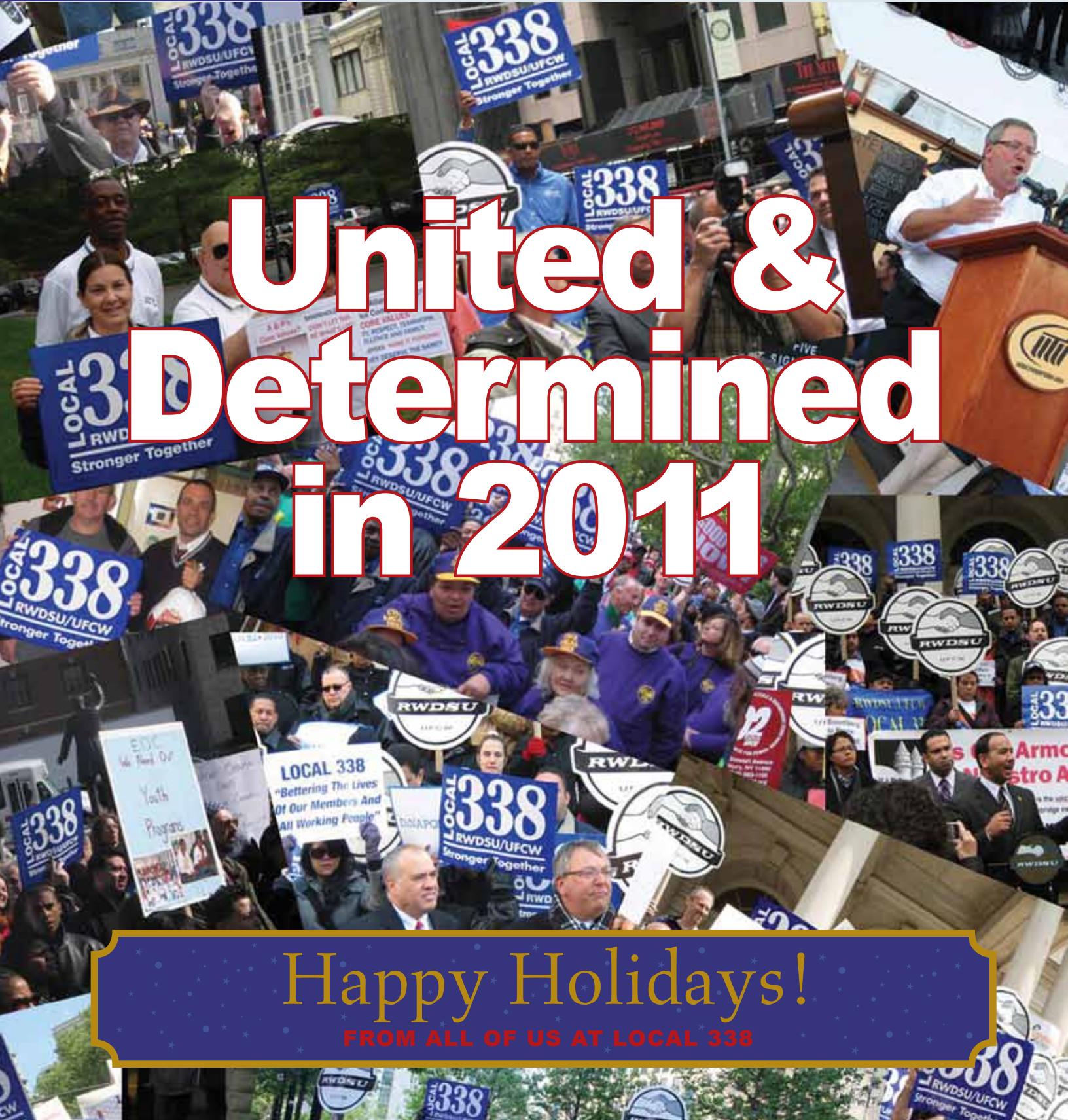


# STRONGER TOGETHER

Bettering the lives of our members and all working people



**United &  
Determined  
in 2011**

**Happy Holidays!**

FROM ALL OF US AT LOCAL 338

# Looking Back at 2010 and preparing for 2011

**John R. Durso,  
President**

**T**wenty-ten was an extremely eventful year for Local 338 as we saw the effects of a shaky economy on the Labor Movement, our employers and the mid-term elections. While the nation's economy is moving in the right direction, it is certainly not recovering as fast as any of us would like; a fact that will add to the obstacles we face as we move towards negotiations in 2011.

Throughout 2010 we participated in several picket lines in support of the striking members at UFCW Local 791 working for Shaw's Distribution Warehouse and the members of RWDSU Local 220 working for Mott's Applesauce in Williamson, New York. Both strikes became necessary as these companies tried to take advantage of a weak economy and high unemployment to demanded wage cuts, the freezing of pensions, and cuts to health benefits. While both contracts were settled after strikes that lasted several months, it has to give us pause to think. These companies were profitable and in good financial shape, what are we to expect from a company like A&P who, of their own doing, is fighting to survive as a company? I am not going to sugar coat anything; these upcoming negotiations are going to be some of the toughest we have ever seen. We have been attending meetings between the UFCW and A&P to review their financial situation and we will do what we can to help save the company but our primary concern is protecting our members who work for the company. Murray's article will give you more detail as to where we are with A&P and our ongoing discussions with the company.

