

# 338 News

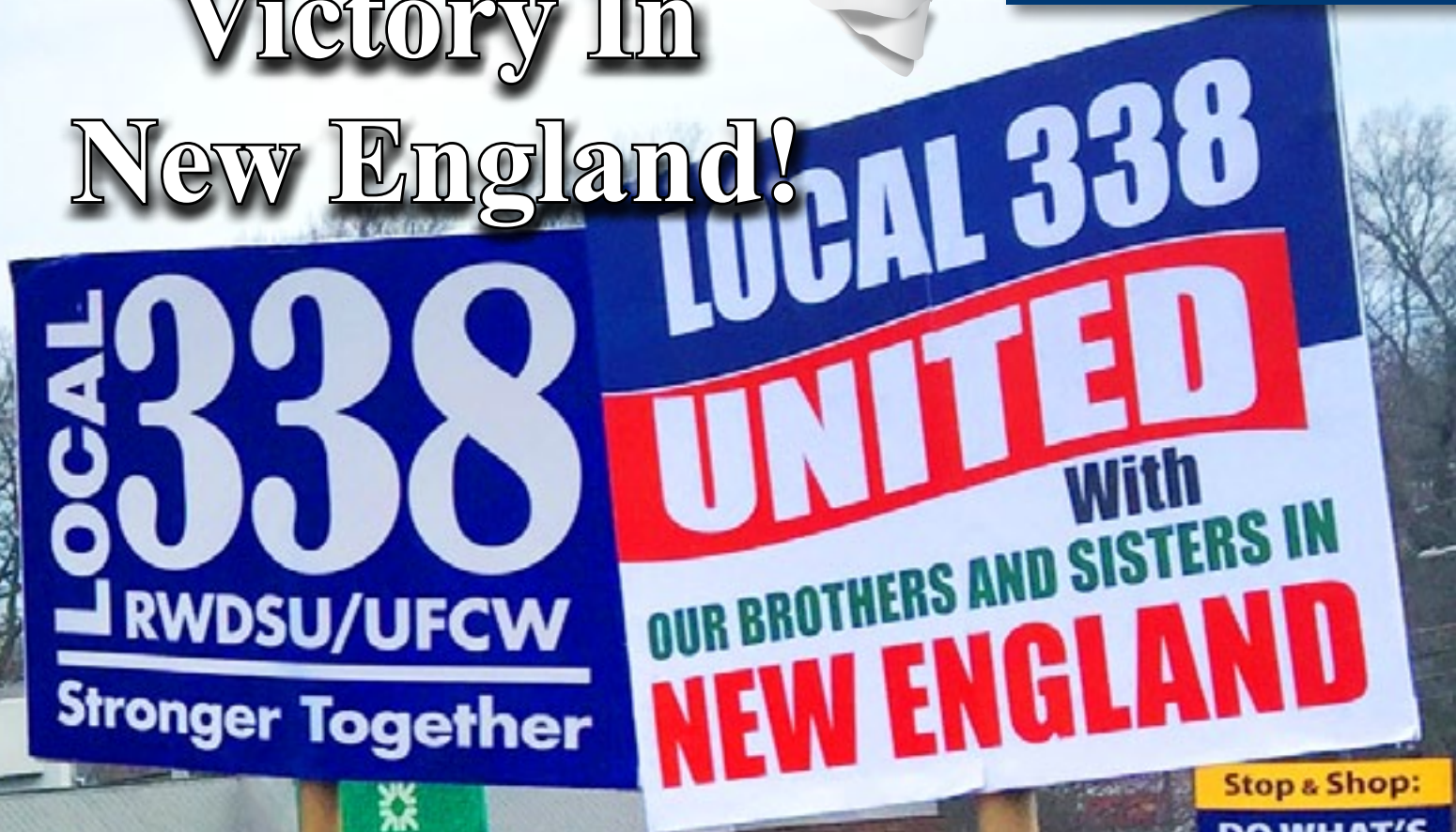
Spring 2016

**Clinton For President!**  
She's a friend of labor. -  
pg.9

**Protections For Grocery  
Workers!** What it means  
for you. - pg.12

**Do you have a child?**  
You may be eligible for  
a benefit. - pg.13

## Victory In New England!



**When We Stand Together,  
We Are Unstoppable**  
(Details on Page 14)

**LOCAL 338**  
RWDSU/UFCW

**Bettering the lives of our members and all working people.**



# *A Message from the President*

***John R. Durso***



A stylized, handwritten signature of John R. Durso in black ink.

## *The Future of Labor is in Our Hands*

Over the course of our history, Local 338 members have continuously proven that the best way to achieve a better life for our families is by standing together. As a union, we also rely on our brothers and sisters throughout the RWDSU and UFCW to ensure that our rights and benefits remain strong. We know that if we fall on a difficult contract negotiation, or other hardship, our union family will be there for us.

The bankruptcy of the A&P Company last year affected thousands of our members and thousands more from other RWDSU/UFCW locals. The crisis brought us all together and with the help of the RWDSU and UFCW International Unions, we were able to be there for our members during some of the most trying times. The UFCW Hardship Fund, as well as Local 338's Member Assistance Program, continue to provide support for our members and their families who were displaced by the bankruptcy.

Standing together is crucial in the ever-changing world that we live in. This year has already been witness to many deliberate attacks on working people. In the United States Supreme Court, as well as in state and local government, the attacks on working people are unfortunately growing teeth.

