

**LOCAL**  
**338**  
RWDSU/UFCW

# STRONGER TOGETHER

Bettering the lives of our members and all working people

Volume 6, Issue 2 | End Of Year 2014



## Celebrating Local 338's Past And Our Future



John R. Durso, President

As you may be aware, Local 338 RWDSU/UFCW will be celebrating our 90th anniversary in 2015. Founded in 1925, Local 338 gave a voice to retail food workers who, prior to the establishment of our Union, worked in an unorganized industry with terrible working conditions and for extremely low wages. Unfortunately, this is something that many

workers continue to experience and that we continue to fight back against, many decades later.

Since our inception, Local 338's goal has been to organize the unorganized in order to help these workers receive the dignity and respect that they deserve in their workplace. **ALL** workers should receive quality wages and benefits, which allow them to support themselves and their families. Over the last nine decades we have taken on great organizing fights and won, including at such large companies as Duane Reade, Stop & Shop, and Waldbaum's. In an era where unions are shrinking, we at Local 338 have grown over 34% in the last fifteen years and today we have grown to represent 19,000 men and women. And while private sector unions have declined to a point that they only comprise approximately 7% of the entire United States workforce, we have welcomed over 1,000 newly organized workers into the Local 338 family over the past few years alone. Our growth as an organization is something that we should all be extremely proud of.



Throughout our history, we have had a strong commitment to serving our community and have been a leading advocate in a number of social justice movements that have created great change for all workers. During World War II, Local 338 raised money for the war effort and, in the 1960's, we were an early supporter of Reverend Martin Luther King, Jr. and the Civil Rights Movement. Over the last few years we have fought for and continue to fight to raise the minimum wage and strengthen the Wage Theft Prevention Act, which gives workers who have had their hard earned pay stolen from unscrupulous employers an effective recourse to get the wages that they are owed. Local 338 has also been a great champion for immigration reform to ensure that hard working men and women do not have to live and work in fear nor are they exploited because of their immigration status.

This year we took on a fight that some have considered controversial, but we consider one of our proudest

accomplishments; The Compassionate Care Act which made New York the 23rd State to legalize medical marijuana. Many of us have seen loved ones afflicted by such serious diseases as cancer and seizure disorders and the resulting debilitating affects. The Compassionate Care Act will provide much needed relief to New Yorkers suffering from terrible illnesses that impact their ability to live meaningful and fulfilling lives. In addition to providing greater medical options for patients, we also worked to ensure that the new medical marijuana industry will create quality, middle class jobs that offer good wages and benefits.

Local 338's work is not and has not been simply politically oriented. Our top priority now as it was in 1925, is providing quality service to our members and fighting for collective bargaining agreements that protect our members' rights and provide dignity and respect while on the job. Additionally, we are dedicated to aiding local communities through our holiday turkey, toy, and coat drives, as well as supporting the work of such important organizations as the American Cancer Society, United Way and Hope for the Warriors.

Our organization has a rich history and a long legacy of service to our membership and the public. However, we are only as strong as our members and that's why I encourage you to get involved and stay involved. Throughout the year there are a number of charitable and community events, as well as rallies to support our Brothers & Sisters who belong to other unions. During election season, there are campaigns and labor walks that we attend to support candidates who understand the needs of working people. Information on opportunities to get involved is regularly updated on the events section of our website and on our Facebook and Twitter pages. With your help and participation, we will be able to continue on for another 90 years bettering the lives of our members and all working people. Remember, Union begins with "U!"

I would be remiss if I didn't add a special message to my dear friend and partner at Local 338, Murray Morrissey, who will be retiring as of December 26, 2014. Murray first became a member of this union in 1967 and worked his way up to his position as Executive Vice President and then his election as Secretary Treasurer in 2010. Over the last 47 years, he has seen much of our history and has also played a major role in the shaping of the future of this union. Murray, thank you for your dedication and service to our members and this organization. I speak for the entire Local 338 family when I say you will be deeply missed.

We have a lot to look forward to in 2015 but for now, I hope you and your family have a wonderful time celebrating the Holiday Season. Happy New Year and thank you for all of your support over the years in helping to make this Union as great as it is!

## Looking Back at 47 Years as a Local 338 Member

I have been doubly blessed in my life and have had the opportunity to enjoy two careers. But after twenty years on staff at Local 338 and twenty-seven plus years at my previous employer, Waldbaum's Supermarkets, I have made the decision to retire at the end of this year.

Looking back, I can honestly say I have really enjoyed my years both in the stores and working at the Union. What has made it so enjoyable is the interaction with the people I have met and worked with along the way. Whether it was my colleagues in Waldbaum's, fellow Local 338 members in other shops, or the Local 338 staff, those relationships are something I truly value. In addition to that, I also have been fortunate to have been granted an even bigger extended family with the folks that I have gotten to know at the RWDSU including its Executive and Advisory Board members. Finally, I would be remiss if I didn't mention my friends throughout the UFCW as well; all exceptional people!

As I get closer to retirement, I cannot help but look back on the past 47 years and think about the changes I have seen in the supermarket industry and with our Union. I started with Waldbaum's in 1967 as an 18-year-old right out of High School. That was just when Waldbaum's was hitting its stride and beginning to grow. Back then, the company was still family owned with Ira Waldbaum running the show. It was a different time; Ira knew the workers and the workers knew Ira. Most of the workers in the stores were full-time career folks and nearly all of the supervisors and management came from within the stores.

