

338 News

Volume II - 2021

Making History by Legalizing & Unionizing!

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A Tragedy for the Local 338 Family

On April 20, 2021 a tragic shooting event occurred at Stop & Shop in West Hempstead, taking the life of longtime Local 338 member, Ray Wishropp and injuring two others at the store. Ray was a beloved family man whose kindness and compassion were known well by everyone who had the pleasure of meeting and working with him. He will be dearly missed by his family, friends, and his fellow Local 338 sisters and brothers. Local 338 mourns his loss and sends our deepest condolences to Ray's family and loved ones. We also send our best wishes and a speedy recovery to the two Stop & Shop managers who were injured in the senseless violence.

In light of this tragic event, we urge our members to utilize the Local 338 counseling services through our Member Assistance Program (MAP). Please know that we are here to support you in any way you may need at this difficult time. Local 338 MAP is available to all of our members at any time to approach any topic, issue or problem you may want to discuss. Please feel free to call our MAP Director, Jenn Lipack at 516-294-1338 ext. 1304. All conversations are completely confidential and judgment free.

As a result of this horrific active shooter event, we have had ongoing conversations with Stop & Shop higher management to fully understand the events of April 20th and how to proceed in the best interests and safety of our members. Gun violence is a workplace safety issue that must be comprehensively addressed. Local 338 is taking a closer look at introducing certain safety and security initiatives for all the grocery store operators that we represent, such as installing bulletproof glass, increasing store security, creating a store safe room, ensuring fire exits are clear and visible at all times, adding stricter security and safety language in our contracts, and promoting recurrent active shooter trainings. As always, we welcome all feedback from our members concerning any initiatives you believe may be effective in promoting a safer and more secure work environment.

Gun violence is a workplace safety issue that must also be addressed not just company-by-company, but something we must look at as a society. Local 338 intends to work with our elected officials to introduce legislative reforms to address the epidemic of gun violence at the workplace, which has now directly affected our members. Our union family is committed to working proactively to better understand the necessary solutions to cease gun violence in the United States.

Our hearts are with the family and loved one's of Ray Wishropp and the victims of the April 20th attack, as well as all those who were affected by this horrible tragedy. Local 338 has organized a GoFundMe to help support Ray's family during this incredibly difficult time. All funds will be given directly to Ray's parents and children.

[You can find a link to Ray Wishropp's Memorial GoFundMe here](#)

Please reach out if you would like to discuss any thoughts you may have. Local 338 is here for you, always.





John R. Durso

President of Local 338

A Time of Possibilities

The last few months have highlighted that we are well on the road to recovery from the pandemic and the impacts of the previous Presidential Administration. As a result, we ought to reflect on how far we've already come. We now have a union friendly Secretary of Labor in Marty Walsh, hundreds of millions of vaccinations in people's arms, including a very large and growing percentage of Local 338 members and we have the attention of our elected leaders as we create an economy that works for all New York working families.

The science is out, and we know that all the vaccines available to the public are completely safe and effective in preventing moderate to severe illness to COVID-19, as well as limiting the spread of infection. This means the quicker you get your vaccination, the quicker this all ends and we can return to a sense of normalcy. If you haven't gotten a vaccination, be sure to check your emails often to see when Local 338 is offering appointments through local Department of Health vaccine sites. If no appointments are available, you can call our office to place your name on a vaccine waiting list and we will call you as soon as an appointment becomes available. The future is bright, but we must proceed with caution. After your vaccination, please continue wearing your face mask when

you aren't able to practice social distancing. The good news is that we are over the hump, just hang in there.

Local 338's political and legislative team has been hard at work, advocating for sensible cannabis legalization legislation for nearly seven years now. We have been pushing our elected officials to support the legalization of adult use cannabis with a pathway to unionization for the industry's 30-60,000 workers. As New York's cannabis workers union, we heard what our members were asking for and we were effective in including those provisions in the final bill. We were successful in directing taxes toward community development, establishing safety and job protection standards for workers. The legalization of cannabis is a major labor movement and social justice victory, with the potential to correct the many wrongs that the failed War on Drugs has afflicted on marginalized communities of color.

The RWDSU, our National Union, has been hard at work inspiring workers in Alabama to stand up for their rights and use their voice to form a union. During the union election process, Amazon disgracefully fought their workers' attempts by intimidating workers through anti-union captive audience meetings and materials (even hanging anti-

union signs in the restrooms), installing illegal vote drop boxes, and attempting to sway votes by any means necessary. Despite round the clock union-busting activity from Amazon, the RWDSU and worker organizers showed up day after day to organize, teach, and inspire. Though the vote didn't prove successful, the workers in Bessemer fought valiantly to have their voices heard. The illegal and reprehensible behavior of Amazon is exactly why it's essential that the United States Senate passes the PRO Act. We need strong labor laws to ensure workers are fairly protected while rebalancing the law away from large, powerful corporations back to the people.

