

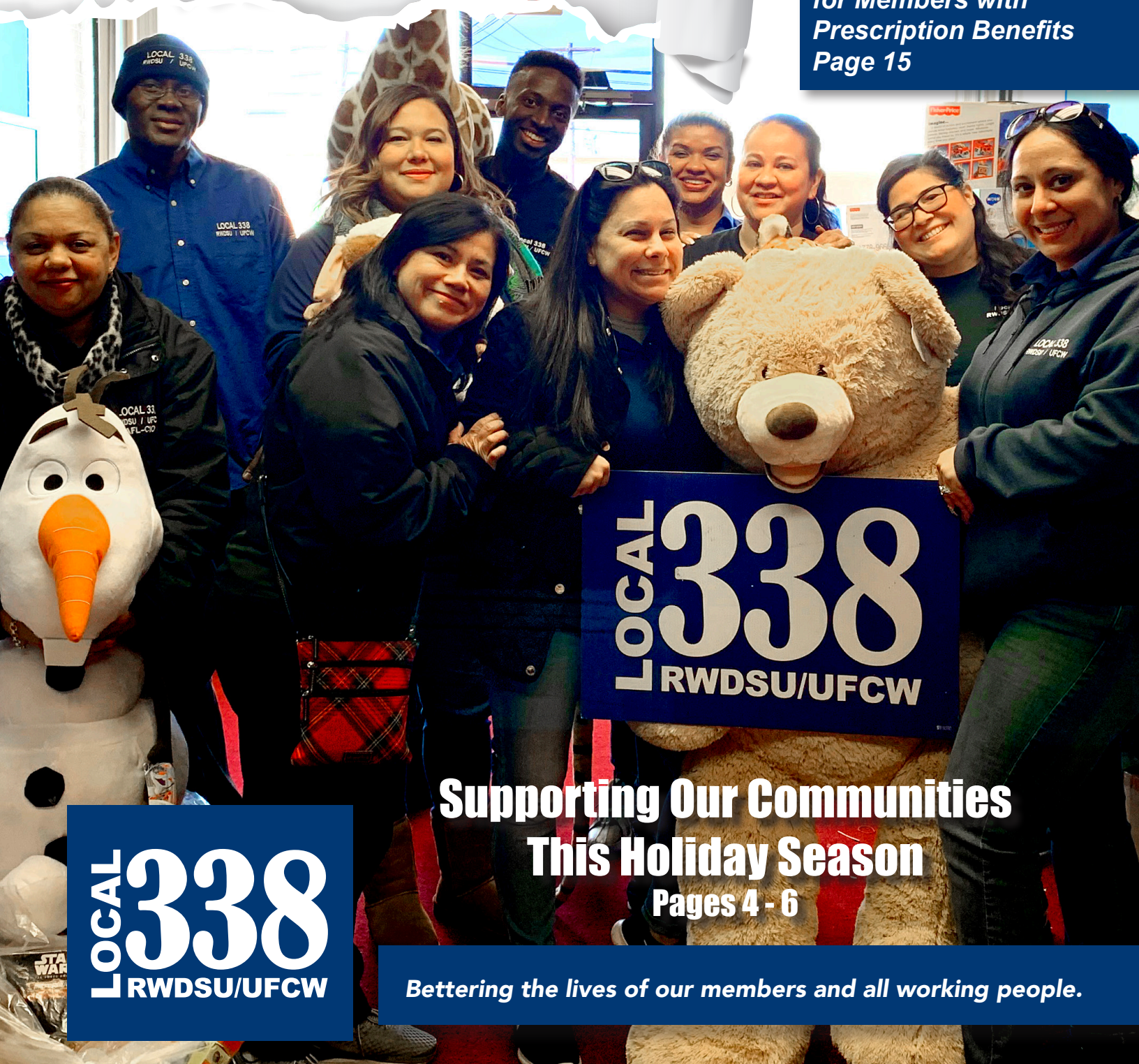
338 NEWS

Winter 2019

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LOCAL 338
RWDSU/UFCW

**Supporting Our Communities
This Holiday Season**
Pages 4 - 6

Bettering the lives of our members and all working people.

A Message from the President

John R. Durso



Gearing Up for 2020

This marked the first year that New Yorkers were able to head to the polls to vote early and it was an overall success. Although we had some wins and losses on Election Day, the labor movement was out in full support of those candidates who have proven that they are/were committed to supporting working families. Many of the elections were decided by a small margin of votes, really emphasizing the importance of getting out to vote.

