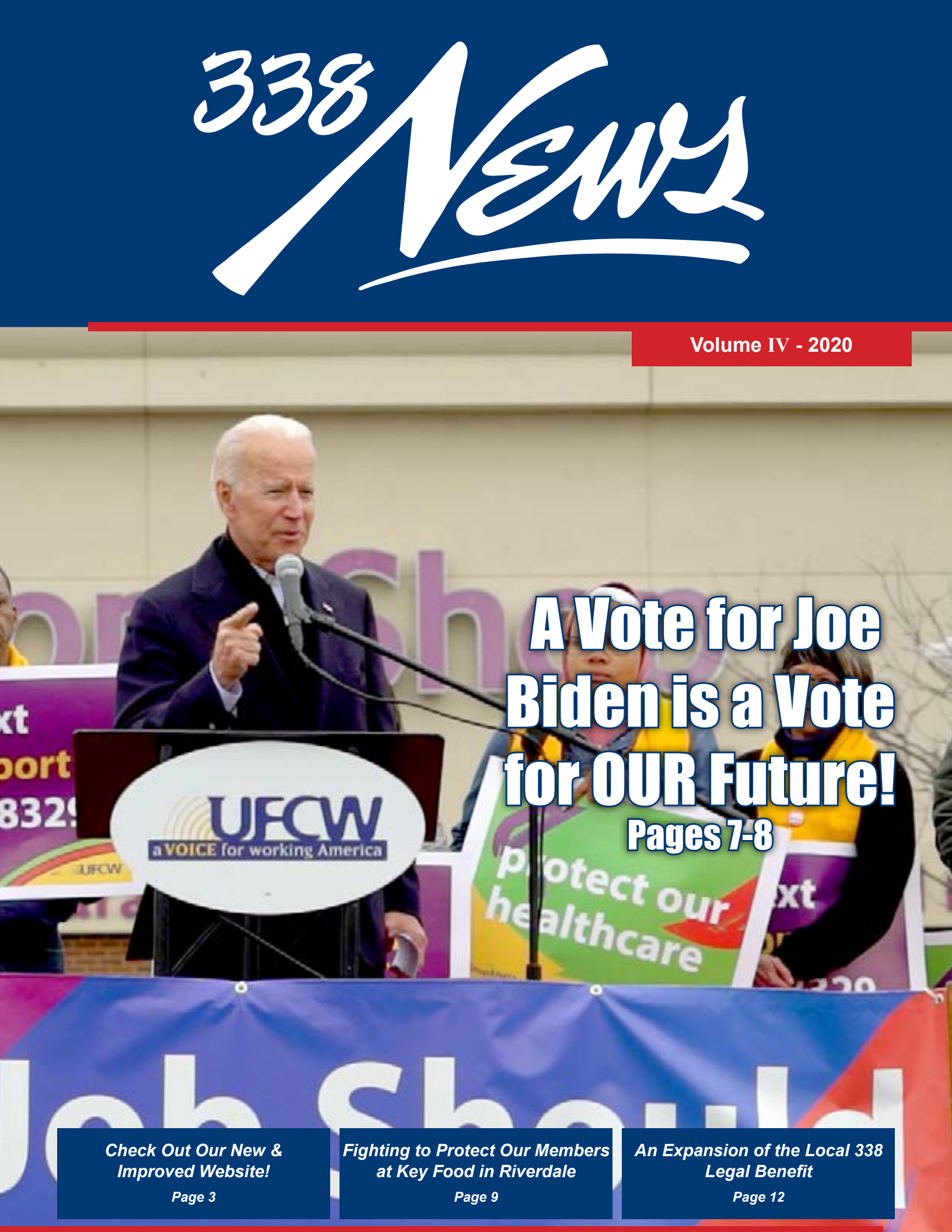


338 NEWS

Volume IV - 2020

A photograph of Joe Biden speaking at a podium during a campaign event. The podium features the UFCW logo, which includes the text "UFCW" and "a VOICE for working America". Biden is wearing a dark suit and is gesturing with his right hand. In the background, several people are visible, some wearing yellow vests. A large blue banner at the bottom of the frame reads "Job should".

A Vote for Joe Biden is a Vote for OUR Future!

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John R. Durso

President of Local 338

Your Vote Can Lead to a Different World

As Local 338 President, I have had the honor of advocating about the needs of our members to elected officials on the local, state and national level. Our members work incredibly hard every day to ensure their community remains strong and healthy, no matter the circumstance. Our elected officials have an obligation to provide the necessary resources to allow Local 338 members to safely do their jobs and take care of themselves and their families. In order to leverage Local 338's legislative priorities, we ask our members to vote for Local 338 endorsed candidates on Election Day. Without your vote it is impossible to effectively make our voices heard in the halls of our government.

By voting in huge numbers, union members have changed the course of American history to the benefit of workers for generations. Union voters have made politicians prioritize the needs of working families to shape how society functions. For example, due to union voters, Americans have secured things like overtime pay, pensions and retirement plans, guaranteed time off, and minimum wage standards. Additionally, workers in unions have ensured large corporations are compelled to abide by sexual harassment and anti-discrimination laws, ADA (Americans with Disabilities Act) regulations, wrongful termination laws and crucial safety guidelines. These laws were written by union leaders and worker advocates, then passed by elected officials who had the support of union members.

Candidates seeking public office have long sought union endorsements. Often times, candidates shape major parts of their platform to promote agendas which support and advocate for working families in order to earn our trust and respect. This is not by accident. In order to win an election, a candidate needs crucial support like volunteers and a way to reach the ears of voters. By earning a union endorsement, a candidate has proven themselves worthy to access the resources only unions like ours can provide: their members. Members can volunteer their time making calls or knocking on doors to advocate for a candidate and members can donate their money if they feel inspired by a candidate's platform. The support of a union like ours can make the difference not just in the outcome of an election, but in the course of the policies that shape our work and our lives.

That is why Local 338 carefully screens candidates to determine whether they are deserving of an endorsement in order to make sure their priorities match ours. That being said, I am proud that we have endorsed former Vice President Joe Biden for President. Joe Biden is the only candidate who can provide our members and America's working people with what they need during this time. Biden has promised to protect and strengthen our retirement and pension plans, save Social Security, pay our members their well-deserved hazard pay and pass the HEROES

Act (a bill which provides a second stimulus check, debt relief, student loan forgiveness, hazard pay, six more months of COVID-19 unemployment, housing and food assistance, and nearly \$1 trillion in aid for state and local governments). We need a president in the White House who cares about the sacrifice and risks taken by essential workers during the pandemic and your contributions to our communities as a whole. Joe Biden will be an advocate for our priorities and only under his Administration will unions have a powerful seat at the bargaining table. Otherwise, we will have four more years of working families being an afterthought to corporations and the wealthiest in this country.

I ask our members to take a look at the candidates that Local 338 has endorsed, which you can do by logging into your "[MyLocal338](#)" account, and then please support them. This election season, we have an opportunity to rebuild and strengthen our economy while including working families into the equation. If you have a desire to affect change in your community, please contact our Political & Communications Department at 516-294-1388 ext. 1320 or akoven@local338.org to make calls reminding your fellow union sisters and brothers to vote. The world is a different place than it was last election, your family, coworkers, and community need you. A few calls can and will make a difference.



100th Anniversary of Women's Right to Vote

This August marked the 100th anniversary of the passage of the 19th Amendment to the United States Constitution, granting women the right to vote and therefore taking charge of their destiny in America. Not only does voting ensure essential representation in government, it also gives women the opportunity to win elections and take leadership positions in their communities. Many of America's greatest, most influential elected officials have been women, sharpening our political parties' agendas into a more compassionate, dynamic and effective shape.