One example was *Freidrichs vs. California Teacher's Association*, a Supreme Court case that had the potential to strip away the protections that unions have spent generations fighting for. Thankfully, the case ultimately had a split 4-4 decision and as a result, our brothers and sisters in the public sector were spared from losing their ability to collectively bargain. However, coupled with Court cases like *Friedrichs* are rampant attempts on the state-level to pass what is known as "Right to Work" legislation. "Right to Work" places further and more localized restrictions on union representation for workers across industries with the ultimate goal of eliminating unions entirely. If "Right to Work" continues to gain the traction that it has, everything that we fight for, including our futures will be in jeopardy.

The numerous anti-union organizations and corporate interests which fund these efforts have billions of dollars at their disposal and they have spent decades attempting to dismantle the strength that we hold as working people. That is why it is so crucial for us to engage in the political process. It is one of the most effective ways that we can stand up to corporate interests that place profits over people.

The easiest and arguably, most important thing to do is to vote on Election Day in November. Regardless of which candidate you choose, it is important that your decision be based on who you believe will best support working families. Your vote and your participation will help to ensure that all of our interests are represented.

In our great democracy where one vote is one voice, we need to make sure that our voices are unified in support of those who fight for working people. The Local 338 PAC allows us to endorse candidates who best represent our interests. Unfortunately, money does play a role in the political process, but through a small donation – whether it is fifty cents or ten cents per week, we will ensure our ability to support those who support us.

Now, more than ever, it is important that we are prepared to stand up for our rights as working people. Your absence at the voting booth is what those who are anti-union are counting on. I encourage you to get involved. Remember, our futures depend upon it.



[www.local338.org](http://www.local338.org)

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# STAY CONNECTED

**Follow us**

**for the latest Local 338 news, upcoming meetings, and other events.**  
We also encourage you to post questions and share photos you take at union events.

## ***Not On Social Media?***

***Visit our website and sign up***

***for e-mail blasts to stay updated on important union information.***

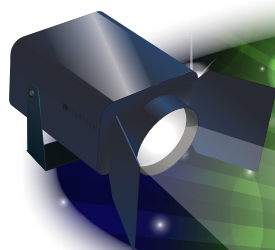
## ***UPDATE YOUR INFORMATION***

***Don't miss out*** on all of the member discounts, benefits, negotiations, news and other events that are important to you as a Local 338 member!

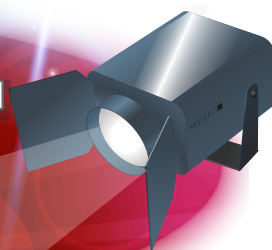


**Click Mail Icon to Update**





# member SPOTLIGHT



## Eniko Nyerges

### Local 338 Member & Published Author



Local 338's very own Eniko Nyerges, who works at Stop & Shop in Massapequa, has published her first book! The self-published "Images of Faith" is a 160-page book of prose and poetry which reminds us that beauty in life is best recognized when we take a moment to slow down and take it all in.

A writer all of her life, Eniko is from Transylvania. Alongside her husband and her church, St. Kilian in Farmingdale, she has dedicated her life to helping others realize their unique gifts. Eniko seeks to inspire and empower those who may feel unable to stand up for themselves.

Life is a balance, Eniko reminds us. Even through our hardships, beauty can be found. She goes no further than nature itself for proof. "The oyster learned to master his situation and made the best of it, instead of expelling the sand he made a beautiful pearl. It is through understanding that we can right the wrongs we have experienced or even decide to take a new path all together," Eniko says. In writing this book, her hope is to inspire others to take greater care of one another and get more in touch with our inner abilities to reach peace and tranquility.

The next time you find yourself running out of steam, remember the front cover of Eniko's book - a bright garden of flowers and soothing shade trees. Imagine yourself sitting down within the garden and taking a deep breath and perhaps you will have a moment to see your own "Images of Faith."

[To Purchase Eniko's Book Click Here](#)

## 338 News is YOUR News Source

*Do you have a unique hobby, a special talent or a great accomplishment that you would like to share? Maybe you love to woodwork and have a back porch to prove it. Perhaps your coworker recently won an award but is too humble to brag about it.*

*Our unique abilities are what make us different but our togetherness as a union is what makes us strong.*

Contact Nikki Kateman at 516-294-1338 Ext. 1274 or email her at [NKateman@local338.org](mailto:NKateman@local338.org) to be considered as a feature in the next issue of 338 News.





# WELCOME TO THE 338 FAMILY!

A special union welcome is in order for members working at the following shops:

Angelo and Joe's Foodtown - New Hyde Park

DeCicco's Supermarket - Larchmont

Greenfield ShopRite - Bethpage

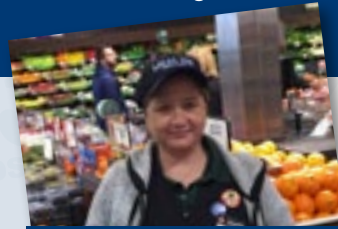
First Student Bus Company - New Jersey

PSK Foodtown - Harlem, Rocky Point and Croton

ACME Supermarkets

This past year we have welcomed hundreds of new members into our family. Being a part of the union has served thousands of our members for the past 90 years. Every milestone that we reach as a union allows us to better serve our members. Ratifying strong contracts and remaining united betters the lives of our members, their families and improves the quality of life for all working people.