As we march towards 2020, we must keep in mind how consequential of a year it is going to be. There will be a number of opportunities to choose candidates in the Democratic Presidential Primary (April 28th), the Congressional and State Primaries (June 25th), and finally in the general election on November 3rd. And while every year we say that this is the most important election of our lifetime, the race next year truly will be. Over the last almost four years, there have been countless attacks on not just the labor movement, but hard-working people who come from a variety of different backgrounds and identities. We must take this as motivation to be more engaged in the issues that affect us daily and elect representatives who will take a stand to advocate for not just workers and union members, but also the issues that impact our neighbors, friends and loved ones. Over the course of next year, we will attend and host a variety of events aimed at not just voting ourselves, but also encouraging others to get out to vote. I encourage each and every one of you to reach out to our Political Director, Nikki Kateman, at 516-294-1338 ext. 1274 to see how you can also be a part of our efforts. We can all make a difference and change the course of the current political climate - not only on a local and state level, but also nationally.

In addition to ensuring that we all vote next year, we must also keep in mind the importance of the upcoming Census and the impact that it has on our communities. Our responses help ensure that we get the fair share and accurate representation where it matters most. This is why it is significant when your household receives the Census form that you take the time to respond and send it back. The most up-to-date data will help our quality of life in New York State and will also help with initiatives aimed at improving our communities. Federal funds can be properly distributed to help in various areas such as educational programs, healthcare, and public works.

Unfortunately, many households may choose not to participate or won't fully disclose the correct number of members in their homes out of concern for their privacy. Remember this – your answers are kept anonymous and confidential by law! It is crucial that everyone in your home be counted, including young children, regardless of your immigration status to accurately reflect the make-up of your home. Responding with the truth about our household's make up is critical, and we urge you to please answer the Census as honestly as possible. When we don't take the time to properly fill the form out, we are shortchanging ourselves in the long run.

Our work to protect our rights as working men and women will continue to be a priority in 2020 and over the next year there will be MANY opportunities to get involved. However, I cannot stress this enough – we cannot accomplish the work that we do without your support and participation. We are only as strong and impactful as you allow us to be.

In closing, I'd like to thank all of the members of Local 338 who work hard to make the holidays happen, regardless of what industry you work in. I hope you and your family have a wonderful holiday season and that 2020 is full of happiness and good fortune.

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www.local338.org



New Year, New Opportunities to Get Involved!



Whether you're interested in attending more Local 338 events, doing more charitable work in your community or getting involved in an upcoming election, there are a number of opportunities year-round that allow you to get involved through Local 338!

Want to be more active in your union? Here are some guaranteed activities we host throughout the year:

- Quarterly Membership Meetings are the perfect opportunity for you to hear about what's happening and how you can be engaged. Want to know

when the meetings are taking place? Check our social media and website and make sure you're signed up for emails by creating a "My Local 338" account.

- Attend the Labor Day Parade on Saturday, September 12th which is the biggest event for all of New York City's union members! We always make sure that there's food, music and even a float to ride on in the parade!
- Attending rallies in solidarity with other union members and community allies. Keep an eye on our Facebook, Twitter and Instagram for this information!

During the year, we take part in various charitable events. We encourage you to find something you're interested in helping with and remember, no donation is ever too small!

- Our Annual Toy, Food, School Supply and Coat Drives: These drives happen throughout the year to collect and donate goods to families in need throughout our area. You can donate toys, school supplies, nonperishable food items, and gently used coats to our office in Mineola or with your Union or Funds/Service Representative. Many of these donations specifically benefit the John Theissen Children's Foundation, Stamp Out Hunger Food Drive, and the Mary Brennan INN.
- We also participate in "Days of Service," where we donate our time to volunteer at local charitable organizations to support the work that they're doing to help children and people in need in our community.



As the 2020 legislation and election season approaches, we will look to our members to help with our efforts to pass legislation that supports working people and elect candidates who truly understand the issues that impact us. Some opportunities include:

- Helping others register to vote and understand the importance of getting out to the polls for primaries and the general election!
- Signing up for the Local 338 PAC (and encouraging your fellow members to do the same)
- Volunteering to help get out the vote by knocking on doors or even making calls to other union members. Please check your "My Local 338" account regularly for more information on when and where these volunteer opportunities will take place.