Women began to organize for the right to vote in the early 1800s. After passing the torch from generation to generation, over 100 years later, women finally won their fight in America. Women worked tirelessly in protesting, petitioning and encouraging family, friends and neighbors to support the cause. Many different strategies were implemented by these suffragists including hunger strikes, legal challenges and non-violent demonstrations. Often times, protesters were faced with violence, abuse and verbal assaults. Ultimately, it was an uphill battle that required patience, determination and wisdom.

On August 18, 1920, the 19th amendment was officially certified by three-fourths of the states required to pass a constitutional amendment. One week later on August 26th, 1920, the Secretary of State officially ratified the law, guaranteeing women equal representation under the law. To pass a constitutional amendment is a biblically difficult task, requiring ingenious political strategy and a gigantic base of support. In order to pass an amendment, two-thirds of both the U.S. House and Senate both need to vote yes, and then three-fourth of all states need to vote yes through their legislatures. This seems inconceivable in today's political reality.

Even though the battle to pass the 19th amendment was a noble and hard-fought struggle, women of color around the country were still unable to practice their right to vote due to legal discrimination. A large portion of America still had enormous hurdles to clear in order to have a voice in government. Not until the 1960s, after the passage of the Civil Rights Act, did all women have the ability to vote freely.

Many women have sacrificed their lives and wellbeing for the right to vote. To honor their sacrifice, every eligible voter should register to vote for the upcoming November 3rd election. Registering is easier now than ever before, simply go to: <https://www.ny.gov/services/register-vote>. Additionally, voting is easier also. You can either vote by mail by requesting an absentee ballot, vote early at a designated early voting location or vote on election day at your registered polling location. To learn more about voting this upcoming November, please visit: [elections.ny.gov](https://www.elections.ny.gov).



Check Out Our New Website!

Our website has a brand new look and it's easier than ever to navigate! You can read the history of our union, hear straight from the 338 leadership team, and help friends, family and neighbors understand how to join a union themselves. You can also find information about the types of benefits and opportunities you have as Local 338 members, including access to the Member Assistance Program (MAP), a variety of scholarships, and ways to get involved.



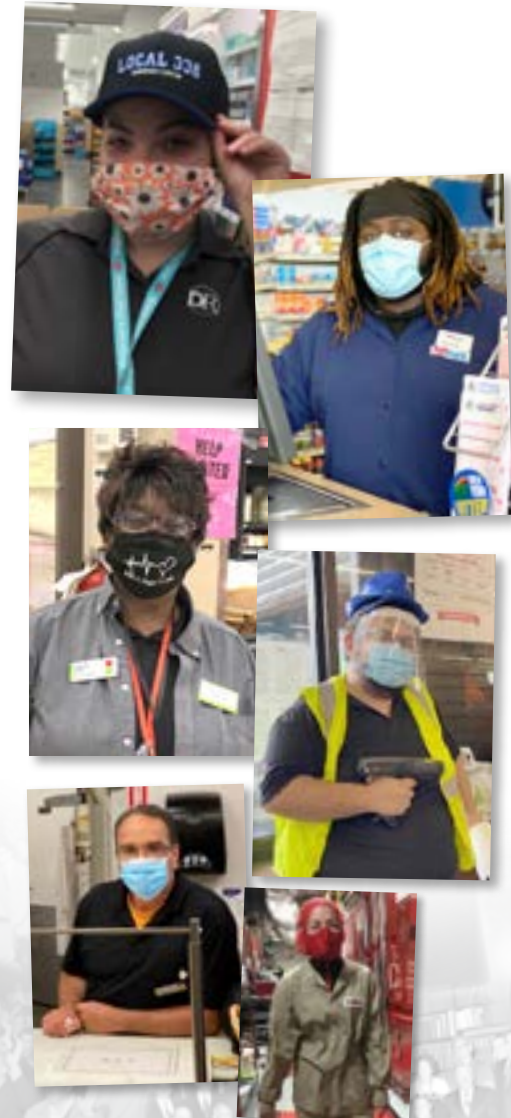
We proudly showcase our members under our “Meet Our Members” tab and now provide detailed information about each industry we represent, including grocery, cannabis, and healthcare. You can read about the benefits of being a union member and find information on how to RSVP for our upcoming Member Meetings! Did you move and need to update your address? Do you want to register to vote? You can do both of those things through our website! Visit our new and improved website at local338.org!

Celebrating Labor Day Together, But Apart

Under normal circumstances, we'd be gearing up to show our solidarity on the streets of Manhattan, surrounded by our union brothers and sisters in the annual Labor Day Parade. However, due to the coronavirus, this year we'll be celebrating apart. While we are not together, we are still united. If this year has shown us anything, it's that essential workers like you are indispensable and have kept our society running, even through a pandemic.

Labor Day is a celebration of workers everywhere, and a reminder that it is essential that we protect worker's rights and prevent employers from taking advantage of their employees. Being a member of a union is like being part of a big family—we look out for each other and will support you in times of need. We will continue to fight on your behalf, and negotiate the best contracts we can for you, our members.

We are as strong as we are because of members like you--thank you for being the strength behind this union. Happy Labor Day!





Joseph Fontano

Secretary - Treasurer

A Return to Dignity & Truth

As the 2020 election season continues, it is critical that we pay attention to the information presented to us online. In the age of social media, often times our friends, coworkers and even family members share unchecked news articles and videos which are misleading or purposefully deceitful. It is our responsibility to check news sources and determine whether to believe what we see. We live in a unique time in history, where ignorance is contagious due to the rapid spread of misinformation on forums like Facebook, Twitter, and Instagram.

I urge you to not believe everything you see online, and moreover, do not believe everything you are told by some of our elected officials. We have an opportunity to change the direction of our country this November. Four more years of a Trump administration will have devastating generational effects felt by not only us today, but also by our children and their children. I understand why some members may feel Trump is the right choice; people think he "tells it like it is" and he dominates the press. It is because of this that he is able to manipulate the truth so powerfully and effectively.

However, the reality is, President Trump has seemingly done everything in his power to weaken the hardworking middle class in America. Trump has abandoned working families to make rich CEO's even richer using tax cuts for the wealthy and deregulation to empower corporations to increase their bottom lines by cutting corners and

ignoring the importance of protecting the safety of American workers. Here in New York, we know all too well what happened when the President and Republican leadership in the Senate turned a blind eye to the pandemic. Over 190,000 Americans have died and our economy is struggling for everyone except billionaires like Jeff Bezos and Elon Musk. We cannot and should not accept this. No matter what you see posted online, this pandemic is not a hoax.

Regardless of the constant lies and manipulation the Trump administration has practiced these past four years, middle class and working families have built this country with the intention of supporting each other in times of need, like good neighbors and fellow Americans. Under a Biden administration, coupled with a Democratic House and Senate, workers will have stronger protections and a seat at the table to advocate for our priorities. With that seat at the table, we can make healthcare affordable, reduce the retirement age, fortify social security, protect our pensions and reinstate tax breaks for the middle class, like the SALT (State and Local Tax) deduction, so working families have more money in their wallets.

These past few months have served as a reminder to the public that working families, especially essential workers like the members of Local 338, are the backbone of America. We deserve a government which reflects

our values of rewarding workers for their hard work and civic responsibility, respecting our fellow Americans, no matter their identity and most importantly, being truthful. It is up to all of us to make sure that what we're reading and sharing on social media is accurate and unbiased, not supporting conspiracy theories or tall tales that undermine our opportunity to elect a new President who will help our country return to dignity and civility.





Stuart Appelbaum

President of the RWDSU

It's More Important than Ever to Vote!

