

LOCAL
338
RWDSU/UFCW

End of Year 2011

STRONGER TOGETHER

Bettering the lives of our members and all working people

We Are One in This Fight!



Happy Holidays!
FROM ALL OF US AT LOCAL 338

Continuing the Fight in the New Year

John R. Durso, President



As we look back at 2011, I can honestly say that this has been one of the most difficult years our Union has ever faced. Nearly 6,000 of our members working for the various banners of A&P faced uncertainty as the company declared bankruptcy. To make matters worse, in the wake of the A&P bankruptcy, it seemed as if every employer that we entered negotiations with attempted to take advantage of the situation in an effort to demand concessions from our members and line their own pockets.

While we were able to overcome many ridiculous demands from our independent employers and reach successful agreements with most, there is still quite a bit of work to do on others. As for the A&P settlement, while it is concessionary in nature, I believe it is the best deal we could have reached with a company in the midst of bankruptcy and in as poor of a financial condition as A&P. The deal limits the impact on our members and gives the company a chance to emerge from bankruptcy and make a real financial turnaround. Most importantly, the A&P agreement keeps our people working and allows them to maintain their medical, pension and contractual benefits.

I know that many of the negotiations this year, especially with A&P, were long and frustrating but I would like to thank everyone for their remarkable patience. The support that we received from our members is what allowed us to reach a successful conclusion and protect our jobs.

As 2011 winds down, we must now look ahead to 2012 and all of the battles that await us. Undoubtedly, we will run into similar problems as more contracts come up for negotiations in the new year. Our pension and medical benefits will continue to be targeted as employers seek to take advantage of the tough economic times. It is and will continue to be our primary goal to ensure that employers do not profit at the expense of our members.

Besides the usual Union business, 2012 presents several other challenges. For one, it is a Presidential election year and the future of this country hangs in the balance. While I know many of us are frustrated with President Obama and the pace of the economic recovery, I must remind you that it was not him who got us into this mess. The fact is, the Republicans got us into this situation and are now holding the country hostage in an attempt to retake the White House. They continue to place politics ahead of the well-being of this nation, and certainly before working Americans. From refusing to extend unemployment benefits for struggling Americans to continuing tax breaks for the top 1%, Republicans have become the party of "No" and at this time, that is something this country cannot afford.

Believe me, like many of you I am frustrated with what is going on in Washington. While it is tempting to say I am sitting this year out or not getting involved, that cannot be an option for any of us.

If you are concerned with the future of this country, you have to make effort to support the candidates that are going to fight for us. Our Local will be volunteering in a number of political races the upcoming elections, and I urge you to volunteer your time to help ensure the election of labor friendly officials.

It is no secret that 2011 was a tough year but we fought hard and held our ground. This union is only as strong as you make it. For us to be successful in 2012 we need you all to be active. I cannot express enough to you how important

it is that you attend our membership area meetings, come out for our rallies and picket lines, and to get out and vote and volunteer for political candidates that fight on behalf of working Americans.

I would like to conclude by once again thanking you for all of your patience and dedication to our union. There are no words to express how proud I am to be the President of this union and to represent hard-working men and women like you.

Best wishes to you and your families for a wonderful holiday and a very happy and healthy New Year!



We Are All ONE in this Fight!

Murray J. Morrissey, Secretary Treasurer



It has been a trying year for us with regard to negotiations with many of our employers. While we have settled with many of our employers including our largest, A&P (which for us encompasses A&P, Waldbaums, Food Emporium and Food Basics) we remain in negotiations with many other smaller chains and independent shops.

In terms of difficulty, I can honestly say that I have never encountered the difficulties that we have come up against in these negotiations. Every employer has their own story to tell but all are seeking concessions of some sort. While some of these employers may be having a difficult time making ends meet, many more employers are simply taking advantage of the economy in an effort to grab what they can and line their own pockets at our members expense.

Some employers have begun negotiations by seeking to take away the health benefits for the majority of their employees; leaving only a select few to have access to health care. Others want to eliminate the pensions of our members seeking to save money by denying our members a chance to retire with dignity and security. Either way, we are not going to allow these employers to

take advantage of our members. We will fight to maintain and improve on the gains that we have made over the years, while taking the necessary steps to keep the employers



who truly need help in business. None of this can be accomplished without the total support of our membership regardless of the individual employer.

We must stick together at all costs!

We have completed negotiations with A&P as they continue their path to emerge from bankruptcy. While we are never happy with a concessionary contract,

we do believe that this was the best outcome for our members under the circumstances. This is a company with severe financial problems that employs nearly 6,000 Local 338 members and 36,000 UFCW/RWDSU members. The agreement we reached will keep our people working and give the company a fighting chance to make a real turnaround, while minimizing the pain felt by our members. The agreement also contains some very important protections that will ensure we are in the strongest possible position should the company sell to a



new owner or just plain go out of business.