Local 338 members have steered the course of labor history and progress in the United States these past few months. From protecting your community as essential workers throughout the pandemic, to successfully advocating for legalized cannabis, to liberating the Amazon workers in Bessemer, Alabama. Our union is powerful, united and formidable, all due to our members. We have brighter days to look ahead to, and it's almost here. I am looking forward to seeing your faces in person as soon as possible. We've been through hell only to find a way out, stronger and more united.





Introducing Ranked-Choice Voting

As residents of New York City head to the polls this year to vote in special and primary elections for local offices, voting will look a little different. In 2019, voters overwhelmingly passed a ballot measure to institute ranked choice voting. This new style of choosing your elected official offers voters a more democratic way of voting. As the name suggests, ranked-choice voting allows voters to rank the candidates based on their own personal preference.

As complicated as this new method of voting may sound, it is actually very straightforward. For example, if there are 4 candidates (Candidates A, B, C, and D) running for city council in the Democratic primary election and you like both candidates A and B, you can vote for both! Here's how it works:

- Say you support both candidates A and B but you like the platform of candidate A more than candidate B. On your ballot, you can rank candidate A as your first choice and candidate B as your second choice.
- When the votes are being counted, if a candidate immediately receives over 50% of the votes cast, they will be declared the winner and vote counting will stop.
- However, if none of the candidates receive 50% or more, then the candidates with the least number of votes are eliminated and their votes are given to their voters' second ranked choice – In this case, if candidate A comes in last place, everyone who voted for candidate A as their first choice will now have their second-choice candidate counted as their vote. So, for you, this means candidate B will now receive your vote, since candidate A has been eliminated.
- The losing candidate's second choice votes will now be distributed among the remaining candidates. If no one receives 50% of the vote or more, the next last place candidate in this round of voting will be eliminated, and their second-choice votes will be distributed among the remaining candidates.
- This will continue until a candidate receives 50% of the ranked votes.

If you decide you'd prefer to only vote for one candidate, you can still do that without any problems. This method of voting is more democratic because your vote carries more weight. You can still vote for your preferred candidate and still have a say in who wins the election even if your candidate loses. Candidates will be more inclined to listen to voters in order to garner enough first or second choice votes to win the election. Elections are now more personal and representative of the will of the voters.

If you have any questions, click here or visit: <https://vote.nyc/page/ranked-choice-voting>
(Note that ranked choice voting only takes place in New York City and for the following races:
Mayor, Public Advocate, Comptroller, Borough President, and City Council)



Make Sure You Vote on Primary Day

New Yorkers will have the opportunity to participate in ranked-choice voting for the first time in the upcoming Primary election. Primary Day is on June 22, 2021, and it is an important part of the process to choose our next elected officials. Primaries will take place throughout New York State for important local elections like County Legislature.

If you live in New York City, there are many races to cast a ballot in for the primary, including the next Mayor, Comptroller, members of the New York City Council, and other local elections like District Attorney. There are a lot of people running for elected office this year—as of right now, there are over 500 candidates for a variety of offices citywide—making participation in this year's primary election more important than ever. By participating in the primary election, you help determine what the city's political landscape looks like, meaning you can elect people who will fight for the issues that matter most to you and provide support to the labor movement.

Early voting begins on Saturday, June 12th and will run through Sunday, June 20th. Absentee ballots must be postmarked by Monday, June 21st (ballot applications are due by June 15th) and polls will be open on Primary Day from 6:00 AM – 9:00 PM.

As a reminder, New York has closed primaries, meaning voters can only participate in the primary for the party they're registered for, so if you aren't registered with a political party, you cannot vote in the primaries.

Not registered to vote?

Your local County Board of Elections must receive your voter registration form by May 28th. You can download [one here](#). Please also check your "[My Local 338](#)" account as Primary Day gets closer for a list of all of our endorsed candidates.

However you plan to vote on Primary Day, please just make sure you do!



Mayor Marty & the Department of Labor



Local 338 is incredibly excited to welcome our new United States Secretary of Labor, Marty Walsh, into office. Secretary Walsh is the first union member to serve as Secretary of Labor in nearly 50 years. Walsh has the mindset and ambition of an American worker. His unique experience as former President to the Laborers Union Local 223 as well as Secretary-Treasurer of the Boston Building Trades Council has given him the ability to fully understand the goals of workers and our movement.

The Department of Labor (DoL) serves many functions to the daily lives of workers in America. Most Americans know very little about the DoL. Here are some of the basics:

1. Enforces labor, union and pension laws
2. Gathers and provides important employment and labor statistics
3. Helps unemployed Americans find jobs at employment centers
4. Provides disability insurance to individuals who cannot physically work
5. Enforces and revises workplace safety standards
6. Issue rulings, decisions and standards on worker protection and child labor law violations
whistleblower protections, employment discrimination, and federal contracts
7. Penalizes employers or individuals with fines, lawsuits or other measures when labor laws are broken.