The 2020 elections are truly the most important elections of our lifetimes, and we owe it to ourselves, our families, and our communities to make sure we are prepared to vote and that our voices are heard at the ballot box.

As November 3 - Election Day - approaches, America faces crises on three critical fronts: a public health pandemic, an economy in the worst shape since the Great Depression, and long-standing structural racism that holds far too many of us back and even endangers the lives of our brothers and sisters. The past four years have shown us the needless suffering that results from poor leadership and reckless economic and public health policies. We've seen how bad situations are worsened when those in charge don't care about our concerns, and are only interested in their own political fortunes and the economic needs of their wealthy backers.

We need leadership that understands the struggles of every day working Americans,


and understands the importance of a science-based, rather than political response to our worst public health crisis in over 100 years. We need leadership that will represent all Americans, not just the wealthy. We need leadership that cares about the entire country, not just the states that voted to support them. We need a government that will protect workers' rights with a strong NLRB, and will protect your life and health at work with a strong OSHA.

We can't change anything if we don't vote. The deadline in New York to register to vote - October 9 - is fast approaching. For information on how to register online, or to check your registration status, go to <https://www.ny.gov/services/register->

<https://voterlookup.elections.ny.gov/> respectively. For more information on voting rights, absentee voting, and early voting, visit the RWDSU Elections Hub at www.rwdsu.org.

Make sure you are registered, and make a plan to either vote in person on November 3, or to vote early or by mail. Encourage your friends and family and other voters you know to do the same. The elections will have an unprecedented effect on our economy, our public health, and social equality, and your vote is needed more than ever before.





A Misunderstood Industry

The medical cannabis industry and its workers can be misunderstood. Individuals who utilize medicinal cannabis products use them to treat severe symptoms of incredibly uncomfortable medical conditions, such as cancer or multiple sclerosis. Local 338 Shop Steward, Effy Nichols, a keyholder and senior associate at Curaleaf in Hudson Valley, entered the medical cannabis industry in order to better the lives of patients under extreme distress.

Effy's mother suffers from Multiple Sclerosis, a disease in which the immune system destroys the protective covering of nerves, causing symptoms like extreme pain, vision loss and fatigue. Her mother used medical cannabis to treat her most severe symptoms, such as her tremors and had incredible results. As a result, Effy took a strong interest in the medicinal properties of cannabis, often reading the latest studies on its newly discovered medical properties in helping address the symptoms of certain diseases and conditions.

Effy joined the Curaleaf team in December 2018 as a consultant and coordinator. In this role, she worked very closely with the Pharmacist and pharmacy team, learning more about how certain treatments and products worked in conjunction with others on different medical conditions.

Working at Curaleaf, Effy enjoys a close, personal relationship with patients often building strong connections during consultations regarding their cannabis treatments. Most of Effy's patients are elderly, using medical cannabis in addition to their prescribed medication, and occasionally to minimize side effects. Effy has seen first-hand the miraculous outcomes of medical cannabis on patients with severe Parkinson's disease, opioid addictions and debilitating anxiety. Effy says, "I've seen, personally and often, how cannabis can dramatically improve a patient's symptoms. Many people are skeptical about the medical benefits of cannabis. But it's real, I know it because I've seen it".

Effy is passionate about furthering the discussion to legalize adult-use cannabis, an issue that is a top priority for Local 338. "We must first make sure everyone who have been wrongly incarcerated are freed and their criminal records wiped clean. Then, once cannabis is legalized statewide, we need to find a way to make it affordable for individuals who really need it." She knows there are many people who are apprehensive to try medical cannabis. "We always make sure our patients are comfortable, we have different methods and treatments to make sure they are safe and healthy when using cannabis. We only want to make you feel better." Thank you for your compassionate care, Effy!



Supporting a True Leader for President

Over the last four years, President Trump has proven time and time again that he is a fierce opponent of the labor movement. His actions and words have demonstrated that he cannot be trusted to protect and improve the lives of working people. In fact, at the Republican National Convention, the very first speaker was someone who on camera said, "unions are subverting our republic." Vice President Biden has a history of supporting unions and workers while serving in the United States Senate and as Vice President. If elected President, Local 338 would undoubtedly have a powerful ally to advocate on behalf of our issues nationally.

How do these Presidential candidates compare with the issues that matter most to us?

Joe Biden

Has promised to take the advice of his scientists and public health professionals in reducing COVID-19 cases as quickly and transparently as possible.

Has guaranteed all frontline workers be given first priority to PPE and COVID-19 testing. Biden has also shown his support for the HEROES Act, which includes a number of different provisions including hazard pay for essential workers.

Has expressed his unwavering support for the PRO (Protecting the Right to Organize) Act which expands protections to existing unions while also making unionizing easier to accomplish in workplaces

Biden will ensure the protection of workers' pensions by passing the Butch-Lewis Act, which will allow for pension plans to take the necessary steps to recover and guarantee their survival for the next generation of workers.

Has a plan to save and expand the Social Security fund, which under the Trump administration, is scheduled to run out of money by 2023.

Biden has a plan to ease the burden of student loans for those who are seeking a higher education, expand access to affordable childcare for working parents, and support immigrant workers.

Addressing the COVID-19 Crisis

Supporting Essential Workers

Supporting Unions

Protecting Pensions

Protecting Social Security

Other Issues Impacting Working People

Donald Trump

Over 190,000 Americans have lost their lives to COVID-19 under the Trump Administration. To this day, President Trump still does not have a coherent national plan to reduce cases and was recorded earlier this year stating that he wanted to downplay how dangerous the virus is.

Has planned to reduce COVID-19 testing in an effort to incorrectly show that cases have reduced in the United States to help raise his poll numbers. Trump has also refused to institute a national mask mandate, which would protect essential workers.

Has vowed to veto the PRO-Act, if it were to pass in the legislature.

President Trump does not support the passage of the Butch-Lewis Act. He has removed key regulations that protect predatory practices on senior's retirement accounts and has moved to remove federal pensions in an effort to reduce costs.

Despite 2016 campaign pledges to protect Social Security, Trump has indicated that he wants to permanently eliminate payroll taxes which fund Social Security for Americans and has not proposed any other alternative to fill in the gaps.

Trump's Administration has made it harder for working people to access student loan forgiveness programs, has not followed through on 2016 campaign promises on creating affordable child programs, and has instituted policies that make it more difficult for immigrants to become American citizens.

**The outcome of this election will impact working families for generations to come.
It's essential that we elect Joe Biden as the 46th President!**



Remember to Vote Down Ballot!



The upcoming election will give you an opportunity to vote for a new President, but don't forget, there are also very important races happening "down ballot!" Down ballot candidates, like those running for Congress, State Senate and Assembly, are responsible for passing a majority of the laws and policies that Local 338 advocates for. Without support from candidates on the local, state and federal level, it becomes difficult to create real, lasting change.

We have carefully screened down ballot candidates to ensure they prioritize the issues that impact Local 338 members and their families the most. For a list of all of the Local 338 endorsed candidates where you live, you can check your "My

Local 338" account by logging into the Local 338 Member App or visiting mylocal338.org. Make a plan to vote in all of the races in the upcoming election and let your family and friends know about their options! This election is the most important in our lifetimes, so be a part of history and vote!

Making a Plan to Vote

Thanks to recent changes in State Law, there are a number of ways you can vote in the upcoming election, so it's important to know your options on how you can make sure your voice is heard.

