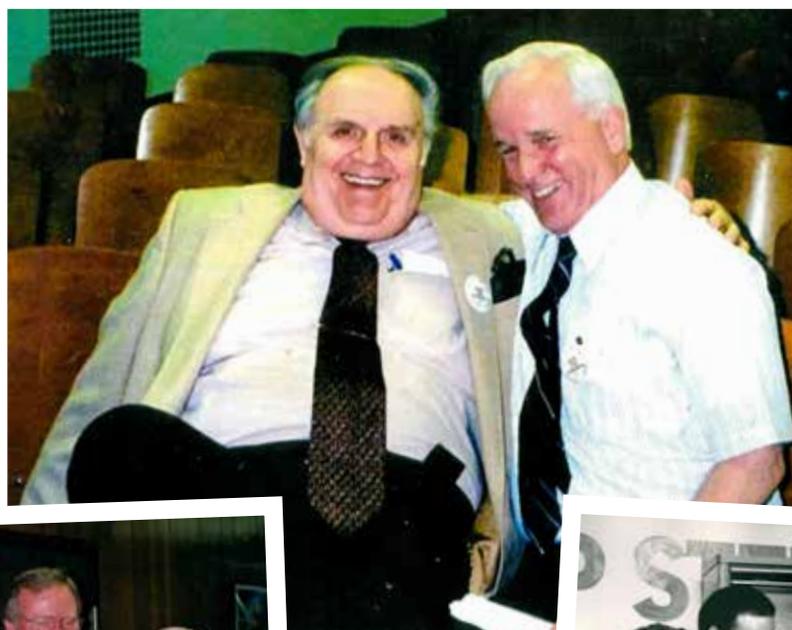
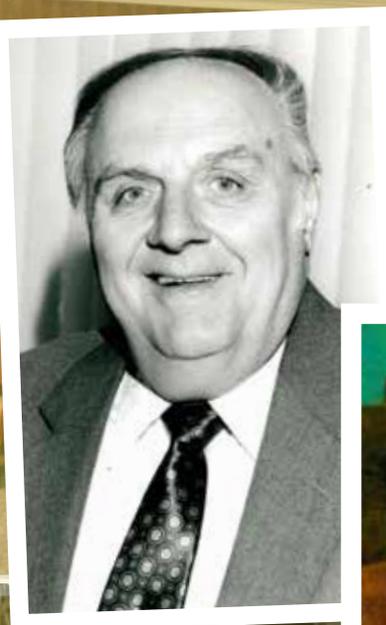
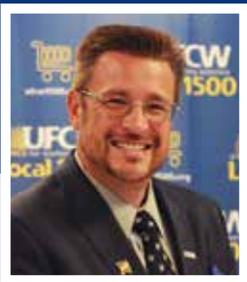


## REMEMBRANCE OF SECRETARY-TREASURER DAN RUSSO





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



## WORKERS' RIGHTS FIRST

Happy Fall everyone and welcome to what is already shaping up to be another crazy, all-encompassing, divisive, few months as we begin the process of electing our country's 47th President. Throughout my years working at the Local I've always tried to steer to the middle when it comes to conversations with our members about politics, especially national politics. Our Union proudly represents members who are strongly aligned with every political party and candidate, so it is truly impossible to be equally representative of every member's personal political beliefs. That is why the union's political focus is supporting candidates or political parties who will advocate for the members of organized labor and fight to address our most important issues. We have never, and will never, base our political decisions on the dozens of personal issues that separate the candidates. Although we fully recognize how important they are to you as individual voters, unfortunately none of those personal issues help us decide which candidate to support.

With a union as large as ours, both in geography and membership count, I have had more than my fair share of disagreements with members about who the Union has supported. But I will repeat what I have said for years to hundreds of members, the Union is not an individual and therefore is NOT aligned with any single candidate or political party. The Union supports candidates that support our member's issues. However, the focus is on our members' LABOR issues, not their personal issues or who they like or can relate to. As your Union, we must continue to direct our political efforts to elect candidates that provide the best opportunity to pass pro-worker/pro-labor legislation. Equally as important is electing folks that will appoint advocates of America's working class to any/all agency positions charged with overseeing or impacting the legislative and judicial decisions that govern our members work rules, protect or attack our retirement funds and govern the National Labor Relations Board.

Believe it or not, my personal political views are not always aligned with those of our Union. But I was not elected by you to use our Union's influence to impose my personal political beliefs. I was elected to do everything in my power to help our members and their families achieve a better life while fighting like hell against anyone or anything who tries to interfere. Make no bones about it, neither Donald J. Trump nor the Republican National Committee are a friend to labor Unions or their members. They also don't support or believe in the pro-worker agenda that we try to advance every day. Please read those two sentences fundamentally, because I said what I meant. I didn't attack former President Trump or the RNC, I made a very simple, yet incredibly accurate statement. The Republican Party's national agenda and the agenda of the former President have absolutely nothing in common with the agenda of most America's labor organizations. That is especially true when compared to this Union. For the record, candidates on the extreme left of the political scale are, in too many cases, no more a friend to labor than the RNC is. The extremism present in so many people's current beliefs is incredibly dangerous and poses the biggest threat to all our futures. Where has all the common sense gone?

By in large, labor organizations around the country won't endorse or support Donald Trump for President. Clearly there are exceptions to every rule, like some public sector and law enforcement unions, as well as some Unions based in deep red Republican states. Need I remind you that in too many of those deep red states the minimum wage is the \$7.25 Federal minimum wage and right-to-work-for-less laws already exist. But this is New York, a closed shop state, and one whose minimum wage is more than double the Federal minimum. In New York we strive to be leaders for the entire labor movement, not followers. Each Union leadership team, no matter where it is based, is tasked with protecting its membership to the best of its ability. However, because of the industry and the area their members operate in, not all Unions find themselves on the same, or equal, ground when it comes to politics. There are significant differences between public and private sector Unions as far as their bargaining priorities and who they negotiate with. But our focus is on protecting you, the industries you work in, our Union, and your employers so our members can live and work safely while receiving higher wages and enjoying the most comprehensive benefit packages in the industry.

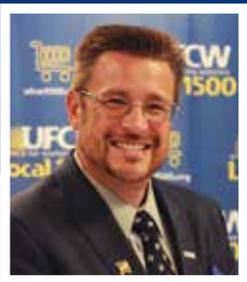
Nowhere in this article have I said that Union members won't vote for Donald Trump, I know that statement is false. But I don't know why so many members overlook or ignore his intentions when it comes to Unions, working people, or anyone that disagrees with him. Weakening a Union's bargaining rights by appointing conservative judges to the courts or putting pro-business directors in place to oversee the NLRB are things he has already done once and will do again if re-elected. Although you may be aligned with the former President on his social, religious, economic or immigration policies, I ask you not to ignore the fact that given the opportunity to destroy your Union and eliminate your right to be a represented worker he would do it immediately.