*For our members in these supermarkets, We Welcome You!*



Soraya Mejia



Milagro Calle and Joseph Veneroni



Brian Holder, Guy Banks, Ana Collado, Herman Rivera and Elisha Wilson



Demetria Pickens, Salvador Esquivel, Melidania Castillo, Sharmae Williams and Maria Garcia



Maxim Sibti, Rena Clark and Jessica Kalanlian



Richard Marzigliano, Desiree Coleman and Frank Marchez

[CLICK HERE FOR DETAILS](#)

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## MEMBERSHIP MEETINGS

**Bronx | Upstate**

**Manhattan**

**Nassau | Suffolk | Queens**

**Monday, August 29th**

Local 338 Westchester Office  
120 Saw Mill River Road  
Hastings-On-Hudson  
6:30pm

**Monday, August 29th**

RWDSU Office  
370 Seventh Avenue, Suite 501  
(7 Penn Plaza - Between 30th and 31st Streets)  
Manhattan  
6:30pm

**Tuesday, August 30th**

Local 338 Office  
1505 Kellum Place  
Mineola, New York 11501  
6:30pm

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**PAGE 4**



*Neil E. Gonzalvo*

**Since January 1st, ratification agreements have been reached at the following locations:**

Angelo and Joe's Foodtown - New Hyde Park  
DeCicco's Supermarket - Larchmont  
Greenfield ShopRite - Bethpage

PSK Foodtown - Harlem, Rocky Point and Croton  
First Student Bus Company - New Jersey  
Duane Reade Pharmacy - Across NYC  
ACME Supermarkets

## ***The Importance of Being Involved in Contract Negotiations***

Union contracts lay out the benefits and conditions which members are entitled to on the job. This guarantee of benefits and representation can and should be considered one of the most important tools in achieving gains in your workplace. That is why it is so important that you get involved in the bargaining process!



Maria Manderson  
Executive Board Member

We asked Local 338 member and Executive Board member Maria Manderson about her experience on the Local 338 bargaining committee during recent contract negotiations with Duane Reade. "For one thing," Maria said, "you certainly need patience and to keep focused on the task at hand. If there is anything I have learned from the bargaining process, it's how important it is for us, as a unit, to be clear on what we are proposing and to always have patience because some days at the table are long, very long."

In the end, Maria said that the experience was well worth it. She was proud to have been able to be a part of such an important process, which included some important gains in the new contract.

To our members working in ACME Supermarkets, get ready! Negotiations will be starting soon. If you'd like to participate in the bargaining committee, please speak to your Union Representative.



## **IT PAYS TO BE UNION**

**Since January 2016, Local 338, through grievances and arbitrations, collected funds and returned back wages to our members in excess of **\$28,075!****

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# Military Service with Union Pride

Last year we were proud to award to Andrew Alvarez with a Book Awards Scholarship. Andrew is the son of Maria Alvarez, who is a Local 338 member working at Key Food in the Bronx. She recently shared a special story about her son who is currently pursuing his dreams thanks, in part, to a little help from Local 338.

Pictured here in full training uniform are Andrew and his proud mother, Maria. Andrew is currently attending the last tier of U.S. Marine training in California, as well as taking online classes as he prepares to start school at Citadel, the Military College of South Carolina this coming fall. Andrew is full of aspiration and is looking to pursue a double major in both History and Homeland Security.

Andrew's mother Maria describes her son as someone who looks at the world through a unique lens. "Andrew wants to help and be there for the people who can't help themselves," Maria explained, adding that Andrew has known from an early age what he wanted to do with his life.

The desire to make change in the world came naturally to Andrew, who has dealt with dyslexia from a young age - a learning disability that makes it difficult for him to hear and interpret words. In the sixth grade, Andrew was asked by his teacher to read aloud in class. Rather than being nervous at the challenge, Andrew stood up and addressed his classmates. "Sometimes," he said "I have trouble with reading, but instead of laughing at me, I would appreciate it if you all would just help me through it."

This strength of character along with Andrew's caring nature is what being an advocate for people is all about. By knowing what struggle can be first-hand and through finding his voice at such a young age, Andrew

is already equipped with the tools necessary to stand up for those who cannot stand up for themselves. He is truly on the right path in pursuing his dreams and seeking to make a difference in the world.

Congratulations Andrew! We are proud of you and encourage you to follow your dreams. Your Local 338 family knows that you are destined for big things!



(Top) Andrew and his mother, Local 338 member Maria Alvarez  
(Bottom) Andrew Alvarez and Local 338 President John R. Durso at last year's Scholarship Luncheon



# Scholarship Opportunity

## RWDSU SCHOLARSHIP

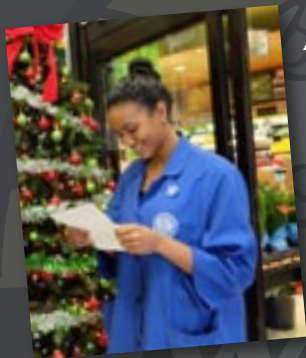
The RWDSU's Alvin E. Heaps Scholarship is given annually to RWDSU members or members of an RWDSU family in order to reward a student's good grades and their understanding of the role of unions in workers' lives. The Scholarship honors the legacy of former RWDSU President Alvin E. Heaps (1919-1986) *The Deadline to apply is July 15th.*

[Click Here to Apply](#)



**A Local 338 member won last year,  
SO CAN YOU!**

## Congratulations To Natacha On Winning THE ALVIN E. HEAPS SCHOLARSHIP!

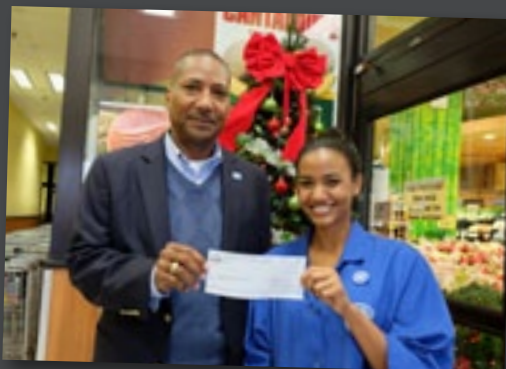


A labor union is more than just your protection in the workplace. Local 338 members and the RWDSU hold strong to a tradition of being a part of our members' lives both inside and outside of the workplace, and this year we are reminded of that in a special way.