A union and worker friendly DoL will support the rights of union workers as well as the fundamental right for labor unions to exist. When the DoL is led by a union leader, the labor movement breathes a bit easier, knowing the department will righteously follow standard protocols and procedures to ensure worker rights are not only upheld, but also expanded. Unions have been under attack by large corporate interests for generations. In the Biden administration, we have the government on our side again. The fight continues, but now with Secretary Marty Walsh in our corner, we can fight back even harder.





Stuart Appelbaum

President of the RWDSU

Workers Prove Amazon and Labor Law Need to Change



The eyes of the world were focused on Bessemer, Alabama this month, where Amazon warehouse workers took part in a historic campaign to join the RWDSU. Ultimately, the results were not what the union nor a large group of dedicated Amazon workers wanted, but these workers accomplished a lot.

The workers' campaign brought unprecedented attention to the way Amazon treats its workers; about the unregulated technologies Amazon uses to monitor every movement of its workers, including the amount of time they spend in the restroom; about the failure of too many employers to prioritize the health and safety of their own employees; about skyrocketing wealth inequality; and, most importantly, about the lack of dignity, respect and just treatment too many Americans experience at work.



The workers stated their case clearly, and won the argument. A poll showed 77 percent of Americans supported Amazon workers. And in the days following the union election at Amazon, Amazon founder and CEO Jeff Bezos himself stunningly admitted that Amazon needs to treat its workers better.

The campaign also drew mainstream attention to the lengths companies like Amazon will go to in order to prevent workers from exercising their rights to join a union. Amazon employed an army of expensive anti-union "consultants" at a cost of thousands of dollars a day each to roam the warehouse floor to intimidate them from voting for the union. The company also held mandatory captive meetings for workers to attack the union. Amazon flooded the internet, airwaves, and social media with ads spreading misinformation about unions. No lie or untruth was out of bounds in Amazon's misinformation campaign.



They defied labor law without a care, even placing a specifically disallowed election drop box on warehouse property despite NLRB orders not to do so. By the end of the campaign, workers knew exactly how their employer wanted them to vote, and were reasonably worried that their employer – with its massive resources, constant surveillance, lack of respect for the law, and clear intentions to keep their workplace union-free – would know exactly how they voted.

The RWDSU won't allow Amazon's lies, deception and illegal activities go unchallenged, which is why the union has formally filed charges against all of the egregious and blatantly illegal actions taken by Amazon during the union vote. But we need to ensure that companies can't continue to act this way.

Workers' Voice Needs Future Protection

This campaign, and Amazon's despicable behavior during it, are proof we need to pass the PRO Act, legislation that would protect workers' rights and provide real teeth to labor law.

The PRO Act would amend labor laws to add meaningful penalties for companies that violate the law including retaliating against workers who organize. It would also weaken anti-worker "Right-to-Work" laws.

Working men and women deserve better. They deserve better than the poor treatment they receive from employers like Amazon, and they deserve to have their rights protected. The Bessemer campaign was just the beginning, and now, as we continue to expose the laws routinely broken by employers like Amazon, we have an opportunity to prevent these abuses from happening again. It could be the start of a new era, where workers' voices are heard and employers have no choice but to listen.



Speaking Up for **YOUR UNION!**



We're looking for members who are interested in becoming spokespeople for Local 338! It's important that the press, your elected officials, and the public hear from workers like you — your experience matters, and it deserves to be heard. When reporters or local elected representatives reach out to us, the majority of the time they aren't interested in speaking with Local 338's leadership—they want to hear from the workers themselves about what they are experiencing in the workplace and what it's like to be part of a union.



As a spokesperson, you could be featured in Local 338 created videos, as well as speak to the press or at events such as rallies or press conferences about the issues that directly affect you as a member of Local 338. If you've seen any of your fellow members in the press or speaking on our social media during the pandemic, you'll be doing work just like that. We'll help prepare you and be there with you every step of the way. We also will make sure you're 100% comfortable with the request. Not everyone feels up to being interviewed by a reporter, but you may be up to a short video to help spread the word to your fellow members about a specific Local 338 benefit!



We understand that speaking publicly may seem like a scary or a daunting task. If you have any questions about what being a spokesperson involves or are interested in becoming one, reach out to your union representative or our Communications Department (516-294-1338 ext. 1320).



Have You Gotten Your Shot Yet?



More than 100 million people in the United States have received at least one dose of the COVID-19 vaccine so far. Earlier this month, Governor Cuomo expanded vaccine eligibility to all New Yorkers over the age of 16! This is the biggest step New York has taken towards returning to a sense of normalcy—soon, we will be able to gather with others more safely and without a high risk of infection.

It's important that you get any vaccine that's available to you—they're all effective in reducing the spread of the virus and most importantly, a vaccine will reduce the chance of you getting so sick that you need to go to the hospital. Being vaccinated could save your life or the life of someone around you, and the only way to achieve herd immunity is through mass vaccination efforts such as this one.