The first step is double checking that you're registered and where you're registered to vote. You can do this by visiting: voterlookup.elections.ny.gov Once you've confirmed your registration, it's then time to make a plan to vote. You can do this in a few ways:

1. **Voting in-person** on Election Day (November 3rd) at your regular polling place. Polls will be open from 6:00 AM to 9:00 PM. If you're not sure where to vote, you can find it by visiting: voterlookup.elections.ny.gov.
2. **Voting early** between October 24th and November 1st. Early voting is similar to voting in-person, only you vote before Election Day and the lines will be shorter with less people at the poll site. To find your nearest Early Voting location and their hours of operation, visit: ny.gov/early-voting-and-absentee-voting-mail-or-dropbox
3. **Returning your absentee ballot.** Completed and signed absentee ballots can be returned either by mail or in-person. If you're mailing your ballot, please do so as soon as possible and be sure to include the correct postage on it. You can also drop-off your ballot in person to your local County Board of Election, an official Ballot drop box location, an early voting poll site or even your regular poll site on November 3rd!



***Voting has never been easier or more convenient.
No matter which way is best for you, we encourage you to just be sure to vote!***





Neil E. Gonzalvo

Executive Vice President

United We Stand

For many months now, Local 338 members have been on the frontlines of the pandemic, ensuring that essential businesses and services continue to be accessible to the communities in which they operate. Your work and dedication should be rewarded and honored. That is why the recent actions of the owners of the Key Food in the North Riverdale section of the Bronx, which employed members of Local 338, was particularly disgusting.

At the end of June, we learned from our members that the Key Food they worked at had been sold to new owners and that they were firing all Local 338 represented workers. Key Food's management gave no notice on their judgement and left Local 338 out of the decision-making process completely – we were kept completely blindsided. We also learned that the new owners of the grocery store would not be rehiring the members of Local 338, many of whom had worked at that store for almost 20 years!

As a result, we took immediate legal action against the previous owner and new owners of that particular Key Food store. We filed complaints with the State Attorney General's Office and New York City for violating the Grocery Worker Retention Act (which requires new grocery store owners to retain employees of the previous owner for a 90-day transitional period following

a change in ownership of the grocery store), as well as the National Labor Relations Board. We also partnered with the local elected officials in the area for assistance and we were greeted with open arms and a wealth of support. State Assembly Member Jeffrey Dinowitz and City Council Member Andy Cohen joined members for actions at the store and wrote a joint letter to the new owners and their lawyers demanding our members be rehired and given appropriate treatment under the law. Local newspapers and television stations have been covering the story in order to bring more light to the struggle of the community's workers.

Local 338 union representatives and members have been leafletting outside the store nearly every day to let the community know to not shop at this store until all of the members are rehired and the wrongs made right. We have and continue to receive an outpouring of support from shoppers who have expressed their outrage to the store's management.

While we have made progress in our discussions with the management, the fight is not yet over. Local 338 will always be there to protect our members from anti-union tactics that undermine the rights and, in this case, jobs of our members. There is strength in unity, and the community and our members stand united.

NOTICE

You have the right to give up your union membership. You also have the right to object to paying for union activities not related to the union's duties as bargaining agent and to obtain a reduction in fees for such activities. You have the right to receive sufficient information to enable you to decide whether to become an objector, and the right to be told of the union's procedures for becoming an objector.

If you choose to give up your membership, you lose all your rights as a union member, including

- the right to vote "yes" or "no" on your next union contract,
- the right to vote for union officers and shop stewards,
- the right to attend union meetings, and
- the right to member benefits such as scholarship opportunities & union member discount programs.

Being a union member sends your employer the message that you are determined to protect your rights & benefits and to stand united with your co-workers.



IT PAYS TO BE UNION

Since January 2020, Local 338, through grievances and arbitrations, collected funds and returned back wages to our members in excess of

\$25,246



Flexing His Union Muscles: Brad Worfler

Executive Board Member Brad Worfler brings a whole new meaning to the term, #UnionStrong. Brad demonstrates a passionate interest in the welfare of his fellow members, first becoming a Local 338 Shop Steward at ShopRite in 2013, and shortly after joining the Executive Board. Brad grew up in Massapequa on Long Island where he first began his twenty-two-year journey with Local 338 while working at Waldbaum's as a teenager.

Brad has always been a loyal Local 338 member since joining, attending as many member meetings and rallies as possible. One rally Brad remembers fondly was the rally against the new Walmart Food Center opening in Levittown. He also actively participates in the numerous fundraising and donation drives Local 338 helps to organize each year, including the John Theissen Children's Foundation School Supply Drive. While on the Executive Board, Brad works hard to share important information to the hundreds of fellow members in his area.

In Brad's free time, he enjoys powerlifting. Powerlifting is a form of competitive weightlifting broken up into three different types of competitions: squat, bench press and deadlift. Brad has only recently begun powerlifting two years ago and finds practicing for competitions fun and motivating. The past two years, Brad had participated in the "Bench for Boobs" fundraising competition in support of the Breast Cancer Research Foundation.

Brad says powerlifting is far less intimidating than it looks, and anyone can do it. All you need to do is practice your technique in order to perfect your form. It is no more dangerous than hockey or football. Often times, people incorrectly assume you must be enormous in order to powerlift, but in reality, anyone of any shape or size can try it. Brad is incredibly happy that the gyms across New York are finally beginning to open so he can go back to training for his next competition. Thank you for being union strong, Brad!



Lucy “the Light” Pfeffer

Over the last few months, stopping to have a friendly conversation seems like something we've all taken for granted. Unfortunately, shoppers in grocery stores forget the workers they see stocking the shelves or helping customers at check-out are real people with emotions and stories. They go about their shopping trip, taking for granted the kindness and consideration of our members. However, sometimes you do get that customer who appreciates the compassion and thoughtfulness you put into your work.

Lucy Pfeffer, a Local 338 member working at ShopRite of Commack, has had years of experience working in her community's non-profit organizations. She often volunteers her time at Lighthouse Mission Church for the elderly who have limited access to nutrition. She also collects coats for her neighborhood during the winter for those in need. She has a wealth of knowledge when it comes to important community-centered information.

Lucy understands everyone has a story and you never truly know what someone is going through, so you should always be kind. One day, while working on Mother's Day, Lucy saw a regular shopper looking rather upset. She approached the older woman and kindly extended a friendly greeting, "happy Mothers' Day!" The woman looked back and answered angrily and sharply, "I'm not a mother, no need to wish me a happy Mother's Day". Lucy could have left the conversation at that, but this customer visits the store often, so she felt a connection with her.

Lucy engaged the customer in a friendly conversation, asking about her day and family. After the woman realized all Lucy wanted was to get to know her a little better, her eyes lit up. After their casual, yet kind conversation, the woman walked away visibly happier, needing to unload and connect with another human being. Lucy's new friend still comes to shop and visit, knowing she has a friendly ear to tell her stories.

"I love our regulars. Sometimes, we are all they have. I worry about my customers when I don't see them. They are like my family." Local 338 members like Lucy don't only support their community with the work they do at the stores, but also through their compassionate smiles and warm demeanor. Often times, people only leave their homes to go grocery shopping and they only people they see on a regular basis are our members who greet them with a smile. "We are all family; we need to be there for one another. I always try to be the light in someone's day. You never know what someone is going through."

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 Andrew Koven at 516-294-1338 Ext. 1320 or email him at AKoven@local338.org to be considered as a feature in the next issue of 338 News.





MY BENEFITS

With
Ismael Torres
Funds Administrator



Improvements to Your Legal Benefit

Interpreting and navigating the legal process can be incredibly stressful and expensive. In order to lessen the financial burden of legal representation, Local 338 members who are enrolled in the Local 338 Benefits Fund are entitled to valuable legal benefits through our Legal Services Plan. As a member or dependent of a member, you are entitled to a total of thirty (30) hours of free legal services and consultation per family each year.