We are pleased to announce that Local 338's very own Natacha M. Fermin Fernandez has been awarded the Alvin E. Heaps Scholarship! The scholarship, which is named for the former president of the

RWDSU presents recipients with \$1000 towards the cost of college expenses.

Local 338 member Natacha is studying to become a nurse and is highly inspired by her mother, who over the years has taught her what it means to be strong and determined. Local 338 is very proud of you Natacha, and we wish you all the best as you pursue your dreams. Congratulations!



Local 338 Union Representative Bobby Sweat presenting Natacha with her scholarship check.



*A Message from*



*Stuart Appelbaum RWDSU President*

## *Workers Need a Champion in the White House*



*Stuart Appelbaum*

Working people across the U.S. have a lot at stake in the 2016 Presidential election. Our President needs to be an ally, someone who can help us as we fight back against right-wing attacks on Social Security, Medicare, and union rights. We've seen the promises from the right-wing Congress members who have threatened national right-to-work laws and more of the policies that have helped create increased economic inequality. We can't afford the election of a President who doesn't share our concerns, and will help those who want to marginalize us.

We need the strongest possible candidate to fight back against the right-wing attacks on unions and working people. We need a champion in the White House who can win in November and fight for the issues – such as job security, fair scheduling, paid leave, raising wages, immigration and health care reform – that matter most to our diverse union family.

Hillary Clinton – a longtime ally of workers – is the right choice to be our standard-

bearer and further the worker agenda that affects us. She has a long record of fighting for us. As Senator, she sponsored legislation to fight pay inequity and promote union organizing. And her campaign for president is built around the things that are important for us: raising wages and tax relief for working families, creating good jobs, and closing the gap between the wealthy and everybody else.

In a campaign season that is seeing the divisive rhetoric sink lower than ever, Hillary Clinton provides a contrast. She wants to bring us up together.

She knows that unions are important and valuable and are the only thing that gives working people the power to fight for their rights. She understands the contribution that immigrants make to our economy and our communities.

She believes what we believe – that we are better when we work together to raise people up – not when we attack

the weakest among us to tear us down. She will be there to fight for us, if first we get out there in the months leading up to November and fight for her. That's why the UFCW and two-dozen other national unions are recommending that working people and their families support Hillary Clinton.



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**PAGE**

**8**

# The 2016 Election and our Endorsement of Hillary Clinton for President

The upcoming Presidential election will be very important for all of us and the future of our country. In January, the RWDSU/UFCW proudly endorsed Hillary Clinton for President.

Our endorsement of Hillary Clinton is reflective of the former United States Senator and Secretary of State's dedication to ensuring that those who work hard are paid adequately and are able to provide for their families. During her time as U.S. Senator, representing New York, Hillary voted in favor of legislation that positively impacted working families. Today she continues to be our advocate in raising the

minimum wage, for paid family leave and sick time, protecting retirement security, and requiring the wealthiest to pay their fare share.

Hillary has always been a friend to both the RWDSU/UFCW and the labor movement as a whole. We believe that Hillary has proven to be the best candidate to ensure the health and strength of the middle class. We know that we will be able to count on her to represent the needs of working people as President of the United States.

*"So if anyone asks you if labor will have a seat at the table in my White House, I hope you know the answer, of course you will. Because labor built the table."*

*Hillary Clinton,  
during her term as New York  
State Senator*

*Hillary believes  
equal pay and paid  
family leave aren't  
luxuries – they're  
necessities for  
working families.*

In addition to the race for President, there will also be elections held for United States Congress, as well as the New York State Senate and Assembly. These local elections are important to us as a union and we will be supporting a number of candidates for these races. For more information about our endorsements in local races and to get involved in political events, make sure to check our website and your email regularly.





*A Message from*

**Joseph Fontano** *Secretary-Treasurer*

## *We're Voting for the Next President, Not the Winner of a Reality Show!*

This has been an unprecedented year for our nation. The Presidential Primaries have been a circus show like nothing the nation has ever witnessed.

This year's Republican primary was equivalent to a bad reality TV show. Donald Trump's campaign has been full of foul language, violence towards those that disagree with him and his supporters, and the use of insulting nicknames; all something you would expect from a 5th grade bully in a school yard, not a candidate for President. He has also called for violating the civil rights of Muslim Americans and repeatedly insulted women based on their physical appearances. Even more concerning is that he never gives a real answer to the serious questions that are posed to him on important issues like the economy or national security. Yet despite this, he has acquired the number of delegates to become the Republican nominee.

I have heard from many folks that they find this year's elections entertaining and that they enjoyed the show of the Republican primary. It's like watching the Real Housewives meets the Bachelor. I can understand the entertainment value of it all, but the fact is, the race for the White House is not a reality TV show! The President of the United States is the leader of the free world, Commander in Chief of the U.S. Armed Forces, has sole authority over the nation's nuclear arsenal, and makes decisions that not only impact every American, but reverberate around the world.

As hard working Americans, we need to look past the rhetoric and nonsense that is taking place. This is not the outcome of a reality show that is at stake; it is our lives, and we need a President that will fight for working Americans.