Our members are currently blessed with strong contracts, collectively bargained benefit plans, a more worker-oriented NLRB, and a team of Union representatives who work every day to ensure your fair and safe working conditions are maintained. I can assure you that those are not items you will hear former President Trump speak about at his rallies. He will, however, tell you that they Unions should fear the democratic party. Really???? Do you think former President Trump would've passed the American Rescue Plan and helped protect or restore pensions for over 1 million Americans? The answer is simple, it's a resounding NO! How do I know that? Because the plan was passed without a SINGLE Republican vote, which is disgusting. How fast do you think Trump would sign a national right-to-work-for-less law given the opportunity? If you don't think so perhaps you should give the 1,000-page Project 2025 policy blueprint a read. Maybe it's just a coincidence that JD Vance wrote the foreword for the book "Dawn's Early Light", written by Kevin Roberts, the president of the Heritage Foundation, which oversees Project 2025? Clearly, it's not. One of the many disgraceful sections of that document is a conservative blueprint for the destruction of Unions and their rights to represent their members. That is something that should concern all of you deeply.

In the end your vote is just that, your vote, that is the beauty of our democracy. I just ask that when the time comes for you cast it that you remember although one candidate's policies may be nearer and dearer to your heart than the other, without your Union contract you wouldn't have the medical benefits to get it checked out! In this election there is only one candidate who respects your membership card and your right to belong to a Union, and her name is Kamala Harris. No matter the dozens of other issues that help you evaluate and shape your decision, please remember that!

Unfortunately, I must close my article on a sad note. On June 12th Secretary-Treasurer Emeritus Dan Russo passed away peacefully in his home with family. If you had the pleasure of knowing Danny, then you know he was a tough but compassionate man who loved his family and his Union dearly. He struck fear into the Employers and was very tough on the Union's vendors (just ask them). There are dozens of stories I could tell you about Danny but none of them would give you the true picture of the dedicated, hardworking, funny, detail oriented, chop-busting, labor leader and man that he was. He negotiated hard for our members, took very good care of our staff, and looked after the Union's assets like they were his own (some may have even called him cheap once or twice back in the day, lol). I was sad when Danny retired on March 31st, 1999, and I loved that he stayed connected to our Union for the 25 years that followed. Danny you were my first Secretary-Treasurer, and you convinced Frankie to hire me back in '95. You were a mentor, a friend and a resource to me from the day I met you until the day you passed away. Your tongue was as sharp as your wit, and your heart was as big as a bear. You kept everyone honest whether they liked it or not, and no one got one over on you! I love that I got to work with you for the few years we had, but I'm more grateful for the 25 years you gave me after retirement. Thank you brother for all that you were for our members and staff, rest in peace.





## LA PERSPECTIVA DEL PRESIDENTE

**Rob Newell, Presidente**  
**Vice Presidente Internacional**



# PRIMERO LOS DERECHOS DE LOS TRABAJADORES

Feliz otoño a todos y bienvenidos a lo que ya se perfila como otros meses locos, abarcadores y divisivos, mientras comenzamos el proceso de elección del 47º presidente de nuestro país. A lo largo de mis años trabajando en el Local, siempre he tratado de mantenerme en el medio cuando se trata de conversaciones con nuestros miembros sobre política, especialmente política nacional. Nuestro sindicato representa con orgullo a miembros que están fuertemente alineados con cada partido político y candidato, por lo que es verdaderamente imposible ser igualmente representativo de las creencias políticas personales de cada miembro. Es por eso que el enfoque político del sindicato es apoyar a candidatos o partidos políticos que defiendan a los miembros del trabajo organizado y luchan por abordar nuestros problemas más importantes. Nunca hemos basado, y nunca basaremos, nuestras decisiones políticas en las docenas de problemas personales que separan a los candidatos. Aunque reconocemos plenamente lo importantes que son para ustedes como votantes individuales, desafortunadamente ninguno de esos problemas personales nos ayuda a decidir a qué candidato apoyar.

Con un sindicato tan grande como el nuestro, tanto en geografía como en cantidad de miembros, he tenido más que mi cuota justa de desacuerdos con los miembros sobre a quién ha apoyado el sindicato. Pero repetiré lo que he dicho durante años a cientos de miembros: el sindicato no es un individuo y, por lo tanto, NO está alineado con ningún candidato o partido político en particular. El sindicato apoya a los candidatos que apoyan los problemas de nuestros miembros. Sin embargo, el enfoque está en los problemas LABORALES de nuestros Como su sindicato, debemos seguir dirigiendo nuestros esfuerzos políticos para elegir candidatos que brinden la mejor oportunidad para aprobar una legislación a favor de los trabajadores y los sindicatos. Igualmente importante es elegir personas que designen defensores de la clase trabajadora de América para todos los puestos de las agencias encargadas de supervisar o influir en las decisiones legislativas y judiciales que rigen las normas laborales de nuestros miembros, protegen o atacan nuestros fondos de jubilación y gobiernan la Junta Nacional de Relaciones Laborales.

Lo crea o no, mis opiniones políticas personales no siempre están alineadas con las de nuestro sindicato. Pero no fui elegido por ustedes para usar la influencia de nuestro sindicato para imponer mis creencias políticas personales. Fui elegido para hacer todo lo que esté a mi alcance para ayudar a nuestros miembros y sus familias a lograr una vida mejor mientras luchamos como el infierno contra cualquier persona o cosa que intente interferir. No lo dudes, ni Donald J. Trump ni el Comité Nacional Republicano (CNR) son amigos de los sindicatos ni de sus miembros. Tampoco apoyan ni creen en la agenda pro-trabajadores que intentamos promover todos los días. Por favor lea esas dos oraciones fundamentalmente, porque dije lo que quise decir. No atacé al expresidente Trump ni al CNR, hice una declaración muy simple, pero increíblemente precisa. La agenda nacional del Partido Republicano y la agenda del expresidente no tienen absolutamente nada en común con la agenda de la mayoría de las organizaciones laborales de América. Eso es especialmente cierto cuando se compara con este sindicato. Para que conste, los candidatos de la extrema izquierda de la escala política, en demasiados casos, no son más amigos de los trabajadores que el CNR. El extremismo presente en las creencias actuales de tanta gente es increíblemente peligroso y plantea la mayor amenaza para nuestro futuro. ¿A dónde se fue todo el sentido común?