To be honest, back then I was still under the impression that the company gave me all of the benefits that I enjoyed. From medical insurance to raises and premium pay to my pension benefit, I really thought it was Waldbaum's who was taking care of me. However, it wasn't long after A&P purchased Waldbaum's that the current corporate profit-driven mentality began to take over. Over the following three decades I saw the company go from a family atmosphere where management cared about their workers to a company that sought to increase its profits and stock price on the backs of the workers. It was over these years that I began to understand that I only received those benefits because of our contract and the strength of this Union.

Over the last three decades I have witnessed Corporate America's deliberate attempt to shift business practices away from providing fair wages and benefits for their workers to the era we are in today. We live and work in an era where companies seek to strip workers of all benefits and suppress wages in order to line the pockets of their executives with exorbitant salaries and satisfy their shareholders. It really is a coordinated attack on the

middle class and if you look at the evidence, it cannot be denied. According to the AFL-CIO, in 2013 the average CEO made 331 times the salary of their average employee. Think about that. We all know that management is going to do well for themselves but 331 times better than the folks who operate their businesses?

Over the past 20 years as a member of Local 338's staff, I have personally witnessed this change in our negotiations.

Just about every employer opens negotiations by attacking our pension, health benefits, paid time off and wages. Make no mistake, if the employer didn't have the union standing in their way all of these years, we wouldn't have any of these benefits today. Like I said earlier, I used to think the employer cared about me but now I realize that if it weren't for the strength of our Union fighting to protect our benefits, I wouldn't have a pension that I could retire on. I would not have the security that I need to retire and enjoy the best years of my life.

Take it from me, when I started as a member of the union right out of high school, I wasn't thinking about a pension. I wasn't thinking about being a 65-year-old man wanting to retire with dignity and the ability to enjoy his retirement with his wife (who is also a Local 338 member and is able to collect a pension). While I wasn't thinking about it then, I am really glad that the Union was there to make sure that 47 years down the line, my family's future is secure.

I look forward with great anticipation and excitement to see what retired life will bring, but more important is the pride and gratitude I feel when I look back at my life so far. If I tried to mention the names of all the people who have helped me, supported me, encouraged me, taught me and even challenged me over the years I would certainly miss someone and I would not want to risk that.

Like everyone, I have had some difficult times in my personal life along with very good times. But through it all I always felt surrounded by good friends. So let me just say how much I appreciate everyone's involvement and support over the years and promise you that I will be forever grateful for everything you all have done for both my family and me.



**IT PAY\$  
to be Union**

**In 2014, Local 338, through grievances and arbitrations, collected funds and returned back wages to our members in excess of \$196,372!**



Murray J. Morrissey,  
Secretary Treasurer

## Saving Lives With Our Annual Blood Drive!



Each year Local 338 partners with the New York Blood Center to collect pints of blood in remembrance of those that lost their lives on September 11, 2001. The thirteenth annual

Local 338 Blood Drive was once again held at the Queens Center Mall on September 15th and it was yet another success. Over the course of the day, we collected a total of 17 pints of blood from 21 different volunteers, including from Local 338 staff and members.

Our annual blood drive is a great cause that provides an anonymous gift of life to our fellow New Yorkers. We at Local 338 thank everyone who stopped by the event to donate blood and help make a difference for people in need!



Pictured: Our wonderful staff members Holly Hanrahan (Funds Representative), Christine Hrusitzky (Union Representative), and Jennifer Lipack (MAP Director) donating blood.



### Erich Preis, Artist, Philanthropist & Hero of Labor!

Erich Preis is a Local 338 member working at the Stop & Shop in Northport. Over the last 13 years, he has helped raise thousands of dollars holding street raffles and auctions of his art, donating 100% of the proceeds to homeless veterans and veterans who need assistance. The passing of Erich's best friend and college roommate is what inspired him to start his charitable work and all of the veteran outreach is done in memory of Michael A. Noeth.

At the age of 30, Erich was diagnosed with autism. Despite growing up with this learning disability, he successfully graduated from two colleges, including the Pennsylvania Academy of Fine arts to which he received a scholarship. Erich received a degree in Art Therapy.

Erich has had a number of accomplishments over the years through his charitable work, the most recent being in 2011 as the founder of The Spirit of Huntington Art Center. The center, which recently obtained their 501-(c)(3) status, is a not-for-profit group of artists that work with special needs children through art therapy and creative expression of art. He is currently implementing a new program that will help his students create portfolios, which will in turn help them find internships and jobs in their futures. Erich says that his goal is to be an inspiration to all people with disabilities and to never have to turn a child away who needs help. He has attracted artists and sculptors from around the country who volunteer at the Art Center and have begun to teach classes to the students.

On October 2, 2014 Erich was honored at LaborPress's Third Annual Heroes of Labor Awards Reception where he was recognized for his work serving his community. Erich's Union Representative Jailene Ortiz presented him with the award and members of Local 338's staff also attended the event to cheer him on. Erich you're an inspiration and congratulations on the well-deserved award!

**For more information about Erich and his art,**  
visit: <http://www.erichpreis.com/>  
**For more information about or to**  
visit The Spirit of Huntington Art Center,  
visit: <http://www.spiritofhuntingtonartcenter.com/>



## Helping Families in Need Celebrate Thanksgiving

Each year during the holiday season, Local 338 RWDSU donates turkeys to local food pantries and charitable organizations. As in past years, Local 338 delivered the union's donations to these charities to distribute to families in need in time for Thanksgiving. Together, with generous contributions from several employers, Local 338 donated over 100 turkeys to the following community organizations, food pantries, and turkey drives:

- Our Lady of Grace Food Pantry in Howard Beach (Queens)
- Project Hospitality on Staten Island
- Woodside on the Move & State Senator Jose Peralta's 2014 Turkey Drive
- State Senator Joseph Addabbo's Turkey Drive
- Thanksgiving Food Drive at Suffolk County Community College



We're proud that we were able to support families and help them enjoy an important holiday tradition.