While both Democratic candidates have long histories of supporting workers' rights, only one has literally stood with us here at Local 338. As our Senator, Hillary Clinton was a good friend to this Local Union, standing beside us on picket lines. She was always accessible and available to help whether in a contract fight with an employer or directly helping our members with everyday matters, such as immigration or veterans' issues.

We are very proud that the RWDSU and RWDSU have endorsed Hillary Clinton, as she has proven time and again that she will do everything in her power to fight the hard fight and stand up for working Americans. While voting is a very personal decision, we believe that Hillary Clinton is the candidate who best represents our interests as working people.

Some may say that politics is not for them, but the truth is that politics affects us all, whether we like it or not. By keeping yourself informed, voting on Election Day, volunteering at our political events, and contributing whatever you can to the Local 338 PAC, we can fight to protect our families both today and for years to come.

All Local 338 members can join the Local 338 PAC. [Click below to find out more information on how you can join us in this fight and do your part.](#)



[www.local338.org](http://www.local338.org)

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# Are You Registered to Vote?

As working people it is important that we stand up for the issues that affect us. We also need to be prepared to fight back against the many attacks that are waged against us. The easiest way for us to be politically active is by voting. Voting is how we ensure that we are represented by elected officials who care about the things we care about; including raising the minimum wage, protecting retirement security, and developing a paid family leave program.



New York

New Jersey

Connecticut

In many elections, just a few votes made a huge difference. Be sure that you're registered and that you vote on Election Day this November!

## What is Local 338's PAC?

Voting is not the only way to be engaged politically. Another way to get involved is by contributing to Local 338's Political Action Committee (PAC). The Local 338 PAC is an important resource that allows our union to more effectively fight for the things that we all care about. The PAC is funded by voluntary contributions, which helps us to advocate for pro-worker legislation, as well as endorse candidates who share our concerns as working people. Your contribution of as little as 10 cents per week can help to ensure that working families have a seat at the political table.



If you are interested in signing up for Local 338's Political Action Committee, [click here to print the form and mail it back to Local 338's office](#). You can also learn more about participating in PAC by speaking with your Union or Service/Funds Representatives.

Local 338 will always be here to fight on your behalf, but we need your help in making sure our collective voice is heard loud and clear. We encourage you to vote and contribute to the Local 338 PAC. Get involved and ensure that our voices are heard. You won't be sorry that you did!

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PAGE

11



# NYC PASSES

## *Protections for*

# GROCERY WORKERS

On January 19, 2016, the New York City Council passed the Grocery Worker Retention Act, which will help grocery workers across the city. This important legislation will ensure that if a grocery store or supermarket changes ownership, the workers are guaranteed a 90-day transition period with the new owner.



The Grocery Workers Retention Act was made possible by a joint-effort of Local 338, the RWDSU, locals of the UFCW, members of the community and our allies in the New York City Council. Thanks to these efforts and the support of our Council Members, the act will make sure that going forward, workers will be protected from losing their jobs through no fault of their own when their store is sold. It will also ensure that community jobs are maintained.



Pictured above is RWDSU President Stuart Appelbaum speaking at a press conference in support of the passage of the Grocery Worker Retention Act.

“We have seen firsthand how the Grocery Worker Retention Act can benefit the 50,000 workers employed in New York City’s grocery and food retail industry. Only a few short months ago, thousands of workers found themselves without jobs as their stores were sold due to the bankruptcy of the A&P Company. Many of the new owners refused to employ any of the workers in the stores that they acquired, leaving hundreds of long-time A&P workers facing unemployment,” said President John R. Durso.

“Grocery and food retail workers are a vital part of our neighborhoods. We applaud the City Council for taking necessary steps to expand displaced worker protections for the men and women working in the food retail industry, as well as providing stability to the communities in which they proudly serve.”

# Have Children in Child Care?

## We May Be Able to Help!

At Local 338, we pride ourselves in making sure that our members and their families are supported in all of the ways that we can. We also know that child care is an issue for many of our members and taking care of our dependents can be difficult to manage financially at times.

Members of Local 338 who are covered under a Local 338 Benefit Plan are eligible for a partial reimbursement towards the cost of child care. If you have dependent children under the age of 12 who are currently in day-care, after-school or pre-school programs, then you may be eligible for the Child Care Reimbursement Benefit.\*



**Click Here**  
To learn More

*\*Please be aware that the Child Care Reimbursement Benefit will only cover a percentage of the cost of childcare, not the full amount.*

## Women's Network Child Care Grant



The UFCW Women's Network offers a child care grant, which can provide assistance towards the cost of child care. Simply fill out the following form available in [English](#) or in [Spanish](#) and provide the required documentation to apply for this grant. The deadline to submit an application is October 31, 2016



# Victory for UFCW Stop & Shop Workers in New England!

*In New England: Braintree, Massachusetts*

Over the past few months, our UFCW brothers and sisters in New England were facing a major contract fight with Stop & Shop. In the labor movement, we firmly believe that an injury to one is an injury to all. When our union brothers and sisters are facing difficulties, we never hesitate to stand with them. Through our unity, we have seen many victories throughout the years, and this most recent fight with Stop & Shop in New England was no different.

Despite Stop & Shop's parent company Ahold making \$10 billion in profits last year, the company proposed dramatic changes to the contract, including cuts to UFCW members' benefits. Our brothers and sisters in the UFCW New England Locals refused to take these cuts sitting down. On March 10th, Local 338 joined hundreds of union members from many industries and states in Massachusetts to put pressure on Stop & Shop in support of our hard-working UFCW sisters and brothers.