There are many reasons you may want to consult an attorney, including:

- If you have questions about becoming a permanent resident or American citizen,
- Buying a home,
- Facing eviction from your apartment or other tenant rights issues,
- Assistance with writing a will,
- Knowing your rights when facing serious financial hardship and/or bankruptcy, and/or
- Family and marriage matters.

We are pleased to announce that we have recently expanded our legal benefit to include counseling for members who are looking to take advantage of New York State's Sealing Law. Under this law, New York residents with two (2) misdemeanor convictions or one (1) felony and one (1) misdemeanor conviction may have their convictions sealed from the public, but only if they have no further convictions for at least ten (10) years. The goal of this legal benefit is to help members and their families remove previous mistakes and barriers that can impact one's ability to obtain housing, get a job, receive financial aid, and much more.

For more information about this and all that your legal benefit covers, as well as how to contact our in-network attorneys to begin your free counseling, visit your "My Local 338" account (either by logging in to your Local 338 app or mylocal338.org). You can also contact our office at 516-294-1338 ext. 1776 with questions. We hope that the Local 338 Legal Benefit gives you some peace of mind, should you need to use it!



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Congratulations Gabriela Reyes!

Gabriela Reyes is the recipient of this year's Local 338 Nassau Community College Scholarship! Gabriela has been a member of Local 338 for two years and works at ShopRite. She's been very involved in the union, helping with the campaign in support of the workers at Lidl/Best Market where she visited stores to tell employees about the benefits of being a union member. Gabriela wants to be a radiologist technician and plans to attend Nassau's program. She's most excited to take her anatomy and physiology classes. Congratulations Gabriela, and good luck!

For more information about the Local 338 Nassau Community College Scholarship, visit local338.org/scholarships

Pursuing a Higher Degree? Apply for a Union Scholarship!



2021 Local 338 Scholarship

The 2021 Local 338 Scholarship Awards Program is now open to Local 338 members (or their dependents) who are active members of the union and have been for at least one (1) year. Scholarships are open to high school students who are beginning college in the upcoming fall semester, those already enrolled in college and those who are pursuing a higher degree or attending a vocation school. More than 20 scholarships are available each year! The deadline to submit the short form application is March 19, 2021.

Local 338 Scholarship at Suffolk County Community College

Applications are now open for the Local 338 Suffolk County Community College Scholarship for continuing education students! The scholarship is open to all Local 338 members and their dependents as long as they've completed at least one semester at Suffolk County Community College and are currently enrolled in classes. The deadline to apply is December 31, 2020.



Union Plus Scholarship



The Union Plus Scholarship Award applications are now open! All Local 338 members and their families are eligible to apply for the scholarship, which varies from \$500 to \$4,000 in cash rewards and is for study beginning in the fall semester. The deadline is January 31, 2021.

For more information about all of scholarships opportunities available to Local 338 members and their dependents, as well as details on how to begin the application process, log in to your "My Local 338" account or visit local338.org/scholarships





WE'RE HERE TO HELP!

With **Jennifer Lipack**
MAP Director



Staying Healthy, Physically and Mentally

The link between exercise and mood improvement has been known for generations. When the body exercises, our brain releases mood-changing hormones called endorphins. Endorphins are responsible for triggering positive feelings and often times, reducing pain. Regular exercise has been proven to boost self-confidence, fight depression and anxiety, improve sleep and provide an outlet to release pent-up stress.

As New York prepares to fully reopen gyms, we understandably proceed with caution. Many of us will wait until COVID-19 is more under control before visiting the gym. If quarantining has done anything right, it has made people more creative in coming up with at-home exercise ideas. You don't need a gym membership to exercise, and here's how:

1. Watch Free Workout Videos: YouTube is a wealth of information for every topic imaginable. Maybe you're looking for a quick, 15-minute cardio exercise you can do in your living room. YouTube has the video for you! Simply search "at home exercise" and choose whichever video catches your interest.

2. Download an App: The Apple Store or Google Play Store has dozens of popular at-home workout apps you can download for free. Just follow the workout routine your app gives you. Many apps can track your progress so you can keep track of your workouts.

3. Take a Walk with your Family or Pets: You don't need an intense hour-long workout to release endorphins. Sometimes, all you need is some fresh air with an energizing 15-minute walk. Walking outside can clear the mind and refresh the body.

Fresh air is incredibly healthy, couple that with some sunlight on the skin and you'll be feeling fantastic.

4. Yoga and Stretching: The meditative art of yoga has the power to strengthen the body and calm the mind. You don't need too much space for yoga either. You can search beginner yoga poses on Google and try to imitate what you find. Yoga is for everybody, no matter your age, size or shape.

Often times, motivating oneself to workout is more difficult than the workout itself. Many people find scheduling a specific time every day (or every other day) helpful in keeping up with the routine. Just take the leap and get started, I promise your mind and body will thank you!

If you need a mental health professional to speak with for any reason at all, please feel free to reach out at 516-294-1338 ext. 1304. All MAP meetings and conversations are completely confidential and judgement-free. Stay safe and healthy!



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!

Click Here To Update

local338.org/contact-form.cfm



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Giving Back During the Holidays

We're entering the holiday season, which means we'll be collecting donations for our annual toy and food drives! While our office is temporarily closed due to COVID-19, we are still accepting donations—nothing is too small! Involvement from our members helps us become a better union and be able to give back to our communities as much as possible.

Toy donations will be going to the John Theissen Children's Foundation, which provides toys to sick children in our local hospitals. Food donations will be given to a variety of food banks in our area and will help supplement holiday meals for those less fortunate. If you're interested in contributing to either of these drives, contact your Union Representative to organize a time to pick up your donations!



Recognizing the Doctors and Nurses Keeping Us Healthy!

Local 338 has been delivering lunches to local hospitals as a way to show our gratitude to the doctors, nurses and other healthcare staff that have been treating COVID patients over the last several months. We appreciate all of the hard work and long hours that these heroes have been putting in to save lives during the pandemic! So far, we've delivered lunches to Mount Sinai Beth Israel Hospital, NYU Winthrop, NYC Health + Hospitals/Elmhurst, North Shore University, and Cohen's Children's Hospitals.



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Wishing Our Members A Happy Retirement!

(Local 338's recent retirees between August 1 - October 31, 2020)

Anna Aceto
Ramon Acevedo
Gary Adges
Kudirat Bakinson
Sabittrie Basdeo
Patricia Benton
Paul Blydenburgh
William Burke
Jose Camacho
Michael Ceci
Lawrence Danza
Phillip De Freitas
Glen Doughten
Martin Drury
Steven Friedlander
Nora Geiser
Regina Glover
Bharatkumar Gohel
Dennis Gonzalez
William Hau
Martin Holzli
Carolyn Hyde
Faosat Idris
Dalia Kaplan

Catherine Kara
Sophia Kikis
Willie Kokolski
Cesar Lafontaine
Mark Lipner
Michael Marra
Maria Marra
Rafael Martinez
Frank Marzovilla
Lisa Mattaway
Kamal Mohamed
Luis Morales
Pablo Muniz
Iouri Narbout
James Nicharico
Jeffrey Nozick
Roxann Otto
Francisca Perez
Michael Pesce
Richard Petrozza
Joan Piazza
Leeann Pickering
Linda Plummer
Lorna Prescod

Diane Ray
Lawrence Rickard
Audrey Riley
Margarita Rodriguez
Miguel Rodriguez
Jose Rojas
Daniella Ryan Burke
Vanessa San Andres
Albert Schermerhorn
Ronald Segreti
Marylu Senitta
Chee-Kai Shek
Sarath Sith
Ivy Smith
Albert Speller
Rosemary Sweeney
Patricia Terveen
Robert Tippin
Carmelo Trentacosti
Jacqueline Walker
Edward Walsh
Patricia Walter