The political climate this year was one of the most charged and divisive in recent memory. The current Congress has been extremely productive, passing such bills as Health Care and Pension Reform. These pieces of legislation will ensure that millions more Americans have access to quality and affordable health insurance, as well as safeguarding pension plans such as those of our members. However, we've seen an intense shift in American society towards the Right due to a growing unhappiness with the pace of the economic recovery. This was only further proven during the midterm elections, as the voters voiced their outrage, choosing to elect a Republican House of Representatives.

The results of the mid-term elections were not shocking to

us at Local 338. The Republicans saw the economy as an issue they could exploit and made the decision not to work across the aisle to help with the recovery but instead did everything they could to delay its progress. For all intensive purposes they became the "party of no" trying to hold up common sense legislation such as extension of unemployment insurance and Pension Reform.

The issue of Pension Reform was clear-cut, common sense legislation. Both Democrats and Republicans acknowledged that there was a flaw in the mandated funding formula for plans such as ours; a flaw that could force unions like us to make negative changes such as ending early retirement. Unfortunately, it was more important to the Republicans to deny the Democrats a chance to as they put it "deliver a win for the Labor Movement" than it was to protect your pension benefits. While we fought hard and did get a smaller version of pension reform and unemployment insurance extension passed we did so working in one of the most divisive political climates in recent memory. A climate that will undoubtedly continue with the Republicans having control of the House in 2011, only adding to the list of challenges we face.

2010 was a tough year but we fought hard and held our ground. I remind you of the struggles of 2010, not to depress you about the upcoming year but to warn you that this union is only as strong as you make it. For us to be successful in 2011 we need you all to be active. We need you to attend our upcoming membership meetings in March, come out for our rallies and picket lines, to get out and vote and volunteer for political candidates that stand up and fight for working Americans.

You have heard this all before in previous articles, speeches and meetings but we are in this together and we will only be as successful as you make us. 2011 is going to represent real challenges for all of us and the only way we will get through it is to be United and Determined to protect our rights, our jobs, our benefits and our way of life. Please check our website [www.local338.org](http://www.local338.org) to find out when and where you can help.

I would like to conclude by wishing everyone and their families a wonderful holiday and a very happy and healthy New Year!



# Keep the Faith!

**Murray J. Morrissey, Secretary Treasurer**



As yet another year approaches its end we find ourselves with a whole new set of problems. The struggling economy and high unemployment rates throughout the country have contributed to major problems being experienced by some of our employers with whom we are in various stages of contract negotiations.

One of the major examples of this is A&P. I know the easy and popular thing to do is point fingers and place blame at the feet of A&P's management Team. Quite frankly, to a large degree, I agree with that. I'm sure we all could cite examples of inconsistencies and poor decisions made over the years that have contributed to the malaise that this company finds itself in.

Countless programs have come and gone, money has been wasted on different initiates that have done nothing to bring new customers into the stores and even less to impress them when they did show up. In many respects A&P has been chasing the customers to the competition for years. As one well respected executive used to sarcastically say "We will get the business down to where we can handle it." I guess he was right.

Our members have known this for years but instead of listening to the people on the ground and in the stores they chose a different course—fight us every chance they get. Our Contract Negotiations with this company took mammoth amounts of energy, time and angst to squeeze out reasonable increases in wages and benefit contributions.

Feel better? The truth shall set you free! It may make us all (especially me) feel better to say those things and get them off our chest. But now we need to look forward and do what is necessary to save this company and the 40,000 plus jobs that go with it. In our case alone we are talking about 7,000 jobs for Local 338 members. This is no joke and we need to all put our heads together and work to save this situation from getting far worse, very quickly.

As John Durso so eloquently said in his letter to you last month, a few of the most effective things we can do ourselves is "Shop where we work" and encourage family and friends to do the same. In addition, if we try and have a positive attitude and let it reflect in our work, it will not only help us feel a little better about the companies situation but hopefully will make the shopping experience a little more positive for the customers. We all need to realize that without the customers there is no business and with that No Jobs! Nobody wants to spend time, shopping or not, in a place where everyone is unhappy.

As John also pointed out we are in discussions with the company and all of the other Unions who represent the workers throughout the company. We are listening and will be as supportive as we can. You will all ultimately be the judges of what we can and cannot do. We represent you and it is your interests that we keep uppermost in our thoughts.

I assure you that this union will keep you fully informed with whatever updates and information we have, when we get it. In the meantime please do not participate in, or entertain rumors. So far we have heard every rumor you can imagine circulating through the stores and none of them have been accurate. If you need verification of anything please reach out to your Union Rep. They will get the right information as soon as possible.

We would like to think the company will tell us in advance what is going on, and for the most part they have. But from time to time we know that even within the company the communication is not the best.

This union has faced difficult times before and has always come out stronger for it, and we will get through this as well. In difficult times such as these we all need to be thankful for our families, friends, and our health. Everything else will come with time.

I want to wish you all a very safe healthy and joyous holiday season and a very Happy New Year!



**It Pay\$  
to be  
Union**

Since January 1, 2010, Local 338 through grievances and arbitrations has collected funds and returned back wages to our members in excess of \$148,365.00!