En general, las organizaciones laborales de todo el país no respaldarán ni apoyarán a Donald Trump para presidente. Es evidente que hay excepciones a todas las reglas, como algunos sindicatos del sector público y de las fuerzas del orden, así como algunos sindicatos con sede en estados republicanos profundamente republicanos. ¿Necesito recordarles que en muchos de esos estados profundamente republicanos el salario mínimo es el salario mínimo federal de \$7.25 y que ya existen leyes de derecho a trabajar por menos? Pero esto es Nueva York, un estado de taller cerrado, y uno cuyo salario mínimo es más del doble del mínimo federal. En Nueva York nos esforzamos por ser líderes de todo el movimiento laboral, no seguidores. Cada equipo de liderazgo sindical, sin importar dónde esté basado, tiene la tarea de proteger a sus miembros lo mejor que pueda. Sin embargo, debido a la industria y el área en la que operan sus miembros, no todos los sindicatos se encuentran en el mismo terreno, o en igualdad de condiciones, cuando se trata de política. Existen diferencias significativas entre los sindicatos del sector público y privado en cuanto a sus prioridades de negociación y con quién negocian. Pero nuestro enfoque está en

protegerlos a ustedes, a las industrias en las que trabajan, a nuestro sindicato y a sus empleadores para que nuestros miembros puedan vivir y trabajar de manera segura mientras reciben salarios más altos y disfrutan de los paquetes de beneficios más completos de la industria.

En ningún momento de este artículo he dicho que los miembros de los sindicatos no votarán por Donald Trump. Sé que esa afirmación es falsa, pero no sé por qué tantos miembros pasan por alto o ignoran sus intenciones cuando se trata de sindicatos, trabajadores o cualquier persona que esté en desacuerdo con él. Debilitar los derechos de negociación de un sindicato nombrando jueces conservadores en los tribunales o poniendo directores pro-empresariales para supervisar La Junta Nacional de Relaciones del Trabajo (NLRB) son cosas que ya ha hecho una vez y volverá a hacer si es reelegido. Aunque usted puede estar alineado con el expresidente en sus políticas sociales, religiosas, económicas o de inmigración, le pido que no ignore el hecho de que, si tuviera la oportunidad de destruir su sindicato y eliminar su derecho a ser un trabajador representado, lo haría de inmediato.

Actualmente, nuestros miembros tienen la suerte de contar con contratos sólidos, planes de beneficios negociados colectivamente, una NLRB más orientada a los trabajadores y un equipo de representantes sindicales que trabajan todos los días para garantizar que se mantengan sus condiciones de trabajo justas y seguras. Puedo asegurarles que no escucharán hablar de esos temas al expresidente Trump en sus mítines. Sin embargo, les dirá que los sindicatos deberían temer al partido demócrata. ¿En serio? ¿Creen que el expresidente Trump habría aprobado el Plan de Rescate Estadounidense y habría ayudado a proteger o restaurar las pensiones de más de un millón de estadounidenses? La respuesta es simple: ¡es un NO rotundo! ¿Cómo lo sé? Porque el plan se aprobó sin un SOLO voto republicano, lo cual es repugnante. ¿Qué tan rápido creen que Trump firmaría una ley nacional de derecho a trabajar por menos si tuviera la oportunidad? Si no lo creen, tal vez deberían leer el plan de políticas del Proyecto 2025 de 1000 páginas. ¿Quizás sea solo una coincidencia que JD Vance haya escrito el prólogo del libro "Dawn's Early Light", escrito por Kevin Roberts, presidente del Heritage Foundation, que supervisa el Proyecto 2025? Claramente no lo es. Una de las muchas secciones vergonzosas de ese documento es un plan conservador para la destrucción de los sindicatos y sus derechos a representar a sus miembros. Eso es algo que debería preocuparles profundamente a todos ustedes.

Al final, su voto es solo eso, su voto, esa es la belleza de nuestra democracia. Solo le pido que cuando llegue el momento de emitir su voto, recuerde que, aunque las políticas de un candidato puedan ser más cercanas y queridas para usted que las del otro, sin su contrato sindical no tendría los beneficios médicos para hacerse un chequeo. En esta elección sólo hay una candidata que respeta su carnet de miembro y su derecho a pertenecer a un Sindicato, y su nombre es Kamala Harris. No importan las docenas de otros asuntos que lo ayuden a evaluar y dar forma a su decisión, ¡recuerde eso!

Desafortunadamente, debo cerrar mi artículo con una nota triste. El 12 de junio, el Secretario-Tesorero Emérito Dan Russo falleció pacíficamente en su casa con su familia. Si tuvieron el placer de conocer a Danny, entonces saben que era un hombre duro pero compasivo que amaba profundamente a su familia y a su sindicato. Infundía miedo en los empleadores y era muy duro con los proveedores del sindicato (simplemente pregúntenles). Hay docenas de historias que podría contarles sobre Danny, pero ninguna de ellas les daría la verdadera imagen del líder y hombre sindicalista dedicado, trabajador, divertido, orientado a los detalles y perseverante que era. Negociaba duro por nuestros miembros, cuidaba muy bien de nuestro personal y cuidaba los activos del sindicato como si fueran suyos (algunos incluso pueden haberlo llamado tacaño una o dos veces en su época, jajaja). Me entristeció cuando Danny se jubiló el 31 de marzo de 1999, y me encantó que se mantuviera conectado con nuestro sindicato durante los 25 años siguientes. Danny, fuiste mi primer secretario-tesorero y convenciste a Frankie para que me contratara en 1995. Fuiste un mentor, un amigo y un recurso para mí desde el día en que te conocí hasta el día en que falleciste. Tu lengua era tan aguda como tu ingenio y tu corazón era tan grande como un oso. Mantuviste la honestidad de todos, les gustara o no, ¡y nadie te engañó! Me encanta haber trabajado contigo durante los pocos años que tuvimos, pero estoy más agradecido por los 25 años que me diste después de jubilarte. Gracias hermano por todo lo que fuiste para nuestros miembros y personal, descansa en paz.





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

## KEEP YOUR UNION IN YOUR LIFE

Your Union is more than just grievance and suspension meetings. The relationship with your Representative should go way beyond just seeing them at your store when they stop by. There are many other aspects of your life that your Union may be able to touch, and make an even more positive impact on your life.

Recently during some store visits by President Newell, through routine conversations, certain life concerns came to light that Local 1500 may be able to help with. This got us thinking back at the executive offices that we have all had recent stories and interactions where we feel our membership could benefit from our relationships and others' expert knowledge. We have an extremely large extended family, so why wouldn't we want to access it to help our membership out?

At first blush, you might not think to talk to your Representative about personal issues at home. Too many members think their Union is just about pay and scheduling – type issues only, and thus only keep their conversations, complaints, or concerns surrounding what can be addressed in their respective collective bargaining agreements.