"Retired from my job, not from my union"



16



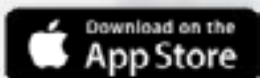
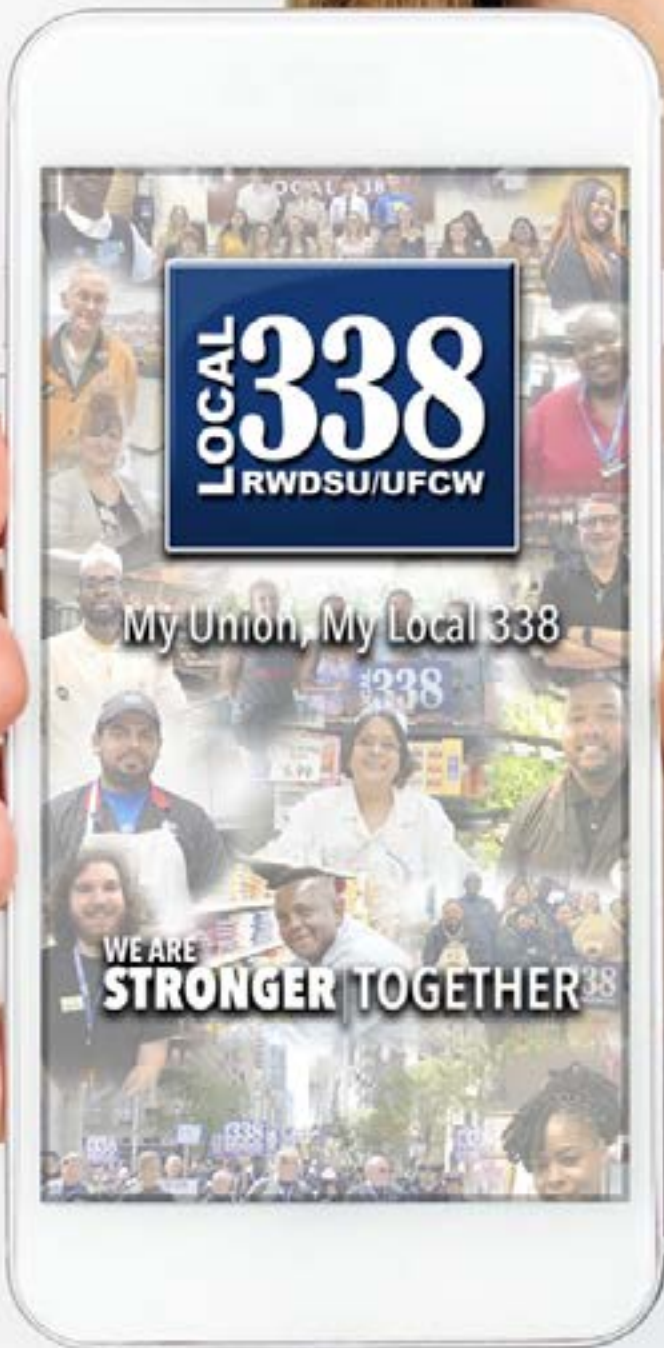
The NEW Local 338 Member App!

The Local 338 App is now available! It's a one-stop shop for all things Local 338. By logging into the Local 338 app with your "My Local 338" account information you can:

- View your Union Contract
- Directly Message Your Union Representative, as well as the Local 338 Office to Have Your Questions Answered
- Learn More about the Important Benefits Guaranteed to You, including Your Retirement and Health Benefits
- Stay Up to Date on Local 338 News and Events
- Access issues of 338 News to Read Informative, Fun & Interesting Articles
- Apply for Various Scholarships Available to You and Your Family
- Find Exclusive Member Discounts
- Learn More About the Member Assistance Program and the Services We Provide

Don't have a "My Local 338" account yet? You can register quickly and easily through the app! The Local 338 App is available in both the Google Play and Apple App stores. Just search "Local 338" to download the app!

Please note that the Local 338 App is currently only available to active members of Local 338 and you will only see your contract, as well as benefits associated to you and your eligible dependents. If you log in and notice any issues, please contact us at: websupport@local338.org





John R. Durso

President of Local 338

Tu voto puede llevar a un mundo diferente

Como presidente de la Local 338, he tenido el honor de defender las necesidades de nuestros miembros ante los funcionarios electos a nivel local, estatal y nacional. Nuestros miembros trabajan increíblemente duro todos los días para garantizar que su comunidad se mantenga fuerte y saludable, sin importar las circunstancias. Nuestros funcionarios electos tienen la obligación de proporcionar los recursos necesarios para permitir que los miembros de la Local 338 hagan su trabajo de manera segura y se cuiden a sí mismos y a sus familias. Para aprovechar las prioridades legislativas de la Local 338, les pedimos a nuestros miembros que voten por los candidatos respaldados por la Local 338 el día de las elecciones. Sin su voto, es imposible que nuestras voces se escuchen efectivamente en los pasillos de nuestro gobierno.

Al votar en grandes cantidades, los miembros de la unión han cambiado el curso de la historia estadounidense en beneficio de los trabajadores durante generaciones. Las votantes uniones han hecho que los políticos prioricen las necesidades de las familias trabajadoras para dar forma al funcionamiento de la sociedad. Por ejemplo, gracias a las votantes uniones, los estadounidenses han asegurado cosas como pago de horas extras, pensiones y planes de jubilación, tiempo libre garantizado y estándares de salario mínimo. Además, los trabajadores de las uniones se han asegurado de que las grandes corporaciones se vean obligadas a cumplir con las leyes de acoso sexual y contra la discriminación, las regulaciones de la ADA (Ley de Estadounidenses con Discapacidades), las leyes de despido injustificado y las pautas de seguridad cruciales. Estas leyes fueron redactadas por líderes uniones y defensores de los trabajadores, y luego aprobadas por

funcionarios electos que contaron con el apoyo de los miembros de las uniones.

Los candidatos que buscan un cargo público han buscado durante mucho tiempo el respaldo de las uniones. A menudo, los candidatos dan forma a partes importantes de su plataforma para promover agendas que apoyan y defienden a las familias trabajadoras para ganarse nuestra confianza y respeto. Esto no es por accidente. Para ganar una elección, un candidato necesita un apoyo crucial como voluntarios y una forma de llegar a los oídos de los votantes. Al obtener el respaldo de una unión, un candidato ha demostrado ser digno de acceder a los recursos que solo las uniones, como el nuestro, pueden proporcionar: sus miembros. Los miembros pueden ofrecer su tiempo como voluntarios para hacer llamadas o tocar puertas para defender a un candidato y los miembros pueden donar su dinero si se sienten inspirados por la plataforma de un candidato. El apoyo de una unión como el nuestro puede marcar la diferencia no solo en el resultado de una elección, sino en el curso de las políticas que dan forma a nuestro trabajo y nuestras vidas.

Es por eso por lo que la Local 338 selecciona cuidadosamente a los candidatos para determinar si merecen un respaldo a fin de asegurarse de que sus prioridades coincidan con las nuestras. Dicho esto, estoy orgulloso de haber respaldado al ex vicepresidente Joe Biden para presidente. Joe Biden es el único candidato que puede proporcionar a nuestros miembros y al pueblo trabajador de Estados Unidos lo que necesitan durante este tiempo. Biden ha prometido proteger y fortalecer nuestros planes de jubilación y pensión, salvar el Seguro Social, pagar a nuestros miembros su merecido pago por riesgo

y aprobar la Ley HEROES (un proyecto de ley que proporciona un segundo cheque de estímulo, alivio de la deuda, condonación de préstamos estudiantiles, pago por riesgo), seis meses más de desempleo, vivienda y asistencia alimentaria COVID-19, y casi \$ 1 billón en ayuda para los gobiernos estatales y locales). Necesitamos un presidente en la Casa Blanca que se preocupe por el sacrificio y los riesgos asumidos por los trabajadores esenciales durante la pandemia y sus contribuciones a nuestras comunidades en general. Joe Biden será un defensor de nuestras prioridades y solo bajo su Administración las uniones tendrán un asiento poderoso en la mesa de negociaciones. De lo contrario, tendremos cuatro años más de familias trabajadoras que serán una ocurrencia tardía para las corporaciones y las más ricas de este país.