## 15 Years of Making Strides Against Breast Cancer



This year marked Local 338's 15th year participating in the Making Strides Against Breast Cancer walk, and our 14th year serving as the event's Flagship Sponsor.

On October 19, 2014 almost a hundred of our members and staff volunteered at Flushing Meadows Corona Park in Queens to support breast cancer survivors and the American Cancer Society.

Local 338 took a new approach to fundraising for the Making Strides Against Breast Cancer this year. In addition to the traditional contributions we receive in support of Team Local 338, we also raised a large number of funds through the sale of breast cancer awareness bracelets, specially painted and crafted pink pumpkins, t-shirts, and a Local 338 Comedy Night, which was held in September.

The ongoing support and commitment of our members to fight this dreaded disease made it possible for Local 338 to raise almost \$44,000 this year. Together, we

exceeded our goal and helped the American Cancer Society come one step closer to a cure for breast cancer!

Thank you to everyone who made our success possible! We'd also like to extend a special thank you to Bagels Plus in Flushing, one of Local 338's employers, for their generous contribution of breakfast for our members and staff at Making Strides Against Breast Cancer, which kept us energized for the walk!



## Supporting Hope for the Warriors and Our Service Members



Approximately 3,000 runners and walkers participated in the Seventh Annual Run for the Warriors Sunday, November 9th. This year's event, which kicked off at the Town Hall of Babylon in Lindenhurst, New York raised close to \$250,000!

All of the proceeds help fund the many wonderful programs run by Hope for the Warriors, an organization that provides special services to veterans of the Afghanistan and Iraq wars, as well as the families of wounded service members.

Thai. We're also proud of Service Representative Brittany Anderson who ran on Team Hope for the Warriors at the Marine Corps Marathon in Washington D.C. on October 26th!

We are 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 everyone who participated to make the day a success! And a special thank you to Local 338 member Erich Preis (see page 3 for more information about Erich) who donated one of his incredible paintings to be auctioned off on the day of the Run, which raised \$1000 for Hope for the Warriors!



## Congratulations to the 2014 Local 338 Scholarship Recipients!

On June 7, 2014, Local 338 hosted its annual luncheon to honor the recipients of this year's Local 338 Scholarship Program, as well as their families. A total of 18 high school graduates won scholarships of varying amounts from our union. This group of students comes from diverse backgrounds and have many different interests, but all stood out because of their extraordinary academic records and extracurricular activities. For nearly thirty years, Local 338 has proudly sponsored a scholarship program, which is available to our members and their dependents.

*We offer congratulations to all our 2014 winners who received \$1500 towards their first year of college. They are:*

- Christopher Bisogno
- Julianna Casale
- Navkiran Cheema
- Christopher Chiauzzi
- Lucas Firemark
- Collin Gallagher
- Kathleen Herman
- Maria Kruzic
- Thomas Mkrtchian
- Alyssa Rubin

And finally, special congratulations to **Brandon Yalin** for winning the 2014 Emanuel Laub Memorial Scholarship Award! He will receive a total of \$6000 (\$1500 per year) over the next four years towards his college education.



Congratulations to all of our fantastic winners and their families! We are all very proud of your accomplishments and best of luck to you in your college careers. And as always, never forget your labor family at Local 338!

(Left) Local 338 President John Durso with the Winner of the 2014 Emanuel Laub Memorial Scholarship Award Brandon Yalin and his family.

(Bottom) Group Photo of Winners Pictured from Left to Right:

- Seated: Alyssa Rubin, Thomas Mkrtchian, Mary Rom, and Giovanni Marchesano
- Standing: Monica Cavounis (Assistant to Local 338's President), Maria Scheffler (Assistant to Local 338's Funds Administrator), Christopher Bisogno, Julianna Casale, Brandon Yalin (This year's Emmanuel Laub Scholarship Award Winner), Christopher Chiauzzi, Collin Gallagher, Kathleen Herman, Maria Kruzic, Dr. Gregory DiFreitas (Director of the Labor Studies Program at Hofstra University), Charles Hamilton (Local 338's Funds Administrator), Elena Dundon (Local 338's Director of Internal Operations), and John R. Durso (President of Local 338)



## Summer Fun at Our Day at Six Flags!

On Saturday, July 12th, Local 338 hosted our Day at Six Flags event. 500 members and their families spent a hot summer day enjoying the many rides and attractions at Six Flags Great Adventure and Hurricane Harbor. Local 338 also held a 50/50 raffle prize during the day's buffet lunch to benefit Making Strides Against Breast Cancer, which raised almost \$200. We congratulate this year's lucky winner and we'd like to recognize all of our members who helped us support this great cause.

We thank everyone who attended and made the day as much fun as it was! We hope to see you next year!



## Honoring New York's Working Men and Women at the 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 6th, Local 338 members and staff joined thousands of other union members to march up 5th Avenue in Manhattan to celebrate the labor movement and working families.

Organized by the New York City Central Labor Council, dozens of unions and their members participated bringing their families, marching bands, and worksite equipment including cranes and garbage trucks. Several elected officials, including Governor Andrew Cuomo, who served as the Honorary Guest, helped kick off the day.

Local 338 was honored to be joined by UFCW International Secretary Treasurer Anthony "Marc" Perrone who marched alongside our members. Thanks to everyone who attended this year's parade and proudly wore their red RWDSU t-shirts!