How about some examples of what other parts of your life Local 1500 may be able to help you with? A member was venting to President Newell about some things in their life. The conversation happened to take a turn to their mother, who is ill, and the family cannot seem to get the proper elder care for her, and it's costing her and her siblings a small fortune to keep mom taken care of. That conversation doesn't end with "Sorry to hear that and hope everything works out for you." We have to at least make some calls and then send some emails to communicate with someone who can help our members out. In this particular case, it was a New York City Councilperson. Now I am not saying that we will be utterly successful every time, but we have to at least make the effort for our members and their families.

We have another member who had a series of electrical fires in their apartment building, which led to a lot of drama with their landlord, which led to the City condemning the building and locking everyone out of their apartments. Fortunately no one was hurt. A very long story short, we were able to contact the City Council person for that area, who spoke directly to our member on the phone. Everyone in the building was ultimately given the opportunity to coordinate with the City Marshal and go get all of their belongings out of the building and were thus able to move on with their lives. The positive outcome isn't always a pretty one, but it was effective in this case and what everyone who lived there really needed.

We know that we have many members that at some point experience a bout of houselessness, whether for a brief period or a longer one. Again, we are not saying that we can help fix every situation, but we want you to know that we: number one... understand, and number two...will endeavor to help your situation as much as we possibly can.

On another recent store visit, a member revealed that he had been attempting to retrieve a copy of his birth certificate, but had not

been successful and was very frustrated. Although it did not take a call to an elected official, we were able to do some research for him which enabled him to reach out through the proper channels to get his official birth certificate. You might not think that retrieval of vital documents is something for discussion with your Representative, but, hey why not? You never know what may come out of a simple conversation.

Another thing I wanted to mention especially as the holidays approach, is the increase in opportunity for people to take advantage of people. We used to more easily identify fraud, but in today's A.I. age, it has become extremely difficult to keep ourselves safe from criminals. Here's another example of your Union getting involved. We have a member who was unfortunately a victim of a scam. And yes, there are many unscrupulous people out there that relentlessly attack our members and their families, whether it be over the phone, internet, or even in person. However, this was a new one for me and I felt the need to share. Someone used artificial intelligence to mimic the voice of our member's manager. They have worked together for a long time so there is no mistaking their manager's voice. The "manager" called our member and stated he was in a personal distress situation and asked the member to lend him some money. Member did not hesitate, and electronically sent money to him. It's already too late once you hit that send button. Now our member is out a sizeable amount of money and had been struggling a bit because of it. Once we found out about it (again, probably not your everyday discussion with your Union Representative), we reached out to the attorneys for the Union to see what they could do help the member out. Our attorneys pointed the member in the right direction to file the proper claims, and although there currently is no resolution, at least it is being worked on, which enabled our member to breathe a short sigh of relief. So please be extra careful out there. It can easily happen to any of us. Make that extra phone call or whatever you can do to verify what you are doing is the right thing.

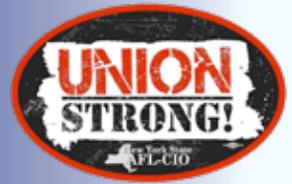
Or how about this? If you're simply just feeling down, reach out to your Union and let's talk. You should not be going through problems by yourself. We have many members, so there's always someone going through something in their life somewhere. Anxiety and depression are feelings that we all go through at some point. We are here for you, even if it is just to lend an ear or a shoulder to cry on. And by no means are we certified counselors, but guess what? We are connected to certified counselors. Your Representative can easily connect you with our Member Assistance Program, Open Arms, through LICADD, and they can speak with you through an endless range of problems or issues you may be going through.

The bottom line is that your Union is here for you. Not just on the job necessarily, but through anything in your life that may come up, whether it be bad or good. After all, we are all family, and shouldn't your family do whatever they can to help you?

Please do not hesitate to reach out to us if you are experiencing a hardship in your life. It is my promise to you that we will do whatever we can to help you work through it. We cannot win every battle out there, but you should not have to go through it alone!



# HONORING DAN RUSSO SECRETARY-TREASURER EMERITUS



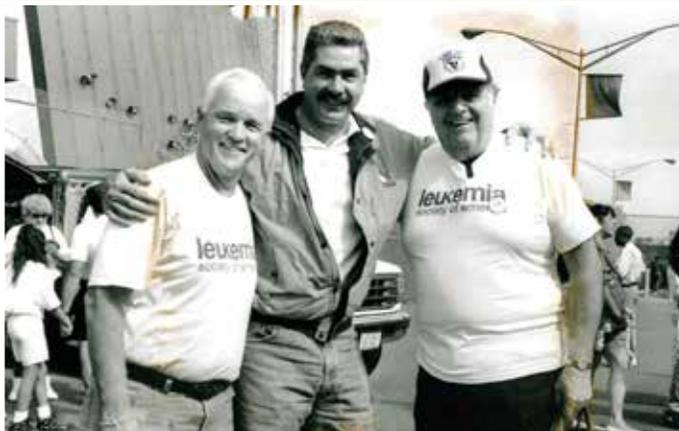
Secretary-Treasurer Emeritus Dan Russo passed away on June 12th, 2024, at the age of 90. Since Dan retired in March of 1999, more of our members and staff won't have had the pleasure to work with or be represented by him, but that is also the benefit of living a long life. Dan was a lifelong member of our Union, joining in 1951 right out of high school and working at First National stores until 1969 (from 1955-1957 he was in the military). From 1966 until he joined the Union staff in January of 1969 as a Business Agent (Union Rep these days) he was also a member of the Local Union's rank-and-file Executive Board. Dan serviced the membership of Manhattan, Bronx, Westchester, Putnam, Dutchess and Rockland counties as well as all our stores in Connecticut.

After just over 18 years serving as delegate and chief negotiator for many of the contracts in the areas he serviced, Dan was elected to be the Recorder in February 1986. Dan remained the Recorder until he was promoted to the position of Secretary-Treasurer in January 1991, the position he held until his retirement. Throughout Dan's years of service, he also served the membership acting as a Trustee of the Local's Pension and Welfare Funds, Plan Manager of the Legal Services Fund and he was instrumental in coordinating Local 1500's walk-a thons to help raise money to find a cure for Leukemia. Dan's efforts through the years helped our Union raise over \$500,000 to fund the effort to find a cure. In Dan's final charitable act at the Local Union, he requested to use his retirement as a fundraiser for

the Leukemia foundation, which raised an additional \$100,000 for the cause.

Danny cannot be summed up in a few paragraphs, and neither can his influence or the immense impact he had on our members, our staff and our Union as a whole. He came to work every day with a fast tongue, an even faster mind, a chip on his shoulder, a tireless effort, and a refusal to let our members down. President Rob Newell has said for years that during his time as Secretary-Treasurer he tried to lead in the same manner that Danny did and follow in those big footsteps he left behind. The biggest difference, however, was that Dan did the job that way for 8 years knowing that he would never be President. He did the job that way because that is what the members deserved. At a time late in Dan's career, former President Frank Meehan said publicly that he and Danny were at times more like co-Presidents than anything else. If you were around back then, you know that Danny and Frank were a dynamic tandem when it came to running our Union and the respect they had for each other was unmatched. But if you really knew Danny all he wanted to know after Frank said that was whether there going to be any retro pay!