# Union Representative's Perspective Organizing is For Everyone

**Jeff Laub, Area Director**

Every union member has a stake in helping the union grow—that means helping the union make contact with people who work at stores without union representation.

When a retail store becomes unionized, not only do the individual workers get better pay, but all the members of our union benefit.

The more shops we organize the easier contracts become to negotiate. Non-union stores don't pay the higher union wages or offer their employees benefits like health-care or vacation time. That creates an unfair competition as the cost of doing business is lower for a non-union store vs. a union store. That unfair competition can hurt the bottom line of the unionized stores and that is always something our employers use to try to justify offering less money for raises and worker benefits when it's time to renegotiate our contracts.

But it's not just in contract negotiations that you have a stake in the growth of this Union. Through the political system this union fights for laws and policies that make a difference in the lives of working Americans. We encourage all of our members not to only get out and vote but to volunteer to help elect candidates who support the rights of workers. Corporate America gives money to politicians but we can put the boots on the ground. Those volunteers can make a big difference when the union approaches our elected officials and asks for their support for legislation that is good for working people.

For just one example, this year our political affairs team spent countless hours in Washington fighting for the

recently passed pension reform law that improves the way government regulators judge some union pension plans. This was an important fight. Without these reforms, our union would have been forced to eliminate early retirement from our pension plans.

## What you can do?

Anytime you walk into a retail store, you have an opportunity to help our union grow. Get in the habit of chatting with people working at the store. Talk up the benefits you enjoy because of your union. You would be surprised how many non-union workers don't receive paid vacations, paid sick days, and don't have healthcare and pension benefits. Over time, they will become comfortable enough with you that you can ask them if they are happy at work or with their boss.

You don't have to be pushy. Many employees are intimidated and may not know what the union really does for its members. If the employee seems interested, ask if he or she would like to be contacted by a union organizer.

Organizers and union representatives like myself spend a lot of our time trying to make contact with retail employees in stores that have no unions. It's one of the most difficult and important parts of our job, and it can be difficult to build trust. To make contact with just one employee at a non-union store who is willing to listen can make a huge difference.

Remember, the first three letters of the word union are "U," "N," "I" -- that's you and I. We're all in this together.



## Members's Assistance Program (MAP)

When you come to the end of your rope, tie a knot and hang on. Never give up! Local 338 has a Members Assistance Program that can help you and it's always confidential.

Local 338 MAP: ■ Domestic Violence Referrals ■ Emergency Housing Referrals  
■ Alcohol and Substance Abuse Assessment and Treatment Referrals (members only)

If you need help, call Lisa Rivera LAP-C, NCAC, SAP at 516-294-1338 ext. 225.

**L**ocal 338's mission is to better the lives of our members and all working people. This is something we take very seriously and as a result, we have always had a long-standing tradition of giving back to the community. The past two years have been difficult for everyone. However, the economic recession has had an impact on some more than others. The number of people reliant on charitable organizations and food pantries to make ends meet has grown exponentially. Now more than ever, it is important that as an organization, we do as much as possible to help those less fortunate.

Last month this union donated turkeys to several different charities and food pantries in New York City, Westchester County, and Long Island. As in the past, I was one of the Local 338 staff members who delivered the 250 turkeys. At the Project Hospitality Food Pantry in Staten Island, there were over seventy people waiting in line to receive food, and it is a daily occurrence

as they serve hundreds of folks from the community. At the Sharing Community in Westchester the turkeys provided went a long way to help feed nearly 500 homeless men, women, and children at a special Thanksgiving Dinner.

Although, I was well aware of the fact that the dependence on food pantries is at an all time high, to see it first hand was an unsettling reality check. Yet despite this, it was incredibly rewarding to know that several hundred people would be getting a warm meal because of the efforts of Local 338.

The holidays are a time to remember how fortunate we are. However, we must also remember those who are struggling and may not be able to provide the celebration for their families that they would like. As a member of the Local 338 family, I am proud to have been able to make a small difference in the lives of those in need. We hope that you too, will remember the spirit of giving during this holiday season and pass on a little hope to others.

## The Spirit of Giving

By Joseph Fontano, Political Director

### Local 338 ANNUAL *Holiday Turkey Drive*



**E**ach year during the holiday season, members of RWDSU/UFCW Local 338 collected hundreds of turkeys to help feed families living in need throughout New York City, Westchester, and Long Island.



As in past years, Local 338 delivered the union's donations to food banks in time for the Thanksgiving holiday.

Together with generous contributions from several employers, 338 members helped support great local charities and helped make the holidays better for hundreds of our neediest citizens. Over 250 turkeys were delivered to such wonderful organizations as:

- Project Hospitality Food Bank in Staten Island
- Our Lady of Grace Food Pantry in Queens
- Elmcor Food Bank in Corona
- The Sharing Community Shelter in Westchester
- Long Island Cares Food Bank in Suffolk County

# Making Strides Against Breast Cancer for over 11 Years!



Local 338 RWD-SU/UFCW once again played an important role in New York's Making Strides Against Breast Cancer Walk, held on October

17th. For our 11th straight year, Local 338 proudly served as a Flagship Sponsor of the event. As in past years, the support for this great cause was overwhelming as hundreds of members came out to volunteer and walk in 3 different communities: Queens, Jones Beach, and Staten Island.