*This Winter Give the Gift of Warmth!  
Local 338's Annual Coat Drive*

*We will be collecting clean, gently used men's, women's, and children's coats to benefit those relying on local shelters and community organizations this winter.*

*Donations will be accepted until Monday, February 16th.  
Please drop off coats with your Union or Funds Representative or at Local 338's Office: 1505 Kellum Place, Mineola*

## Important Notice for Those Enrolled in Health Insurance Through the New York State of Health Exchange or Who Are in Need of Health Insurance Coverage

### Do You Need Health Insurance?

Beginning November 15th the open enrollment period to apply for health insurance through the New York State of Health Exchange, Medicaid, and Child Health Plus became available to all members who are currently uninsured. Open enrollment runs through February 15, 2014.

Local 338 members will be able to access free Exchange Navigator services at Local 338's office (1505 Kellum Place, Mineola) on Mondays and Tuesdays (bilingual Navigators are available). Navigators will guide members through the process by assisting them in understanding the health coverage plans available to them, eligibility requirements, as well as completing the enrollment process for the health insurance plan of their choosing. To set up an appointment to meet with a Navigator, please call 516-281-0288.

If you do not have health insurance by February 15, 2015 through the New York State of Health Exchange, you will not be able to obtain coverage until the next open enrollment period!

### What Happens When Open Enrollment Ends?

Once the open enrollment period ends on February 15th, only those with "life changing events" will be eligible to apply for health insurance in the Exchange or through Medicaid and Child Health Plus.

#### Examples of qualifying "life changing events":

- Applying to Medicaid, Medicaid which has continuous open enrollment meaning if you qualify, you can apply year round
- Loss of existing health coverage because of a job change or job loss
- Changes in your family due to:
  - Marriage or divorce
  - Birth or adoption of a child
  - Death of a family member
- Permanently moving to New York State from another state
- Loss of eligibility for Medicaid or CHIP (Child Health Insurance Plan)
- An expiration of your COBRA benefits
- Graduating college or losing coverage from your parent's health plan
- Gaining or losing a dependent
- Change in disability status
- Certain changes in your income
- Changes in your household size
- Certain changes in immigration status

If any of these applies to you after February 15th, you will be eligible to meet with a Navigator to access health insurance through the New York State of Health Exchange.



### Already Have Health Insurance Through the New York State of Health Exchange?

#### YOU MAY NEED TO TAKE IMMEDIATE ACTION!

Beginning in October 2014, members enrolled in the New York State of Health should have received letters explaining that their health insurance would have to be renewed in order to maintain both their policy and subsidy. While some plans automatically renew, many require additional action, which will require an appointment with an Exchange Navigator.

If you need to renew your health insurance plan, update your current health insurance plan or are simply unsure of the next steps, contact a Navigator at: 516-281-0288. Please be aware that if you do not renew your health insurance plan, you could lose your subsidy and health insurance!

Members will also be receiving a tax form from their health insurance companies beginning in December. Be sure to keep this form in a safe place, as you will need it in order to properly file your taxes.

## Meet Your New Member Assistance Program Director Jennifer Lipack

Local 338 is pleased to introduce our new Member Assistance Program (M.A.P.) Director Jennifer Lipack. The Member Assistance Program is a benefit available to members experiencing a variety of difficult situations from mental health concerns to domestic violence to housing emergencies.

A Long Island native, Jennifer is a licensed counselor with Master's Degrees in both Mental Health and Social Work. She is also a certified alcohol and substance abuse counselor. Jennifer is an important resource to Local 338 members and can provide information about community resources, referrals to outside services, and some direct services.



Jennifer Lipack, M.A.P. Director

Members can access M.A.P. counseling on behalf of themselves, co-workers, or their spouses and children. Jennifer specializes in mental health concerns including stress, anxiety, and depression. She can also provide alcohol and substance abuse counseling services to full-time members and provide referrals to all members for treatment. Another program of note is prescription assistance, which can help members without prescription benefits find funding for critically important prescription medications. Members experiencing housing emergencies or domestic violence should also reach out to Jennifer for assistance.

Jennifer can be reached via phone at 516-294-1338 ext. 304 or email at [jlipack@local338.org](mailto:jlipack@local338.org). M.A.P. contact information can also be found on the Local 338 bulletin board at your shop or on our website: [local338.org](http://local338.org). Jennifer will also be visiting shops regularly with Union and Funds Representatives and she is willing to arrange meetings with you at your workplace if that is what's most comfortable for you. *Member Assistance Program services are always confidential.*

## All Workers Deserve Dignity and RESPECT



**RESPECT**

*Is someone you know being cheated at work?  
Are they not receiving the wages and overtime they're entitled to?  
Are they being mistreated or harassed by management?*

*If so, Local 338 can help! Our organizing team fights everyday for workers to ensure that they get the wages and benefits they deserve. We can be reached at 516-294-1338 ext. 775.*

## For Workers Focus on Moving Forward Remains the Same



Stuart Appelbaum,  
President of RWDSU

There's no other way to put it: during the nationwide mid-term elections, candidates supported by working families took it on the chin, with a number of important races going to those backed by big-business interests.

It's not the first time and it won't be the last.

The fact of the matter is that politicians come and go, and the political pendulum continually swings from one side to the other. What doesn't change for working people is the importance of sticking together and fighting for higher wages, better benefits, and fair scheduling. While those who hold elected office may control the political agenda in any given year, working people always need a collective voice to help move them forward.

The issues that are important to us are the same as they were before the election. Too many workers are still not seeing the benefits of the economic recovery, which are mostly being enjoyed by the richest among us. Too many workers are still struggling to survive and support their families, feeling the pressure of employers who won't give them sufficient hours and continue to fight against fair treatment.

What we do next is important. We need to continue to make our voices heard throughout New York and across the country. We can do that by organizing workers who need a union voice, like the neighborhood supermarket workers

who have continued to join Local 338, and the growing car wash campaign in New York, and the Guitar Center campaign nationwide that has seen workers at the largest musical instrument chain joining the RWDSU. Organizing remains our top priority and we are seeing success in a number of different industries.