Rest in peace Brother Dan Russo. Our heartfelt condolences go out to Dan's wife of over 60 years Carolyn, his children Anthony, Margherita and Daniel Jr, as well as the rest of Dan's family and friends. If you wish to make a charitable donation in Dan's memory, the family requested making them to St. Jude Children's Hospital.



Thanks to our incredible membership and participants, this year's UFCW Local 1500 'FISH FOR A CURE' Annual Fishing Trip raised an impressive \$3,605! All proceeds will go to support the UFCW Local 1500 Charity Fund.





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



## KNOW YOUR CONTRACT

I can't tell you how many times I've been in a conversation with someone, or we need their rate of pay to pay them for a bargaining session or some other reason and they do not remember their current rate of pay. We typically joke it away by saying something like "wow nice country" or "...isn't it good to be you - not needing to know how much you make...". But the truth of the matter is that it could be a more serious problem to not know what your current pay is.

What if it's wrong? If you don't know, or check your check, how can you be sure you aren't being underpaid? We have seen WAY too many pay discrepancies that could have and should have been minimized by the member realizing on week number one that there was a problem with their check. Instead weeks and weeks, and often months go by before the mistake is caught by either the member, their Representative, or in some very rare occasions, their employer. Never trust that the right thing is automatically being done. You must double check!

However, there is another concern: What if you do not know how much you should be making, how can you be certain of the accuracy of your paycheck? Well you can't. In fact, knowing how much you should currently be making, and when your next raises are, is the first step in making sure you are getting paid properly. As we speak, there is money out there that is owed to at least one of you. Guaranteed. Mistakes and misunderstandings happen people, and we need to be on the lookout.

Mistakes: Sometimes a wage increase is overlooked, inputted incorrectly, or only inputted for one group of people and not another. In some of our CBAs, we have different tiers or different date ranges depending on dates of hire, etc. that could possibly lead to a mistake being made. Plus we are not the only Union that most of your employers deal with so that could add to some confusion in the payroll department too. Remember, a computer program is only as good as the human that originally inputted the necessary information at the time. Humans make mistakes.

Misunderstandings of your CBA: Misunderstandings, or misinterpretations by the employer and their payroll department of your company unfortunately happen more than we would like. This is when the company reads the contract differently than it was intended to be, and implements an incorrect wage increase (or doesn't implement one at all). We have had many of these situations where we catch it at some point after. In these cases, the Company believes they are paying the member correctly, so there is no chance for them to correct it on their own. And in almost every case, we have to file a formal grievance to rectify the member's or members' pay going forward, in addition to paying the retroactive pay that the member should have gotten in the first place. If we don't amicably reach an agreement, we will arbitrate the grievance, and have a third-party arbitrator decide on the case. This process alone unfortunately takes months to complete.

Call your Rep. Whether it's a mistake or a misinterpretation, you need to get your Union Representative involved to correct the problem. Also, that particular problem, or something very similar to it may be happening to other folks you work with and may need to be corrected on a much larger scale than just you. Your Representative will know how to move the grievance from just yours to multiple others if applicable.

These are just some reasons why it is important to know what is in your contract. You could be cheating yourself out of money! We often challenge our members to do things. To attend meetings; to participate in a fundraiser; to help out on a political campaign; to help out on organizing. Well I have a new challenge for you. We can call it...Project Contract 2025.

I am challenging you to become more familiar with your contract in 2025. First you need a contract. Don't have one? Reach out to your Shop Steward or your Representative today and ask them for a copy. Or email us at [info@ufcw1500.org](mailto:info@ufcw1500.org). We can mail you a hard copy or email you a digital one, whatever you prefer.

This concept goes further than just your rate of pay. There are many other benefits to your union contract you need to make sure you are correctly getting. How many vacation weeks do you get? When do you enter your next vacation tier based on your tenure there? Look at your Sick and Personal Days entitlements. You should know every year what you're entitled to and what you have already taken. You should know what holidays you are entitled to. You should know what the Company can and cannot do with regard to your work schedule. The list of items you should be checking about goes on and on.

Also, how on Earth do you fight for more if you're not sure what you've already got? They say knowledge is power and it couldn't ring truer here. Get a firm understanding of what you are entitled to and then get an idea of how you would like to build upon that. Then come out to your proposal meeting and let's talk! The more you each know about your contract the stronger our Union will be. It builds strong members, which leads to strong stewards and negotiating committees with a strong backing behind them in the stores. And this is how we win stronger contracts for you.

We're negotiating some big contracts in 2025, Fairway and Stop & Shop being amongst them. We need our membership to be as armed with knowledge about their CBA as possible. We want to make sure everyone understands, and is included in the conversation. That's how we present a unified message to your company.

So, from the time you read this until the time we meet up for our proposal meeting(s), crack open that book with the colorful cover and start reading through it. Especially the parts that speak to you the most. What do you like? What do you dislike? What do you want to see changed in 2025? We'll be waiting to hear from you!





# BLOOD DRIVE



THIS PROJECT 2025 PIECE WAS DIRECTLY TAKEN FROM

# PROJECT 2025

**“When somebody takes the time to draw up a playbook, they’re going to use it.”**

— “Coach” Tim Walz, Minnesota Governor and Vice Presidential running mate to VP Kamala Harris

## THE THREAT OF PROJECT 2025 TO LABOR UNIONS AND WORKER RIGHTS

Project 2025 is a sweeping, nearly 1,000-page policy blueprint crafted by wealthy donors and former Trump Administration officials. It poses a significant threat to labor unions, worker rights, and the quality of life for millions of Americans. The provisions within Project 2025 are part of a broader agenda aimed at weakening unions, reducing worker protections, and increasing the power of employers. Should Donald Trump be re-elected in November, this plan stands to undermine critical protections, dismantle essential programs, and prioritize the interests of corporations and right-wing extremists over those of working families.

### KEY SUPPORTERS OF PROJECT 2025

The architects of Project 2025 include a cadre of former Trump officials and influential conservative organizations. At least six former Trump Cabinet secretaries, along with other prominent figures from his administration, have contributed to or advised on the plan. The project is heavily funded by the Heritage Foundation, the Koch Brothers, the American Legislative Exchange Council (ALEC), and others. ALEC, known for its anti-labor stance, has pushed legislation aimed at weakening unions, such as prohibiting paycheck deductions for union dues and legalizing so-called right-to-work laws. The Heritage Foundation has a history of advocating for cuts to social security, raising the retirement age, and rolling back voting rights, further illustrating the anti-worker ideology driving Project 2025.