The ongoing support and commitment of our members to the fight this dreaded disease made it possible for Local 338 to raise nearly \$35,000 for the American Cancer Society in 2010. Together, we helped the American Cancer Society come one step closer to a cure for breast cancer.

Above: Local 338 Members at the Staten Island Making Strides Against Breast Cancer Walk

Left: President, John R. Durso, MAP Director Lisa Rivera & Local 338 Member Lisa Dowdy-Smith



Local 338 Members with New York City Council Member Elizabeth Crowley at the Queens Walk.



## Local 338 Sponsors Run for the Warriors for Third Straight Year



Over 2000 runners and walkers participated in the Third Annual Run for the Warriors on November 14, 2010. The day's events included a 10k race, a 5k race, and a 1 mile walk, all of which began at the Town Hall of Babylon in Lindenhurst, New York.

Run for the Warriors was hosted by Hope for the Warriors, an organization formed in 2004 that provides special services to veterans of the Afghanistan and Iraq wars and their families. Local 338 was a proud sponsor of the event, and had dozens of members and staff show up and volunteer to help make the day a great success. Several members of Local 338's staff also showed their support by

participating in the walk and 5K races.

Local 338 Area Director Jack Caffey, Jr., who also serves as the Run for the Warriors Race Director, said that the event "has grown since last year, and raised over \$100,000 that will go directly towards helping returning veterans

and their families." Local 338 is grateful to all of our service members, past and present, who have stood up in defense of our nation and we are proud to support such a wonderful organization as Hope for the Warriors.



## 2010 Local 338 RWDSU/UFCW Ninth Annual Blood Drive

Each year Local 338 RWDSU/UFCW helps collect pints of blood for the New York Blood Center in remembrance of those that lost their lives on September 11, 2001. This year's Ninth Annual Blood Drive, was held at the Queens Center Mall on September 2nd and was yet another success.

Through the efforts of our members and staff, we were able to collect 25 pints of blood for the New York Blood Center. Each pint of blood we helped collect can save approximately three lives.



Our Annual blood drive is a great cause that provides an anonymous gift of life to a fellow New Yorker. We at Local 338 RWDSU/UFCW thank everyone who gave blood and helped make a difference!

# **Victory at Mott's: When We Stand United, We Win**

**Stuart Appelbaum, President, RWDSU**



This past summer, over 300 Local 220 members at the Mott's plant in Williamson, New York, were forced out on strike. Now, after walking the picket lines for four months, they are back on the job with a contract that restores wages and continues the pension plan.

Workers at Mott's didn't want to strike. They felt that they had no other choice, and that they had to stand up for themselves.

But in showing the courage to stand up for good middle class jobs, they were standing up for all of us. The unity and solidarity that allowed RWDSU Local 220 members to ensure that their jobs remained good middle class jobs serves as an inspiration to all of us.

Jobs like those at the Mott's plant are being downsized, outsourced, or eliminated throughout North America, and by winning their fight, RWDSU Local 220 members did their part to stem the tide. Their fight drew the attention of working people across the country, and was featured on national news TV broadcasts, and in national newspapers like The New York Times.

**"They had the courage to fight for the belief that good middle class jobs aren't just a relic of the past."**

They had the courage to fight for the belief that good middle class jobs aren't just a relic of the past. They had the courage to declare that in America, companies can make money while treating their workers fairly. And they proved that when we stand together we can make a difference.

For that, all RWDSU members owe them a debt of gratitude.

The Local 220 members showed what we can accomplish when we stick together, and they showed the power that we have when we are united with a union voice. The RWDSU gave 300 employees of a huge, global corporation the power to stand up for what they believed in. Together, they had the strength to stand up for themselves and all working people.

## **CONTRACT CORNER**

**Michael Pasquaretta,  
Director of  
Collective  
Bargaining**

- We are currently in contract negotiations with twenty-two (22) independent supermarkets, as well as with Chelsea Hudson Delivery Services, Inc.
- Contract negotiations have also begun with two newly organized locations; MSI Surgical Supplies and St. Nicholas Home. The contract at MSI Surgical Supplies will cover the delivery persons who deliver retail goods and products to consumer

homes. The contract with the new health care facility St. Nicholas Home will include housekeeping, maintenance, and kitchen employees..

- We have completed a contract with Mama's Restaurant which will secure better wages and benefits for the workers.
- We secured a new contract with The Children's Center at the College of Staten Island that was recently ratified by its membership. The contract covers teachers, assistant teachers, class room aides, and program assistants. It guarantees wage increases, and preserves the members' medical and pension plans.

# Retirees Corner: 2011 Medicare Reform

By Andrew Vella, Pension Representative

As a result of healthcare reforms passed this year, there have been many positive changes to Medicare which began in 2010 and will continue in 2011. Beginning in 2011 many of the changes are aimed at preventative care. Among the changes, the law requires that:

## **Medicare Part B**

- Enrollees are entitled to receive preventative care and screening services which are provided in all settings without coinsurance (Sec. 4104 and Sec. 10406, H.R. 3590).
- Medicare beneficiaries are entitled to obtain an annual wellness visit where they are given a personalized prevention plan that gives them personalized health advice that promotes self-management and wellness. It also covers a health risk assessment, a list of risk factors they need to be aware of, and a schedule of what health screenings they should be receiving (Sec. 4103, H.R. 3590).
- A "Physician Compare" website will be created where information will be available about doctors and other eligible professionals who are enrolled in Medicare (Sec. 10331, H.R. 3590).