It has truly been a stressful year for everyone. The situation with A&P has impacted all of our negotiations and every one of our members. While we expect the company to emerge from bankruptcy in early 2012, it does not mean the fight has ended. We will continue to monitor the company and make sure that our members are getting everything they are entitled to.

One thing that came out of our negotiations with the company was that our members are not working their full schedules. Most of our full timers are not working their guaranteed 40 hours and many of our part timers are not working every hour they are scheduled for. That is something that must change! We gave back major concessions to this company in an effort to help them emerge from bankruptcy. If you are not working your full schedule you are giving up even more! From this point forward everyone should work their full schedule. If the manager asks you to leave early to help make payroll, politely tell him no thank you I will work my full schedule!

On that note, I wish you all a very Happy Holiday Season and a joyous & healthy New Year. I hope you all take some time this busy holiday season to spend time with friends and family as that is what is most important.



**It Pays
to be
Union**

Since January 1, 2011, Local 338 through grievances and arbitrations has collected funds and returned back wages to our members in excess of \$162,131!

338 IN YOUR COMMUNITY

Making Strides Against Breast Cancer for over 12 Years!



members came out to volunteer and walk in three different communities: Queens, Jones Beach, and Staten Island. In addition to participating in the Making Strides Walks, Local 338 hosted a special Comedy Benefit Show to raise money for the American Cancer Society. The event, the first of its kind at our Union, was held on October 2nd and was a great success. Those who attended had a fun night, full of laughs in support of an important cause.



Local 338 RWDSU/UFCW once again played an important role in New York's Making Strides Against Breast Cancer Walk, held on October 16th. For the 12th 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

dreaded disease made it possible for Local 338 to raise nearly \$44,000 for the American Cancer Society in 2011. Together, we exceeded our goal for this year and helped the American Cancer Society come one step closer to a cure for breast cancer.



Local 338's Tenth Annual Blood Drive

Each year Local 338 RWDSU/UFCW helps collect pints of blood on behalf of the New York Blood Center in remembrance of those that lost their lives on September 11, 2001. This year's blood drive was extra special as it commemorated the tenth anniversary of September 11th and the lives that were lost that day.

The tenth annual Local 338 Blood Drive was held at the Queens Center Mall on September 23rd and was yet another success. In total, we collected 45 pints of blood from 58 people, including from Local 338 staff and members. Each pint of blood collected can save approximately three lives, so from our blood drive alone we made a difference in the lives of 135 men, women, and children!

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

LOCAL 338 SPONSORS RUN FOR THE WARRIORS FOR THE FOURTH STRAIGHT YEAR



Over 2,000 runners and walkers participated in the fourth annual Run for the Warriors on November 13, 2011. 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.

Local 338 was once again a proud sponsor of this year's Run for the Warriors. Dozens of

members and staff volunteered to help make the day a success. Several members of Local 338's staff also showed their support by participating in the walk and races.

The \$100,000 raised at the Run for the Warriors benefits the many wonderful programs of Hope for the Warriors, an organization that provides special services to veterans of the Afghanistan and Iraq wars and their families.

Local 338 is very grateful to all of our service members, past and present, and we are proud to support such a wonderful organization like Hope for the Warriors.

We would like to thank every one who participated in the event!



UFCW Women's Network



Local 338 RWDSU staff with UFCW International Secretary Treasurer Anthony "Marc" Perrone.

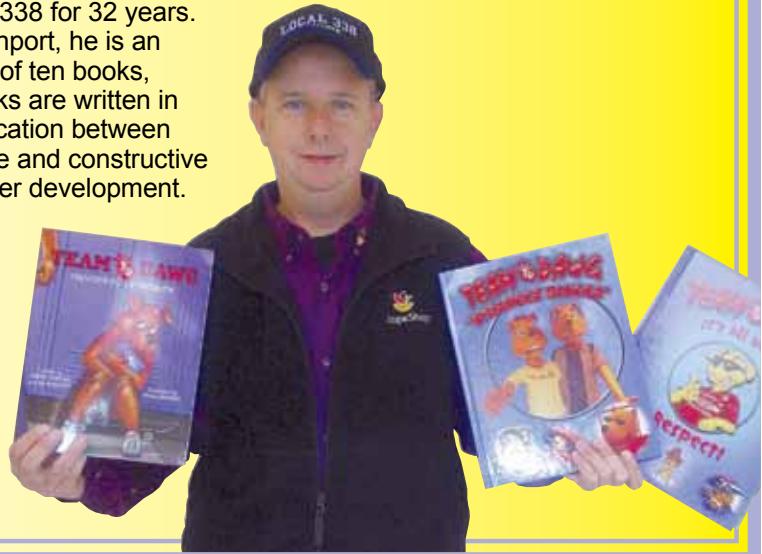
On October 5th, the UFCW Women's Network Region 1 South hosted a dinner theater fundraiser event honoring UFCW International Secretary Treasurer Anthony "Marc" Perrone. The event raised \$8,500 which will be used towards the Daycare Scholarship program and allow the Women's Network to provide more educational opportunities for UFCW/RWDSU members in the future.

