







## Endangering the Middle Class

by Stuart Appelbaum  
President, RWDSU

In June of this year the Republican leadership in the U.S. Senate allowed the Employee Free Choice Act to die for this session of Congress. While a majority in both the House and Senate supported the bill, it ended up dying a bureaucratic death – supporters lacked enough votes to stand up to a threatened filibuster. It was never even allowed to come up for full consideration in the Senate. Fortunately there will be opportunities to resurrect the bill after the 2008 election, but for now the issue is dead.

So why should you care? The Employee Free Choice Act (EFCA) would have gone a long way in fixing this nation's broken labor laws. It would have made it easier for workers to form unions at their workplaces. It would have made it harder for employers to avoid reaching a fair contract once a union was formed.

### OBSTACLES ARE MANY; PROTECTIONS FEW

The fix offered by the EFCA to our broken labor laws is long overdue. Estimates are that in one in four organizing campaigns at least one worker is illegally fired. Even when workers are able to stand up to threats and intimidation, some of it considered legal and some illegal, 45% of newly organized units are unable to reach a first contract with their employer. So employers who want to fight union organizing can freely use illegal means to do so, with little fear of any repercussions. Even employers who wish to stay within the law can easily exploit existing statutes to deny workers the right to form a union of their own choosing. If workers somehow manage to overcome these obstacles and form a union these same employers can simply refuse to negotiate a contract.

The result is a shrinking percentage of workers are represented by unions - and less clout for unions at the bargaining table and in the political arena. That means it's harder to make gains in contract negotiations and it's harder to get elected officials to pass laws that benefit working families.

### A PROBLEM THAT TOUCHES US ALL

But this loss isn't just felt by union members. It's no coincidence that as unions represent a smaller percentage of workers the middle class in this country has also been shrinking. In just about every occupation, union workers earn more money and are more likely to have health insurance and pensions than are non-union workers. In general union workers earn 28% more. That number is even higher for women (34%), African-Americans (29%) and Latinos (59%). If fewer workers have access to the better wages and benefits that come with being a union member, fewer working families will have access to the American dream.

Here's a telling look at what's happened in the last 25 years. In 1980, 23% of workers in the U.S. belonged to unions. At that time the top 1% of the wealthiest Americans accounted for 8% of the national income. Fast-forward to today where less than 13% of workers belong to unions and the top 1% now account for a whopping 16% of national income. As unions have declined in strength more money has become concentrated in the hands of the few.

This dangerous trend must be stopped if we are to preserve a healthy middle class and a vibrant democracy in this country. Our next opportunity to revive the Employee Free Choice Act will be after the 2008 elections –if we elect candidates who will support our efforts to change our broken labor laws. But even before the elections take place we should all make an effort to educate our family, friends and coworkers about the value of unions to all of us. Make sure that they understand that without strong unions, there won't be a strong middle class.

## STAYING INFORMED



by John DeMartino,  
Secretary-Treasurer

The time has come for National Healthcare for all Americans. We all know by now that the cost of healthcare in this country has grown out of control.

Every time we go into negotiations, the first thing out of the companies' mouths is "We can not continue to pay for the employee's health-care." The corporate mentality of our private profit-driven healthcare system has placed profit ahead of patient care in this country. If you are one of the 46 million Americans who do not have insurance and can't afford the treatment you are simply out of luck. It is also the same corporate mentality that has driven up the cost of co-pays, prescriptions, & deductibles as well as given us that "Pre-Approval" requirement for all tests and procedures for those American who do have health insurance. Do we really need an accountant approving treatments and tests prescribed by our doctors?

It's ridiculous to me that we, in this country, have allowed the greed of the insurance, pharmaceutical, and HMO industries to put

the health and well being of the middle class in jeopardy. But they have, and the sad reality is that approximately 18,000 Americans die each year because they can not afford the treatment they need. Think about that; in this country, every year 18,000 people (6 times the number of dead from the 9/11 attacks) die needlessly. So what is the answer? How do we stop this from happening? How do we really put patients first? The answer is Socialized Universal Healthcare.

The funny part is we already have Socialized Medicine in this country and it is one of the best systems in the world. The Medicare system used by our senior citizens is a perfect example of socialized universal healthcare. In the Medicare system, senior citizens go to a private doctor of their choosing and get the treatment they need and the government pays the bill, and you know what – the system works fantastically. So, we know there is a need for socialized medicine; we know a socialized system can and does work, and we already have a system in place. SO WHY NOT EXPAND IT to cover all Americans? Well there is legislation in the Congress to do that but it faces a real uphill battle.

If passed, H.R. 676, introduced by Congressman John Conyers of Michigan, would establish an American styled national health insurance program that would create a publicly financed, privately delivered healthcare program by expanding the existing Medicare program to all US residents. Under this system you go to the doctor/providers of your choosing and the government pays the bills. The following services would be covered and be provided to all Americans at no cost: office visits, hospitalization, emergency care, prescription drugs, medical equipment, long term care, mental health services, drug and alcohol treatment, dentistry, eye care, and chiropractic services.

All of this can be accomplished and fully funded by a modest payroll tax on all companies of 3.3%, a 5% health tax on the top 5% of income earners (Americans making over \$250,000 a year) a small tax on stock and bond transfers, closing corporate tax loopholes, and repealing the Bush tax cut. This would actually be a win-win for the worker and employers, a 3.3% payroll tax is a lot less then many employers currently pay for employee medical and that savings strengthens the workers position in negotiations.

I am sure by now many of you are wondering how this affects me and why does it matter to the Union? Well, as I said earlier, the biggest problem in negotiations and the item that consumes much of the talk is the necessary increases in employer contributions to health and welfare fund. As the cost of healthcare continues to rise, there is a need to raise the amount the employer pays in to the fund to offset the cost. This allows us to continue to provide your current medical benefits without charging you a premium. So, if your medical was covered under a universal health insurance program we would not have to negotiate the benefit in contract negotiations. We could instead focus our attention and talks in negotiations to getting you the hefty raises and stronger pensions you deserve.

While Socialized Healthcare for all would really strengthen our Union and be good for the nation, the legislation faces an uphill battle. The healthcare industry (HMOs, insurance companies, and the pharmaceuticals) has spent and will spend hundreds of millions of dollars to lobby against Socialized Healthcare. They have contributed hundreds of millions of dollars to the campaigns of elected officials and run commercials on TV and radio to persuade the American people that Socialized Healthcare is bad for this country. That is why it is very important that we do our part to oppose big business and show our elected officials that we support HR 676. Call and write your member of Congress and tell them that you support socialized healthcare and that they should sign onto HR 676 as a Co-Sponsor. We finally have momentum for socialized healthcare and we must all do our part to push for change.



## AUDIT COMMITTEE MEETING

The annual meeting of the Audit Committee was held in the union office on June 27, 2007. Based on the audit of the financial statements of Local 338, as of December 31, 2006, Berdon LLP, the union's independent auditors, reported that the union is in very good financial position. The audit was conducted in accordance with auditing standards generally accepted in the U.S.A.

(l to r) Audit Committee: Debra Servido, Murray Morrissey, Eugene Friedman, Esq., John DeMartino, Monica Cavounis, Patrick Stines, CPA, John R. Durso and Harold Mittel



# HEALTH & SAFETY



Ernesto Mattace, Jr., ■ Health & Safety Director

## What you should know about health and safety on the job as a working teen.

### COULD I GET HURT OR SICK ON THE JOB?

Every year about 70 teens die from work injuries in the United States. Another 70,000 get hurt badly enough that they go to a hospital emergency room.

Why do injuries occur? Teens are often injured on the job due to unsafe equipment, stressful conditions and speed-up. Also teens may not receive adequate safety training and supervision. As a teen, you are very likely to be injured when working on jobs that you are not allowed to do by law.

### WHAT ARE MY RIGHTS ON THE JOB?

By law, your employer must provide:

- Safety and health training, in many situations, including providing information on chemicals that could be harmful to your health.
- You are entitled to payment for medical care if you get hurt or sick because of your job. You will also be entitled to lost wages based on the length of time out of work.

### YOU ALSO HAVE A RIGHT TO:

- Report safety problems to your union representative.
  - Work without racial or sexual harassment.
- Refuse to work if the job is immediately dangerous to your life or health.