If you'd like to get involved or find out more about how to volunteer for union activities in 2020, speak to your Union or Funds/Service Representative or reach out to our Political, Communications and Special Projects Department at: 516-294-1338 ext. 1274!



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Ensuring Holiday Meals for Families in Need

In keeping up with our annual holiday tradition, Local 338 hosted a turkey donation drive. This year we visited several charitable organizations that work to ensure that all of the members of the communities they serve have the opportunity to enjoy a turkey meal on Thanksgiving.

We delivered over 200 turkeys that were all donated on behalf of members of Local 338. Our donations supported the work of the following organizations:

- East Elmhurst Community School (in partnership with State Senator Jessica Ramos)
- Glebe Senior Center
- Majority Family Life Center (in partnership with New York City Council Member Daneek Miller)
- The Mary Brennan INN
- The Nest at Nassau Community College
- The Food Pantry at Our Lady of Grace (in partnership with State Senator Joseph Addabbo)
- Parkchester Baptist Church, Parkchester Rain Senior Center and Van Nest Neighborhood Alliance (in partnership with Assembly Member Karines Reyes)
- Project Hospitality
- The Food Pantry at Suffolk Community College

By providing these wonderful organizations with donated turkeys, they were able to provide hope and spread holiday cheer to those less fortunate. We are so proud to be able to give back to our communities every day, but especially during the holidays.



To see our
Thanksgiving giving video
Please Click Here



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 or retiree!

local338.org/contact-form.cfm



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Bringing Joy to Children at the Holidays

On December 12th and 19th, Local 338 staff and members volunteered at the John Theissen Children's Foundation for a day of giving back during the holiday season. All of the toys that are donated are delivered to local hospitals for infants, toddlers, and adolescents who are currently receiving treatment for a number of different conditions.

We'd like to thank our members who made our day of service possible this year as we brought dozens of toys, games and books, which were all donated because of your generosity and commitment to helping make the holidays a little brighter for children in need! We truly would not be able to do the work that we do if it weren't for our members' generosity.

And most importantly, we would like to thank the John Theissen Children's Foundation for allowing us to be a part of this inspiring day and for the amazing work that they do each and every day for families and children throughout Long Island communities.



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Support Your Community With Our Upcoming Donation Drives



Coat Drive

It's that time of year again—the seasons are changing; the days are shorter and the temperatures have begun to drop. As we approach the end of the year and the height of holiday season, it's important to think about what we can do to help those less fortunate. We will be continuing our tradition this year of collecting coats for people in need, through January. The coats will then be distributed throughout the New York area.

Please take a look in your closet and ask your coworkers, friends and family to do the same! Help us make sure no one is left out in the cold this winter!



Food Drive

Our annual food drive is happening once again! All non-perishable food items will be collected for local food pantries and distributed to those in need in our communities.

Donations can be dropped off at Local 338's office during regular business hours, or with your Union or Funds/Service Representative.





A Message from

Joseph Fontano *Secretary-Treasurer*

Our Work Continues in 2020!

As this year comes to a close, I would first like to take a moment to thank each of you for the hard work you do each day, especially during the holiday rush! You may not realize it but each day you are serving your community. No matter if you work in retail, drive a school bus, keep children safe in school, provide quality and safe medicine for the sick and ailing or if you care for some of the most vulnerable members of our community, your work makes a difference in people's lives each and every day!

The work you do not only makes a difference in your community and impacts the lives of millions of people, but it also makes you a vital part of whichever company you work for. It's your hard work that takes care of the customers, individuals or patients, and it's your hard work that makes your company successful and profitable. That's why it infuriates me that we are seeing a surge in the number of employers proposing to slash both benefits and pay in negotiations. Those are benefits that you have earned throughout the years and while we have been successful in fending off cuts to our benefits at the table this year, the fight will surely continue in 2020.

It's not just at the negotiating table that we are seeing our benefits as union members attacked as Corporate America is working to undermine them through legislation. I know in this hyper political environment that no one wants to hear about politics, but we are seeing more and more pieces of proposed legislation that would impact us as working people. While there are some bills being proposed that would actually help workers and protect pension and retirement benefits, many others would absolutely cripple them.