Spotlight on a Published Author and Local 338 Member

Ed Clampitt has been a full-time member of Local 338 for 32 years. In addition to working at the Stop & Shop in Northport, he is an author of children's books. Ed has written a total of ten books, with three that have been published so far. These books are written in order to promote and inspire an open line of communication between children and adults, as well as to communicate positive and constructive messages to our children while fostering good character development. Ed uses his books to conduct character education classes at local schools.

Ed has been recognized by Newsday and Volvo as an Everyday Hero. He has also been honored by Good Samaritan Hospital and the Long Island Radio Group for the important work they do in Long Island Schools.

To purchase books or get more information about this wonderful program, please email Ed at EC0825@aol.com.



WHERE ARE THEY NOW?



LOCAL 338 SCHOLARSHIP WINNER

Ryan Richichi, recognized for his academic accomplishments, was chosen to receive a Local 338 Scholarship in 2007.

In May of 2011, Ryan graduated with a B.S. from Stony Brook University with a major in Business Management and Finance. Thereafter, he volunteered with the Green Project in Fort Greene, Brooklyn and later, successfully completed an internship at Banco Popular.

Since then, Ryan has taken a position as Coordinator & Finance Analyst for L'Oréal of Paris, USA. He also continues to work part-time in the frozen food department at the Waldbaums on Ocean Avenue in Brooklyn.

We wish Ryan all the best and congratulate him on all of his accomplishments and future success.

Local 338 Annual Holiday Turkey Drive

Each year, during the holiday season, members of Local 338 RWDSU collect turkeys to help feed families in need throughout New York City, Westchester, and Long Island. As in past years, Local 338 delivered the union's donations to local food banks in time for the Thanksgiving holiday.

Together with generous contributions from several employers, Local 338 members helped support great local charities and helped make the holidays better for hundreds of families. Over 150 turkeys were delivered to the following organizations and food banks:

- Our Lady of Grace Food Pantry in Howard Beach, Queens
- Elmcor Food Bank in Corona, Queens
- The Sharing Community Shelter in Westchester
- Long Island Cares Food Bank in Suffolk County
- First Baptist Church of Flushing in Queens
- Saint Leo's Church in Corona, Queens
- Voces Latinas in Jackson Heights, Queens

We thank everyone who donated and provided families in need with the opportunity to enjoy this important holiday tradition!



2011 LABOR DAY PARADE



The first Labor Day Parade was held in New York City in 1882 to honor America's working men and women. On September 10th, Local 338 members and staff joined dozens of other unions and thousands of working families to march up 5th Avenue in Manhattan to celebrate the labor movement and working families.

Organized by the New York City Central Labor Council, this year's parade was extra meaningful as it was held on the day before the tenth anniversary of the September 11th attacks and commemorated those who made the ultimate sacrifice. The New York City First Responders were the lead marchers at the parade and were met with loud cheers and applause. While it was a wonderful day, it was a somber tribute to the men and women who gave their lives to ensure the freedoms we have today as working people.

Workers' Interests Occupying National Conversation

Stuart Appelbaum. President, RWDSU



Working families in the U.S. have been hit hard by a crippled economy. To make matters worse, corporate America is squeezing its workers for as much as possible while giving back as little as it can get away with.

And all the while, executive pay in the U.S. continues to skyrocket despite the recession, despite persistently high unemployment, and despite the economic

crisis caused in no small part by our country's irresponsible millionaire and billionaire executives. And to add insult to injury, many of the richest Americans are paying lower tax rates than you.

According to a new study by the nonpartisan Congressional Research Service, nearly 100,000 millionaires in the U.S. are paying lower tax rates than members of the middle class. Some households earning over \$1 million a year are paying as little as 24 percent of their income in taxes.

And while this unbridled greed was damaging our economy and adding to our staggering national debt, the rich and their allies on the right were hijacking the national conversation and trying to blame unions and working people for our problems. If only we could slash pay and benefits, and get rid of those pesky unions, they said, we could fix everything.