And we need to continue to stay active politically so that despite setbacks we can remain energized and ready for the next round of elections, which can affect every aspect of our working lives.

We aren't just a political talking point—we are the people who work hard every day to support ourselves and our families, and we are the people who truly make our economy run. And together, we will be heard.

### Murray Morrissey's Retirement

A great ally of working people in New York, Local 338 RWDSU's Secretary Treasurer Murray Morrissey, will be retiring on December 26th. All Local 338 members have benefited from Murray's leadership over the years, and his work and dedication have helped make Local 338 a more powerful voice for members. Murray also brings an incredible warmth to everything he does and everyone who has worked with him has enjoyed his offbeat sense of humor and the genuine nature of his personality.

We'll miss him in our daily work but we know he'll always be there for us when we need his guidance or advice. Murray, thanks for the years of service and enjoy your well-earned retirement.

### THE WRITING'S ON THE WALL

**Follow us for the latest Union news, upcoming meetings, and other events!**

We also encourage you to post questions and share photos you take at Local 338 events

**Not On Social Media?**

Follow Us: [instagram.com/local338](https://instagram.com/local338) Like us: [facebook.com/local338](https://facebook.com/local338) Follow us: [twitter.com/local338](https://twitter.com/local338)

Visit our website and sign up for e-mail blasts to stay informed with important Union updates!

## 2015 Scholarship Awards Program Application (Short Form)

Aplicación para el programa de becas de reconocimiento 2015 (formulario corto)

All applicants for a Local 338 Scholarship Award in the Union's 2015 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.

Todos los solicitantes a las becas de reconocimiento del Local 338 en el programa 2015 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. Para ser elegible para solicitar esta beca 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.

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, 2015.

Después de que esta aplicación sea recibida por 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 15 de abril de 2015.

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.

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 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.

## Celebración del Pasado y Futuro del Sindicato Local 338



John R. Durso, Presidente

Como quizás sepan, en el Sindicato Local 338 RWDSU/UFCW celebraremos nuestro 90º aniversario en el 2015. Fundado en 1925, el Sindicato Local 338 les dio voz a los trabajadores de comercios de alimentos quienes, antes de que se constituyera nuestro sindicato, trabajaban en un sector industrial no sindicalizado bajo míseras condiciones laborales y con salarios sumamente bajos. Desafortunadamente, esto es algo que sigue afectando a muchos trabajadores y contra lo que seguimos luchando muchas décadas más tarde.

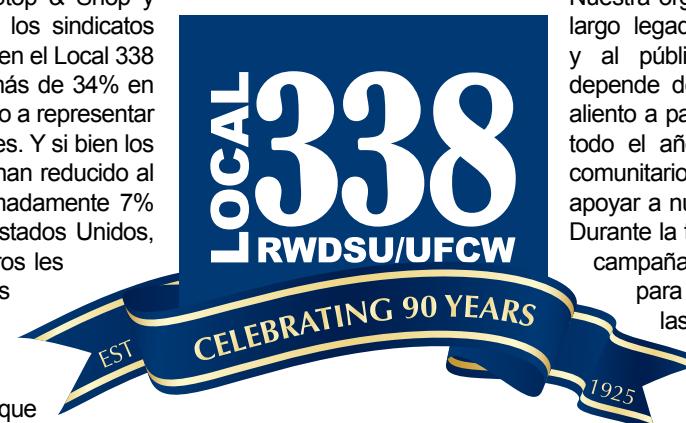
Desde su fundación, el objetivo del Sindicato Local 338 ha sido sindicalizar a quienes no lo estaban a fin de ayudar a esos trabajadores a ser tratados con el respeto y la dignidad que merecen en el centro de trabajo. TODOS los trabajadores deben recibir buenos salarios y beneficios, que les permitan mantenerse a sí mismos y a su familia. En las últimas nueve décadas hemos emprendido muchas luchas para sindicalizar a empleados, incluidas algunas contra grandes empresas como Duane Reade, Stop & Shop y Waldbaum's. En una era en que los sindicatos tienen cada vez menos miembros, en el Local 338 hemos tenido un crecimiento de más de 34% en los últimos 15 años y hemos llegado a representar a más de 19,000 hombres y mujeres. Y si bien los sindicatos en el sector privado se han reducido al punto de representar solo aproximadamente 7% de toda la fuerza laboral de los Estados Unidos, en apenas los últimos años nosotros les hemos dado la bienvenida a más de 1,000 trabajadores recién afiliados a la familia del Sindicato Local 338. El crecimiento de nuestra organización es algo de lo que debemos estar sumamente orgullosos.

Durante toda nuestra historia, hemos tenido un firme compromiso con el servicio a nuestra comunidad y hemos sido un importante promotor de una serie de movimientos de justicia social que han producido grandes cambios a favor de todos los trabajadores. Durante la Segunda Guerra Mundial, el Sindicato Local 338 recaudó dinero para la guerra y en la década del sesenta estuvimos entre los primeros en respaldar al Reverendo Martin Luther King, Jr. y el Movimiento de Derechos Civiles. En años recientes hemos luchado y seguimos luchando por un aumento del salario mínimo y por una Ley de Prevención del Robo de Salarios que sea más estricta, lo que les dará un recurso eficaz para que recuperen lo que se les debe los trabajadores a quienes empleadores sin escrúpulos les han robado la paga. Además, el Sindicato Local 338 siempre ha sido un gran promotor de la reforma de inmigración para asegurar que hombres y mujeres que trabajan duro no tengan que vivir y trabajar atemorizados y evitar que se les explote debido a su situación inmigratoria.