As working Americans, we cannot be distracted by political talking points from either party nor can we be misled by unscrupulous social media posts. We

must look past all the lies and "BS" and instead focus on electing those that really support what matters to us! We must support candidates that vow to protect our pension and medical benefits regardless of what party they belong to even if it is one that we might not typically support.

Next year will be an extremely busy year with more contracts up for re-negotiation, in addition to the 2020 election cycle. I would encourage everyone who is not registered to vote to register so that we can help elect the right people who will fight to protect our pensions. I would recommend that you also attend our quarterly membership meetings to stay informed on what impacts your contract, benefits, and workplace.

The holidays are a wonderful time of the year when we come together with family and friends to celebrate and spend time catching up with loved ones. As wonderful as they can be, we also know they can be equally as stressful and chaotic. No matter what holiday you celebrate, I hope you have a chance to spend time relaxing and enjoying with family and friends.

I wish you a very Happy Holidays and a safe and healthy New Year!



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A Message from

Neil E. Gonzalvo *Executive Vice President*

Your Union Family Value!



Neil E. Gonzalvo

You are probably aware of the benefits that working in a union shop brings you. Being a member of Local 338 provides you and your coworkers with respect on the job, guaranteed wage increases, and protection from being fired at-will, to name a few.

We have your back—and you have ours. I need to know what else we can be doing better to improve our union.

Getting to see our members and having them participate in the various events we partake in to give back to our communities is one of the most rewarding things about working at this union. The next time we post about one of our community events—a toy drive, food drive, member meeting—contribute! Come if you can! We want to see you and have the opportunity to talk to you and find out what else we could be doing to improve our role as your union.



Follow us on social media to keep up with Local 338 and see when the next donation drive or member meeting is. I still want to hear from you and your co-members! The first 10 people to reach out to me will get a visit and will be featured on our social media for an upcoming Member Monday! So, don't forget to give me a call at: 646-261-5458!

LOCAL 338 MEMBER MEETINGS



Manhattan

Tuesday,
February 18th at 5pm

RWDSU Office

370 Seventh Avenue, Suite 501,
Manhattan
(7 Penn Plaza – Between 30th and 31st Streets)

Long Island | Queens

Wednesday,
February 19th at 5pm

Local 338 Office

1505 Kellum Place
Mineola, New York

Refreshments and food will be served at each location starting at 4:30pm

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Get to Know your Representatives



Debra Bollbach

I have been a Service/Funds Representative at Local 338 for 20 years. Before joining the Local 338 team, I was a member and I worked as a bookkeeper at Waldbaum's and Key Food for 17 years. When I came on staff in 1999, I was a Funds/Service Representative. Our President, John Durso, brought me on staff when he was first elected—he wanted to establish a new position and I was among the first in our department! I've also been a Union Representative, but for the majority of my time here I have been a Funds/Service Representative. I currently service members in Suffolk County, but I've worked in both Nassau and Queens in the past.

I am on several boards, including the Health and Welfare and Pension Boards of Trustees, and I'm the Recorder for the Executive Board. As a Fund/Service Representative, I love getting to help people by keeping them informed about the benefits available to them. One of my favorite parts of my job is the relationships I form with the members, as well as getting to know their families too.

Fred Wren



I have been a Union Representative for twenty years, proudly serving the membership of Local 338 across Long Island, including workers in nursing homes, supermarkets, and produce truck drivers. When I worked at Waldbaum's, I was very involved in the union—I went to every meeting, volunteered for as many events as I could, and eventually became a member of the Executive Board—a position I still hold today. The importance of what we do—helping people in trouble at work and providing them with better working conditions—is what motivates me on the job daily.

I hold positions on several labor boards, including the Local 338 Health and Welfare Board of Trustees and the Labor and Employment Relations Association. I serve as the Long Island representative for the New York Committee for Occupational Safety and a delegate for the Long Island Federation of Labor. In 2018, I was honored to be elected President of the Long Island Workers Memorial Committee.

In addition to being a Union Representative, I also have my certification in scuba diving and a Bachelor's Degree in Aeronautical Management from Dowling College.



IT PAYS TO BE UNION

Since January 2019, Local 338, through grievances and arbitrations, collected funds and returned back wages to our members in excess of

\$41,582!