## IMPACT ON LABOR AND EMPLOYEE RIGHTS

1. **Abolishment of Public Sector Unions:** One of the most significant measures in Project 2025 is the proposed elimination of public sector unions (p. 82). This would severely diminish the collective bargaining power of public employees, making it easier for employers to impose unfavorable working conditions.
2. **Reclassification of Workers:** Project 2025 proposes reclassifying employees as independent contractors, stripping them of essential labor protections (p. 591). This reclassification could lead to widespread misclassification, reducing the number of workers eligible for union membership and labor rights.
3. **Elimination of Card Check Union Recognition:** The plan seeks to discard the “card check” method for union recognition, which allows employees to form a union if a majority signs authorization cards (p. 603). Instead, secret ballot elections would be mandated in all cases, making it more difficult for unions to form.
4. **Repeal of Prevailing Wage Laws:** Project 2025 seeks to repeal all prevailing wage laws, which ensure workers on federal projects are paid at least the local standard wage (p. 604). This would result in lower wages for workers on federal projects, further eroding their financial security.
5. **Rescinding Overtime Pay Guarantees:** Under Project 2025, employers would be allowed to define the work week over a period of up to four weeks, rather than the current one-week period (p. 587 and 592). This change would enable employers to limit overtime pay, significantly impacting approximately 4.3 million workers.
6. **Decertification and Right-to-Work Legislation:** The project supports

the automatic decertification of unions and the expansion of right-to-work laws, which could severely weaken union membership (p. 599). This would make it easier for employers to undermine unions and reduce workers’ bargaining power.

7. **Weakening of the National Labor Relations Board (NLRB):** Project 2025 outlines strategies to reduce the enforcement capacity of the NLRB, making it harder for workers to unionize and protect their rights (p. 80).

## BROADER IMPLICATIONS

Beyond its direct impact on labor and worker rights, Project 2025 also threatens to roll back various civil rights protections, particularly those related to diversity, equity, and inclusion programs. The plan seeks to eliminate affirmative action for federal contractors and subcontractors, roll back protections for LGBTQ+ individuals, and implement broad religious exemptions that could allow employers to discriminate based on gender, sexual orientation, and other protected characteristics.

Moreover, Project 2025 calls for the privatization of Medicare, which would raise costs for prescription drugs and eliminate provisions that allow Medicare to negotiate lower prices (p. 465). The plan also seeks to dismantle the Consumer Financial Protection Bureau (CFPB), leaving consumers vulnerable to financial exploitation (p. 839).

Project 2025 is a comprehensive and deeply troubling policy agenda that poses a significant threat to labor unions, worker rights, and the broader American workforce. By undermining critical protections and dismantling essential programs, this plan prioritizes the interests of corporations and ideological extremists over those of working families. If implemented, Project 2025 would have far-reaching and devastating consequences for millions of Americans, further entrenching inequality and eroding the rights and protections that workers have fought for decades to secure.





## Trump Attempts to Disavow Project 2025; Ties to Architects are Massive

“I have no idea who is behind it,” former President Donald Trump claimed on social media, attempting to distance himself from **Project 2025, a conservative policy initiative**. However, CNN’s investigative reporting found that nearly 240 architects behind Project 2025, titled *A Mandate for Leadership*, have significant ties to the Trump administration and the Heritage Foundation.

Trump’s connection to Project 2025 can be seen through the alignment of its policy goals with the goals of his “**Agenda 47**,” which outlines his plans if he were to win the presidency in 2024. Project 2025 is an initiative launched by the Heritage Foundation and supported by a coalition of conservative think tanks and policy groups. It aims to prepare a conservative administration to take office in 2025, with a comprehensive blueprint for implementing conservative policies across various government agencies.

Notably, Trump’s 2024 running mate, Senator JD Vance, wrote the foreword for the Project 2025 document. Six former Trump Cabinet secretaries — including former Secretary of State Mike Pompeo and former Secretary of Education Betsy DeVos — contributed to or collaborated on the more than 900-page playbook for a potential second Trump term. According to CNN, at least 140 individuals who previously worked in the Trump administration played a role in shaping Project 2025, underscoring the deep connections between Trump’s political orbit and this policy blueprint.

Furthermore, dozens more who staffed Trump’s government are now holding positions with conservative think tanks and advocacy groups advising Project 2025. Among these figures are Mark Meadows, Trump’s former chief of staff, and Stephen Miller, a longtime adviser known for his hardline immigration policies. Both have been instrumental in shaping Project 2025’s direction, particularly on issues like immigration and federal agency restructuring.

The Trump campaign and the Republican National Committee (RNC) have also shown direct involvement with

Project 2025. They nominated Project 2025 leader Russ Vought as the policy director of the RNC’s 2024 Committee on the Platform. Vought, who served as the director of the Office of Management and Budget (OMB) under Trump, has been a key figure in conservative policy circles. He authored a chapter in Project 2025’s guiding document, **Mandate for Leadership: The Conservative Promise**, where he outlined strategies to drastically reduce the size of the federal government and impose strict budgetary controls.

In addition, Ed Martin, president of the Eagle Forum, an organization on Project 2025’s advisory board, was nominated as the deputy policy director of the RNC 2024 platform. Martin’s involvement highlights the alignment between Project 2025’s policy goals and the broader conservative agenda, particularly in areas like immigration, education, and government reform.

Despite Trump’s claim that **Agenda 47** is his only platform, the similarities between it and Project 2025 are striking. Both documents advocate for the deportation of over 11 million undocumented immigrants, a plan that has drawn widespread criticism from immigrant rights organizations. As reported by *The Guardian*, both platforms also propose further immigration restrictions, including limiting asylum opportunities and increasing border security measures. These policies are reflected in the RNC’s platform, indicating a broader consensus within the party on these issues.

Education policy is another area where Trump’s **Agenda 47** and Project 2025 converge. Both propose significant cuts to the Department of Education, with an emphasis on decentralizing control and increasing school choice initiatives. Moreover, both plans include provisions to implement anti-LGBTQ policies and restrict diversity initiatives in schools, reflecting a broader conservative push against what they term “woke” education policies. According to a report by *The New York Times*, these initiatives are part of a broader effort to reshape American education along conservative lines, with the

aim of limiting federal oversight and promoting so-called traditional values.