If you'd like to register for an appointment, but haven't yet, you can [click here](#) to get started. You'll need to complete a form before you're redirected to a page to schedule an appointment at a vaccine distribution center near you, or you can visit any of the vaccine walk-in sites, [listed here](#) during their hours of operation without an appointment. Local 338 has also partnered with local Departments of Health to help facilitate vaccine appointments. If you haven't received emails or texts about those opportunities, please log in to your "My Local 338" account (mylocal338.org) to make sure your contact information is up to date. The whole process is fast and simple—right down to getting the actual vaccine on the day of your appointment!



Still unsure about getting the vaccine?

New York State has put together a great resource with frequently asked questions about the safety and effectiveness of the vaccine, as well as other topics related to it: <https://covid19vaccine.health.ny.gov/frequently-asked-questions-0>





Joseph Fontano

Secretary - Treasurer

The Future in Cannabis



The last few months have been full of developments for Local 338 in the field of cannabis. Local 338 members working at Botanist (Acreage) and Sunnyside* (Cresco Labs) overwhelmingly ratified their first union contract. They join Local 338 members working at four other cannabis companies that operate across the state and who are covered by strong collective bargaining agreements that ensure guaranteed wage increases, excellent benefits, and other important on the job protections that have become the standard for careers in New York's cannabis industry.

The timing of the contract ratifications could not have been more important as New York passed the Marijuana Regulation & Taxation Act (MRTA) last month. The law legalizes adult-use cannabis, while also making critical restorative justice reforms and much needed improvements to our State's medical cannabis program. Local 338 has long been an advocate for the passage of cannabis legalization in our State and ensuring that all communities have unique opportunities to benefit from the change in law. However, with the potential for this multi-billion-dollar

industry to create 30-60,000 new jobs, ensuring the creation of quality careers was our top priority. Local 338 members should take a moment to appreciate the multi-year efforts of our Political & Communications Director, Nikki Kateman, for formulating vital provisions within the law to guarantee worker protections and create a pathway for the industry's new workers to unionize.

A new cannabis industry with tens of thousands of unionized employees means fair and growing wages, secure health benefits, strict adherence to high safety standards and job security with some of the strongest contracts in the country for members of your community and your union. A significant growth in our membership presents its own unique opportunities for current members. With more members, our voice becomes louder, more inclusive and more representative of all workers. Our political and economic capital will be stronger, thereby allowing us to more successfully advocate for laws and policies which directly benefit you and your families. We are expanding the New York State labor movement and including a wider range of people.

In addition, with more New Yorkers in a union, more people will reap the benefits of union membership. What's better than sharing the prosperity and advantages of union affiliation with your neighbors? The central message of the labor movement is inclusivity, opportunity, solidarity and prosperity.

Creating a brand-new industry is a once in a lifetime opportunity and that's why we, along with our partners at the New York State AFL-CIO, have been involved in this conversation from the beginning. From creating new tax revenue and economic development to implementing important criminal justice reforms, the MRTA is one of the strongest pieces of comprehensive cannabis policy in the country and ensures that all stakeholder voices were included. As the advocate who stood up for the future workers in the industry, we are proud of what we've achieved with the support of our members throughout the legislative fight and through the strong contracts we've negotiated in New York's existing cannabis industry. There is so much potential for Local 338 members and all of our members with the passage of the MRTA.



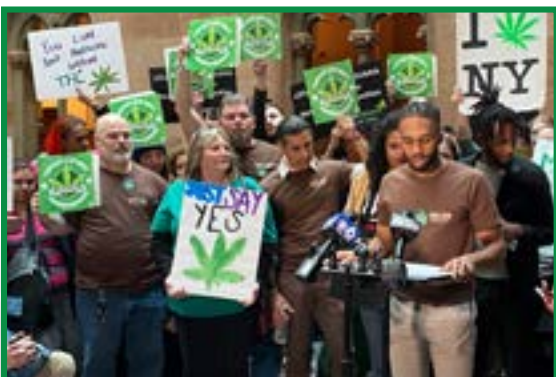
Making History as New York's Cannabis Workers Union



On March 30th, New York State passed the historic Marijuana Regulation & Taxation Act (MRTA), making our state the 16th to legalize adult-use cannabis in New York. There is much for Local 338 to celebrate in the legislation, from ensuring cannabis workers entering this new industry have a pathway to unionization and good jobs, to the expungement of cannabis convictions which have been barriers to success and expanding our medical cannabis program to ensure it's more affordable and accessible to New Yorkers. The MRTA is an incredibly important law and will create an incredible number of opportunities for communities across our State over the next few years.



Local 338 has been actively advocating for common sense cannabis policy for almost a decade. We fought incredibly hard to ensure that requirements for labor peace agreements (LPA) were included when the Compassionate Care Act was passed in 2014, which created New York's medical cannabis industry. These LPAs helped ensure a level playing field for workers in the industry and have been vital to ensuring that cannabis careers are quality careers. Local 338 has been effective in unionizing several hundred cannabis workers across the state and our contracts provide for guaranteed wage increases, paid time off, quality healthcare benefits, access to retirement plans and other critical workplace safety provisions.