And that's when the other 99 percent of Americans – those without the bailouts, the mansions, and the carte blanche to do whatever they want to increase their wealth – said enough. First, they stood up in Wisconsin and Ohio to laws that destroyed union rights. And then, right here in New York, they stood up to



corporate greed on Wall Street. The Occupy Wall Street protests have taken the national conversation back for working families.

Working people drive the economy, not the obscenely rich. Middle class wages have stagnated for 30 years now, and it is weakening the country, even as a privileged few – the “one percent” we keep hearing about – have gotten fatter. Occupy Wall Street has brought into sharp focus a reality that cannot be denied: corporate greed is responsible for harming the lives of millions of working people and unemployed people, and that if this country is going to truly recover, we need to correct decades of economic imbalance.

Job creation is the single most important thing for working people and our economy as a whole, and the Occupy Wall Street movement has put that issue in the spotlight, along with many other issues that directly affect us. The movement is growing, and so are the voices calling for change. It isn't just young people and activists who are making themselves heard. It is working men women all across the country who are saying enough is enough.

You don't have to camp out in a park in New York City to be part of this movement, and you don't have to identify with every one of the diverse issues being aired by those who are. But before us is a unique opportunity for us to make sure that working families' concerns are heard loud and clear, over the din of those who have tried and failed to distract us.

Unions have always been about making our collective voices heard. Now, thanks to the Occupy Wall Street movement, that voice is being heard far beyond our workplace walls. Working people have the world's ear, and it is our concerns that are making the headlines.

Local 338 Doesn't Support Businesses That Don't Support Its Employees

Over the past few months, Local 338 RWDSU has been actively picketing three stores; Country Markets on White Plains Road in Eastchester, Country Markets on Yellowstone Boulevard in Queens, and Calhoun's (which does business as Key Food) on Leffert's Boulevard in Queens. In addition to the picketing, Local 338 members and staff have been distributing leaflets informing the communities about the companies' unfair labor practices which have violated the rights of employees.

After Local 338's contract with Country Markets expired, the company illegally had members sign a decertification letter. Similarly, after the Key Food in Queens was taken over by new owners, the company refused to recognize the Union's existing contract. Despite, the demands of the National Labor Relations Board for the company to bargain with Local 338 for a contract for the 40 employees, the company has yet to agree to meet with us.

Local 338 members and staff will continue to picket and leaflet in front of these stores until we are able to reach an agreement with the companies for our members. If you live in the area of any of these three stores, please don't shop there. We must only support the businesses that support their employees!



Rally Against LAYOFFS!



Local 338 RWDSU joined thousands of members from dozens of the public and private sector unions from across Long Island and New York City on October 17th to rally in front of the Nassau County Legislative Building. Working men and women came together in solidarity to protest County Executive Ed Mangano's Fiscal Reform Act which has the potential to affect thousands of families on Long Island.

The Fiscal Crisis Reform Act would give the County Executive the power to declare a financial crisis in Nassau County and allow him to modify the existing contracts of County employees and police officers. The legislation would also make it easier to layoff hundreds of workers. By altering and reducing employee benefits, as well as instituting wage freezes, the County Executive will place the burden of Nassau County's financial troubles on the backs of the middle class.

County Executive Mangano's proposal seeks to bring Wisconsin to Nassau County. If the Fiscal Crisis Reform Act is passed, it will undo decades of the hard earned benefits our public workers deserve. We will continue to stand up and fight this direct attack on working men and women. Members of all Unions, regardless of what sector, must stand united to protect the rights of working families!



We Support Our Brothers and Sisters of the CWA and IBEW!

Over the summer, 45,000 union members working at Verizon went on strike after negotiations between the company and the unions (CWA and IBEW) fell apart. Despite making a record profit of over \$2 billion, Verizon was seeking nearly 100 different concessions from members of CWA and IBEW Locals in their negotiations. Some of the company's proposals included; altering work rules, drastically cutting paid sick leave, eliminating disability payments, and decimating the CWA pensions by freezing the pensions of current members and eliminating the pension entirely for future members. Additionally, the company wanted Union members to make significant contributions towards health benefits.



In solidarity, Local 338 RWDSU/UFCW joined the CWA and IBEW on their picket lines in New York City, Long Island, and Westchester County. The company's outrageous demands are part of a nationwide trend attacking working families and we were proud to stand alongside our Brothers and Sisters working at Verizon to help protect the benefits and worker protections they have had for decades.

After nearly two weeks on strike, CWA and IBEW members returned to work once the company agreed to resume serious contract talks. However, months later, the Unions have yet to finalize a bargaining agreement with the company. Local 338 continues to support the CWA and IBEW in their ongoing contract fight with Verizon.

LOCAL 338

IPOD TOUCH & IPAD 2

SWEEEPSTAKES!

Local 338 is giving away an iPod Touch and iPad 2 to two lucky members!