### HERE ARE SOME OTHER KEY POINTS OF CONNECTION:

1. **Project 2025 and Trump’s Agenda 47** emphasize priorities such as deregulation, reducing the size of the federal government, promoting conservative social policies, and reasserting American sovereignty in international affairs. These shared goals suggest that Project 2025 could serve as a framework for implementing Trump’s agenda.
2. **Personnel and Administrative Strategy:** Project 2025 focuses on preparing a “government in waiting” by identifying and training conservative personnel to staff a future administration. This effort mirrors Trump’s interest in populating the executive branch with loyalists and individuals committed to his vision of governance, particularly his emphasis on dismantling the “deep state.”
3. **Public Support and Endorsements:** Trump has publicly endorsed ideas and policies that align with the objectives of Project 2025, signaling that he sees the initiative as a key component of his potential second term. Additionally, some of Trump’s advisors and allies have been involved in promoting or developing the Project 2025 agenda.

Trump’s attempt to distance himself from Project 2025 appears increasingly untenable as more evidence emerges of the deep and pervasive ties between his political network and the architects of this ambitious policy blueprint. As the 2024 election approaches, the connections between Trump’s campaign and Project 2025 are likely to come under even greater scrutiny, raising questions about the true nature of his platform and the direction of the conservative movement in America.





Fallon Ager, Director of Region 1 – Northeastern

## Help Protect the Rights of Workers This Election Year

A lot is at stake for members of Local 1500 and our union this election year. Should Republicans take control of the White House in 2025, the Heritage Foundation’s “Project 2025,” which is a “180 day playbook” for Donald Trump and his allies, will be a threat to UFCW members and our democracy.

Project 2025 includes the following proposals:

- Make it easier for employers to get rid of workers’ unions in the middle of our contracts.
- Ban all public employee unions.
- Allow states to ban labor unions, eliminate overtime protections, and choose not to follow the national minimum wage.
- Eliminate the child labor rules that protect children from working in mines, meatpacking plants, and other dangerous workplaces.

Project 2025 will make it harder for our union to organize and negotiate the better and stronger contracts our members have earned and deserve. This agenda will also drive up costs, put people out of work, and endanger America’s workers. You can learn more about how Project 2025 will affect workers’ rights, health and safety, retirement security, civil rights, consumer rights and more at <https://betterinaunion.org/project-2025>.

I encourage members of Local 1500 to spread the word about Project 2025 and how this agenda will be disastrous for working people. I also encourage you to help our union get out the vote and elect Kamala Harris for president and other worker-friendly candidates.

Thank you for all that you do to make our union better and stronger.

## 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.



## SCHOLARSHIP





## BREAKFAST



On July 17, 2024, we hosted our annual breakfast to celebrate and honor the 2024 UFCW Local 1500 Scholarship recipients. Twenty-one winners, comprised of twelve members and nine dependents of members, received a total of \$70,000 in new scholarship awards towards college or trade school. The students were recognized for their hard work and motivation while enjoying a delicious breakfast buffet. Local 1500 takes tremendous pride in its efforts to make higher education, whether in the form of college or trade school, more accessible to its members and their eligible dependents. For more information on how to apply for a 2025 scholarship, please contact the Scholarship department at 516.214.1310 or [scholarships@ufcw1500.org](mailto:scholarships@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.

- |                         |                             |
|-------------------------|-----------------------------|
| Algarin Suco, Marilyn   | Harty, Mary                 |
| Antosca, Arthur         | Henry, Luther               |
| Ballnik, Peter          | Karim, Zakayreen            |
| Boese, Kathleen         | Klatt, Robert               |
| Bondi, Eva              | Kraus, Steven               |
| Brown, Judith D.        | Madison, Fern L.            |
| Buttafuoco, Santo J.    | Mastanduno, Michael         |
| Cabaret, Helen H.       | Moran, Thomas               |
| Camarda, Karen A.       | Morris, Marianne            |
| Cardinale, Marie        | Mulligan, Phyllis           |
| Castorano, Peter        | Munson, Lucille             |
| Certa, Frances          | Murphy, Kathleen T.         |
| Colotti, Charlotte      | Rattigan, Veronica M.       |
| Cosban, Patricia        | Richardson, Elton           |
| Coyle, Donald           | Rissmiller, William C.      |
| Curry, Watson           | Rollison, Emma              |
| Dellerose, Luigi        | Ryan, Theodora              |
| DeSalvo, Valeria D.     | Saggio, Frances             |
| Dzienisiewski, Paul J.  | Sanchez, Nelia C            |
| Eisenhardt Jr., John J. | Schimia, Mamie              |
| Endres, George          | Stelzenmuller, Jacquelin A. |
| Fahey Jr., Richard P.   | Terry, Willie               |
| Fanning, Florence       | Trezza, Theresa F.          |
| Ferrara, Jane           | Trombley, Martin            |
| Forman, Barbara         | Uzategui, Juan              |
| Franklin, Eugene        | White, Theresa J.           |
| Furnari, Rosario        | Wilson, Louise              |
| Gralicer, Robert        | Zeda, Catherine             |
| Guzzi, Grace            |                             |



## UFCW Childcare Grant

All applicants must meet the following criteria:

- Applicant must be a member of UFCW or RWDSU in good standing for one (1) year
- Have a dependent child (or children) in need of childcare
- 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 contact your union representative or **Stefanie Andrade** at 516-214-1305



## 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 Avenue, Westbury, NY 11590

## 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.

## VALUE OF MY UNION

Legal Reimbursements To Members YTD 2024 :

**\$46,840**

Members Assisted By Legal Services YTD 2024 :

**338**



# Bulletin Board

THE Advocate



**MEMBER SPOTLIGHT**

**Check out our latest Member Spotlight Video**



**SCAN CODE**



*With Danny Martinez*

APPLY FOR 2025

**SCHOLARSHIP**

EACH YEAR WE AWARD THOUSANDS OF DOLLARS IN SCHOLARSHIPS TO OUR MEMBERS AND THEIR DEPENDENTS (DEPENDENT MUST BE A HIGH SCHOOL SENIOR)

ARE YOU A LOCAL 1500 MEMBER OR DEPENDENT OF A MEMBER?