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Celebrating *Teri Noble's* 20 Years of Dedication

After 20 years proudly serving Local 338 as a Union Representative, Teri Noble has retired. Teri began her journey with Local 338 in 1988, when she was a front-end manager at Waldbaums. It was there that she first saw the benefits a union offered for her and her family, and in 1999 she was offered the role of Service Representative, so she could help members in the same way the union had helped her.

Teri was a historic addition to the Local 338 family—as the first-ever woman to work in the field servicing our membership, she helped pave the way for so many other women that have joined our field staff since. Teri was promoted and became a Union Representative for Nassau County in 2001, where she has proudly served since.

Teri's ability to listen and solve the problems of our membership is something that will be greatly missed. She was a huge part of our union family and has made a difference in countless lives through our union. While we know retirement will treat her well, we're going to miss her quick-witted humor and compassion for the membership!

Enjoy your retirement, Teri!



Catering Love

with Danielle Marchesano

Danielle Marchesano began her career as Local 338 member 31 years ago when she began working part-time at Waldbaum's as a bookkeeper while attending John Jay College. Over her time at Waldbaum's, she worked at a number of different locations and even helped open the two stores that were located in Valley Stream and Oceanside. In 2015, Danielle began working at the Stop & Shop in Bay Terrace where she is the Customer Service Department Head.

Outside of work, Danielle has always had a passion for cooking and she thoroughly enjoys trying new recipes. Much of her inspiration comes from the diversity within her own family - she is Italian and Puerto Rican, her son is Dominican and Spanish, and her husband is of Jamaican and Chinese descent – and this is reflected in her meals and cooking style. Over time, Danielle's family and friends would regularly ask her to make meals for parties and events. As she noticed that her cooking was gaining popularity, she decided to start her own catering business - DeeDee's Cocina – which she launched out of her kitchen! Recently, she and her partner, Roz, renamed the business Eatery & Events and it has really taken off. Eatery & Events has even been hired to cater three Employee Appreciation events for Stop & Shop, including one that was for over 400 people!

In addition to her catering business, Danielle is also a competitive league bowler. Her love for bowling began as a hobby in order to spend more time with her husband who is also a very serious bowler. As she stuck with it, her average got better, and she became more involved in the sport. Danielle and her husband, Mark who is also a Local 338 member, still enjoy getting out to bowl, as well as spending quality time together.

Danielle has a big heart and participates in Local 338's annual toy, food, and coat drives that support those less fortunate. She and a group of friends also support other local charitable organizations that bring home cooked meals to families in need.

We are so grateful to members like you, Danielle. Thank you for your decades of dedication and support of our charitable work. We wish you the best as you cook your way to success!



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 Betsy Mercado at 516-294-1338 Ext.1313 or email her at BMercado@local338.org to be considered as a feature in the next issue of 338 News.

A Message from



Stuart Appelbaum *RWDSU President*

Housing Works Employees Demand Their Rights



Stuart Appelbaum

When workers at Housing Works first approached our union, I was surprised to hear about the issues they face every day. Housing Works was founded in 1990 by several members of ACT UP in order to provide housing, healthcare, job training, legal assistance, and other supportive services for people living with HIV/AIDS. Their 800 employees work at housing units, thrift stores, healthcare, and other locations throughout New York City.

We presumed that a non-profit like Housing Works with a progressive vision would respect the right of their workers to join a union. We approached Housing Works management about a neutrality agreement to expedite the process for workers to make changes in their workplace, as we have done at many other places before.

A signed neutrality agreement ensures that workers can choose to support a union free of any intimidation or retaliation by the employer. Additionally, neutrality agreements can prescribe the process of how workers join a union. Other components of a neutrality agreement can include accessibility to workers and management remaining truly neutral.

In our discussions with Housing Works, we've learned that their progressive messaging does not apply to their own workforce.

Housing Works management is behaving just as anti-union as much of corporate America. In fact, several large retailers in New York City have signed neutrality agreements. Housing Works' refusal to sign a neutrality agreement and their hiring of a "union avoidance" attorney demonstrates their true intent.

This is especially surprising at an organization that so many New Yorkers, myself included, so firmly believe in. What is clear is that Housing Works has strayed very far away from its progressive values in dealing with its workforce, and it's deeply troubling.