Our contracts in the medical cannabis industry have helped set the standard for what cannabis careers can and should be, and with the prospects of the cannabis industry creating 30-60,000 new jobs, we wanted to make sure that the MRTA



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continued to ensure LPAs and protections for these brand-new workers. Thanks to support from our elected leaders, labor peace agreements continue to be a requirement in the adult-use industry ensuring that critical worker protections will be not only required but enforced. Additionally, the legislation has created a framework for what will be invaluable workforce development programs. The cannabis legalization conversation has been centered on social and economic justice and the MRTA has made it a priority for all those entering the industry, including the worker's who will have an opportunity to succeed.

Legalizing adult-use recreational cannabis has far-reaching implications outside the already substantial economic benefits and the creation of thousands of new cannabis industry jobs. Creating a cannabis marketplace will increase tax revenue by approximately \$300 million each year and a percentage of this revenue will be utilized for the formation of a community reinvestment and social equity fund. For decades, communities of color have been disproportionately impacted by the overcriminalization and enforcement of drug policies. The MRTA contains provisions which direct agencies to issue licenses specifically to those impacted by the War on Drugs, low-income New Yorkers, and those who have a cannabis-related conviction record. It will also allow individuals who are currently incarcerated or have a criminal record due to cannabis offenses to have those sentences and convictions expunged, thereby removing the barriers for housing, employment and other areas of life. This means those previously locked out of opportunities to thrive because of conviction histories will now have a pathway to success. As our movement has taught us, the success of our neighbor is our success as well.

Creating a brand-new industry is a once-in-a-lifetime opportunity. Legalizing cannabis and creating a regulated marketplace does just that and more. It means fair and quality treatment of workers, opportunities for ownership in the industry, improving the medical cannabis program and creating meaningful social, racial, and economic justice reforms. We thank our partners in state government and fellow activists for working with us to pass the MRTA after many, many years. We now look forward to working with the State to help craft the regulations needed to ensure the creation of thousands of quality union jobs and maximize social justice in our state.



Local 338

MEMBER SPOTLIGHT

Brandon Roach

The Honorable Eagle Scout

Local 338 member Brandon Roach, who works at Stop & Shop in Shirley, has been a proud union member for two years now. Even though he may be relatively new to Local 338, he is no stranger to the concepts of solidarity and unity. At 7 years old, Brandon took an interest in earning his stripes to become an Eagle Scout, first joining as a Cub Scout and moving on to become a Boy Scout.

Becoming an Eagle Scout is no easy task, taking years of dedication, persistence, volunteering and skill-building to accomplish. In order to become one, a Scout must first be a "Life Scout" for at least six months, earned a minimum of 21 merit badges, demonstrate "Scout Spirit" and leadership within their troop. An Eagle Scout applicant must also create and complete a large-scale community project, write several essays, request five recommendation letters, compile an application binder and complete an Eagle board of review before their application is approved at the national level. The entire process can take up to seven years, from beginning to end, with no guarantee of success. Your commitment and grit will determine your reward and as Eagle Scouts often say, it's about the journey, not the destination.

Brandon stayed focused and committed to completing the formidable undertaking of becoming an Eagle Scout. For his community service project, Brandon decided to give back to the Center Moriches High School, specifically the Special Education students. Brandon teamed up with Special Education teacher, Ms. Sigerson, to build customized seating and storage units for the students. The seats and storage units were constructed to match the aesthetic of the room in order to make a more welcoming, comfortable and beautiful setting for students to learn. Brandon was overjoyed to give back to the community, realizing the journey to his ultimate goal will be paved with fond memories and smiling faces.

Once Brandon completed his project and submitted all the required materials to the review board, he was ceremoniously granted the honorable title of Eagle Scout. The title was presented to him by the Suffolk County Legislature and the Suffolk County Police Commissioner at a formal ceremony. Brandon says as an Eagle Scout, he plans to continue trying to touch people's lives in positive ways and working with children in need. In the future, Brandon wants to become a federal agent or investigator and go after high-risk cases. Congratulations on your success and best of luck to you Brandon!

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.





Neil E. Gonzalvo

Executive Vice President

Bettering Our Members' Lives Through Contract Ratification

Standing together in solidarity with your fellow member, empathizing with the struggles we are all going through, celebrating the victories no matter how small or large they may be, that helps unify our commitment to each other. These are a few central tenets of a proud union member. Local 338 members should have peace of mind that they are protected and have a true voice on the job. The past few months have been incredibly exciting for many Local 338 members, as the Union has negotiated and ratified many contracts with different large-scale employers, like Stop & Shop for example.

When we negotiate contracts, based on our members feedback via contract survey or various meetings, there are several priorities identified. Yearly wage increases/bonuses, increases to starting salaries, securing affordable health coverage, securing guaranteed hours of work, and maintaining your pension/annuity fund are just a few of the priority's members raised. In years past, these terms would be seen as revolutionary without organized union representation.