Thankfully, our message to do the right thing for the workers was heard loud and clear by the company. On April 9th, the UFCW New England Locals reached a tentative agreement with Stop & Shop, which included wage increase and protected all of the UFCW members' benefits.

The importance of this fight should not be underestimated. We knew that what happened in New England very well could happen to us when it is our turn to negotiate with Stop & Shop. As a labor union, it is always our unity that makes us strong. Thank you to all of our members who stood strong in support of their brothers and sisters and demanded that Stop & Shop put people before profits.



[Click Here to watch exclusive footage of the event](#)



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PAGE  
**14**





A Registered 501 - (c) (3) Organization

# Celebrating the Launch of Local 338 Charities, Inc.

At Local 338, we believe in the importance of giving back to our communities. In order to support our mission of bettering the lives of all working people, we participate in charitable work to help those in need. With the formation of our registered 501-(c)(3) organization, Local 338 Charities, Inc., we will have even more opportunities to further our work in local communities through our food drives, toy and coat drives, as well as by supporting organizations that provide vital resources to those in need. The Local 338 Charities, Inc. will also promote the work of our Member Assistance Program (MAP) and provide assistance to members who are facing crises and emergency situations.



*Thank you to everyone who made this winter season's coat, toy, and food drives yet another success! Please check our website and your email for information about events and opportunities to get involved and donate. A family in your community may be counting on you!*



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# Lobby DAY NEWS

Gilbert Simmons (left) and Alether Williams (middle), Local 338 members who work at the Institute for Applied Human Dynamics (IAHD) in the Bronx pose with Local 338 staff members on the steps of the New York State Capitol.



Local 338 members (left to right) Angela Tronolone, Yolanda Jones, Laura Meltzer and Nikki Kateman during their visit to the capital.

## Local 338 Members Lobby the New York State Legislature

We at Local 338, always emphasize the importance of being involved politically because our political activism has a direct impact on the everyday lives of our members. Over the last few months, we have been actively lobbying at the New York State Capitol to fight for higher wages for our members and all working New Yorkers. Our lobbying efforts focused on advocating for an increase in the minimum wage, as well as fighting for more funding towards the cost of living adjustment for our members who work in the human services industry. On two of our trips to speak with State Legislators, we were joined by four Local 338 Shop Stewards – Alether Williams and Gilbert Simmons who work at the Institute for Applied Human Dynamics (IAHD) in the Bronx, as well as Angela Tronolone and Yolanda Jones from Community Resources in Staten Island.

With the help of our Shop Stewards, we strongly advocated to the members of the Assembly and State Senate for the need for raising the minimum wage and increasing the cost of living adjustment, which provides the funding for wage increases for direct care workers at organizations like IAHD and Community Resources. Alether, Gilbert, Yolanda, and Angela all shared stories with State Legislators about the work that they and their coworkers do in caring for the developmentally disabled. They discussed the long hours that they work in order to ensure that the consumers are properly cared for, as well as the complexity of their work responsibilities.

The State Legislators we spoke with recognized that for our members at IAHD and Community Resources, the work that they do is more than just a paycheck. They also understood that direct care workers deserve a meaningful wage increase in order to support their families. Our efforts proved successful as Governor Cuomo signed into law an increase to the New York State minimum wage, with workers getting an increase to \$15 over the next several years. While this year's State Budget did not include a higher cost of living adjustment, we continue to lobby in Albany on behalf of our hard working members in the human services industry.

Our members make the best advocates and we thank Alether, Gilbert, Angela, and Yolanda for taking the time to share their experiences with our elected officials!



Local 338 Members Alether Williams and Gilbert Simmons (IAHD in the Bronx), Local 338 staffers Nikki Kateman, Laura Meltzer, and Rosa LaFontaine, members of UFCW Local 2013 with New York State Senate Minority Leader Andrea Stewart-Cousins during a RWDSU/UFCW Member Lobby Day.



Duane Reade

10  
years

2016

*Celebrating 10 Years of  
Local 338 Membership*

*at Duane Reade Pharmacy*

Ten years ago, workers at Duane Reade pharmacies in the New York area stood together to make change in their workplace and for their families. At the time, Duane Reade workers were represented by a local pharmacy union and were seeking to expand their collective power as union members. The workers at Duane Reade recognized that by becoming members of Local 338, they would have the opportunity to be a part of a larger movement.

In seeking to join Local 338, Duane Reade workers encountered great opposition from the company. In April 2006, after a four-year long battle with the company, the workers showed their collective strength and eagerness to join the union family; voting to join Local 338 and UNITE Local 340A by a landslide. Over the last 10 years of working together, Local 338 and Local 340A have developed a strong partnership.

Much has changed in the past decade and we are confident that the growth we have experienced since 2006 will continue. Today, our members' desire to be a part of the larger union family is made that much stronger through our affiliation with the AFL-CIO and the RWDSU/ UFCW. These alliances have led to strong contracts, as well as our ability to exercise positive relations with the company. In fact, while Duane Reade members celebrate their 10 year anniversary this month, we are also celebrating another great victory as a new contract with the company was recently ratified.

The victory at Duane Reade 10 years ago proves why we are stronger together. When our members come together for change there is nothing that can stand in our way. Congratulations to our members at Duane Reade, here's to another 10 great years!



**LOCAL 338**  
RWDSU/UFCW

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**PAGE  
17**



*A Message from*

**Jack Caffey Jr. Executive Vice President**

## *Our Unity is and Always will be our Greatest Strength*



*Jack Caffey Jr.*

When we are united, we are truly at our best and this truth was not lost on us at Local 338 as the winter swept in some gusty winds of change for our members and their families. Since the acquisitions of the former A&P shops, including Waldbaum's, A&P, Food Emporium and Food Basics, we have welcomed many new members into our family. These acquisitions also brought new employers and new contracts. While contracts can be a difficult and trying process at times, all of our members must understand that it is these tough and trying times that will prove whether we have the strength to not only carry on, but to thrive and grow even stronger.