Les pido a nuestros miembros que echen un vistazo a los candidatos a los que la Local 338 ha respaldado, que pueden ver en sus cuentas de "[MyLocal338](#)". Lean ustedes mismos sus plataformas y vean por qué nos apasiona tanto apoyar su candidatura. Esta temporada de elecciones, tenemos la oportunidad de reconstruir y fortalecer nuestra economía al tiempo que incluimos a las familias trabajadoras en la ecuación. Si desea lograr un cambio en su comunidad, comuníquese con nuestro Departamento de Política y Comunicaciones al 516-294-1388 ext. 1320 o akoven@local338.org para hacer llamadas recordando a sus hermanos y hermanas de la unión que voten. El mundo es un lugar diferente al de la última elección, su familia, compañeros de trabajo y comunidad lo necesitan. Algunas llamadas pueden marcar la diferencia y lo harán.



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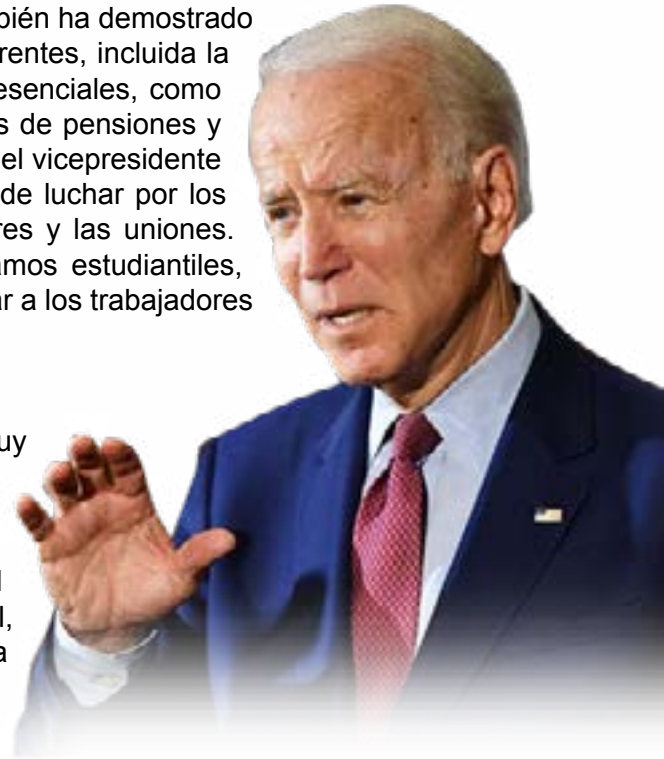
¡Se necesita su voto!

Las acciones y palabras del presidente Trump han demostrado que no se puede confiar en él para proteger y mejorar las vidas de los trabajadores. Joe Biden tiene un historial de apoyo a uniones y trabajadores mientras se desempeñaba en el Senado de los Estados Unidos y como vicepresidente. Si es elegido presidente, la Local 338 tendrá

un poderoso aliado en la Casa Blanca que luchará por los problemas que más importan a nuestras familias.

Joe Biden ha garantizado que a todos los trabajadores de primera línea se les dé la primera prioridad a recibir PPE y pruebas de COVID-19. Biden también ha demostrado su apoyo a la Ley HEROES, que incluye varias disposiciones diferentes, incluida la prestación por condiciones de vida peligrosas para trabajadores esenciales, como usted. El presidente Trump ha amenazado a deshacer los planes de pensiones y jubilación, el Seguro Social y los sistemas de Medicare / Medicaid, el vicepresidente Joe Biden tiene un plan para expandirlos y protegerlos. Además de luchar por los trabajadores jubilados, fortalecerá los derechos de los trabajadores y las uniones. Además, Biden tiene un plan para aliviar la carga de los préstamos estudiantiles, ampliar el acceso a servicios de cuidado infantil asequibles y apoyar a los trabajadores inmigrantes.

Las próximas elecciones le darán la oportunidad de votar por un nuevo presidente, pero no se olvide, ¡también hay elecciones muy importantes que se llevan a cabo con “votación negativa”! Los candidatos con voto negativo, como los que se postulan para el Congreso, el Senado estatal y la Asamblea, son responsables de aprobar la mayoría de las leyes y políticas que defiende la Local 338. Sin el apoyo de los candidatos a nivel local, estatal y federal, resulta difícil crear un cambio real y duradero. Para obtener una lista de todos los candidatos respaldados por la Local 338 donde vive, puede consultar su cuenta “My Local 338” iniciando sesión en la aplicación para miembros de la Local 338 o visitando mylocal338.org.



¡También debe asegurarse de tener un plan para votar! El primer paso es verificar que está registrado y dónde está registrado para votar visitando voterlookup.elections.ny.gov. Una vez que sepa que está registrado, puede decidir votar el día de las elecciones (3 de noviembre) en su lugar de votación, votar temprano una semana antes del día de las elecciones (24 de octubre al 1 de noviembre) en su lugar designado para la votación anticipada o votar por correo devolviendo una boleta de voto en ausencia completa y firmada. Para obtener más información sobre cómo votar en las próximas elecciones, inicie sesión en su “[My Local 338](#)”.

Esta elección es la más importante de nuestras vidas, independientemente de cómo vote, ¡asegúrese de hacerlo!



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MIS BENEFICIOS

con
Ismael Torres
El Administrador del Fondos



Mejoras a su beneficio legal

Interpretar y navegar el proceso legal puede ser increíblemente estresante y costoso. Con el fin de reducir la carga financiera de la representación legal, los miembros de la Local 338 que están inscritos en el Fondo de Beneficios de la Local 338 tienen derecho a valiosos beneficios legales a través de nuestro Plan de Servicios Legales. Como miembro o dependiente de un miembro, tiene derecho a un total de treinta (30) horas de servicios legales y consultas gratuitas por familia cada año.

Hay muchas razones por las que puede querer consultar a un abogado, que incluyen:

- Si tiene preguntas sobre cómo convertirse en residente permanente o ciudadano estadounidense,
- Comprar una casa,
- Enfrentarse al desalojo de su apartamento u otros problemas relacionados con los derechos de los inquilinos,
- Asistencia para redactar un testamento,
- Conocer sus derechos cuando se enfrenta a dificultades financieras graves y / o quiebra, y / o
- Asuntos familiares y matrimoniales.

Nos complace anunciar que recientemente hemos ampliado nuestro beneficio legal para incluir asesoramiento para los miembros que buscan aprovechar la Ley de Sellos del Estado de Nueva York. Según esta ley, los residentes de Nueva York con dos (2) condenas por delitos menores o una (1) condenas por delitos menores y una (1) condenas por delitos menores pueden sellar sus condenas al público, pero solo si no tienen más condenas por al menos diez (10) años. El objetivo de este beneficio legal es ayudar a los miembros y sus familias a eliminar los errores y las barreras anteriores que pueden afectar la capacidad de uno para obtener una vivienda, conseguir un trabajo, recibir ayuda financiera y mucho más.