### WHAT HAZARDS SHOULD I WATCH OUT FOR?

Type of Work	Examples of Hazards
Janitor/Clean-up	Toxic chemicals in cleaning products Blood on discarded needles
Food Service	Slippery floors Hot cooking equipment
Retail/Sales	Sharp objects Violent crimes Heavy lifting
Office/Clerical	Stress Harassment Poor computer work station design

### IS IT OK TO DO ANY KIND OF WORK?

NO! There are laws that protect teens from doing dangerous work. No worker under 18 may:

- Drive a motor vehicle as a regular part of the job or operate a forklift at any time.
- Operate many types of powered equipment like a box crusher, meat slicer, or bakery machine.

Also, no one 14 or 15 years old may:

- Bake or cook on the job (except at a serving counter).
- Operate power-driven machinery, except certain types which pose little hazard such as those used in offices.
- Work on a ladder or scaffold.
- Work in warehouses.
- Work in construction, building or manufacturing.
- Load or unload a truck or conveyor.

### WHAT ARE MY SAFETY RESPONSIBILITIES ON THE JOB?

To work safely you should:

- Follow all safety rules and instructions.
- Use safety equipment and protective clothing when needed.
- Look out for co-workers.
- Keep work areas clean and neat.
- Know what to do in an emergency.
- Report any health and safety hazard to your supervisor.

### SHOULD I BE WORKING THIS LATE OR THIS LONG?

Federal child labor laws protect younger teens from working too long, too late, or too early. Some states have laws that older teens may work.

This table shows the hours 14 and 15 year olds may work. (There are exceptions for students in work experience programs.)

#### WORK HOURS FOR TEENS

Ages 14 and 15

##### WORK HOURS

Not before 7 am or after 7 pm between Labor Day and June 1.

Not during school hours.

7 am – 9 pm between June 1 and Labor Day

##### MAXIMUM HOURS WHEN SCHOOL IS IN SESSION

18 hours a week, but not over:

3 hours a day on school days

8 hours a day Saturday, Sunday and Holidays

##### MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION

40 hours a week 8 hours a day

If you have a health and safety issue at your work site, after informing your manager, you should then contact your union representative and keep them informed of the issue you are concerned about. If you have any questions, I can be contacted at the union office at 516-294-1338.



## Getting Involved

Murray J. Morrissey  
Executive Vice President

For my entire working life I have enjoyed the benefits of being in a “Union environment.” For much of that time, I did not even realize why I enjoyed these benefits, and

where they came from. For years I just assumed that everyone received paid vacations, paid holidays, overtime pay, medical insurance, and periodic wage increases to name just a few benefits of Union membership. I just assumed that this was the way it was.

It's not that I was unfamiliar with the labor movement from a historical standpoint. It was just that to me that was for books, something we learned in school and wrote papers about. The battles had all been fought and won and now it was my generation's turn to reap the benefits of those battles, and to complain when things weren't just as we wanted them to be. The lines became so blurred that those of us who were fortunate enough to work for decent, well meaning employers (there are a few of those) were lulled into a false sense of security and started to think that all that we enjoyed was coming from our benevolent employers.

Now, I am not saying that all employers are evil and greedy. But realistically, do you think any employer, or anyone else for that matter, is going to pay more or give up more of their profits than they have to? Of course not; it's only through organized labor and a union contract that these companies are forced to do the right thing for the workers. In fact union contracts often benefit employees who work in non-union shops. Even non-union employers in generally unionized fields will offer competitive wages and benefits simply because the Union has determined the going rates for the industry. Remember that employers, in a tight labor market, compete for labor as well as customers. It is also fair to mention at this point that a non-union employer will sometimes pay above the industry scale just to keep a Union out. What does that tell you?

But what is happening now is the opposite. As non-union employers grow and become the major source of employment, they become the dominant force within an industry and they subsequently determine the going rates for wages and benefits. And as we know when non-union companies are setting the going rate it can only lead to decreases in both. As non-union employers grow, unionized employers lose their market share. When that occurs, business declines and that dominates the discussion at the bargaining table, making any progress in wages and benefits even more difficult.

The thing to remember is that we no longer can leave the worrying and work to the next guy. We no longer can enjoy the benefits gained on the sweat of past generations. We must now take the issue in our own hands to protect our own future and that of our children. I am not suggesting that we all have to run out and stand on a picket line somewhere, or start mean mouthing our employers. You can be sure we will let you know when that is necessary. What we can do in our daily lives is, in our everyday conversations with fellow workers, family and neighbors, is to talk about your Union and what it means to you. Talk about the benefits you enjoy and what being a part of a family like this has meant to you. I think you'll be amazed as the conversations start to reveal how much better off you are with a Union than some of your friends and family are without one. It will not only be a learning experience for you but you may actually spark someone else's interest in becoming part of our family.

If you should have a conversation such as this, I would strongly suggest you take the next step and put that person in touch with your Union or Service Representative.

The most successful organizing drives come from contacts just like that. A person working in a job that needs a Union's help can be the best link to finally getting the Union in touch with the workers. Not only will this help those workers in that particular place of employment, but it can spread throughout the industry and improve conditions for all workers.

All it takes is the power of positive thinking and conversation to not only make yourself more appreciative of what you now enjoy, but also help countless others organize and make their lives better for it.

## Local 338 at Work for its Members

Since March 31, 2007 Local 338, through grievances and arbitrations, has collected funds and back wages in excess of \$90,675.98. Since January of this year, total monies recovered were \$125,216.98.

### IT REALLY PAYS TO BE UNION

# The Real Secret to Losing Weight

By Dr. Robert Wulwick, Medical Director

Obesity has become a major health problem in this country. It is not just a cosmetic problem. The implications of obesity to our overall health are tremendous. When we look at the root cause or contributing factors to many of the most common diseases from which we suffer – high blood pressure, heart attacks, diabetes, and osteoarthritis just to name a few – body weight and physical activity seem to play a very significant role. We must make a personal commitment to address this problem by changing our behaviors and attitudes about nutrition and physical activity.

A recent article written by Dr. Ted Mitchell discussed the secret of dieting and weight loss. The doctor referenced a most recent study in the *Journal of the American Medical Association* that compared the Atkins diet (high fat, very low carbohydrate) to the Zone diet (low-carb), the Learn Diet (a low-fat high carb diet) and the Ornish Diet (high carb, extremely low fat). The study concluded that the Atkins diet, a program that is heavy on fat, was better for weight loss than other diets considered more healthful. This study, conducted by individuals at Stanford University, raised a considerable amount of controversy. As you would guess, not all experts agreed with or were happy about the results. Proponents of the other diets were quick to point out shortcomings, design flaws, and omissions in the Stanford group's study.

Dr. Mitchell then raised the question, "So what should the average person learn from such a study?" His conclusion: No one "diet" works for everyone. Folks respond differently to diets

depending on food preferences, will power, support from family, and access to diet foods. *The real secret to success wasn't the diet you are on but rather the fact that you stick to the diet.*

Dr. Mitchell continued by saying that the shortcoming of many diets is that they require people to completely exclude food groups. Although that may sound attractive at first, in reality it becomes difficult to follow over the long run. And remember, keeping your weight down over the long run is the goal of good health.

The conclusion that most physicians and you can get from this is simple. There are no quick or easy fixes to weight loss. When it comes to achieving and maintaining a healthy weight, a good diet must consist of foods from all of the essential food groups. This includes fats, protein and carbohydrates. You should also limit your intake of those foods that seem to be associated with most problems, namely saturated and trans fats and refined sugars and flour.

The approach that one chooses should be tailored to the individual's needs and desires. No one approach is good for everybody. However, Dr. Mitchell, as well as other physicians, continues to stress that to maintain a healthy weight requires *a constant and sustained effort.*

Be sensible. Eat less; read package labels to understand what a serving size really is. Eat a variety of foods. Eliminate smoking and limit drinking of alcoholic beverages. Exercise is very important; become more physically active. This may not be fancy advice but it can work for you as you continue on your quest to live a healthier life.

## A New Pharmacy Benefit Manager Working with the Local 338 Benefits Fund - Performance Script Networks

As of August 1, 2007, Local 338 Benefits Fund has a new Pharmacy Benefits Manager, Performance Script Network. With the expiration of the contract with Express Scripts, our former pharmacy benefit manager, the Board of Trustees of the Fund elected to make this change to improve quality of service and to reduce overall costs. **Performance Script Network (PSN)** is a collaborative effort between HealthTrans and Duane Reade. If you are currently eligible for prescription benefits you should have received your new prescription ID card and welcome packet before August 1.