Recently, over 100 employees at Housing Works' New York City locations walked off the job to speak out about the working conditions that they face throughout their organization. Workers also delivered to their employer Unfair Labor Practice charges (ULPs) that they filed with the National Labor Relations Board. The fact that they had to walk off their jobs to have their voices heard was a stunning development considering that their employer has long been a progressive leader for social justice.

For months, workers at Housing Works have raised serious concerns to management about their workplace environment.

With conditions only worsening, workers believe that union representation is the best way for them to address their concerns. Housing Works' refusal to sign a neutrality agreement is hindering that process.

Housing Works employees strive every day to improve the lives of people living with HIV/AIDS, and their work makes a real difference. It's not too much for them to expect that their employer lives up to the same progressive principles toward their workers. Housing Works needs to sign a neutrality agreement.



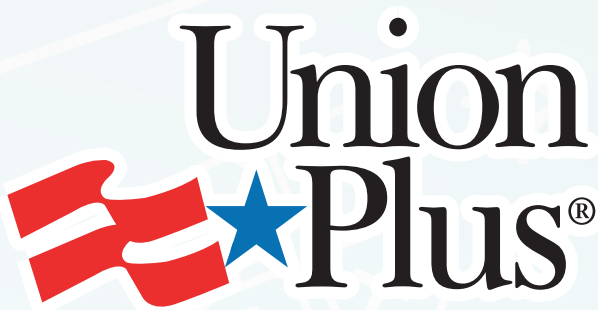


Don't Let These Great Scholarship Opportunities Pass You By!

The Local 338 Charities Inc. Scholarship is now accepting applications! We believe education is extremely valuable, and we want to help our members and their dependents pursue a college education. If you've been a member for one (1) year from the date the short form application is due, you are eligible to apply! We have a variety of scholarships and students currently enrolled as high school seniors or in college or trade/vocational school are encouraged to apply! The deadline for the short form application is March 20, 2020.

To start the application process, visit:

local338.org/2020_scholarship_form.cfm



Along with qualifying for our own scholarship, Local 338 members and their families are also eligible for the Union Plus Scholarship Program! Students who are currently pursuing a bachelor's degree or will be enrolling in university, college, trade/vocational school in the Fall of 2020 are encouraged to apply. Winners receive between \$500 and \$4,000. Don't wait! The deadline for this scholarship is noon on January 31, 2020.

For more information, visit:

unionplus.org/benefits/education/union-plus-scholarships



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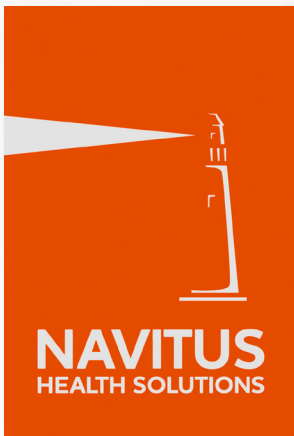
MY BENEFITS

With
Ismael Torres
Funds Administrator



Introducing Navitus

The Local 338 Health & Welfare Fund prides itself in always looking for ways to better the benefits it provides to its members and their dependents. Whether it's new programs and/or vendors, our goal is to provide you with the best benefits possible. In furtherance of our mission, effective January 1, 2020, the Fund will be changing its Pharmacy Benefits Manager (PBM) and Navitus will be replacing Magellan Rx. Navitus is one of the leading PBM's in the industry. They will provide you with the tools necessary for you to make the right decisions in relation to your prescriptions.



Please note that your prescription benefits will remain the same and you will not experience any interruptions in service. New identification cards will be sent out to all eligible members in December, so keep a look out for mail from Navitus coming in the next few weeks.

For more information about our prescription benefit, log on to your "My Local 338" account: mylocal338.org

TELADOC *:cold and flu season*

If you are a member of Local 338 and are enrolled in the Health & Welfare Fund, you have a telemedicine benefit through Teladoc! With Teladoc, you have access to quality physicians in the palm of your hands—you can speak with a primary care and urgent care doctor through your smartphone, tablet or PC. They're available to you 24 hours a day, 7 days a week, all year. The best part? There's no copay!

This benefit is particularly useful now as we enter cold and flu season. You won't have to worry about getting an appointment with your primary care provider; a doctor will be available as soon as you need one! To access the service, register online or through the app—all you need to do is fill out a quick medical history and you're good to go! You can download the Teladoc app through the App Store, or visit their website (Teladoc.com). When you need to see a doctor for a consultation, log into your account and click "Request a Consult," or you can just call 1-800-Teladoc (835-2362).