To enter, simply scan the QR code with your smart phone or visit www.local338.org/2011QRcodesweepstakes.cfm and provide us with your most up to date contact information.



If you are the 338th member to complete the form you will win a 32GB iPod Touch! & If you are the 3,338th person to complete the form you will win an iPad 2!

Contest ends February 1, 2012 and is only open to Local 338 members in good standing. There is only 1 entry per member. The 338th and 3,338th winners will be contacted by Local 338 to claim their prize.

CONTRACT CORNER

Michael Pasquaretta
Director of Collective Bargaining

We have secured a contract for the newly organized Community Resources, a Social Service Agency on Staten Island that works with developmentally disabled people. The contract covers approximately 190 new members and was ratified on October 11, 2011.

We are currently in contract negotiations with:

- Gristedes
- Zabar's

- 20 independent supermarkets

We have settled contracts with 3 independent supermarkets; 131 Driggs Avenue Supermarket Inc, 486 Henry Supermarket Inc., and KSP Supermarket.

Local 338 Members have ratified new contracts with the following employers:

- Greenfield's ShopRite on August 2, 2011
- King Kullen on August 30, 2011
- Janson's ShopRite of Hauppauge on September 6, 2011
- Janson's ShopRite of Hauppauge Pharmacy on November 15, 2011
- A&P, Waldbaum's, and Food Emporium on November 28, 2011

The 2012 Local 338 Scholarship Awards Program

Local 338 members or their dependent children applying for the **2012 Local 338 Scholarship Awards Program** **must** complete this **Short Form** and mail it to the Scholarship Awards Committee, Local 338 RWDSU/UFCW, 1505 Kellum Place, Mineola, NY 11501 OR submit it to your Shop Steward or Union Representative.

Only students who will be graduating from high school in February or June of 2012 may apply. Applicants who are currently enrolled as college students are NOT eligible. To

be eligible for this scholarship the applicant or applicant's parent must be a *member in good standing* and has been a member of Local 338 for at least one year. Children of union officers, employees and staff members are NOT eligible.

Upon receipt of this Short Form, the Scholarship Award Committee will verify your eligibility and mail a Long **Form Application** and list of requirements to the applicant's home. The deadline to return the application and all requirements is **April 15, 2012**.

2012 Scholarship Awards Program Application (Short Form)

Aplicación para el programa de becas de reconocimiento 2012 (formulario corto)

All applicants for a Local 338 Scholarship Award in the Union's 2012 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 apply for the scholarship and remain a member until the scholarship is awarded.

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 16, 2012.

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 2012 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 y continuar como miembro hasta recibir la beca para ser elegible para solicitar esta beca.

Después de recibida esta aplicación, el Comité se le enviará al solicitante un formulario más extenso. El mismo deberá ser llenado por el solicitante y revalidado por un funcionario oficial del bachillerato del solicitante (director, consejero, etc.) y devuelto al "Scholarship Awards Committee" del Local 338, a más tardar el día 16 de abril de 2012.

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

- My Social Security Number is:
Mi número de Seguro Social es: _____
- 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 apply for this scholarship. 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: Únicamente 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 solicitar esta beca. Los hijos de los funcionarios electos del Sindicato, empleados del Sindicato y sus hijos no son elegibles. Este formulario también puede ser utilizado para solicitar la beca Emmanuel Laub.

JUNTOS SOMOS FUERTES

Nuestra mision: Para mejorar la vida De nuestros miembros y Todas las personas que trabajan

John R. Durso, Presidente



Mientras miramos hacia atrás al año 2011, puedo decir que ha sido uno de los años más difíciles al cual se ha enfrentado nuestro Sindicato. Casi 6,000 de nuestros miembros trabajando bajo las banderas de A&P enfrentan incertidumbre a medida que la compañía se declara en bancarrota. Para hacer las cosas peor, en el lumbrar de la quiebra de A&P, parece que todo empresario con el que establecimos negociaciones quiere tomar ventaja de la situación de A&P, en un esfuerzo para demander concesiones de parte de nuestros miembros y llenar sus propios bolsillos.

A pesar que pudimos sobrepasar ciertas demandas ridículas de ciertos empresarios independientes, y con la mayoría llegamos a acuerdos exitoso, todavía hay mucho trabajo que hacer con los otros. En relación a la resolución con A&P, a pesar que es de naturaleza concesionaria, yo creo que es el mejor acuerdo al que pudimos llegar con una compañía que está envuelta en una quiebra, y que está en una situación financiera tan pobre como A&P. El acuerdo limita el impacto a nuestros miembros, y le da a la compañía una buena oportunidad de emerger de la bancarrota, y hacer cambios financieros reales. Más importante aún, el acuerdo con A&P mantiene a nuestros miembros trabajando, y les permite el mantener beneficios médicos, de jubilación, y contratos.