We want to assure you that the transition to Performance Script Network will be an easy one:

- Your co-pay structure has not changed.
- Your existing pharmacy is included in the new network.
- Your existing medications are still covered.

All *Specialty* Drugs (formerly filled through Express Script's *Curascript*) must now be filled through the Duane Reade Mail Order Center.

By August 1, all remaining refills through the Express Script **mail service prescription** program were, as allowed by law, **automatically transferred to the Duane Reade Mail Order Fulfillment Center. No extra steps are required on your part to enroll with Performance Script Network.**

We think you will be excited about the move to PSN. Improvements include the following:



Charles Hamilton,  
Funds  
Administrator

- Mail Order and Specialty Drugs should now have far better customer service and quicker turnaround time through the Duane Reade Mail Order Center.

- The move to PSN will mean significant savings for the Fund. And as the ingredient cost for drugs goes down, your Annual Prescription Maximum benefit goes farther.

- Another improvement is that with PSN you can track your prescription benefit usage and information through the PSN website – finding out what your co-payments are, understanding what drugs are preferred drugs, tracking how much of your annual prescription maximum you have used so far, locating pharmacies in the network, etc. All of these features are available for use by accessing the PSN web site at <http://local338.lc.healthtrans.com>.

- One other improvement is that your new prescription ID card no longer has your social security number on it, but, rather, has a unique identification number assigned to you alone, thereby enhancing your privacy and the security of your identification.

The Board of Trustees continually works to improve service to you.

## Women's Health and Cancer Rights Act of 1998

Since January 1, 1999, because the Local 338 Health & Welfare Fund provides medical and surgical benefits in connection with a mastectomy, the Plan also provides benefits for certain reconstructive surgeries. In particular, the Plan will provide, to a participant or beneficiary who is receiving (or presents a claim to receive) benefits in connection with a mastectomy and who elects breast reconstruction in connection with such mastectomy, coverage for the following:

- Reconstruction of the breast on which the mastectomy has been performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance; and
- Prosthesis and physical complications associated with all stages of mastectomy, including lymphedemas.

To the extent permitted by applicable law, this coverage will be subject to annual deductibles, benefit maximums, coinsurance and copayment provisions that apply under the Plan.

If you have any questions regarding this coverage, please contact the Local 338 Health & Welfare Fund, 1505 Kellum Place, Garden City, NY 11530, telephone (516) 294-1338.



# Political Arena



Ernesto Mattace, Jr. ■ Political Director

**A**s always at Local 338 we deal with issues that affect all of us and our families. The issue that not only affects all of us but the entire

country is health care. On June 28, 2007 the New York City Central Labor Council held its Health Care Conference with Political Directors and representatives from its member unions. At the conference the theme that was addressed was the Health Care Referendum that is coming up. Are we ready? The following **Definitions and Discussion** will help us to understand the different health care plans that can be developed and implemented.

**Cover All Kids/Major Expansions** - Following **Illinois'** lead, **Cover All Kids** proposals which typically build on Medicaid and SCHIP and include sliding scale premiums, are being pursued in many states this year. Supporters, including **Oregon** Gov. Ted Kulongoski, believe that expanding coverage to all children can lay the groundwork for comprehensive **health care for all** reform. He said, "If you drive the plan into the middle class, it's not just viewed as a public assistance program. You build a base of support for the program to provide health care for all of us."

**Adult Expansions** - Direct Medicaid expansions for parents and childless adults are increasingly important components of both incremental and comprehensive reforms. States are also increasing eligibility for free or subsidized insurance programs, such as a proposal in **New Mexico** to raise income eligibility from 200% of the poverty line to 300% for the **State Coverage Initiative** which combines public and private dollars to offer a basic level of services to eligible residents.

**Public/Private Program** - Starting with the roll-out of **Maine's DirigoChoice** insurance program in 2005, states have increasingly looked to public/private arrangements to increase health insurance options for low-income residents and small businesses. As in **Maine's** case, the state determines eligibility and benefits design and offers subsidies for the purchase of insurance from qualifying health plans.

**Pay or Play/Employer Mandate** - Employers have precipitously dropped health care benefits in recent years. In response, more states are requiring employers to provide coverage or pay a fee to help fund expansion efforts. **Massachusetts** and **Vermont** included pay or play provisions in their reforms enacted in 2006 and will soon require employers to provide coverage or pay a small fee: \$295 per year for each uncovered employee in **Massachusetts** and \$1 a day per uncovered employee in **Vermont**. **San Francisco's** plan to cover the uninsured includes a more robust "pay or play" provision, requiring employers to spend a certain amount on health benefits or pay a fee that could be as much as \$180 per month per employee. **Maryland** passed a "Fair Share" law that required giant employers (like Wal Mart) to provide health coverage or pay

into a fund. It was overturned by the courts, which ruled that ERISA preempted this form of state action.

**Individual Mandate** - More states are looking to pair employer mandates with mandates on individuals to obtain health insurance. **Massachusetts** became the first state to require all residents to obtain a minimum set of benefits, effective July 1, 2007. However, the affordability of the mandated coverage has become a major issue, with costs exceeding initial estimates. Some states, including **Illinois**, would first put expansion programs in place before deciding whether to pursue an individual mandate and in what form. Still others, like **Maine**, are considering mandates that only impact higher income residents.

**Reform Commission** - Several states are using commissions to develop comprehensive reforms. A **New Mexico** commission will compare the estimated costs and effectiveness of three different proposals to achieve universal access in the state from a single-payer system to a public/private model that builds on employer-based coverage. **New York** has \$200,000 in the budget for a study commission.

**Single-Payer** - A single-payer health care financing system would ensure all residents have access to health care. A single entity, or government-run organization, would collect all health care fees and pay out all health care costs. Traditional **Medicare** is a form of a single-payer system for US citizens age 65 and older. There is a bill in **California**.

**Insurance Market Reforms** - Examples of insurance market reforms include: **guaranteed issue** in the individual and small group markets so that no one can be denied coverage based on their health status or perceived risk; **community rating**, which establishes a single premium rate, or range, for an insured population often regardless of health status and gender; and **merging the individual and small group markets**.

**Cost Controls and Quality Improvement** - States increasingly recognize that containing costs and improving quality of care are vital to sustainable **health care for all** reforms. In fact, improving quality by reducing medical errors, for instance, saves costs. **Maine** established the **Maine Quality Forum** to serve as a quality watchdog and promote best medical practices. Cost and quality efforts include: expanding coverage to the uninsured to reduce the bad debt and charity care cost shift; increasing medical loss-ratios to limit insurance company profits and administrative expenses; regulating hospital construction and acquisition of costly equipment through Certificate of Need; reducing hospital-based infections; and, promoting best medical practices.

As always, we are stronger together. I can be contacted through the union office at 516-294-1338 if you have any questions.

## 2007 CONGRESSIONAL NITE

**M**ay 30, 2007 continued a tradition for labor on Long Island. Members of Local 338 joined with dozens of other unions and well over 1,000 members from across Nassau and Suffolk Counties at the Long Island Federation of Labor's Congressional Night, held at IBEW 25's offices in Hauppauge, NY.

John R. Durso, who also serves as the President of the "Long Island Fed" welcomed the assembled and thanked all the members for coming. "This is an important night," said Durso. "These are your elected officials, they represent you in Washington. It is your right and even more so, your responsibility to tell them your needs and those of your families."

Congressmen Steve Israel and Tim Bishop spoke and answered difficult questions from the assembled. United States Senator Chuck Schumer brought his understanding of what is happening in Washington, D.C. and how best to keep up the fight for the middle class on Long Island.

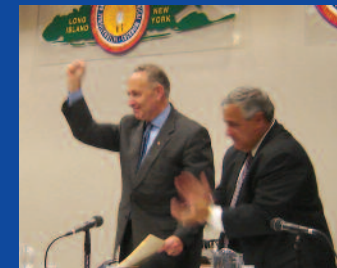
Unions attending included: RWDSU/UFCW, UFT, CWA, NALC, AFSCME, SEIU, APWU, IBEW and the UAW.