Para obtener más información sobre esto y todo lo que cubre su beneficio legal, así como cómo comunicarse con nuestros abogados dentro de la red para comenzar su asesoría gratuita, visite su cuenta "My Local 338" (ya sea iniciando sesión en su aplicación Local 338 o mylocal338.org). También puede comunicarse con nuestra oficina al 516-294-1338 ext. 1776 con preguntas. Esperamos que el beneficio legal de Local 338 le brinde tranquilidad, en caso de que necesite usarlo.



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¡Felicidades Gabriela Reyes!

¡Gabriela Reyes recibió la Beca de la Local 338 de Nassau Community College de este año! Gabriela ha sido miembro de la Local 338 durante dos años y trabaja en ShopRite. Ha estado muy involucrada en la unión, ayudando con la campaña de apoyo a los trabajadores de Lidl / Best Market, donde visitó las tiendas para contarles a los empleados los beneficios de ser miembro de la unión. Gabriela quiere ser técnica radióloga y planea asistir al programa de Nassau. Está muy emocionada de tomar sus clases de anatomía y fisiología. ¡Felicidades Gabriela y buena suerte!

Para obtener más información sobre la beca Local 338 Nassau Community College, visite local338.org/scholarships

¿Desea obtener un título superior? ¡Solicite una beca de la Unión!



Anuncio de becas 2021 Local 338

El Programa de Becas de la Local 338 2021 ahora está abierto a los miembros de la Local 338 (o sus dependientes) que son miembros activos de la unión y lo han sido durante al menos un (1) año. Las becas están disponibles para estudiantes de secundaria que comienzan la universidad en el próximo semestre de otoño, aquellos que ya están inscritos en la universidad y aquellos que están buscando un título superior o asistiendo a una escuela vocacional. ¡Más de 20 becas están disponibles cada año! La fecha límite para enviar la solicitud del formulario corto es el 19 de marzo de 2021.

Beca Local 338 en Suffolk County Community College

¡Las solicitudes ya están abiertas para la Beca del Colegio Comunitario del Condado de Suffolk Local 338 para estudiantes de educación continua! La beca está abierta a todos los miembros de la Local 338 y sus dependientes, siempre que hayan completado al menos un semestre en Suffolk County Community College y estén actualmente inscritos en clases. La fecha límite para postularse es el 21 de diciembre de 2020.



Beca Union Plus

¡Las solicitudes para el Premio de Becas Union Plus ya están abiertas! Todos los miembros de la Local 338 y sus familias son elegibles para solicitar la beca, que varía de \$ 500 a \$ 4,000 en recompensas en efectivo y es para estudiar a partir del semestre de otoño. La fecha límite es el 31 de enero de 2021.

Para obtener más información sobre todas las oportunidades de becas disponibles para los miembros de la Local 338 y sus dependientes, así como detalles sobre cómo comenzar el proceso de solicitud, inicie sesión en su cuenta "My Local 338" o visite local338.org/scholarships



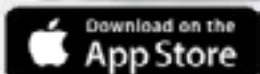
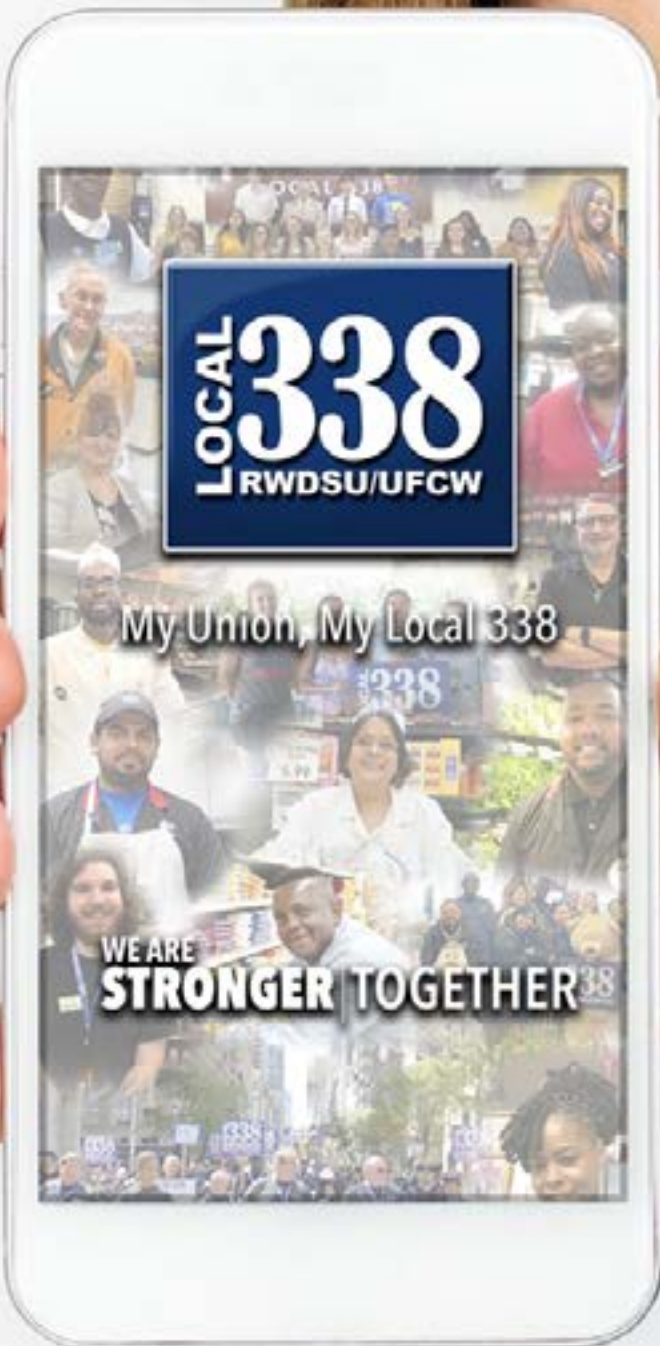
ANUNCIO DE APLICACIÓN PARA MIEMBROS

¡La aplicación Local 338 ya está disponible! Es una ventanilla única para todo lo relacionado con la Local 338. Al iniciar sesión en la aplicación Local 338 con la información de su cuenta “My Local 338”, puede:

- Ver su contrato de unión
- Envíe un mensaje directo a su representante unión, así como a la oficina de la Local 338, para que sus preguntas sean respondidas
- Obtenga más información sobre los beneficios importantes que se le garantizan, incluidos sus beneficios de jubilación y de salud
- Manténgase actualizado sobre las noticias y eventos de la Local 338
- Acceda a números de 338 News para leer artículos informativos, divertidos e interesantes
- Solicite varias becas disponibles para usted y su familia
- Encuentre descuentos exclusivos para miembros
- Obtenga más información sobre el Programa de asistencia para miembros y los servicios que brindamos

¿Aún no tienes una cuenta “My Local 338”? ¡Puede registrarse rápida y fácilmente a través de la aplicación! La aplicación Local 338 está disponible en las tiendas de aplicaciones de Google Play y Apple. ¡Simplemente busque “Local 338” para descargar la aplicación!

** Tenga en cuenta que la aplicación Local 338 actualmente solo está disponible para miembros activos de Local 338 y solo verá su contrato, así como los beneficios asociados a usted y sus dependientes elegibles. Si inicia sesión y nota algún problema, contáctenos en: websupport@local338.org **





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

SAVE THE DATE

Join Us for Our Next Virtual
Membership Meeting!

Tuesday, December 8th at 5:00 PM
Details to Come

RESERVA LA FECHA

¡Únase a nosotros para nuestra próxima
reunion virtual de membresía!

Martes 8 de diciembre a las 5:00 PM
Detalles por venir

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Joseph Fontano
Secretary-Treasurer

John R. Durso
President

Neil E. Gonzalvo
Executive Vice President

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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