## **Medicare Part C (Medicare Advantage)**

- Medicare Advantage plans are prohibited from imposing higher cost-sharing requirements than those

charged under original Medicare for certain benefits, including chemotherapy, dialysis services, and skilled nursing care (Sec. 3202, H.R. 3590).

- Medicare Advantage plans that provide extra benefits must concentrate on cost-sharing reductions and preventative care as well as benefits which are not covered under Medicare (Sec. 3202, H.R. 3590).
- Medicare Advantage enrollees are to be provided with a 45-day period in which they can opt out, return to traditional Medicare, and enroll in qualified prescription drug coverage (Sec. 3204, H.R. 3590).
- Medicare Advantage plan freeze rates at the 2010 payment levels (Sec. 1102, H.R. 4872).

## **Medicare Part D (Prescription Benefits)**

- In addition to a \$250 rebate in 2010 for beneficiaries who reach the gap in coverage known as the "doughnut hole", the "doughnut hole" itself continues to close through a reduction in the percentage of cost sharing for beneficiaries in the gap. Drug manufacturers will provide a 50% discount on brand-name medications and the government will provide a 7% discount on generic drugs for enrollees who fall into the "doughnut hole" (Sec. 1101, H.R. 4872).

These new enhancements to the Medicare program will ensure that beneficiaries will continue to receive quality medical care with a new emphasis on lifestyle management and illness prevention.

## Good Luck Lenny!

Everyone at Local 338 wishes the best of luck to Union Representative Lenny Camarda, who will be retiring at the end of this year. A member of Local 338 for over 30 years, he has been a part of the union staff since 2000. Over the past ten years, Lenny has served the members in our Suffolk County shops with pride, passion, and great dedication. He will always be part of the Local 338 family.

Lenny, we wish you well in all of your future endeavors-- you will be greatly missed!





**We Welcome  
Our New Brothers  
and Sisters to the  
Local 338 Family!**

Local 338 is delighted to welcome our newest members. In the past few months we have successfully organized over 200 new members at two separate locations. Local 338 now proudly represents the employees of DeCicco's Supermarket in New Rochelle, as well as the Mount Vernon School Monitors.

While contract negotiations are just beginning, the men and women working at DeCicco's and the Mount Vernon schools will soon be entitled to better wages, health care benefits, paid sick & vacation time as well as job security. We are proud to welcome these new members to the Local 338 family!



## Local 338's 2011 College Scholarship Application Now Available!

Below is the Short Form Application for the 2011 Local 338 Scholarship Awards Program. The program is open only to Local 338 Members and their families who have been a member of the union for at least one year. The Scholarship Committee reviews all applications and awards 10 students a one time award of \$1000 for their first year of college. One student, the Emanuel Laub Scholarship recipient, will be awarded \$1000 a year for all four years in annual installments. The application deadline is April 15, 2011.



### 2011 Scholarship Awards Program Application (Short Form) Aplicación para el programa de becas de reconocimiento 2011 (formulario corto)

All applicants for a Local 338 Scholarship Award in the Union's 2011 program must fill out this short form and mail it to the Scholarship Awards Committee, RWDSU/UFCW Local 338, 1505 Kellum Pl., Mineola, NY 11501. You or your parent must have been a member of the Union for at least one year in order to be eligible to enter this competition.

When this application is received by the committee, the applicant will be sent a long form application. This should be filled out by the applicant and should be countersigned by an authorized official of the applicant's high school--principal, guidance counselor, etc. – and returned to the Local 338 Scholarship Awards Committee no later than April 15, 2011.

Also, each applicant must arrange to have a transcript of his or her official complete high school record sent to the Scholarship Award Committee. Please answer all questions. Be sure to record your Social Security number, or that of your parent, if your parent is a member of Local 338

Todos los solicitantes a las becas de reconocimiento del Local 338 en el programa 2011 del sindicato, deben llenar este formulario corto y enviarlo por correo al "Scholarship Awards Comité", RWDSU/UFCW Local 338, 1505 Kellum Pl., Mineola, NY 11501. Tú o alguno de tus padres debe haber sido miembro de la Unión por lo menos un año para ser elegible para entrar en este concurso.

Después de recibida esta aplicación pro el Comité, se le enviará al solicitante un formulario más extensor. El mismo deberá ser llenado por el solicitante y revalidado por un funcionario oficial del bachillerato del solicitante (director, consejero guis, etc.) y devuelto al "Scholarship Awards Committee" del Local 338, a más tardar el dia 15 de abril de 2011.

Igualmente, cada solicitante deberá asegurarse de enviar una transcripción completa su historial de bachillerato al "Scholarship Awards Committee". Por Favor, responde todas las preguntas. Asegúrate de escribir tu número de Seguro Social o el de tus padres, si uno de ellos es miembro del Local 338.

Applicant's Name:  
Nombre del solicitante: \_\_\_\_\_

Home Address:  
Dirección de domicilio: \_\_\_\_\_

Please supply the appropriate information:  
Por favor suministra la siguiente información:

I am a member of Local 338.  
Soy miembro del Local 338.