(l to r) members Carolyn Walters, Steve Hartman, Louis D'Ambrosio, Grant Carlson & Congressman Tim Bishop (center)



Congressman Steve Israel



Senator Chuck Schumer

## We just stopped by...

Local 338's door is always open. Members, family and friends always pop in to say hello. Recently, Local 338 welcomed:



(l to r) Councilman Joe Addabbo  
RWDSU International President Stuart Appelbaum  
Local 338 President John R. Durso



(l to r) 338 Political Director Ernesto Mattace, Jr.  
Local 338 President John R. Durso  
Town of Hempstead Supervisor Kate Murray  
338 Secretary/Treasurer John DeMartino  
and Joe Fontano of Special Projects



# Local 338 Continues in the Fight to Bring the Truth about Wal-Mart to the Community



Earlier this year Local 338 joined with thousands of our brothers and sisters from Labor to protest the Wal-Mart backed "Better Health Care Coalition." This coalition is an attempt by the company to clean up their public image and portray themselves as advocates for health care reform.

The meeting was held at the Hilton in Midtown Manhattan, and when Wal-Mart CEO Lee Scott arrived the thousands of protesters made it clear that Wal-Mart's refusal to provide affordable and comprehensive health care to its employees would not be overlooked! Demonstrators led by the United Food and Commercial Workers (UFCW) denounced the coalition and Wal-Mart's involvement as a publicity stunt and when two protesting Wal-Mart workers attempted to meet with Scott to discuss health care they were escorted from the building.



Local 108 President Charles Hall, Jr. addresses the media & large crowd of protesters bringing to light Wal-Mart's deplorable civil rights record



In June Local 338 members joined their brothers and sister from Local 108 to protest Wal-Mart's Civil Rights Practices. The group gathered on the steps of Newark City Hall to bring public attention and scrutiny to the retailer's woeful civil rights record.

Wal-Mart is currently being targeted by several class action lawsuits. The first charges that African-American truck drivers were denied jobs due to their race; another suit charges that Wal-Mart sexually discriminated against 2 million female employees. In a recent decision the courts ruled in favor of a former Wal-Mart pharmacist and awarded her \$2 million for being sexually discriminated against.

"Any time a large and powerful company like Wal-Mart makes bad decisions and follows immoral policies that hurt minorities and women, it is a civil rights issue," Local 108 President Charles N. Hall, Jr. told the protestors.

On June 5th Local 338 joined with Congressman Jerrold Nadler (D- NY), RWDSU International President Stewart Appelbaum, and numerous community and Labor organizations to call on Wal-Mart to put the safety of this country first before its record profits.

Wal-Mart opposes the passage of legislation that would require 100% of all cargo containers entering this country to be scanned. Currently just 6% of all containers entering the country are scanned for weapons, bombs or any other terrorist and drug related items. As the country's largest importer, Wal-Mart has lobbied hard to block any and all requirements for increased scanning, complaining that it would interfere with commerce. Any change in the law would be sure to affect Wal-Mart's profits, especially when you consider that Wal-Mart imports a container into this country every 45 seconds.

Congressman Nadler phrased it best. "When one company has the ability to influence public policy, they have a moral obligation to act in the best interest of the American People." Indeed one out of every 25 containers shipped to this country is destined for Wal-Mart with their imports growing annually.



Congressman Jerrold Nadler & RWDSU International President Stuart Appelbaum are joined by members from RWDSU Locals 338, 1102, and 1-5.

For most Americans April 15th or TAX DAY is one of the most dreaded days of the year. But for the executives of the world's largest retailer, it is a chance to cheat the American taxpayers out of billions of dollars. Using NY State income tax loopholes, Wal-Mart has walked off with an estimated \$3.4 billion in state tax revenue between 1999 and 2005. In fact, if Wal-Mart paid what it owed, in 2005 alone we could have provided over 300,000 uninsured children health care, new classrooms for over 22,000 students, or an additional 10,000 police officers to patrol our streets.

On Tax Day April 17th, Local 338 joined with our brother and sister locals from across the state, politicians & community groups to protest the Wal-Mart tax scheme. We joined together to call on the State to close the tax loophole that continues to allow Wal-Mart to steal from all New Yorkers.



NYC Councilman Eric Gioia (center front) is joined by Local 338, RWDSU International and other local unions to protest Wal-Mart's unscrupulous tax evasion policies.



# LOCAL 338 REMEMBERS ALL WORKERS



(l to r) NY City Comptroller Bill Thompson, Joe Fontano, Nelson Resto, NYC Council Speaker Christine Quinn, Jack Caffey, Jr., Pat Thompson, Basil McDonald

On March 26th 2007 members and staff of Local 338 attended a ceremony marking the 96th Anniversary of the Triangle Shirtwaist Factory fire in Greenwich Village.

Near closing time on March 25, 1911, a fire broke out on the top floors of the Triangle Shirtwaist Company. The doors to the factory were locked from the outside, a move the employers used to keep the employees at their workstations. The fire spread quickly throughout the 8th, 9th, and 10th stories of the building, the top three floors. When the fire department arrived, their ladders only reached the 4th floor, forcing many of those inside to leap from the top stories to escape the flames. All told, 146 employees of the Triangle Shirtwaist Company died that day, most of them young immigrant women between 16-20 years of age.

Every year, UNITEHERE! organizes a solemn memorial to the 146 young women who died in this tragic fire. Speakers included: UNITEHERE! President Bruce Rayner, New York State Labor Commissioner Patricia Smith, Edward Cardinal Egan, City Council Speaker Christine Quinn, Comptroller Bill Thompson and the CLC's Ed Ott. As part of the ceremony, a wreath was laid and a bell tolled for each of the 146 lives lost as local school children placed flowers by the building.



RWDSU Locals from across NY and NJ attend the Health & Safety classes

## WORKERS MEMORIAL DAY 2007

In 1990, the International AFL-CIO called for a national day of remembrance for workers who have died on the job. Since 1991, workers across America have observed "Workers' Memorial Day" on the 28th of April.

As in the past, Local 338 RWDSU/UFCW officers, staff and especially you, our members and your families, attended services around the tri-state area to honor their memories.

In New York City, the RWDSU held Health and Safety Classes. At the Long Island service, there was a candle lighting ceremony and bag pipes. Melodie Guerrero, President of the L.I. Workers' Memorial Committee stated her feelings in the simplest terms: "We are here to remember the men and women who went to work and never came home."

"Every year, over 600,000 workers are injured on the job," stated 338 President John R. Durso, "and 60,000 are killed. There have been 16 Workers' Memorial Days and the injuries and losses of life have only gotten worse. When will the employers realize that worker safety is more important the bottom line?"

At the Kensico Dam Plaza in Westchester, hundreds of union members and elected officials held an evening vigil, rang fire bells and read the names of those we have lost.



(l to r) Jeff Laub, Melodie Guerrero, Anthony Speelman, Ellen Redmond, Roger Clayman, Lenny Camarda, Cheryl Felice, Jeff Hyman

Local 338 RWDSU/UFCW Remembers



IAHD  
Bainbridge Ave.  
Bronx



Vincent Sprinkle, Ivelisse Vasquez, Alex Valdez



Barrett Mcleod



Dalia Toro, Abdulai Kaikai



Shakira Hutchinson



Miguel Murillo



Melissa Rainforo



Iliana Lopez



Roxane Vega, Niruth Shiferaw

## What Kind of Member?

Are you an active member,  
the kind that would be missed?  
Or are you just contented  
that your name is on the list?

Do you attend the meetings  
and mingle with the flock?  
Or do you stay at home  
and criticize and knock?

Do you take an active part  
to help the work along?  
Or are you satisfied to be  
one of those that just belong?

Come out to meetings often  
and help with hands and heart.  
Don't be just a member,  
but take an active part!

Think this over, member,  
you know right from wrong.  
Are you an active member  
or do you just belong?



¿Qué tipo de Miembro?

¿Es usted un miembro activo, del tipo que extrañaríamos?  
¿O simplemente se contenta con estar en la lista?

¿Va a las reuniones y participa con todos hablando?  
¿O se queda en su casa criticando y pateando?

¿Toma parte activamente ayudando en el trabajo por hacer?  
¿O se queda satisfecho como uno de esos que sólo desea pertenecer?