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WE'RE HERE TO HELP!

With **Jennifer Lipack**
MAP Director



A stylized, handwritten signature of Jennifer Lipack in black ink.

Finding Comfort During the Holiday Season

For most, the holidays can be a joyful time that is spent celebrating with friends, family and loved ones. However, this time of year can also be more difficult for others and can potentially heighten feelings of depression, loneliness or anxiety.

It's normal to feel sad sometimes, but if the feeling lingers and is hard to get rid of, it could be something more serious like depression. Symptoms include feelings of worthlessness or "emptiness," lack of concentration, or significant weight gain or weight loss, to name a few. Depression can also interfere with a person's work life, personal life, and sleep schedule. While it's not easy to talk about the thoughts or feelings you may be experiencing, it's also nothing to be ashamed of! Taking care of your mental health by reaching out to someone you trust, like a coworker, friend, or family member, is important!

Depression is treatable, and with the right regimen those living with depression lead normal and fulfilling lives. Sometimes, people use alcohol or drugs as a way to cope with how they're feeling. Substance abuse can actually make you feel worse than you already do. That is why choosing the right treatment is crucial to feeling better.

Treatments include therapy or medication, like antidepressants. If you feel like any of these symptoms apply to you, the Member Assistance Program may be able to help. MAP has tools that can help pair you or even a coworker who may be struggling with depression with counseling services that will allow them to work towards living a happier life.

**Our MAP Director
Jennifer Lipack
can be reached at
(516) 294-1338 ext. 1304
and all calls are
strictly confidential.**



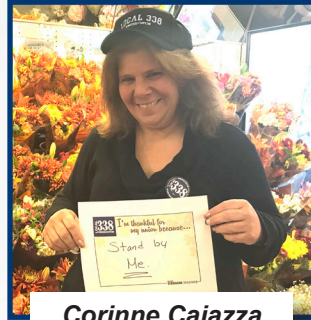
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Thankful for My Union