Yo sé que muchas de las negociaciones este año, especialmente con A&P, fueron largas y frustantes; pero me gustaría agradecerles a todos por su remarcable paciencia. La ayuda y apoyo que recibimos de nuestros miembros es lo que nos permitió el proteger nuestros trabajos, y llegar a una conclusión exitosa.

A medida que el viento del 2011 se reduce, tenemos que mirar hacia delante al 2012, y todas las batallas que nos esperan. Indudablemente, vamos a pasar por problemas similares a medida que más contratos entran al punto de negociaciones en el Año Nuevo. Nuestros beneficios médicos y de jubilación continuarán siendo un blanco, a medida que los empresarios buscan el tomar ventaja del los tiempos difíciles de la economía actual. Es, y continuará siendo nuestra meta primordial el asegurarnos que los empresarios no se beneficien a expensas de nuestros miembros.

Aparte de los negocios habituales del sindicato, el 2012

presenta varios desafíos. Primero, es una año de elecciones presidenciales, y el futuro de este país cuelga de la balanza. Mientras yo sé que muchos de nosotros estamos frustrados con el presidente Obama y el paso al que la economía se recupera, les debo recordar que no fue él el que nos metió en este problema. La realidad es que los republicanos nos metieron en esta situación, y ahora mantienen al país como rehén en un esfuerzo de retomar la casa blanca. Ellos continúan poniendo la política enfrente del bienestar de esta nación, y ciertamente en frente de los trabajadores americanos. Desde el rehusarse a extender los beneficios de desempleo a los Americanos que están luchando; hasta el continuar las exenciones de impuestos a el 1% más alto de la población, los republicanos se han convertido en el partido de "NO", y en este momento esto es algo que el país no puede permitir.

Créanme, como muchos de ustedes yo estoy frustrado con lo que está pasando en Washington. A pesar que es una tentación el decir, este año me voy a sentar y no voy a involucrarme, esa no puede ser una opción para ninguno de nosotros. Si ustedes tienen preocupación con el futuro de este país, ustedes tienen que hacer el esfuerzo de soportar a los candidatos que van a pelear por nosotros. Nuestra Local va a proveer servicios voluntarios a un número de carreras políticas en este año de elecciones, y les entusiasmo a ustedes a proveer su tiempo voluntariamente para ayudar

a asegurar la elección de oficiales amistosos hacia el sector laboral.

No es un secreto que el 2011 fue un año muy duro, pero peleamos duro y mantuvimos nuestra posición. Este sindicato es solamente tan fuerte como ustedes lo hagan. Para ser exitosos en el 2012, necesitamos que todos estén activos. No les puedo expresar a ustedes con suficiente énfasis, que tan necesario es el que ustedes vayan a nuestras reuniones de miembros en su área, salgan a nuestras demostraciones y líneas de huelga (piqueteros), el que salgan a votar y ser voluntarios para candidatos políticos que pelean a favor de los trabajadores Americanos.

Me gustaría concluir dándoles las gracias una vez más a todos ustedes por su paciencia y dedicación para con nuestro sindicato. No hay palabras que puedan expresar que tan orgulloso estoy de ser el presidente de este sindicato, y el representar a hombres y mujeres que son Buenos Trabajadores Americanos.

Les deseo a ustedes y a sus familias unas festividades maravillosas, y un Año Nuevo feliz y saludable.



¡Somos Todos UN en esta Lucha!

Murray J. Morrissey,
Secretario Tesorero



Para nosotros ha sido un año muy difícil en relación a las negociaciones con muchos de nuestros dueños de empresas. Mientras si hemos resuelto con muchos de nuestros empresarios, incluyendo el más grande, A&P (el que para nosotros emcomparsa A&P, Waldbaums, Food Emporium and Food Basics) nos matenemos en negociaciones con otros tiendas independientes y cadenas más pequeñas.

En términos de dificultad, honestamente puedo decir que nunca me he encontrado con las dificultades con las cuales nos enfrentamos en estas negociaciones. Todo empresario tiene su propia historia que contar, pero todos estas buscando concesiones de algún tipo. Mientras algunos empresarios puedan estar teniendo dificultades cubriendo todas sus necesidades, muchos otros empresarios están simplemente tomando ventaja de la economía en un esfuerzo de coger lo que ellos puedan, y llenarse los bolsillos a expensas de nuestros miembros.