The strength that we have when we stand together is indescribable. It is what propels us forward towards greater benefits for our union brothers and sisters and for our families. The point of a union is to show the employers that we are a force to be reckoned with. Alone, we would never see any of the gains that are brought about when we stand together and speak with one voice.

Unity and strength not only ensures that we receive the benefits and protections that we are all entitled to but they also help us to prepare for the troubled waters which may lie ahead. Over the last couple of months, our brothers and sisters in New England who work for Stop & Shop faced many difficulties as they bargained for a new contract. Even though Stop & Shop made over \$10 billion in profits last year, they claimed that they could not afford to pay for the hard-earned benefits for their workers. In March, Local 338 along with other RWDSU/UFCW members came together for a massive rally in Massachusetts to call on Stop & Shop to do the right thing by their workers. We knew that it

was important to show our unity with our brothers and sisters in New England during these uncertain times. New England's difficulties with Stop & Shop may affect us when it is our turn at the bargaining table and it is important to show the company that we are all standing together.

We need to look out for one another, so that the cards do not stack against us. Having a union to stand behind you in the workplace is the difference between night and day. If you see that your coworkers are dealing with issues in the workplace or even personally, please encourage them to speak up to their shop stewards and union representatives. Remaining strong means voicing our opinions and speaking up on what is right.

At Local 338, we have an enormous amount of diversity, our union family comes from all walks of life and they work within a wide range of industries - from school bus drivers to grocery stores, from human service organizations and assisted living facilities to pharmacies - and we take great pride in the work that we all do with dignity.

As I said, the union is strongest when we are all united. We should never make the mistake and believe that our jobs or our lives would be the same without the union. It is through our collective voice that we are able to fight for the rights and benefits that we all have earned and deserve. If there was ever a time to make positive changes for all of us at Local 338, that time is now. So get involved in your union - come to your local membership meeting and hear about the important updates about our union and the lives of working people as a whole. By staying informed on what is happening at Local 338 and in your workplaces, we will all be better off.



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PAGE  
**18**



# MY BENEFITS

With  
**Charles Hamilton**  
Funds Administrator



## *New Tax Forms Related to Medical Benefits Coming in 2016*

If you had health coverage in 2015, you should have received a new tax form related to your health coverage from the Local 338 Health & Welfare Fund, a different health insurer, and/or your employer. The form, called IRS Form 1095B or 1095C, is required under the Affordable Care Act. It is new this year, so we have drafted some frequently asked questions that may be helpful for you, they are as follows:

### **1. What is this form that I'm receiving?**

A 1095 form is a little bit like a W-2 form. Your employer and/or insurer, sends a copy to the Internal Revenue Service (IRS) and a copy to you. While a W-2 form reports your annual earnings, a 1095 form reports your health care coverage throughout the year. If you have health coverage through the Local 338 Health & Welfare Fund (Local 338 H&W Fund), the Fund will be sending you a 1095 form. Your employer may also send you a 1095 form. (Both the Fund and a "large employer," as defined by the Affordable Care Act, have independent obligations to send you the form.)

### **2. Who is sending it to me, when, and how?**

Your employer, if they are a "large employer" as defined by the Affordable Care Act or a health insurance company (or the Local 338 H&W Fund if you have coverage through the Fund) or both, should send one to you either by mail or in person. You should have received it by March 31, 2016. (Starting in 2017, you will receive it each year by January 31, just like your W-2.)

### **3. What am I supposed to do with this form?**

Keep it for your tax records. You don't actually need this form in order to file your taxes, nor do you send it in with your taxes, but when you do file, you'll have to tell the IRS whether or not you had health insurance for each month of 2015. The Form 1095-B or 1095-C shows if you had health insurance through your employer (which includes health coverage through the Local 338 H&W Fund, a benefit negotiated by your Union with your employer). Since you don't actually need this form to file your taxes, you don't have to wait to receive it if you already know what months you did or didn't have health insurance in 2015. When you do get the form, keep it with your other 2015 tax information in case you should need it in the future to help prove you had health insurance.

### **4. I have more questions—who do I contact?**

Please contact Local 338's Fund Office at (516) 294-1338 ext. 1776. Also, an IRS website called Questions and Answers about Health Care Information Forms for Individuals ([Forms 1095-A, 1095-B, and 1095-C](#)) covers most of what you need to know.





# WE'RE HERE TO HELP!

With **Jennifer Lipack**  
MAP Director



## *The Member Assistance Program is Here to Help!*

At one time or another, we all run into personal crises and can use a helping hand. The Local 338 Member Assistance Program (MAP) offers help with a variety of personal problems that may be affecting your work or personal life. Among the areas with which MAP has helped numerous members are the following:

- **Alcohol and Substance Abuse** – Assessment and treatment referrals (benefit available for full-time members) to one of several MAP-contracted providers, from initial detoxification to ongoing treatment and support.
- **Domestic Violence Referrals** – Referrals to community services that may be able to help you or provide a temporary safe haven.
- **Behavioral Health Matters** – Referrals for issues such as depression, anger management, and suicidal thoughts.
- **Emergency Housing Referrals** – Referrals for assistance and information when facing eviction or other housing crises.
- **Prescription/Patient Assistance** – Assistance in qualifying for low cost or free life-saving medications.