Venga a las reuniones a dar una mano de todo corazón.  
¡No sea un simple miembro, sea más activo y con razón!

Piense en esto como miembro, como sea que le parezca.  
¿Es más que un simple miembro, donde no solamente pertenezca?

Food Emporium  
316 Greenwich St.  
Manhattan



Abdoulaye Keita, Mark Baptise, Johnny Lopez, Jamie Blcough



Monee Potter, Victor Gurevich, Carolina Tarez



Johanna Rubiera

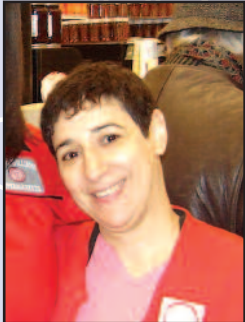
Tan and White Associated  
(Morton Williams)  
130 Bleeker Street  
Manhattan



Gregorio Betances, Florencio Rubio, Andrew Lalla



Joel Rivera



Marilyn Rodriguez



front - Jose Lopez, Richard Travaglione  
middle - Dak Mustafa, Jeffrey Reyes  
back- Oswald Tomlinson, Florentino Santos  
far right in back - Bosilio Mosso Lucero



Alfredo Torres



Anthony Cruz, Karina Flete, Alfred Palmer



Amie Embaba, Baye Diouf, Saliou Fall



Clasmiris Espinal, Kenia Martinez



Inoconcia Rodriguez, Miguel Burgos, Mary Sanchez





## 2007 LOCAL 338 SCHOLARSHIP WINNERS & EMANUEL LAUB WINNER

**For 25 years,**  
Local 338 has been  
pleased to offer  
scholarships to its  
members and their  
families.



President John Durso, the 338 Scholarship Committee and the 2007 winners

Our 10 winners are chosen from hundreds of applications that were received by our Scholarship Committee which is chaired by Dr. Thomas Germano. Each winner receives \$1,000 towards their first year's tuition. As in the past, this year we received a remarkable set of wonderful and talented applicants. The committee thanks everyone who submitted and wishes them well. We offer congratulations to all our 2007 winners. They are:

**Kenneth Baumann**  
**Denetrais Charlemagne**  
**Jennifer Evans**  
**Samantha Krantz**  
**Ryan Pfeiffer**  
**Ryan Richichi**  
**Jillian Rubin**  
**Neel Shah**  
**Andrew Valenti**  
**Melissa Voto**

And a very special congratulations to Pawel Socha on winning the 2007 Emanuel Laub Memorial Scholarship. He will receive a total of \$4,000 over the next 4 years.

### Emanuel Laub Winner



Pawel Socha will be attending Yale University.

### First Duane Reade Scholarship Winner

Ashok Ochhavi Shah works at Duane Reade. He is a proud member of Local 338 and a proud father. Why? Knowing the importance of a good education, Ashok urged his son, Neel, to apply for a Local 338 Scholarship to help pay for him to attend college. Neel did and he was selected to receive \$1,000.

(l to r) 338 Representative Syed Ali presents scholarship check to Neel Shah & his proud parents



### CONGRATULATIONS TO OUR RECENT RETIREES

Jose Alvarado  
James Babb  
Stephen Bauer  
Selony Bissinthe  
Frank Cardi  
Gloria Combs  
Eugene Cook

Deborah Cox  
Carolina De Torres  
John Deluca  
Wayne Donohue  
Herbert Flax  
Rosemarie Gebel  
Gladys Hagedorn

Debra Halvorsen  
Marilyn Haynia  
Robert Hendry  
Richard Holliman  
Emilio Hope  
Dominick Jiurleo  
John Judson

Charles Keener  
William Lewis  
Hugo Loob  
Giusseppe Macchiarulo  
Edward Mann  
Raymond Massoni  
Ted Moore

Linda Muoio  
Nicholas Musella  
Dhimitrull Prifti  
Arnold Thompson  
Jose Velazquez  
Janet Werner



## LOCAL 338 COMMUNITY SERVICES



Local 338's Community Services Division recently held its 2<sup>nd</sup> Defensive Driving class of 2007 and helped to graduate another 25 "safe drivers." "For many 338 members, driving is the only way they can get to work or delivering by car or truck is their work," stated Community Services Liaison Lisa Rivera. "Not only do the members earn a 10% discount on their insurance but they become better and safer drivers at their jobs and for their families."

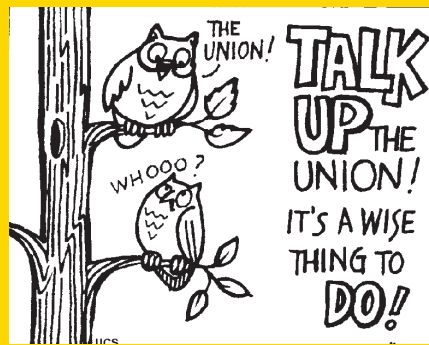
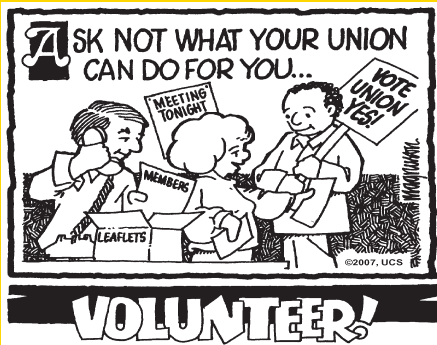
Not to be outdone, Community Services is also continuing its CPR classes. These began years ago for the Shop Stewards and Rapid Response Team Members but are now open to all members. We are very proud to report that nearly 1,000 members have taken CPR through Local 338-sponsored classes and that lives have been saved because of it.



## Duane Reade Summit



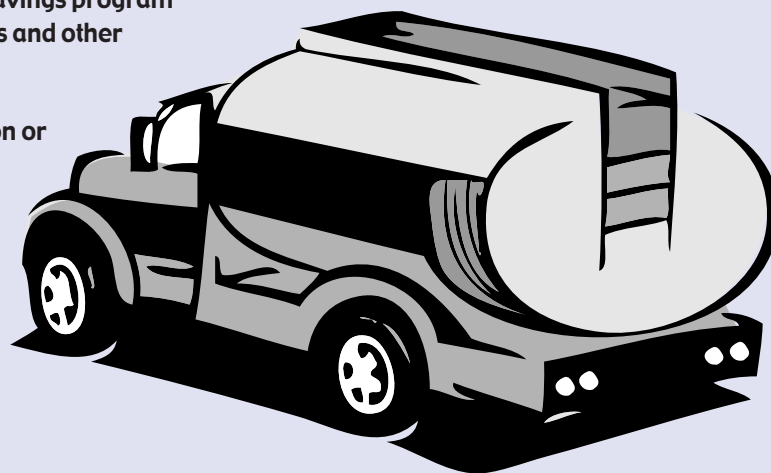
### Union Cartoonin'



## Get a Better Deal on Home Heating Oil!

With crude oil prices at record-breaking highs, now is the time to sign up for Local 338's heating oil savings program with HEAT USA and enjoy significant savings and other exclusive advantages including:

- ✓ Average savings of 10-25 cents a gallon or \$200, \$300 or more a year
- ✓ Free service contract with free annual cleaning and tune-up
- ✓ \$50 of free heating oil
- ✓ Discounted first-year membership of only \$15 (regular fee is \$25)
- ✓ 100% Satisfaction Guarantee.



Find out how much you can save!  
**1-800-660-0691**

**HEATUSA**

As our membership grows, Local 338 looks for new ways to provide better service and representation for you, our members.

After months of planning, officers and staff of our union came together with our counterparts from UNITEHERE! and the management of Duane Reade to discuss members concerns, problems and the ways of addressing them. Secretary-Treasurer John DeMartino, Executive Vice President Murray Morrissey, and Division Director, Jack Caffey, Jr. headed up the 338 team.

The summit provided a chance for all parties to bring their issues forward and to listen, with the goal of a more productive working relationship.

**LOCAL 338**  
LPWDSU/UFCW



# Diversity Conference



Rev. Jesse Jackson  
and Fallon Ager-Nelson



Rev. Jesse Jackson,  
Charles Hall, Jr. President,  
Local 108, RWDSU/UFCW,  
John DeMartino, Secretary-Treasurer,  
Local 338 RWDSU/UFCW

Officers and staff attended the UFCW Constituency Group Summit in Chicago April 22nd – April 26th. The theme of the conference was “Creating Growth in a Diverse Worker Community.” Hundreds of UFCW members from across the United States and Canada attended.