Algunos de los empresarios comenzaron negociaciones buscando el quitar los beneficios de salud para la mayoría de sus empleados, dejando solamente a un grupo selecto con acceso a cuidado de salud. Otros quieren eliminar las pensiones/jubilaciones de nuestros miembros, tratando de salvar dinero negando a nuestros miembros la oportunidad de retirarse con dignidad y seguridad. De cualquier forma,

no vamos a permitirle a estos empresarios que tomen ventaja de nuestros miembros. Vamos a pelear para mantener y mejorar los beneficios conseguidos a través de los años, mientras

tanto tomaremos los pasos necesarios para mantener a los empresarios que en verdad necesitan ayuda en su negocio. Nada de esto puede suceder sin el soporte y apoyo total de nuestros miembros, sin importar el empresario individual.

Debemos de mantenernos juntos a toda costa!

Hemos completado negociaciones con A&P a medida que ellos continúan su camino paraemerger de la bancarrota. A pesar que nosotros nunca estamos felices con un contrato con concesiones, creemos que estos fueron los mejores

resultados para nuestros miembros bajo las circunstancias. Esta es una compañía con problemas financieros serios, la cual emplea a 6,000 miembros de la Local 338 y a 36,000 miembros de la UFC/RWDSU. El acuerdo al que llegamos mantendrá a nuestros miembros trabajando, mientras dandole a la compañía una oportunidad real de pelear para poder hacer un cambio, mientras se minimice el dolor sentido por nuestros miembros. Nuestro acuerdo también contiene protecciones muy importantes, que aseguran que nosotros estariamos en la posición más fuerte si sucede que la compañía se vende a otro dueño, o simplemente sale de negocio.



En realidad ha sido un año con mucha presión para todos. La situación con A&P ha impactado todas nuestras negociaciones y a cada uno de nuestros miembros. Mientras nosotros esperamos que la compañía salga de bancarrota al principio de el año 2012, no significa que la pelea a terminado. Nosotros vamos a continuar monitoreando la compañía, y nos aseguraremos que nuestros miembros consigan todo a lo que tienen derecho.

One cosa que salió de las negociaciones con la compañía es que nuestros miembros no están trabajando sus horarios completo. Muchos de los empleados de tiempo completo no están trabajando las 40 horas garantizadas, y muchos de nuestros empleados de medio tiempo no trabajan todas las horas de sus horarios. Eso es algo que debe cambiar. Nosotros le dimos concesiones muy grandes a esta compañía, en un esfuerzo para que salga de la bancarrota. Si tu no estas trabajando tu horario completo, tu estas renunciando a mucho más. Desde hoy en adelante, todos deben de trabajar su horario completo. Si el gerente te pide que terminen o salgan temprano para poder ayudar a pagar la nómina; educadamente dile no gracias voy a trabajar mi tiempo completo!

En este punto, les deseo a todos ustedes una temporada festiva muy feliz, y un Año Nuevo alegría y saludable. Espero que todos ustedes tomen tiempo durante estas festividades para pasar tiempo con sus familias y amistades; ya que ello es muy importante.



Desde 1 de enero de 2011, Local 338 a través de quejas y arbitrajes ha recogido fondos y devueltos los salarios atrasados a nuestros miembros en exceso de \$162,131!



Festividad Annual de Recolección de Pavos de la Local 338

Cada año, durante la temporada de las festividades, los miembros de la Local 338 recoléctan pavos para ayudar a las familias necesitadas a lo largo de la ciudad de New York, Westchester, y Long Island. Como en los años anteriores, la Local 338 entrégá las donaciones a los bancos de comida locales a tiempo para el Día de Acción de Gracias.

Juntos, con las generosas donaciones de varios empleados, los miembros de la Local 338 ayudaron a organizaciones de caridad locales e hicieron que las festividades fueran mejores para cientos de familias. Mas de 100 pavos fueron entregados a las siguientes organizaciones y bancos de comida:

- Nuestra Señora de Gracias para la Comida en Howard Beach, Queens.
- El Banco de Comida de Elmcor en Corona, Queens.
- El Albergue Comunitario en Westchester.
- El Banco de Comida de "Long Island Cares", en el condado de Suffolk
- La Primera Iglesia Bautista de Flushing, en Flushing Queens.
- La Iglesia de San Leo en Corona Queens.
- Las Voces Latinas en Jackson Heights Queens.

Les damos las gracias a todos aquellos que donaron y proveieron para las familias que necesitaban con la oportunidad de disfrutar una tradición festiva tan importante.



La Local 338 No Provee Soporte a los Negocios que no Proven Ayuda a sus Empleados.

Durante los últimos meses, la Local 338 RWDSU ha estado activamente haciendo lías de huelgas (piquetes) en tres tiendas. Country Market de White Plains Road in Eastchester, County Markets en Yellowstone Boulevard en Queens, y Calhoum's (quien hace negocios con Key Food) en Leffert's Boulevard in Queens. En adición a las líneas de huelga, los miembros y empleados de la Local 338 han estado distribuyendo panfletos y folletos informando a la comunidad en relación a las prácticas injustas de las compañías, las cuales han violado los derechos de los empleados.