Over the past few weeks, we have had large scale ratification votes to determine the outcome of our newly negotiated contracts. By standing together and voting in large numbers, we prove our strength. We are the most powerful when we stand together, united with a common cause. During negotiations, our commitment is on full



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display. That is what being a Local 338 member is all about – sticking together for the shared benefit of each other.

Even if your contract was just renegotiated or you are a year or two away from your next negotiation, we need our members to be more involved so we may reflect your voices better. Speak to your Union Representative or Shop Steward to see how you can become more involved in our negotiations team. You are a Local 338 member, and your membership comes with great responsibilities not just to you, but to your fellow members. I have faith that our members will be ready for any challenge we will face in the future.



A Voice on the Ratification

On April 12, 2021, Local 338 members working at Stop & Shop went to the union polls to ratify their new union contract. The Local 338 Negotiation Team successfully negotiated for annual wage increases over the term of the contract, increased wage rates for new hires, and ensured that eligible members would continue to receive health and annuity benefits. We are proud to say that when the final votes were counted, the newly negotiated Stop & Shop contract was overwhelmingly approved.

Local 338 Shop Steward Bibi Kadir, who works at Stop & Shop in East Meadow, volunteered for poll watching duty during the vote. We asked her a few questions to learn more about contracts and getting involved in the ratification process:

What is important to have in a contract?

Bibi: My perfect contract includes raises and medical insurance, as well as a demonstrative effort to keep workers happy and safe. We need our employers to know we are real people with families who come to our jobs every day and work as hard as we can.

What are you excited about in this contract?

Bibi: We are getting well-deserved raises, while keeping our health benefits and annuity and we do not have to pay any increases to our health co-premiums.

Why should members vote?

Bibi: We all need to stay informed so we know what's available for us. If no one pays attention, then the employers could take advantage of our lack of knowledge. Our union makes sure we stay focused and attentive to any changes in policy and fights any unfair propositions. Members need to have a say in our new contract, ratification lets the Union negotiating team and the employer know we either accept or reject the contract being offered. Voting demonstrates our rights as union members, and shows unity, strength and solidarity with our fellow workers.

Why did you decide to volunteer to help at the ratification vote?

Bibi: I am proud to be a union member. I want to be available for my fellow union brothers and sisters and do my part.



IT PAYS TO BE UNION

Since April 2021, Local 338, through grievances and arbitrations, collected funds and returned back wages to our members in excess of

\$8,042



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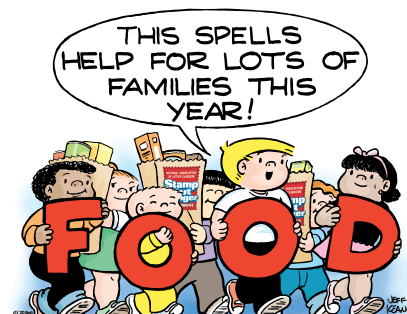
2021

Once again, the National Letter Carriers Association will be holding their annual Stamp Out Hunger Food Drive! This event helps thousands of families in our area every year and in the past has collected over 1 billion pounds of food. Local 338 is proud to give back and help our community in any way we can, and we know our members will give whatever they can.

This year's food drive may be one of the most important ones we've ever participated in. The pandemic has exposed the

inequality in our communities and how rampant food insecurity is. Having to put food on the table is the last thing families should be worrying about right now, and if we can help them in any way, we want to.

Instead of having mail carriers pick up food for donations, this year the NALC is asking that people drop donations off at local food pantries. [You can find a list of local participating donation sites here.](#) Local 338 members always do a great job of participating every year, and we're sure 2021 will be no different!



Don't Let This Scholarship Opportunity Pass You By!



RWDSU's Alvin E. Heaps Memorial Scholarship

Local 338 members and their children are eligible to apply for the RWDSU Alvin E. Heaps Scholarship. Scholarship winners will receive financial assistance for one academic year.

The next scholarship has a submission deadline of May 31, 2021. please visit <https://www.rwdsu.info/rwdsu-scholarship>

For more information on how to apply to these scholarships, please visit local338.org. We encourage you to check the website and your "My Local 338" account for updates on when additional scholarship opportunities open for applications.



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MY BENEFITS

With
Ismael Torres
Funds Administrator

Introducing Two New Benefits for Local 338 Members



Ismael Torres

**Surgery no longer has to be a burden or expensive.
We have partnered to make it easier for you!**



Through our brand-new partnership with the Mount Sinai Health System, you pay \$0 out-of-pocket for common surgeries like hip and knee joint replacement or weight loss surgery.

Mount Sinai has designed a comprehensive surgery program that will ensure you are cared for and comfortable every step of the way - from initial evaluations, through surgery and recovery.