Este año emprendimos una lucha que a algunas personas les parece polémica pero que consideramos uno de los logros de los

que estamos más orgullosos, la Ley de Atención Compasiva, que hizo de Nueva York el 23er estado en legalizar la marihuana para casos médicos. Muchos de nosotros hemos visto a seres queridos aquejados por enfermedades graves como el cáncer y convulsiones, y sus debilitantes efectos. La Ley de Atención Compasiva les ofrecerá un alivio muy necesario a los neoyorquinos con graves enfermedades que afectan su capacidad de llevar una vida plena y valiosa. Además de ofrecer más opciones médicas a los pacientes, también nos esforzamos por asegurar que el nuevo sector de marihuana medicinal genere sólidos empleos de clase media que ofrezcan buenos salarios y beneficios.

El trabajo del Sindicato Local 338 no es ni ha sido solamente de orientación política. Nuestra principal prioridad ahora, como lo era en 1925, es prestarles un servicio de calidad a nuestros miembros y luchar por acuerdos de negociación colectiva que protejan los derechos de nuestros miembros y para que se les trate con dignidad y respeto en el trabajo. Además, nos dedicamos a ayudar a las comunidades locales por medio de nuestra campaña para las fiestas del pavo, juguetes y abrigos, además de apoyar la labor de organizaciones de la importancia de la American Cancer Society, United Way y Hope for the Warriors.



su ayuda y participación, podremos seguir mejorando la vida de nuestros miembros y todos los trabajadores durante 90 años más. ¡Recuerden que el sindicato comienza con ustedes!"

No sería correcto omitir un mensaje especial para mi gran amigo y socio en el Sindicato Local 338, Murray Morrissey, quien se jubilará el 26 de diciembre, 2014. Murray se hizo miembro del sindicato en 1967 y trabajó hasta alcanzar el cargo de vicepresidente ejecutivo y luego fue elegido secretario-tesorero en el 2010. Durante los últimos 47 años, ha sido testigo de gran parte de nuestra historia y también ha desempeñado un papel importante moldeando el futuro de este sindicato. Murray, gracias por tu dedicación y servicio a nuestros miembros y esta organización. En nombre de toda la familia del Sindicato Local 338, te extrañaremos mucho.

Tenemos muchas expectativas para el 2015 y, por ahora, les deseo a ustedes y familia momentos maravillosos en las celebraciones de la temporada de fiestas. Feliz Año Nuevo y gracias por su respaldo todos estos años ¡que hicieron de este sindicato lo grandioso que es!

## Recuerdos de Mis 47 Años como Miembro del Sindicato Local 338

La vida ha sido doblemente generosa conmigo y he tenido la oportunidad de disfrutar de dos carreras. Pero tras 22 años como parte del personal del Sindicato Local 338 y más de 27 años con mi anterior empleador, Waldbaum's Supermarkets, he tomado la decisión de jubilarme a fines de este año.

En base a mis recuerdos, puedo decir francamente que realmente he disfrutado tanto los años que pasé en las tiendas como los años en el sindicato. Lo que más disfruté fue la interacción con la gente que conocí y trabajé todo ese tiempo. Ya sea con mis colegas en Waldbaum's, compañeros del 338 en otros locales o el personal del Local 338, esas conexiones han sido realmente valiosas para mí. Además, también he tenido la suerte de contar con una familia incluso más extensa con toda la gente que conocí de RWDSU, entre ellos, los miembros del directorio ejecutivo y junta asesora. Finalmente, sería un ingrato si no menciono también a mis amigos de UFCW. ¡Todos son gente excepcional!

Ahora que se acerca mi jubilación, siempre me vienen recuerdos de los últimos 47 años y pienso en los cambios que he visto en el sector de supermercados y en nuestro sindicato. Empecé a trabajar con Waldbaum's en 1967, cuando tenía 18 años y acababa de graduarme de la secundaria. Justo por esa época Waldbaum's estaba empezando a encontrar su ritmo y crecer. En ese entonces, era una empresa familiar, con Ira Waldbaum al mando. Eran tiempos diferentes. Ira conocía a los empleados, y los empleados conocían a Ira. La mayoría de los empleados en las tiendas trabajaban a tiempo completo, y casi todos los supervisores y gerentes habían ascendido dentro de las tiendas.

Para ser franco, en ese entonces me parecía que era la empresa la que me daba todos los beneficios que disfrutaba, desde seguro médico hasta aumentos, buenos salarios y beneficios de jubilación. Realmente pensaba que Waldbaum's velaba por mí. Poco después de que A&P compró Waldbaum's, empezó a imponerse la actual mentalidad corporativa enfocada en el lucro. En las tres décadas siguientes vi cómo cambió la compañía de una atmósfera familiar, donde los gerentes se preocupaban por sus empleados, a una empresa que solo quería aumentar las ganancias y el precio de las acciones a costa de los empleados. Fue durante esos años que empecé a comprender que solo recibía esos beneficios debido a nuestro contrato y la fortaleza de este sindicato.

En las últimas tres décadas he sido testigo del deliberado intento del sector corporativo en Estados Unidos de cambiar las prácticas gerenciales por alejarse de salarios y beneficios justos para sus empleados y entrar en la era actual. Vivimos y trabajamos en una época en que las empresas buscan quitarles a los empleados todos los beneficios y suprimir los salarios con el fin de forrar los bolsillos de accionistas y ejecutivos con

exorbitantes ingresos. Realmente es un ataque coordinado contra la clase media y, ante la evidencia, es innegable. Según AFL-CIO, en el 2013, el salario promedio de un CEO era 331 veces el salario de un empleado promedio. Póngase a pensar. Sabemos que los gerentes ganan bien, pero recibir 331 veces lo que gana un empleado que opera el negocio es excesivo.