Some of the distinguished speakers at the conference included UFCW International President Joe Hansen, Presidential Candidate and Senator Barack Obama, and the Reverend Jesse Jackson.

Union Representative Fallon Ager-Nelson also participated in the “Youth Committee” sessions at the conference which focused on trying to get our younger members more involved. The conference was a great success and everyone who attended came away with a better understanding of the power of and the need for inclusion.

## NY Chapter NAACP 96<sup>th</sup> Anniversary Dinner

Members and staff of Local 338 were pleased to attend the 96th Anniversary dinner of the New York Chapter of the NAACP.

The NY chapter was founded in 1911 in Harlem and has served the people of New York ever since. It provides community-oriented programs including; voter registration, education seminars, health fairs, prep schools and forums for civil and human rights issues.

Dr. Annie B. Martin, a great friend of Local 338, has worked tirelessly for over 29 years as its president.

Local 338 is proud to congratulate UFCW's own Rich Whalen, International Vice President and Director of Region 1, United Food and Commercial Workers Union who was one of the Honorees.



(l to r) Max Bruny,  
President UFCW  
Local 888,  
Congressman  
Charles Rangel,  
Dr. Annie B. Martin,  
Rich Whalen



Local 338 greets New York City Comptroller William C. Thompson

## NALC Annual Food Drive

The National Association of Letter Carriers (NALC) recently held their 15th Annual Food Drive and of course, Local 338 was there in force. Members, staff and officers came out with their families in an effort to “help others.”

On Long Island, Local 338, along with Local 1102, the L.I. Federation of Labor and dozens of other unions helped to donate, sort, move and package thousands of pounds of food for the needy using pantries, shelters and food banks throughout Nassau and Suffolk counties.

“The 2007 drive collected over 70.7 million pounds of food across the United States,” stated 338 President John Durso. “Too many working families, children and the elderly go hungry every day. Our members are proud to take part in this important event and to make a difference.”

Over the past 15 years, the NALC has collected more than 3/4 of a billion pounds of food to fight hunger. The next time you see your mailman (or woman), give them a big thank you!





# Two's Company...

Two's Company



Local 338 joins the fight

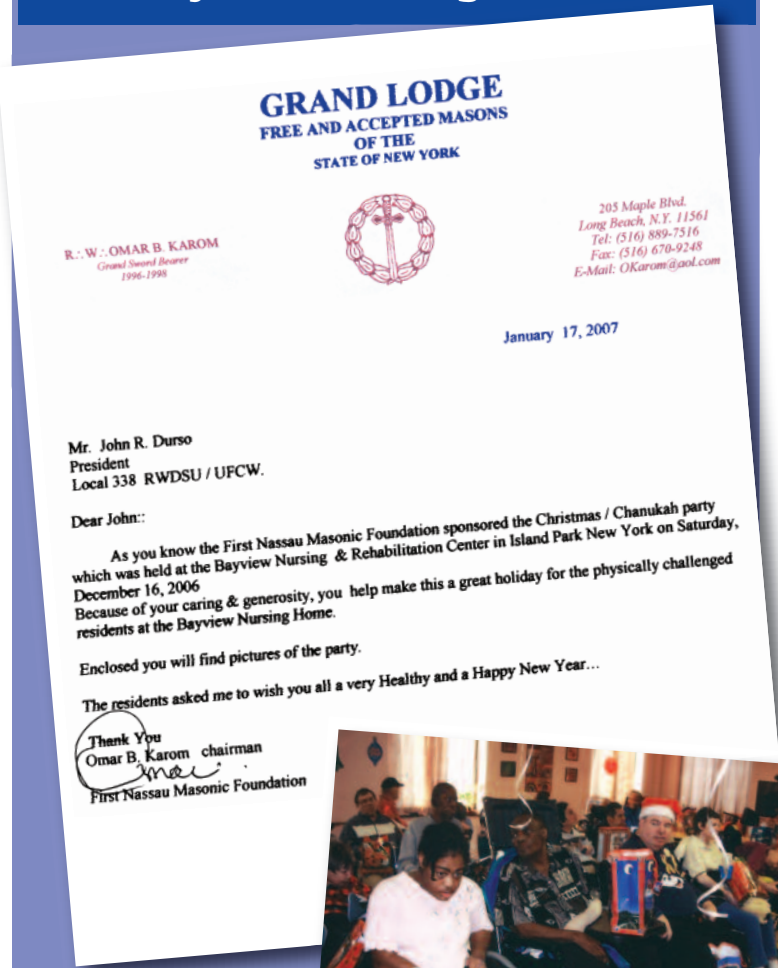
RWDSU/UFCW is our family. When one of us is in trouble, we are there to help them.

Recently, our brothers and sisters who are members of Local 1102 and work at I.J. White Systems in Farmingdale, Long Island were forced out on strike in their fight for better wages and a secure health plan. The members picketed for 21 days and were joined by many other locals from Long Island but the management held to their requests for give backs and a health care cost sharing plan.

However, one day a very large guest appeared on the line and a few days later, his older brother came to join him (see photos) with the promise of even more to come. This was enough to bring the owner of I.J. White back to the table. The strike ended with the union stopping the increase of health care costs to the members and getting an 11.5% wage increase over 3 years.

Congratulation to Local 1102 RWDSU/UFCW and its members at I.J. White!

“Thank you for caring, Local 338!”



Thank You  
Omar B. Karom chairman  
First Nassau Masonic Foundation



## Human Rights Abuses

Local 338 has been involved in the “Justice @ Smithfield” Campaign since it began. Over 5500 workers face brutal conditions, crippling injuries, intimidation and poverty wages every day. Workers at the Smithfield Tar Heel plant in North Carolina have been trying to organize for years and the company not only refuses to take a neutral stand but they have used every union busting tactic possible.

The latest abuses included having Immigration and Customs Enforcement agents (ICE) raid and arrest 21 workers. This spread terrible fear in the plant and

UFCW workers scrambled to help the children of those taken. They have fired pro-union workers, invited faith and civil rights leaders and then refused to meet with them and used local law enforcement to disrupt union meetings.

Local 338 has and will continue to stand with our brother and sister workers at Smithfield and will help them until they have a contract, decent wages and basic protections. We joined with over 1,000 union members for a prayer rally at the Community Church of New York on March 30, 2007 to kick off a national week of action.



Dave Mertz, assistant to RWDSU International President Stuart Appelbaum, addresses the assembled

## I N M E M O R I A M

Pasquale Artese  
Leon Beck  
Audrey Bennett  
Louis Berger  
Rose Best  
Claire Bevers  
Jack Blum  
Alfonso Boccio  
Manuel Brac  
Thomas Bufore  
Paolo Caniana  
Vincent Di Triponi

Anna Filsinger  
Celia Gilbert  
Louis Glassman  
John Granff  
Michael Guarneri  
Fanny Guerriero  
Adrienne Hatzidakis  
Sandra Hayes  
Linda Humprey  
Milton Kamler  
Mary Kuprian  
Gerard Leffel

Rose Lewis  
Joseph Mancini  
Louis Marinacci  
Carmela Mavagliotta  
Eli Milchman  
Frank Mitaritonna  
Arthur Persiner  
Joseph Rappa  
Rosa Rose  
Irene Salas  
Dorothy Samrick  
Marion Samuels

Natalie Schimmel  
Louis Schino  
Howard Schneider  
Aaron Stollerman  
Gaetano Tranontana  
Diana Vnook  
Marie Vythoven  
Gerda Weicenfeld  
Louis Williams  
John Wilson  
Leonard Witchel  
Louis Zuckerman



# El Sindicato Local 338 continúa en la lucha para informar a la comunidad la verdad sobre Wal-Mart



A principios de año el Sindicato Local 338 se unió a miles de nuestros pares del Sindicato Laboral para protestar contra la "Better Health Care Coalition" ("Coalición para Mejor Atención Médica") que respalda Wal-Mart. Esta coalición es un intento de la compañía por limpiar su imagen pública y retratarse como defensores de la reforma de la atención médica.