Después que el contrato de la Local 338 con Country Markets expiró, la compañía, de manera ilegal, hizo que los miembros firmaran cartas de descertificación. Similarmente, después que Key Food en Queens fuera tomada por nuevos dueños, la compañía rehusó el reconocer el contrato existente con el sindicato. Sin embargo, la Directiva Nacional de Relaciones de Trabajo ha demandado que la compañía negocie un contrato con la Local 338 para los 40 empleados de Key Food. Desafortunadamente, la companyas todavía no ha estado de acuerdo en reunirse con nosotros.

Los socios y empleados de la Local 338 continuarán sus lías de huelga, y sus panfletos y folletos en el frente de estas tiendas hasta que podamos llegar a un acuerdo con estas compañías para nuestros miembros. Si usted vive en el área de cualquiera de estas tres tiendas, por favor no se detenga ahí. Debemos soportar y/o ayudar solo los negocios que soportan a sus empleados!



LA LOCAL 338 ESTA REGALANDO UN IPOD TOUCH Y UN IPAD 2 A DOS AFORTUNADOS MIEMBROS.

SORTEO DE IPOD TOUCH AND IPAD2 DE LA LOCAL 338

Local 338 is giving away an iPod Touch and iPad 2 to two lucky members!

Para participar, solo tiene que escanear el código QR con su teléfono inteligente, o visite nuestra dirección electrónica www.local338.org/2011QRcodessweptstakes.cfm y nos puede proveer su información más actualizada.



Si usted es el miembro número 338 que completa el documento/formulario usted ganara un iPod Touch de 32GB.

&
Si usted es la persona número 3,338 que completa el documento/formulario usted ganara un iPad2.

El sorteo termina en Febrero 1, 2012; y esta abierto solamente para los miembros de la Local 338 que estén en buen estado con la organización. Se permite solamente una entrada por cada miembro. Los ganadores con el número 338 y 3338 serán contactados por la Local 338 para que puedan reclamar sus premios.



Reuniones Futuras de los miembros del Área de la Local 338

La Local 338 llevará a cabo las reuniones trimestrales de los miembros en el mes de Marzo. Estas reuniones toman lugar con el fin de mantener a nuestros miembros al día en la información más importante, referente a la Unión y a todos los eventos futuros. Le animamos a que haga todo esfuerzo por asistir.

LUNES 5 DE MARZO, 2012

Staten Island 6:30 PM	La Iglesia Griega Ortodoxa de la Santísima Trinidad 1641 Richmond Ave, SI
Manhattan 6:30PM	Oficina Local 1S de RWDSU 140 W. 31st Street, Manhattan NY

MARTES 6 DE MARZO, 2012

Brooklyn 6:30PM	"Baron Dekalb Knights of Columbus" 300 Emmons Ave, Brooklyn
Queens 6:30PM	Centro de Conferencias del Hotel Adria 220-33 Northern Boulevard, Bayside

WEDNESDAY 7 DE MARZO, 2011

Bronx/Upstate 6:30PM	Oficinas de la Local 338 en Westchester. 120 Saw Mill River Rd, Hastings-On-Hudson
Nassau/Suffolk 6:30PM	Oficinas locales de la Local 338 1505 Kellum Place, Mineola.



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

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

Win an IPod Touch or IPad!

See page 10 or S4 for more details about this special Local 338 Sweepstakes!

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a Click Away!**



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Upcoming Local 338 MEMBERSHIP AREA MEETINGS

Local 338 will be holding our quarterly Membership Meetings in March. These meetings are held in order to keep our members up to date on the most important information about the Union and all upcoming events. We encourage you to make every effort to attend.

MONDAY, MARCH 5, 2012

Staten Island	Holy Trinity Greek Orthodox Church
6:30 pm	1641 Richmond Avenue, SI
Manhattan	RWDSU Local 1S Office
6:30 pm	140 W. 31st Street, Manhattan

TUESDAY, MARCH 6, 2012

Brooklyn	Baron Dekalb Knights of Columbus
6:30 pm	3000 Emmons Ave, Brooklyn
Queens	Adria Hotel & Conference Center
6:30 pm	220-33 Northern Boulevard, Bayside

WEDNESDAY, MARCH 7, 2012

Bronx/Upstate	Local 338 Westchester Office
6:30 pm	120 Saw Mill River Road, Hastings-On-Hudson
Nassau/Suffolk	Local 338 Office
6:30 pm	1505 Kellum Place, Mineola