My Social Security Number is:  
Mi número de Seguro Social es: \_\_\_\_\_

My parent is a member of Local 338.  
Mi padre/madre es miembro del Local 338.

My parent's Social Security number is:  
El número de Seguro Social de padre/madre es: \_\_\_\_\_

Applicant's date of birth:  
Fecha de nacimiento del Solicitante: \_\_\_\_\_

Home telephone:  
Teléfono de domicilio: \_\_\_\_\_

Place of employment of applicant:  
Lugar de empleo del solicitante: \_\_\_\_\_

Place of employment of parent:  
Lugar de empleo de padre/madre: \_\_\_\_\_

**Note:** Only children of members or members themselves in good standing in the Union, in accordance with the Local 338 Constitution and Bylaws, are eligible to take part in this competition. Elected officials of the Union, staff employees or their children are not eligible. This application also is used when applying for the Emanuel Laub Scholarship.

**Nota:** Unicamente los miembros o hijos de miembros que estén en Buenos términos con el Sindicato de acuerdo con lo previsto en la constitución del Local 338 y por sus reglamentos, son elegibles para este concurso. Los hijos de los funcionarios electos del Sindicato empleados y demás personal no son elegibles. Este formulario también puede ser utilizado para solicitar la beca Emmanuel Laub.



# La Importancia del Voto Latino

Las elecciones mediado de termino del 2010 fueron una piedra miliaria para la comunidad Latina. Mas que nunca los Latinos, hombres y mujeres, son elegible para votar. Mas importante, La Voz de estos votantes fueron el factor que decidio muchas de las carreras principales para los Gobernadores y para los Senadores de Los Estados Unidos al traves del pais.

Muchas de las urnas electorales antes de las elecciones, bajo estimaron el porcentage de la comunidad Latina que se dedico ir a votar. Aun en le dia de Elecciones, muchos de los Latinos estaban Disgustado y animados para participar por las campanas de los Candidatos que los ofendieron con anuncios ofensivo y sus postura de antiemigrante. Sus votos le ayudo al Senado de los Estados Unidos quedarse dejo el gobierno democrat, con la eleccion denuovo de Senador Henry Reid en el estado de Neveda y por la primer vez la eleccion de el Senador Michael Bennet en el estado de Colorado. Los votos Latinos tambien estuvieron penoso en la eleccion de el Nuevo Gobernador de el estado de California, Jerry Brown, y en el estado de Nueva York el voto ayudo los senadores Chuck Schumer y Kirsten Gillibrand. Tam-

bien ayudo el Gobernador electo Andrew Cuomo, dos triunfos con margen grandes.

En las elecciones, cada voto cuanta y en este ano fue muy evidente. Envolverse en la Politica por medio de votar ayudar a ganar reconocimiento entre la comunitad politica. Los dirigentes electo estan ahora mas dispuestos sentarse y trabajar con la comunidad Latina para afrontar la situacion que mas preocupaba la comunitad. Por ejemplo La legislacion reforma de inmigracion incluso el Dream decreto, donde promueve lograr la ciudadania por medio de el servicio militar o estar estudiando en colegio universitario. Ahora se va considerer estas reformas mas serio.

Es esencial que estemos todos representes en lo politico para que puedamos ver el progreso de los hombres y mujeres trabajadores de todas antecedents en America. Solo por sencillamente votar, podemos tener un impacto positive en el futuro y asegurarnos que nuestros hijos tengan la garantia de los derechos y privilegios que nosotro gozamos Ahora.

# Mirando hacia atrás al 2010 y preparándonos para el 2011

**John R. Durso,  
Presidente**

**2**010 fue un año muy ajetreado para la "Local 338", como vimos los efectos de una economía débil que afecta el movimiento obrero, los empleadores y las elecciones de mitad de período. Mientras en la nación, la economía se está moviendo en la dirección correcta, no hay duda que no se recupera tan rápido como a cualquiera de nosotros nos gustaría, un hecho que se sumará a los obstáculos que enfrentamos a medida que avanzamos hacia las negociaciones en el 2011.

A lo largo de 2010 hemos participado en varias líneas de piquete en apoyo de los miembros en huelga del UFCW "Local 791", que trabajan para Shaw, Almacén de Distribución y los miembros de la RWDSU "Local 220" trabajando para Mott's Applesauce en Williamson, Nueva York.

Ambos ataques se hicieron necesarios ya que estas empresas trataron de aprovecharse de una débil economía y el elevado desempleo para demandar recortes salariales, la congelación de las pensiones, y los recortes a los beneficios de salud.

Mientras que los dos contratos fueron resueltos después de la huelga, que duró varios meses, tiene que darnos una pausa para pensar. Estas empresas eran rentables y en buenas condiciones financieras, ¿qué debemos esperar de una empresa como A & P, que, de su propio hacer, está luchando por sobrevivir como empresa? No voy a endulzar nada; estas próximas negociaciones van a ser algunas de las más duras que jamás hemos visto. Hemos estado asistiendo a las reuniones entre el UFCW y A & P para revisar su situación financiera y haremos lo que podamos para ayudar a salvar la empresa, pero nuestra preocupación principal es el proteger a nuestros miembros que trabajan para la empresa. El artículo de Murray, les dará más detalles acerca de dónde estamos con A & P y nuestras discusiones con la compa ia.