Alyssa Koop



Corinne Caiazza



Andrew Pioch



Diana Justiniano



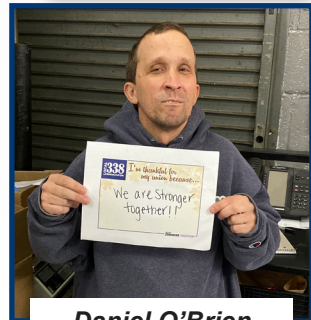
Deborah Reeves



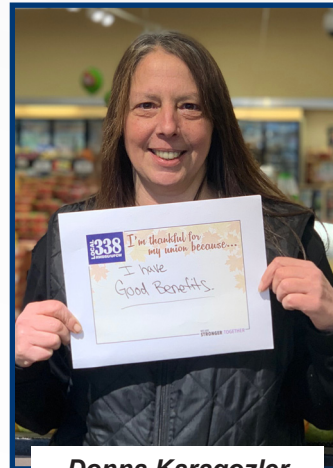
Claudia Jimenez



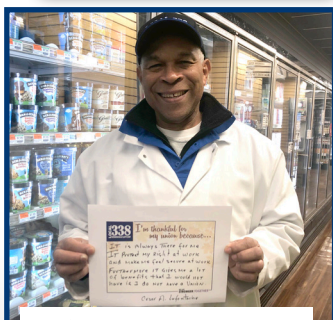
Bibi Kadir



Daniel O'Brien



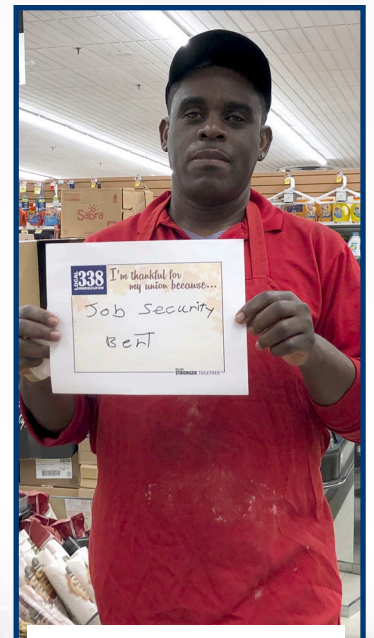
Donna Karagozler



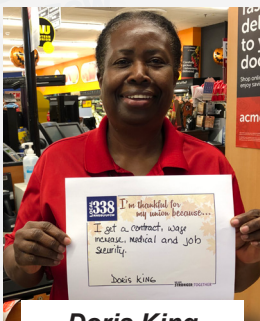
Cesar LaFontaine



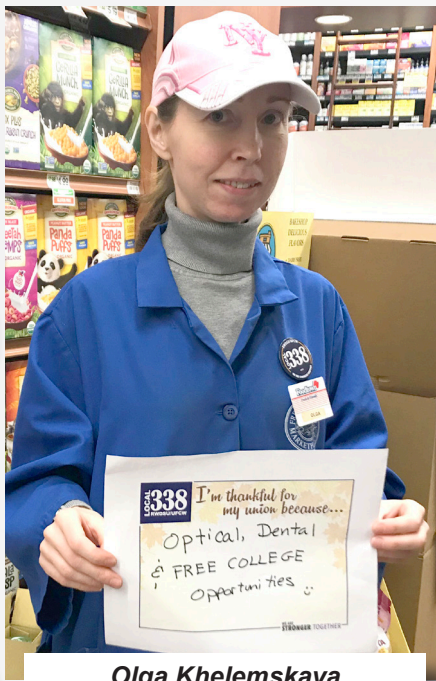
Doreen Macaluso & Maria Castro



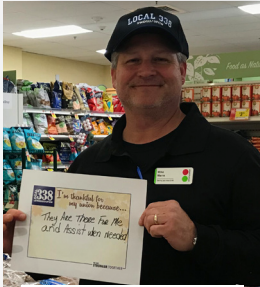
Egbert Barzey



Doris King



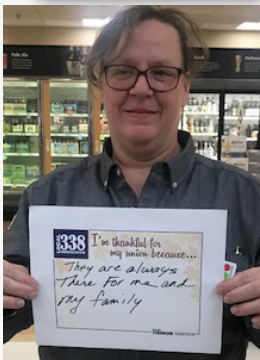
Olga Khelemskaya



Michael Marra



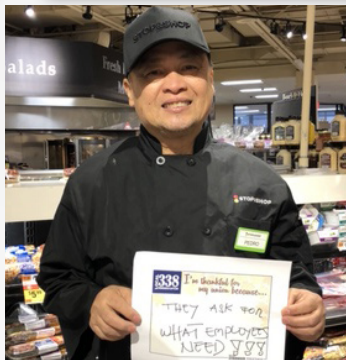
Jessica Agosto & Jocelyn Padilla



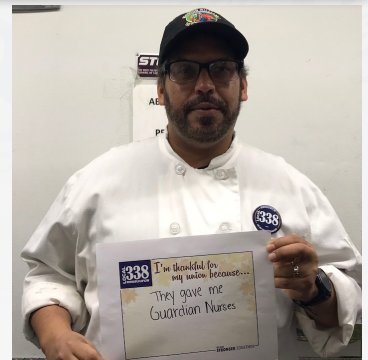
Nora Namdar



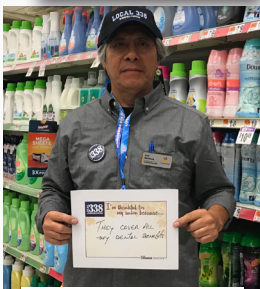
Hersson Duarte



Pedro Santos



Luis Roldan



Luis Barahona



Niamba Maria



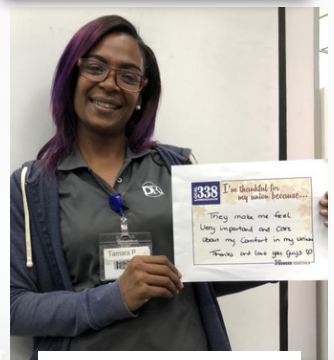
Stacy Cronin



Stewart Johnson



Kerone Hibbert, Carolyn Hodge, Pamela Sheftall, Carol Leverette, Inez Mbomio, Clifton Abney & Elizabeth Herbert



Tamara Tim



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Wishing Our Members A Happy Retirement!

(Local 338's recent retirees between November 1 - December 31, 2019)

Jose Avila
Jose Aybar
Marian Beard
Donna Beckett
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"Retired from my job, not from my union"

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From Our Family To Yours

Happy Holidays



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

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