En los últimos 20 años como miembro del personal del Local 338, también he sido testigo de un cambio en las negociaciones. Ahora todos los empleadores empiezan las negociaciones atacando nuestra pensión, beneficios de salud, licencia pagada y salarios, no tengan la menor duda: No tendríamos ninguno de estos beneficios hoy en día si el empleador no hubiese tenido que enfrentar un sindicato que impidió que los eliminaran durante todos estos años. Como dije antes, solía creer que el empleador velaba por mí, pero ahora me doy cuenta de que si no hubiera sido por la fortaleza de nuestro sindicato, que lucha para proteger nuestros beneficios, no tendría una pensión para jubilarme. No tendría la seguridad que necesito para retirarme y gozar de los mejores años de mi vida.

Créanme, cuando empecé como miembro del sindicato apenas salido de la secundaria, no estaba pensando en una pensión. No estaba pensando en que llegaría a los 65 años e iba a querer jubilarme con dignidad y poder disfrutar la jubilación con mi esposa (que también es miembro del Local 338 y puede recibir una pensión). Si bien no estaba pensando en eso, estoy feliz de que el sindicato estuvo allí para asegurarse de que 47 años más tarde, el futuro de mi familia estuviera asegurado.

Siento mucha emoción y una sensación de anticipación por ver lo que la jubilación me depara. Pero lo más importante es la gratitud y orgullo que siento cuando veo lo que ha sido mi vida hasta ahora. Si tratara de mencionar los nombres de todas las personas que me han ayudado, apoyado, alentado, enseñado e incluso puesto retos en todos estos años, de seguro se me olvidaría alguno y no quiero correr ese riesgo. Como todos, en mi vida he pasado por momentos gratos y difíciles. Pero siempre me sentí rodeado de buenos amigos. Así que permítanme decírselos cuánto aprecio la amistad y apoyo de todos en estos años y les prometo que siempre estaré eternamente agradecido por todo lo que ustedes hicieron por mí y mi familia.

Sinceramente,  
**Murray J. Morrissey**



**Si paga el pertenercer a la Unión**

**¡En el 2014 la Local 338, a través de agravios y arbitraje, colectó fondos y devolvió a nuestros miembros un exceso de salario de \$196,372!**

Murray J. Morrissey,  
Secretario Tesorero

## MERCADO DE SEGURO MÉDICO DEL ESTADO DE NUEVA YORK

Notificación importante para los inscritos en el Mercado de Seguro Médico del Estado de Nueva York o para quienes necesitan cobertura médica

### ¿Necesita seguro médico?

El 15 de noviembre se inició el periodo de inscripción para solicitar seguro médico por medio del Mercado de Seguro Médico, Medicaid y Child Health Plus del estado de Nueva York, estarán a disposición de todos los miembros que en este momento no tienen seguro o quieren cambiar su póliza de seguro médico. El periodo de inscripción dura hasta el 15 de febrero, 2015.

Los miembros del Sindicato Local 338 tendrán acceso a servicios gratuitos de especialistas en la oficina del Sindicato Local 338 (1505 Kellum Place, Mineola) los lunes y martes (habrá especialistas bilingües). Los especialistas guiarán a los miembros por el proceso y los ayudarán a entender los planes de seguro médico a su disposición y los requisitos, como también a completar el proceso de inscripción para el plan de seguro médico que escojan. Para hacer una cita con un especialista, por favor llame al 516-281-0288.

Si no tiene seguro médico para el 15 de febrero, 2015 con el Mercado de Seguro Médico del estado de Nueva York, no podrá obtener cobertura ¡hasta el próximo periodo de inscripción!

### ¿Qué sucede cuando termina el periodo de inscripción?

Una vez que termina el periodo de inscripción el 15 de febrero, solo aquellos bajo "circunstancias que alteran la vida" pueden solicitar seguro médico en el Mercado o por medio de Medicaid y Child Health Plus.

Ejemplos que califican como "circunstancias que alteran la vida":

- Solicitar Medicaid, para el que la inscripción es continua, lo que quiere decir que si reúne los requisitos, puede solicitarlo en cualquier momento del año
- Pérdida de cobertura médica actual debido a cambio de empleo o pérdida de trabajo
- Cambios en la familia debido a:
  - Matrimonio o divorcio
  - Nacimiento o adopción de un niño
  - Muerte de un familiar
- Mudanza permanente desde otro estado al de Nueva York
- Dejar de reunir los requisitos para Medicaid o CHIP (Plan de Seguro Médico para Niños o Child Health Insurance Plan)
- Vencimiento de sus beneficios bajo COBRA
- Graduación de la universidad o pérdida de cobertura del plan de seguro médico de sus padres
- Adquirir o perder un dependiente
- Cambio con respecto a discapacidad
- Ciertos cambios en los ingresos
- Cambio en el número de miembros del hogar de familia
- Ciertos cambios en el estado inmigratorio

Si cualquiera de estos le aplica a usted después del 15 de febrero, usted será elegible para reunirse con un especialista a fin de obtener seguro médico por medio del Mercado del estado de Nueva York.



### Si ya tiene seguro médico por medio del Mercado del estado de Nueva York

#### ¡DEBE ACTUAR INMEDIATAMENTE!

Desde octubre del 2014, los miembros inscritos para Seguro Médico con el estado de Nueva York deben haber recibido cartas explicando que es necesario que renueven su seguro médico para conservar tanto la póliza como el subsidio. Si bien algunos planes se renuevan automáticamente, quizás sean necesarios trámites adicionales que requerirán una cita con un especialista del Mercado.