The Member Assistance Program operates under the guidance of the MAP Director, Jennifer Lipack, LMHC, MSW, CASAC - a social worker and certified mental health professional.

***Reaching out for help is a sign of strength and the Local 338 MAP is here for you.  
All calls and inquiries are kept strictly confidential.***

For more information, please contact our MAP Director  
Jennifer Lipack at 516-294-1338 Ext. 1304 or email her at [jlipack@local338.org](mailto:jlipack@local338.org).



### Looking to reduce your debt or purchase a home?

## Local 338 members are eligible for FREE CREDIT COUNSELING!

Through Union Plus, you can receive free credit counseling to address your financial needs. A credit counselor can help you understand your situation and work with you to develop a financial plan, reduce your debt, and even create a budget to save for big purchases like a home. All sessions are confidential and can be arranged at your convenience.

For more information or to schedule a credit counseling session, please contact:  
Christine Dawson - Phone: 516-520-3616 | Email: [Christine.B.Dawson@wellsfargo.com](mailto:Christine.B.Dawson@wellsfargo.com)



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# 90th Anniversary Limited Edition Journal

2015 marked Local 338's 90th anniversary as a labor union. Ninety years ago, a group of young men who worked in the supermarket industry joined together to fight for changes for themselves and their coworkers in their workplace. Their actions decades ago have positively impacted thousands of working families. The many victories and challenges we have faced since then have made us the proud organization that we are today.

The history of how our union came to be, as well as the American history that surrounded us during these times, are a peek into what has shaped our union. Now you can learn all about our history through the special 90th anniversary edition of "338 News!" To receive a copy, join us at our next Membership Meeting.

[Click Here to Find a Meeting Near You!](#)

## Fun In The Sun!



For discounted tickets, visit:  
[www.sixflags.com/partnerlogin](http://www.sixflags.com/partnerlogin)

Enter the username: **local338**  
and the password **SixFlags1**

(Please note that this is case sensitive  
and must be entered as stated here)



For discount tickets, simply visit:  
<https://www.splishsplash.com/338>

Now that the warm weather is here, take advantage of two special opportunities available to Local 338 families! You are eligible for a discount on pre-purchased tickets to Splish Splash Long Island and Six Flags Great Adventure and Hurricane Harbor.

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PAGE  
**21**



# *Wishing Our Members A Happy Retirement!*

(Local 338's recent retirees between January 1, 2016 and April 1, 2016)

Franca Abend  
Gary Abramowitz  
Frances Aiello  
Mark Ambers  
Gail Annarella  
Philip Armanuse  
James Baez  
Karen Balezos  
Anthony Barone  
Roxanna Berrospi  
Ermine Binns  
Pricilla Bjornstad  
Gary Bongers  
John Buckley  
Sheila Calderaro  
Lydia Camacho  
Jeanne Caprise  
Robert Cartagena  
Joseph Caruana  
John Catarucci  
Patricia Colligan  
Mary Colton  
Terry Cutler  
Michael Daly  
Juanita Davis  
Nancy DeCicco  
Mary DeRosa  
Wanda Fellman  
Anthony Ferrara  
John Fierro  
Mary Firemark  
Correy Free  
Gwen Free  
Darlene Free  
Joan Fusaro

Genaro Garcia  
Smaro Gianoumis-Kyria  
Vasanthaku Gopalsamy  
Heidi Graham  
Lorraine Graham  
Anthony Grappone  
John Grayer  
Thelma Hall  
Masako Harte  
Ann Hastings  
Susan Holzer  
Felix Ilarraza  
Peggy Kerschebaum  
Ann Marie Knapp  
Dora Koinis  
John Kramer  
Frank Laguardia  
Jean Lang  
Gilles Latuner  
Frank Lombardo  
Rosa Lopera  
Roseline Louis  
Victor Maldonado  
Paul Mannarino  
Carlos Matos  
Marguerite Mattace  
Irene McGuire  
Scott Machaels  
Ronald Moloney  
Edda Morales  
Louis Narro  
Roger Nemecek  
Yolanda Noll  
Kayode Odunlade  
Thomas Panagulis

Patricia Paolino  
Roseann Pastore  
Theresa Penello  
Vito Peragine  
Thomas Petrelli  
Shari Plotkin  
James Portolano  
Peter Quintall  
Barbara Rockefeller  
Jose Rodriguez  
Ruth Rodriguez  
Lois Rolon  
Lawrence Rosenhan  
Roin Salpeter  
Marie Santoro  
Richard Schinnerer  
Geraldine Schiraldi  
Linda Skippon  
Veronica Snevily  
Boureima Sore  
Mary Ann Specht  
Thelma Spinelli  
Kenneth Stone  
Maria Targbe  
Fayris Thompson-Baker  
Pamela Todd  
Bassala Toure  
Theresa Trocchio  
Christine Trybulski  
Barbara Turbush  
Edward Turbush  
Steven Williams  
Karen Williamson  
Joseph Zanca

*"Retired from my job, not from my union"*



# WE ARE **STRONGER** | **TOGETHER**

## *Stay Connected*

*We're only a click away!*



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A handwritten signature in black ink.

Joseph Fontano  
Secretary-Treasurer

A handwritten signature in black ink.

John R. Durso  
President

A handwritten signature in black ink.

Jack Caffey Jr.  
Executive Vice President

Writer and Editor: Nikki Kateman | Layout and Design: John Falco

***Our Mission: To Better The Lives Of Our Members And All Working People.***

Local 338 RWDSU/UFCW | 1505 Kellum Place Mineola, NY 11501 | 516.294.1338

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