IF SO BE SURE TO REQUEST AN APPLICATION FOR THE LOCAL 1500 SCHOLARSHIP :

**DEADLINE TO REQUEST APPLICATION IS DECEMBER 31ST 2024**

**SCAN QR CODE TO REQUEST APP**



VISIT WEBSITE: <https://www.ufcw1500.org/scholarships/request-online-application/>

## 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.

- |                             |                       |                         |
|-----------------------------|-----------------------|-------------------------|
| Ahmeti, Xhavit              | Fleming, Christine B  | Merker, James M         |
| Albanese, Elvira M          | Flores, Francesca     | Nestler, Kim L.         |
| Amendolare, John            | Flynn, Thomas         | Notaro, Teresa M.       |
| Attia, Sanaa W              | Foshay Rinaldi, Lila  | Novello, Gary A.        |
| Austin, Robert K.           | Fozo, Dawn M.         | Otte, Diane M.          |
| Bamonte-lannece, Antoinette | Freeman, Jennifer     | Paoli, Carol A          |
| Barbieri, Anthony D         | Fucarino, Salvatore   | Parmar, Manohar M.      |
| Barrett, Cheryl L.          | Galloway, George E    | Patel, Harish B.        |
| Barrett, Ronda R.           | Garcia, Victor        | Peay, Nancy Y           |
| Benard, Bertrum M.          | Garrison, Debra J.    | Perez, Ysidro           |
| Bentley, Arthur G.          | Geraci, Louise G.     | Persaud, Sookdai R      |
| Bockino, Joseph             | Hall, Betty J.        | Phillip, Anthony        |
| Boggio, Ronald E.           | Healy, Siobhan M      | Pietzak, Darlene A.     |
| Bonner, Robin               | Henninger, William J. | Pimentel, Rosemarie     |
| Borda, Matilde              | Hepp, Rosemary        | Pottenburg, Janice      |
| Bouchard, Janice            | Hidalgo, Orlando      | Puma, Maryann           |
| Brandi, Darlene             | Hollander, Abraham    | Rein, Arthur B.         |
| Brown, Catherine            | Humann III, Francis J | Roach, Melody           |
| Cartolano, Deborah A.       | locco, Joseph A.      | Rugar, David            |
| Castillo, Pablo             | Jaramillo, Carlos A.  | Rzekonski, John T.      |
| Castro, Maximo              | Jepsky, Mark          | Saenger, Linda          |
| Chardavoynne, Patricia M.   | Jordan, Richard O.    | Santiago, Valora        |
| Chavez Gonzalez, Galileo    | Joseph, Briant J.     | Savarese, Denise Riegel |
| Christensen, Melinda        | Karstens, Dorothy A.  | Schweitzer, Shannon     |
| Cifu, Wendy R               | Kowal, Andrew         | Silvestri Jr., Pedro    |
| Coro, Colleen               | Kumia, Rickey T.      | Springer, Michael G.    |
| Costantino, CathyAnn        | Kurzman, Chaim        | Stanford, Julie A.      |
| Coury, Rose M               | Lacapria, Denise      | Sturek, Paul            |
| Cruz, Andres                | Lacue, Sharlyn R.     | Testa, Michael          |
| Danz, Debra A               | Langan, Kenneth T.    | Then, Martin            |
| Delice, Marie               | Lawlor, Katherine     | Tomao, Barbara          |
| Demayo, Robin               | Leon Lopez, Alfredo   | Truocchio, Thomas       |
| Doroski, Pamela A           | Liquori, Robert       | Tusaj, Anna             |
| Ellison-Bates, Arnetta E.   | Litras, John N.       | Underdue, Eugene        |
| Englebert, Joseph           | Long, Josephine       | Vaccariello, Mark       |
| Epstein, Steven B           | Long, Robert W        | Ventura, Richard        |
| Escobar, Gualberto          | Lores, John J         | Villa, Luis R           |
| Evans, Anthony M.           | Mallozzi, Diana       | Wells, Rose M.          |
| Fernandez, Ana M            | Massenburg, Shirley   | Williams, Sheree L      |
| Figueroa, Andres            | Matos, Migdalia       | Wood, Diane C.          |
| Finkelstein, Evelyn A.      | Matos, Miledys        |                         |
|                             | McNab, Susan L.       |                         |

## Social Media Corner



Today's turnout proves that New York is a Union Town! Thank you to all the members who joined us in making the 2024 Labor Day Parade a great success! #LDP2024 #LaborDayParade #UFCW1500

@UFCW1500

@UFCW1500

@UFCW1500

@UFCW1500



**SCAN QR CODE TO WATCH YOUTUBE CHANNEL**



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



UFCW Local 1500  
425 Merrick Ave  
Westbury, NY 11590



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## General Membership Meetings

**Wednesday, December 11, 2024**

**Wednesday, March 5, 2025**

**Wednesday, June 11, 2025**

**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 THE 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
- 1305 Waddy, Aly – Secretary-Treasurer
- 1303 Waddy, Joe – Executive Vice President/Recorder
- 1304 Santarpia, Paul – Director of Operations

### OFFICE MANAGER

- 1351 Wright, Michele – Mwright@ufcw1500.org

### EXECUTIVE ASSISTANT TO THE PRESIDENT

- 1305 Andrade, Stefanie – Sandrade@ufcw1500.org

### FIELD DIRECTOR

- 1356 Pasquale, Greg – Gpasquale@ufcw1500.org

### ASSISTANT FIELD DIRECTORS

- 1353 Ecker, Rob – Recker@ufcw1500.org
- 1340 Scorzelli, Jay – Jscorzelli@ufcw1500.org

### DUES REFUND

- 1351 Wright, Michele – Mwright@ufcw1500.org

### WITHDRAWAL CARDS

- 1328 Musco, Sara – Smusco@ufcw1500.org

### UNION REPRESENTATIVES

- 1334 Brijlall, David – Davidb@ufcw1500.org
- 1362 Byfield, Desmond – Dbyfield@ufcw1500.org
- 1371 Flores, Vilmarie – Vflores@ufcw1500.org
- 1317 Guardado, Jeff – Jguardado@ufcw1500.org
- 1346 Guardado, Juan – Juang@ufcw1500.org
- 1322 Guelee, Gina – Gguelee@ufcw1500.org
- 1350 Kapogiannopoulos, George – Georgek@ufcw1500.org
- 1358 Mauleon, Rafael – Rmauleon@ufcw1500.org
- 1349 Walter, Fred Jr. – Fwalter@ufcw1500.org
- 1311 Zeiner, Steve – Szeiner@ufcw1500.org

### MEMBERSHIP SERVICING REPRESENTATIVES

- 1343 Cruz, Israel – Icruz@ufcw1500.org
- 1339 Rodgers, Dan – Drodgers@ufcw1500.org
- 1360 Siano, Alicia – Asiano@ufcw1500.org

### MEDIA & COMMUNICATIONS

- 1374 Allen, Nick – Nallen@ufcw1500.org  
Media & Communications Coordinator
- 1372 Thomas, Tarrik – Tthomas@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

- 1336 Merlos, Carla – Cmerlos@ufcw1500.org
- 1337 Sefcik, Michelle – Msefcik@ufcw1500.org

### PENSION FUND

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

### SCHOLARSHIP FUND

- 1310 Punzo, Wendy – Wpunzo@ufcw1500.org

### WELFARE FUND

- Associated Administrators, LLC 855-266-1500

**DIRECT LINE 516-214-1300**

**CHECK US OUT  
@UFCW1500.org**

**MY UNION HAS VALUE**

**EMAIL US AT  
INFO@UFCW1500.org**