El clima político de este año fue uno de los más cargados, y de división en las recientes historias. El Congreso actual ha sido muy productivo, pasando por proyectos de ley, tales como atención médica y la reforma de pensiones. Estas piezas de legislación asegurarán a millones de personas el acceso a seguros de salud de calidad que sean asequible, y así mismo como la salvaguardía de los planes de pensiones como los de nuestros miembros. Sin embargo, nosotros, hemos visto un cambio intenso en la sociedad norteamericana hacia la derecha debido a un descontento creciente con el ritmo de la recuperación económica. Esto fue demostrado durante las elecciones de mitad de período, ya que los votantes expresaron su indignación, eligiendo una Cámara de Representantes Republicana.

Los resultados de las elecciones de mitad de término no fueron sorpresa para nosotros en la "local 338". Los republicanos vi-

eron la economía como un problema que podrían explotar, y tomaron la decisión de no trabajar en el pasillo para ayudar con la recuperación, sino que hicieron todo lo posible para retrasar su progreso. Para todos los efectos intensivos, ellos se convirtieron en el "Partido de No" tratando de retener una legislación que tenía sentido común; tales como la extensión del seguro de desempleo y la Reforma de Pensiones.

La cuestión de la reforma de las pensiones era clara, la legislación tenía sentido común. Tanto los demócratas como los republicanos reconocieron que había un error en la fórmula de financiación para los planes de mandato como el nuestro, defecto que podría obligar a los sindicatos como el nuestro a hacer cambios negativos, como poner fin a la jubilación anticipada. Por desgracia, era más importante para los republicanos el negar a los demócratas la oportunidad, como ellos dicen, "de proveer una Victoria para el movimiento obrero", que era el proteger sus beneficios de pensión. A pesar de que luchamos y conseguimos una versión más pequeña de la reforma de las pensiones; y la extensión del seguro de desempleo pasó, lo hicimos trabajando en uno de los clímas políticos más dividido en la reciente historia. Un clima que, sin duda, continuará con los republicanos teniendo el control de la Cámara en 2011, lo que sólo se suma a la lista de desafíos que enfrentamos.

2010 fue un año difícil, pero hemos luchado duro y mantuvimos nuestras creencias. Les recuerdo de las luchas de 2010, no para bajarles el ánimo hacia el año próximo, pero para advertirles que esta unión es tan fuerte como usted la haga. Para nosotros tener éxito en el año 2011 necesitamos que todos sean activos. Necesitamos que asistan a nuestras próximas reunión de miembros en Marzo, salgan a nuestros asambleas y piquetes, para salir a votar y trabajar voluntariamente con candidatos políticos que se paran y luchar por los trabajadores estadounidenses.

Usted ha oído todo esto antes en los anteriores artículos, discursos y reuniones, pero estamos en esto juntos y sólo seremos tan exitoso como usted nos hagan. 2011 va a representar un auténtico desafío para todos nosotros, y la única manera de superarlo es el estar unidos y decididos a proteger nuestros derechos, nuestros trabajos, nuestros beneficios y nuestra forma de vida. Por favor visite nuestro dirección en la red the información mundial [www.local338.org](http://www.local338.org) para averiguar cuándo y dónde usted puede ayudar.

También me gustaría concluir deseándoles a todos ustedes y a sus familias unas festividades maravillosas y un muy feliz y saludable año nuevo!.



# ¡Keep the Faith!

Murray J. Morrissey, Secretario Tesorero



A fines de otro año y nos encontramos con un nuevo cargo de problemas. Con la economía luchando y el desempleo alto a través del país, esto ha contribuido al los problemas mayor que nuestros patrones, con quien estamos en varios etapas de negociaciones de contratos, han experimentado.

Un ejemplo mayor de esto es A&P. Yo se la cosa más fácil y popular es señalar con el dedo y poner la culpa a los pies del equipo de los patrones de A&P. Y para ser franco a un largo grado, yo creo que es así. Estoy seguro que todos podemos dar ejemplos de inconsistencias y malas decisiones hechas sobre a través de los años que han contribuido a malestar que esta compañía se encuentra.

Proyectos incontables hemos visto ir y venir, dinero se ha gastado en diferentes iniciativas que no han hecho nada para lugar Nuevo consumidores en las tiendas y mucho menos impresionarlos cuando entra alguien Nuevo. En muchos aspectos A&P ha estado ahuyentando a sus consumidores al lado de su competencia por muchos años. Como un ejecutivo muy respetado dijo con sarcasmo "Nosotros vamos a obtener el negocio a un punto donde podemos manejarlo". Creo que tiene razón.

Nuestros miembros ya lo sabían por años pero en vez de escuchar a las personas que saben y a las personas de las tiendas, escogieron un curso diferente – nos pelean cada oportunidad que tienen. Nuestras negociaciones de Contrato con esta compañía se tomó enorme cantidades de energía, tiempo y ansiedad para apretar aumentos razonable de salario y para que contribuyeran a los beneficios que poco más o menos nuestros hijos quedan en rehenes para poder recibir estos beneficios.