The program includes:

- Access to top NYC surgeons
- No co-pays, co-insurance or deductible for your surgery
- Personal Care Guide to navigate you from start to finish
- Free transportation to and from the hospital on your surgery day
- Free grocery delivery to your home to make your recovery easier
- A guarantee that you will not receive a surprise bill

With Mount Sinai, you will be in good hands.

Mount Sinai's surgery programs strive to offer safe, high-quality care without the hassle of coordinating everything yourself. Patients who have completed these surgery programs have reported high satisfaction ratings and smooth recoveries.

If you or a family member have been experiencing joint pain or have been considering weight loss surgery, learn more about the program services visit mountsinai.org/local338 or log in to your My Local 338 account (mylocal338.org) or your Local 338 app.

Please note that this benefit is only available to members (and their dependents) who are enrolled in Local 338's Health & Welfare Fund. For more information on how to get started, contact us at 516-294-1338 ext. 1776.



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Back Pain Relief is in Reach!

Local 338 members with back pain now have access to Kiio, an app-based program proven to reduce back pain and improve function. All you need is your smartphone or tablet!

We care about your health and providing you with easy to use, effective tools - so the Local 338 Health and Welfare Fund is offering Kiio at no cost to you. In addition to feeling better you can earn rewards in the form of e-Gift cards by completing milestones in the program!



Kiio users get:

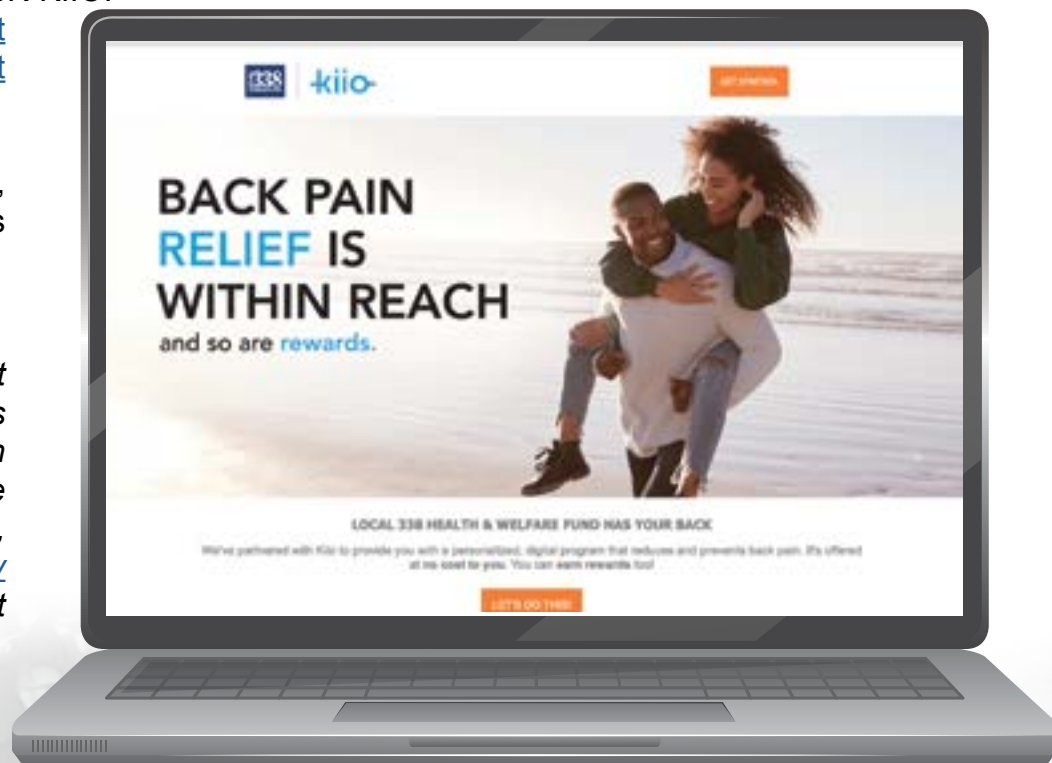
- Convenience - you can access Kiio anywhere, any time
- Exercises designed by spine physical therapists for your type of back pain
- Easy-to-follow visual and audio coaching to guide you
- Helpful tips and information
- 1:1 coaching support if needed

To obtain the greatest benefit from Kiio and help prevent future flareups, plan to finish the three levels of exercise, which can be done in as little as 7 minutes three times a week. Once complete, you will continue to have access to your individualized digital care program for a full year. Keep an eye out for an email from Kiio, or check it out at kiio4local338.com on your mobile device. If you have any questions, call toll free 1-833-ASK-KIIO.

[You can also learn more about getting started by checking out this helpful flyer.](#)

Kiio will also be adding neck, knee and hip programs later this Spring - more details to come! Here's to a healthier 2021!

Please note that this benefit is only available to members enrolled in Local 338's Health & Welfare Fund. For more information on how to get started, send us a message on your ["My Local 338"](#) account or call us at 516-294-1338 ext. 1776.