La reunión tuvo lugar en el Hotel Hilton en Midtown Manhattan, y cuando llegó el Presidente y Director General de Wal-Mart, Lee Scott, ¡los miles de manifestantes demostraron que no se dejaría impune la negación de Wal-Mart a ofrecer atención médica accesible e integral a sus empleados! Los manifestantes dirigidos por los United Food and Commercial Workers (UFCW) denunciaron la participación de la coalición y de Wal-Mart como una campaña publicitaria y cuando dos trabajadores de Wal-Mart que protestaban intentaron reunirse con Scott para discutir la atención médica fueron expulsados del edificio.

El Presidente del Sindicato Local 108 Charles Hall, Jr. se dirige a los medios de comunicación y a una gran multitud que protesta sobre los antecedentes deplorables de Wal-Mart en cuanto a derechos civiles



En junio, los miembros del Sindicato Local 338 se unieron a sus pares del Sindicato Local 108 para protestar contra las Prácticas de Derechos Civiles de Wal-Mart. El grupo se reunió en los peldaños de la Municipalidad de Newark para llamar la atención del público y analizar los pésimos antecedentes de derechos civiles de la tienda.

Wal-Mart es ahora el blanco de varias demandas judiciales colectivas. La primera señal que se les negó trabajo a camioneros afroamericanos debido a su raza; otra demanda reclama que Wal-Mart discriminó sexualmente a 2 millones de empleadas. En una decisión reciente los tribunales sentenciaron a favor de una ex-farmacéutica de Wal-Mart y le concedieron \$2 millones por haber sufrido discriminación sexual.

"En cualquier momento que una compañía grande y poderosa como Wal-Mart toma malas decisiones y sigue políticas inmorales que afectan a las minorías y a las mujeres, se trata de un problema de derechos civiles", dijo a quienes protestaban el Presidente del Sindicato Local 108 Charles N. Hall, Jr.

El 5 de junio el Sindicato Local 338 se reunió con el Congresista Jerrold Nadler (D- NY), el Presidente de RWDSU International Stewart Appelbaum, y numerosas organizaciones comunitarias y laborales para llamar a Wal-Mart a dar prioridad a la seguridad de este país en vez de darla a sus ganancias récord.

Wal-Mart se opone a la promulgación de legislación que exigiría que se inspeccione el 100% de los contenedores de carga que entran a este país. Actualmente sólo el 6% de todos los contenedores que entran al país se inspeccionan en cuanto a armas, bombas u otros artículos terroristas o relacionados con el narcotráfico. Como el importador más grande del país, Wal-Mart ha ejercido su fuerte influencia como lobby para bloquear todo requisito que aumente las inspecciones, quejándose de que interfiere con el comercio. Cualquier cambio en la ley seguramente afectaría las ganancias de Wal-Mart, especialmente al considerar que Wal-Mart importa un contenedor a este país cada 45 segundos.

El Congresista Nadler lo dijo muy bien. "Cuando una compañía tiene la capacidad de influir en las políticas públicas, tiene la obligación moral de actuar para proteger lo que le conviene al pueblo estadounidense." En realidad uno de cada 25 contenedores embarcados a este país va destinado a Wal-Mart y sus importaciones aumentan cada año.



El Congresista Jerrold Nadler y el Presidente de RWDSU International Stuart Appelbaum se reúnen con miembros de Sindicatos Locales 338, 1102 y 1-S de RWDSU.

Para la mayoría de los estadounidenses, el 15 de abril o el DÍA DE LOS IMPUESTOS es uno de los días más temidos del año. Pero para los ejecutivos de la tienda más grande de mundo, es una oportunidad para engañar a los contribuyentes estadounidenses y sacarles miles de millones de dólares. Usando los resquicios de la ley de impuesto a la renta del Estado de Nueva York, Wal-Mart se ha llevado \$3,400 millones aproximadamente en ingresos de impuesto estatal entre 1999 y 2005. De hecho, si Wal-Mart pagara lo que adeuda, solamente en 2005 podríamos haber dado atención médica a más de 300,000 niños sin seguro médico, nuevos salones de clase a más de 22,000 estudiantes o 10,000 policías adicionales para patrullar nuestras calles.

En el Día de los Impuestos, el 17 de abril, el Sindicato Local 338 se unió a nuestros pares locales de todo el estado, políticos y grupos comunitarios para protestar el esquema tributario de Wal-Mart. Nos reunimos para llamar al Estado a cerrar el resquicio tributario que sigue permitiendo a Wal-Mart robarle a todos los neoyorquinos.



El Concejal de NYC Eric Gioia (al centro adelante) cuenta con la presencia del Sindicato Local 338, RWDSU International y otros sindicatos locales para protestar las políticas inescrupulosas de evasión de impuestos de Wal-Mart.



# El Verdadero Secreto para Perder Peso

Dr. Robert Wulwick, Director Médico

La obesidad se ha convertido en un problema de salud importante en este país. No se trata sólo de un problema estético. Las implicancias de la obesidad para nuestra salud general son enormes. Cuando miramos la causa o los factores contribuyentes a muchas de las enfermedades más comunes de las que sufrimos – alta presión arterial, ataques cardíacos, diabetes y osteoartritis solamente por nombrar algunas – el peso corporal y la actividad física parecen tener un rol muy significativo. Debemos comprometernos personalmente para enfrentar este problema cambiando nuestros comportamientos y actitudes acerca de la nutrición y la actividad física.

Un artículo reciente escrito por el Dr. Ted Mitchell habló sobre el secreto de hacer dieta y bajar de peso. El doctor hizo referencia al estudio más reciente en la revista *Journal of the American Medical Association* que comparaba la dieta Atkins (de alto nivel de grasa, muy bajo nivel de carbohidratos) con la dieta de la Zona (bajo nivel de carbohidratos), la Dieta Learn (una dieta de bajo nivel graso y alto nivel de carbohidratos) y la Dieta Ornish (alto nivel de carbohidratos, sumamente bajo nivel graso). El estudio concluyó que la dieta Atkins, un programa con mucho contenido graso, era mejor para bajar de peso que otras dietas consideradas más saludables. Este estudio, realizado por personas en la Universidad de Stanford, generó una considerable cantidad de controversia. Como se puede imaginar, no todos los expertos concordaron o estuvieron conformes con los resultados. Los partidarios de las otras dietas rápidamente señalaron desventajas, defectos de diseño y omisiones en el estudio del grupo de Stanford.

El Dr. Mitchell luego formuló la pregunta: “Entonces, ¿qué debe aprender la persona común y corriente de un estudio de este tipo?” Su conclusión: Ninguna “dieta” funciona para todos. Las

personas responden distintamente a las dietas dependiendo de las preferencias de comida, fuerza de voluntad, apoyo familiar y acceso a comidas de dieta. *El real secreto del éxito no estaba en la dieta que se siga sino en el hecho de que la aplique constantemente.*

El Dr. Mitchell continuó diciendo que el defecto de muchas dietas es que requieren que la gente excluya completamente grupos de alimentos. Aunque puede sonar atractiva en un principio, en realidad pasa a ser difícil seguirla a largo plazo. Y recuerde que mantener un peso bajo a largo plazo es la meta de la buena salud.

La conclusión a la cual pueden llegar la mayoría de los médicos y usted es simple. No hay soluciones mágicas ni fáciles para perder peso. Cuando se trata de lograr y mantener un peso saludable, una buena dieta debe consistir en alimentos de todos los grupos esenciales de comida. Esto incluye grasas, proteínas y carbohidratos. También hay que limitar el consumo de los alimentos que parecen estar asociados con la mayoría de los problemas, como las grasas saturadas y trans, además de los azúcares refinados y la harina.

La estrategia que uno escoja debe adaptarse a las necesidades y deseos individuales. No hay una sola estrategia que sirva para todos. Sin embargo, el Dr. Mitchell, así como otros médicos, continúan enfatizando que mantener un peso saludable requiere un *esfuerzo constante y sostenido.*

Sea sensato. Coma menos; lea las etiquetas de los paquetes para entender cuál es realmente el tamaño de una porción. Coma una variedad de comidas. Deje de fumar y limite las bebidas alcohólicas. El ejercicio es muy importante; haga más actividad física. Este puede no ser un consejo muy sofisticado pero puede funcionar para usted al continuar en su búsqueda de una vida más sana.