Se siente mayor? La verdad nos Soltara! Puede ser que en decir estas cosas y despegarlos de nuestros pechos no vamos a sentir mayor (Especialmente yo). Pero ahora necesitamos mirar hacia adelante y hacer lo necesario para conservar esta compañía y los más de 40,000 mil trabajadores que tiene A&P. En nuestro caso solamente estamos hablando de 7,000 mil trabajos para los miembros de Local 338. Esto no es una broma y todos necesitamos poner nuestras cabezas juntas y

trabajar para conservar la situación antes que se ponga más peor muy rápido.

Como John Durso dijo tan elocuentemente en su carta del mes pasado, lo más efectivo que nosotros podemos hacer es "Comprar donde trabajamos" y animar nuestras familias y amistades que hagan igual. De igual modo, si tratamos de tener una actitud positiva y se refleje en nuestro trabajo, no solamente nos vamos a sentir un poco mejor sobre la situación de la compañía pero puede ser que se haga la experiencia de compra un poco más positiva para los consumidores. Todos tenemos que recordar que sin nuestros consumidores no hay negocio y NO HAY TRABAJO!. Nadie quiere pasar tiempo comprando o no comprando en un lugar que no hay nadie contentos.

También John directo que estamos en discusiones con la compañía y con todos los otros sindicatos que representan a los trabajadores a través de la compañía. Estamos escuchando y vamos a apoyar lo más que se pueda. Ustedes todos van a juzgar lo que podemos o no podemos hacer. Nuestros representantes a ustedes y son su interés que vamos a mantener en cuenta en nuestros pensamientos.

Les aseguro que este sindicato los va a poner al día con cualquier información que tenemos cuando se tenga. Mientras eso por favor no participen en o entretegúen rumores. Le cuento hemos oido cada rumor que se pueden imaginar que están circulando por todas las tiendas y ninguna de ellas ha sido exacto. Si Usted necesita verificación de alguna cosa, por favor de comunicarse con su representante del sindicato. Ellos le van a dar la información correcta tan pronto sea posible.

No gustaría pensar que la compañía no va a dicer adelantado que es lo que está pasando, y por ahora lo han hecho. Pero de vez en cuando sabemos que aún así la comunicación entre la compañía no es de lo mejor.

Este sindicato ha enfrentado tiempos difíciles anterior y siempre salido con más fuerza y nos vamos a salir de esta igual. En tiempos difíciles tal como estos todos tenemos que estar agradecidos por nuestras familias, y amistades y nuestra salud. Todo lo otro llega con tiempo.

Quiero deseárselos a todos unas fiestas llenas de felicidad, salud y sano y salvo! Feliz Año Nuevo!



**Es  
\$atisfactorio  
pertener  
a la Unión**

Desde el 1ero de Enero del 2010, La Local 338 a través de quejas y arbitrajes ha colectado fondos y pagado salarios que se bebían a nuestros miembros por la suma de ¡\$148,365!



## Local 338 Sponsors Run for the Warriors for Third Straight Year



Over 2000 runners and walkers participated in the Third Annual Run for the Warriors on November 14, 2010. The day's events included a 10k race, a 5k race, and a 1 mile walk, all of which began at the Town Hall of Babylon in Lindenhurst, New York.

Run for the Warriors was hosted by Hope for the Warriors, an organization formed in 2004 that provides special services to veterans of the Afghanistan and Iraq wars and their families. Local 338 was a proud sponsor of the event, and had dozens of members and staff show up and volunteer to help make it the day a great success. Several members of Local 338's staff also showed their support by participating in the walk and 5K races.

Local 338 Area Director Jack Caffey, Jr., who also serves as the Run for the Warriors Race Director, said that the event "has grown since last year, and raised over \$100,000 that will go directly towards helping returning veterans and their families." Local



338 is grateful to all of our service members, past and present, who have stood up in defense of our nation and we are proud to support such a wonderful organization like Hope for the Warriors.

## Luchando para Combatir el Cáncer de Seno por más de 11 años!



El Local 338 RWDSU/UFCW desempeñó de nuevo un papel importante en la caminata por la Lucha contra el Cáncer de Seno en Nueva York, llevada a cabo el 17 de octubre. En nuestro 11mo año consecutivo, Local 338 se enorgullece de haber sido unos de los principales patrocinadores de dicho acontecimiento. Como en los últimos años la ayuda para esta gran causa ha sido abrumadora gracias a cientos de miembros que salieron a ofrecerse voluntariamente y caminar en 3 diversas comunidades: Queens, Jones Beach, y Staten Island.

La ayuda y el compromiso de nuestros miembros en la lucha contra esta temida enfermedad permitieron que el Local 338 pueda juntar casi \$35.000 para la Sociedad Americana del Cáncer en 2010. Juntos, ayudamos a la Sociedad Americana del Cáncer a estar un paso más cerca a una curación para el cáncer de seno.



## Próximas Reuniones de Miembros: Marzo 2011

Por favor visite nuestra página de Internet para detalles sobre la próxima reunión de miembros en marzo de 2011. Alentamos a todos los miembros para que asistan a esta reunión informativa que se enfocará en nuestras próximas negociaciones de contratos.

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



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

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

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**Happy Holidays!  
from all of us at Local 338**



## **Upcoming Membership Meetings March 2011**

Please check our website for details about upcoming membership meetings for March 2011. All members are encouraged to attend these informational meeting that will focus our upcoming contract negotiations.

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