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UFCW Region 1 Women's Network Childcare Grant

Local 338 members seeking financial assistance for childcare are eligible to apply for the UFCW Region 1 Women's Network Childcare Grant application.

Applicants must fulfill the following criteria:

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

The deadline to submit your childcare grant application is October 31, 2021.

[You can download a grant application form here.](#)

Please note that grant awards are not guaranteed and are subject to a review and selection process by the Women's Network.

Local 338 understands the high costs of quality childcare and we are here to help you lessen the tremendous financial burden childcare may be for you and your family! Please reach out to Andrew at 516-294-1338 ext. 1320 or email akoven@local338.org for more information on the UFCW Women's Network Childcare Grant application.



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Wishing Our Members A Happy Retirement!

(Local 338's recent retirees between March 1 - April 30, 2021)

Margarita Aviles

Anne Brown

Ingrid Bryan

Mary Budd

Thomas Burdett Jr

Elena Cafagna

Nesly Cange

Osmond Coombs

Robert Crawford

John Delvecchio

Velma Durant

Roxana Elias

Albertano Escobar

Andrea Ferri

Wilfredo Figueroa

Elsa Flores

Anna Franco

Nurhayat Gargu

Rebecca Giunta

Edward Glasberg

Eileen Gough

Sharon Hazelton

Linda Ann Hudak-Bonventre

Ann Iacovino

Jerry Jackson

William Lang

Selida Lindsay

Paul Loesch

Elaine Maiden

William Margerum

Anne Mc Carthy

Dorothy Mcmorris

David Mellion

Jean Michel

Frantz Momperou

Frank Montgoris

Margaret Mosley

Vittoria Murgida

Denny Pereyra

Carlos Perez

Donna Pray

Jeffrey W. Reis

Samuel Rivers

Michael Sanford

Winston Shakespeare

Satyra Shand

Gary Spindel

Sharon Teta

Alice Thiemer

Tom Vacante

Elizabeth Walker

Donna Willette

Charles Woodham

Robert Zacccone

Edward Zendrian

"Retired from my job, not from my union"



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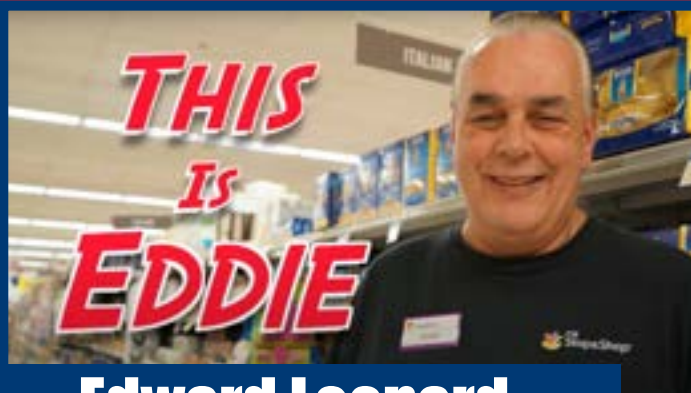


LOCAL 338
RWDSU/UCFW

SUPER MEMBER MONDAY

We are so proud of our members—that's why we feature so many as part of our Member Monday series. Once a month, however, we like to spotlight a member who has gone above and beyond on the job and in their union. Recently, we featured Eddie, a 40-year member working at Stop & Shop on Staten Island. He's passionate about traveling because he loves to see new places, and Atlantic City in his home state of New Jersey is one of his favorite places to visit. We've also featured Marie, a six year member working at Stop & Shop in Howard Beach. She loves to ride motorcycles and participate in charitable rise that raise awareness and money for different causes.

We want to showcase as many members as we can—if you think you know someone who should be our next Super Member, let us know! We'd love to feature them on our social media platforms. To stay up to date on all things Local 338, follow us on [Facebook](#), [Instagram](#) and [Twitter](#).



Edward Leonard



Marie Daddario

LOCAL 338 MEMBER MEETINGS



**Join Us for Our Next Virtual
Membership Meeting!**

**Monday,
June 14, 2021**

**Meeting registration details will be
emailed in the coming weeks.**



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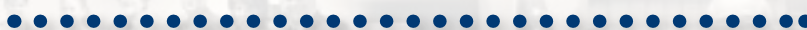
Do you have a new phone number, email, or home address?

Let us know! It's important to keep your information updated in our systems so you're up to date on all things union. Having the correct information in our system ensures that you get everything you're supposed to, in terms of contract negotiation updates, news about your benefit packages, scholarship opportunities, our newsletter, and more! You can update your information through the form [here](#) or by logging in to the Local 338 app!





Stay Involved With Local 338 on **😊 Social Media**



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A handwritten signature in blue ink.

Joseph Fontano
Secretary-Treasurer

A handwritten signature in blue ink.

John R. Durso
President

A handwritten signature in blue ink.

Neil E. Gonzalvo
Executive Vice President

Writer and Editor: Andrew Koven, Nikki Kateman & Caroline Leddy | Layout and Design: John Falco

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

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