Si debe renovar su plan de seguro médico, actualizar su plan actual de seguro médico o simplemente no sabe bien qué trámites tiene que realizar, comuníquese con un especialista al: 516-281-0288. Por favor tenga en cuenta que si no renueva su plan, es posible que pierda su subsidio y póliza de seguro médico!

Los miembros también recibirán un formulario de impuestos de sus compañías de seguro médico a partir de diciembre. Asegúrese de guardar el formulario en un lugar seguro, ya que lo va a necesitar para presentar su declaración de impuestos.

## Conozca a Jennifer Lipack, la Nueva Directora del Programa de Ayuda a Miembros



Jennifer Lipack, M.A.P. Director

El Sindicato Local 338 se complace en presentar a Jennifer Lipack, nuestra nueva directora del Programa de Ayuda a Miembros (Member Assistance Program o M.A.P.). El Programa de Ayuda a Miembros es un beneficio a disposición de los miembros que están pasando por situaciones difíciles, desde problemas de salud mental y violencia doméstica hasta emergencias de vivienda.

Jennifer es de Long Island y es consejera diplomada con maestrías en Salud Mental y Trabajo Social. También es consejera acreditada para casos de abuso de drogas y alcohol. Jennifer es de gran ayuda para los miembros del Local 338 y puede proporcionar información sobre recursos comunitarios, remisiones servicios externos y otros servicios directos.

Los miembros pueden solicitar terapia de M.A.P. para ellos mismos, sus compañeros de trabajo o sus cónyuges e hijos. Jennifer se especializa en problemas de salud mental que incluyen estrés, ansiedad y depresión. También puede prestar servicios como consejera para casos de abuso de drogas y alcohol a miembros a tiempo completo y dar información sobre tratamiento a todos los miembros. Otro programa importante es el beneficio de medicamentos recetados, que puede ayudar a los miembros sin beneficios de medicamentos a obtener fondos para comprar medicamentos de importancia vital. Los miembros que están pasando por emergencias de vivienda o violencia doméstica deben acudir a Jennifer si necesitan ayuda.

Pueden llamar a Jennifer al 516-294-1338 ext. 304 o por correo electrónico al [jlipack@local338.org](mailto:jlipack@local338.org). La información para comunicarse con M.A.P. también se puede encontrar en el tablero de noticias del Local 338 en su lugar de empleo o en nuestra página web: [local338.org](http://local338.org). Jennifer también visitará los centros de trabajo con regularidad, acompañada de representantes del sindicato y fondos, y está dispuesta a coordinar reuniones con ustedes en su centro de trabajo, si les resulta más conveniente. *Los servicios del Programa de Ayuda a Miembros siempre son confidenciales.*

## Próximas Reuniones de los Miembros del Sindicato Local 338

El Sindicato Local 338 tendrá sus reuniones trimestrales de afiliación en enero. Estas reuniones se realizan para mantener a nuestros miembros al tanto de la información más importante sobre el sindicato y todos los eventos próximos. Los alentamos a hacer lo posible por acudir.

### - Martes, 20 de enero, 2015 -

Brooklyn y Staten Island a 6:30 PM | Baron Dekalb Knights of Columbus: 3000 Emmons Ave, Brooklyn

Queens a 6:30 PM | Adria Hotel & Conference Center: 220-33 Northern Boulevard, Bayside

### - Miércoles, 21 de enero, 2015 -

Nassau y Suffolk a 6:30 PM | Oficina del Sindicato Local 338: 1505 Kellum Place, Mineola

Bronx y norte del estado a 6:30 PM | Oficina del Sindicato Local: 120 Saw Mill River Road, Hastings-On-Hudson

### - Jueves, 22 de enero, 2015 -

Manhattan a 6:30 PM | Oficina del Sindicato Local 1-S de RWDSU : 140 West 31st Street (entre las avenidas 6 y 7), Manhattan

**¡Todos los trabajadores merecen dignidad y**



**RESPECTO!**

*¿A algún conocido suyo le están robando en el trabajo?  
¿No está recibiendo el salario y el sobretiempo a los que tiene derecho?  
¿La gerencia lo está maltratando o acosando?*

*Si es así, ¡el Sindicato Local 338 puede ayudar! Nuestro equipo de sindicación ha luchado por cientos de trabajadores para asegurar que reciban los salarios y beneficios que merecen. Nos pueden llamar al 516-294-1338, anexo 775.*



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

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

### **Stay Connected**

*We're only a click away!*



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Follow us on Instagram: [instagram.com/local338](https://www.instagram.com/local338) | Visit our website: [local338.org](http://local338.org)



### **APPLY FOR THE 2015 LOCAL 338 SCHOLARSHIP PROGRAM!**

See page 10 for details and scholarship application.

Deadline for submission is April 15, 2015



### ***Upcoming Local 338 Membership Meetings***

Local 338 will be holding our quarterly Membership Meetings in January. 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.

#### **- Tuesday, January 20, 2015 -**

Brooklyn & Staten Island at 6:30 PM | Baron Dekalb Knights of Columbus: 3000 Emmons Ave, Brooklyn

Queens at 6:30 PM | Adria Hotel & Conference Center: 220-33 Northern Boulevard, Bayside

#### **- Wednesday, January 21, 2015 -**

Nassau & Suffolk at 6:30 PM | Local 338 Office: 1505 Kellum Place, Mineola

Bronx & Upstate at 6:30 PM | Local 338 Westchester Office: 120 Saw Mill River Road, Hastings-On-Hudson

#### **- Thursday, January 22, 2015 -**

Manhattan at 6:30 PM | RWDSU Local 1-S Office: 140 West 31st Street (between 6th and 7th Avenues), Manhattan