## Un nuevo gerente de beneficios de farmacia trabaja con el fondo de beneficios del Sindicato Local 338 — Performance Script Networks

A partir del 1 de agosto de 2007, el Fondo de Beneficios del Sindicato Local 338 tiene un nuevo Gerente de Beneficios de Farmacia, Performance Script Network. En vista del vencimiento del contrato con Express Scripts, nuestro ex-gerente de beneficios de farmacia, la Junta de Fideicomisos del Fondo eligió hacer este cambio para mejorar la calidad del servicio y reducir los costos generales. Performance Script Network (PSN) es una labor de colaboración entre HealthTrans y Duane Reade. Si usted ahora es elegible para recibir beneficios de recetas debe haber recibido su nueva tarjeta de identificación de recetas y un paquete de bienvenida antes del 1 de agosto.

Queremos asegurarle que la transición a Performance Script Network será fácil:

- No ha cambiado su estructura de copagos.
- Se incluye su farmacia existente en la nueva red.
- Siguen cubriéndose sus medicamentos existentes.

Todos los medicamentos Especializados (que antes se recibían a través de Curascript de Express Script) deben obtenerse ahora a través del Duane Reade Mail Order Center.

Para el 1 de agosto, todas las renovaciones de recetas a través del programa de servicio por correo de recetas Express Script fueron, según lo permitía la ley, transferidas automáticamente al Duane Reade Mail Order Fulfillment Center. No se requieren pasos adicionales de su parte para inscribirse en Performance Script Network.

Pensamos que va a entusiasmarle el traslado a PSN. Entre las mejoras se incluye lo



Por Charles Hamilton, Administrador de Fondos

siguiente:

- Los medicamentos pedidos por correo y especializados deben ahora tener un servicio al cliente mucho mejor y un procesamiento más rápido a través del Duane Reade Mail Order Center.

- El traslado a PSN significará ahorros considerables para el Fondo. Y a medida que el costo de los ingredientes va bajando, su beneficio máximo anual para recetas le rinde más.

- Otra mejora es que con PSN puede seguir el uso de su beneficio para recetas y obtener información a través del sitio Web de PSN – averiguar cuáles son su copagos, entender qué medicamentos son los preferidos, seguir cuánto de su máximo anual para recetas ha usado hasta ahora, ubicar farmacias en la red, etc. Todas estas características están disponibles para usarse accediendo al sitio Web PSN en <http://local338.lc.healthtrans.com>.

- Otra mejora es que su nueva tarjeta de identificación para recetas ya no tiene su número de seguro social, sino un número exclusivo de identificación que se le asigna únicamente a usted, protegiendo así su privacidad y la seguridad de su identificación.

La Junta de Fideicomisos trabaja continuamente para mejorar el servicio que usted recibe.







# LOCAL 338 RWDSU/UFCW

WWW.LOCAL338.ORG

Vol. 7 No. 11  
Verano 2007

## NOTICIAS

1505 Kellum Place, Garden City, NY 11530



John R. Durso,  
Presidente

## Punto de vista...

El verano es verdaderamente un momento maravilloso del año; no hay clases, podemos disfrutar de nuestras vacaciones bien merecidas así como del tiempo que logramos pasar junto a nuestras familias.

Sin embargo, debemos recordar que los hombres y mujeres valientes que sirven a nuestro país en el extranjero no tienen estas oportunidades. Es importante que reconozcamos su sacrificio y el que de sus familias que extrañarán a sus seres queridos durante verano más. Así es que, sin importar lo que piensen sobre la guerra, todos debemos entender que es su sacrificio lo que nos permite disfrutar de nuestro verano en paz y seguridad. Por eso la próxima vez que estén en la playa, en un partido de béisbol o pasando un rato con la familia, piensen por unos instantes en quienes sirven a nuestro país, ofrezcan una breve oración para que regresen sanos y salvos y por sus seres queridos que tuvieron que quedarse.

A medida que avanza el verano y se calienta el ambiente político, las condiciones actuales del sistema de atención médica de este país seguramente van a pasar a primer plano en la campaña. Hablando de nuestro enfermizo sistema de atención médica, ¿han visto la película SICKO? Independientemente de lo que piensen sobre Michael Moore o sus películas, no cabe duda de que ésta nos hará pensar a todos, y ojalá amplíe el diálogo sobre la atención médica en el país

encaminándola en la dirección correcta. En el ámbito nacional, todos los candidatos presidenciales están enfrentando el problema de la atención médica pero ninguno se ha comprometido a algún tipo de sistema nacional para todos los estadounidenses. Ha llegado la hora de un programa nacional. Hay demasiados de nuestros ciudadanos, tanto jóvenes como ancianos y principalmente de la clase media, que deben elegir entre comprar comida y pagar el alquiler o comprar medicamentos vitales que necesitan desesperadamente. Encuentro realmente enfermizo que cada año mueran aproximadamente 18,000 estadounidenses simplemente por no tener seguro médico. Con razón Estados Unidos está ubicada en el lugar 37 en cuanto a atención médica según la Organización Mundial de la Salud. Por eso les pido que escuchen a todos los candidatos que aspiran a ser presidentes y pregúntense cuánto mejor estaría este país si instituyéramos la atención médica universal para todos los estadounidenses.

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Aunque puede parecer que estamos en "los perezosos días del verano" para muchos de nosotros, nuestro excelente Departamento de Organización del Sindicato Local 338 está trabajando más duro que nunca. Actualmente tenemos varias campañas

organizativas en curso y siempre estamos buscando una oportunidad para ampliar nuestra afiliación. Si tienen alguna idea para una campaña organizativa o unas horas extras y quisiera ayudar o saber más sobre su sindicato, puede llamar a Kevin Lynch, nuestro Director de Organización, al 888-770-8510 ext 317. Lo fundamental de este sindicato es el crecimiento; podemos negociar mejores contratos y mejores condiciones de trabajo para todos nuestros miembros si tenemos solidez tanto en las finanzas como en número. Nuestro Sindicato ha crecido en casi un 25% en los

últimos 8 años y estamos preparados y listos para continuar creciendo aún más. ¡Nuestro excelente personal tiene la capacidad, el deseo y la capacitación que se necesita pero no podemos hacerlo sin ustedes, nuestros miembros! Ustedes son el Sindicato; ustedes son nuestra mayor fortaleza y nuestra mayor arma en la lucha para brindar el respeto y la dignidad de un contrato sindical a quienes no tienen voz en el trabajo. Ustedes, nuestros miembros, son la clave de nuestro éxito.

Es por el éxito y el crecimiento de este sindicato que me enorgullezco de anunciar que nuestras oficinas del Sindicato Local se están trasladando a Garden City, Long Island. Vamos a dejar nuestra sede actual en Rego Park, Queens donde hemos estado los últimos 18 años. Aunque nos ha gustado estar en Queens y esperamos mantener un compromiso fuerte con la comunidad de Queens, nuestro sindicato ha continuado creciendo y simplemente necesitamos más espacio de oficinas así como un lugar que nos sirva como sede. Hemos comprado y renovado un edificio en Kellum Place y esperamos mudarnos durante el fin de semana del Día del Trabajo. Permítanme disculparme anticipadamente por cualquier inconveniente que esto pueda causarles a algunos de ustedes; trataremos de mantener al mínimo los problemas. Estaremos cerrados el viernes, 31 de agosto y volveremos a abrir el martes después del Día del Trabajo.

Espero que todos disfruten del resto del verano. Cúdense y esperamos verlos en el trabajo o en nuestra siguiente serie de reuniones. Recuerden que este sindicato solamente puede tener la fortaleza que ustedes le dan. Enorgullescánse de su sindicato; enorgullescánse de ser miembros del 338. Hay que cooperar, comprar y trabajar en el sindicato. Este sindicato confía en ustedes y ustedes siempre pueden confiar en su sindicato. Recuerden que

**¡¡SINDICATO ES TAMBIÉN UNIÓN!!**



## Sindicato Local 338 RWDSU/ UFCW ¡Estamos de mudanza!

Nos complace anunciar que las oficinas del Sindicato Local 338 ubicadas ahora en 97-45 Queens Boulevard se van a trasladar. A partir del 4 de septiembre de 2007 nuestra nueva dirección será:  
Actualice sus registros... ¡Gracias!

**Local 338**  
**1505 Kellum Place**  
**Garden City, NY 11530**  
**516-294-1338**  
**www.local338.org**