

A Message from the President John R. Durso



John R. Durw

Your Voice is Important to Our Community

Giving back to our communities has always been part of our mission at Local 338, and it is due to your generosity that we were able to deliver hundreds of turkeys, toys, coats, and hams to various organizations for the holidays. Your involvement is very important, particularly during this time of year, and I would like to personally thank you for all of your dedication and efforts to support families in need.

As 2016 approaches its end, I have also taken some time to reflect on many other great things that you have been a part of throughout the year. Many of you attended rallies and lobby days to ensure that you and your fellow members receive, and continue to receive, the rights that you deserve at

work. In order to continue maintaining and expanding our rights and protections as working men and women, it is essential that you remain engaged in your community, which also includes being politically active.

The passage of the Grocery Worker Retention Act in New York City and the fight to increase funding for Local 338 members who care for the developmentally disabled at IAHD and Community Resources are a direct result of your political involvement. By standing with your fellow members, your voice was heard, and together we were able to expand new protections and benefits for hundreds of working people and their families.

Speaking of political involvement, I know that this year's elections were incredibly long and tiring, and I understand that many of you have become fed up with politics. However, your participation is what makes our democracy work. When you are active, your local elected officials see and hear that working people like yourself are concerned and passionate about the issues that affect your family. This involvement is exactly how legislation such as the Grocery Worker Retention Act came about. However, by not being engaged, we risk letting others who don't have our best interests in mind make the decisions.

The fight to protect our rights as working men and women will continue as it does every year. We will have many events in 2017, which will give you an opportunity to get involved in both your local and union community. I strongly encourage you to stay up to date by checking our website and social media pages frequently and making every effort to attend the various events. Remember, by standing together with your co-members, your voices are very powerful!

Happy Halidays From Local 338

member SPOTILIGHT Thomas Pecorino Local 338 Member & Baker

Local 338 Member Thomas Pecorino is a baker and cake decorator at ACME Markets in Mahopac. Throughout his 9 years working in the bakery, he has boosted sales by experimenting with a variety of cake decorations and different styles of cakes that previously were not made. From jack-o-lantern pull-apart cupcakes, to Christmas log cakes, and layer cakes, his goal is to make sure customers love what they see.

When Thomas was 12 years old, he started working at his grandfather's

When Thomas was 12 years old, he started working at his grandfather's restaurant in the Bronx making rice puddings and learning how to make many other desserts from scratch. He said, "I fell in love with it, and that's what I've been doing ever since." Now, he has the freedom to use his creative side and add his own spin to everything he decorates. He's noted that the first thing customers notice is how a cake looks before the way it tastes, and he strives to make sure all of his cakes are

eye appealing.

He looks forward to seeing customers pass by and immediately stop to look, and many of his regular customers have taken a liking to his designs. 38 years later, he can still come to work and do what he loves every day.



Do you have a unique hobby, a special talent or a great accomplishment that you would like to share? Maybe you love to woodwork and have a back porch to prove it. Perhaps your coworker recently won an award but is too humble to brag about it.

Our unique abilities are what make us different but our togetherness as a union is what makes us strong. Contact Jillian Salerno at 516-294-1338 Ext. 1313 or email her at JSalerno@local338.org to be considered as a feature in the next issue of 338 News.





Your Local 338 Member Portal Is Here!

- See Exclusive Member Discounts
- Know your Rights: Download your Contract
- Quickly Send Emails Directly to Local 338 Staff
- View Benefits you May Have and are NOT Using
- Learn about the Member Assistance Program
- Stay up to Date with Union News & Events

If you SIGN UP NOW, you will also receive a

FREE

Local 338 Hat, Mug, or Shirt!



Click Here to Register on Your Local 338 Member Portal

Sign up at My.Local338.org
TODAY!



*Please note that your "My Local 338" Member Portal is only available for active members!



WE ARE STRONGER TOGETHER







Congratulations

Andrew on Receiving the Alvin E. Heaps Scholarship!

We are pleased to announce that Andrew Capriglione has been awarded the RWDSU's Alvin E. Heaps Scholarship! Andrew's father Ralph is a Local 338 RWDSU/UFCW member who works at DeCicco Family Markets in Jefferson Valley. This scholarship, which is named in memory of the former RWDSU President, awards recipients like Andrew with \$1000 towards the cost of college expenses.

In addition to the Alvin E. Heaps Scholarship, Andrew was also recognized for his academic achievements as a recipient of this year's Local 3 Charities Inc., Scholarship Award Program. He is now attending Binghamton University with a double major in Biology and

Philosophy in hopes of becoming a doctor.

Congratulations Andrew! We hope you had a great first

semester!

Pictured:

Left- Local 338 President, John R. Durso and Andrew Capriglione at the Local 338 Scholarship Luncheon.

Right: Andrew's father & Local 338 member Ralph Capriglione accepting the RWDSU Scholarship







Going To College? We Can Help!

LOCAL 338 CHARITIES, INC. SCHOLARSHIP AWARDS PROGRAM

The 2017 Local 338 Charities Inc. Scholarship Awards

Program has been expanded starting 2017! The changes for 2017 include the following:

• Dependents of members are now eligible if they graduated high school not just in 2017, but

as long ago as two years prior to the year in which the scholarship is awarded (Applicants who are currently enrolled as college students are not eligible).

• And for members who are applying, there is now no restriction to how long ago you may have graduated high school.

• The Book Awards have been increased from \$250 to \$500.

 And scholarships are available not just to those who will be attending college but any accredited educational or vocational program of study.

The Scholarship Committee reviews all applications and awards:

- One individual with the Emanuel Laub Scholarship which is \$1,500 a year for all four years in annual installments (totaling \$6,000);
- 10 individuals with a one-time award of \$1,500 for their first year of continuing education or training; and
- 10 individuals with a Book Award Scholarship, which this year has been increased to \$500 each.

You or your parent must have been a member of the Union for at least one (1) year from the date of the award to be eligible to apply for the scholarship and remain a member until the scholarship is awarded. Applicants who are currently enrolled as college students are not eligible.

When the short form application is received by the Scholarship Committee, you will be sent a long form application, which must be returned to the Local 338 Charities, Inc. Scholarship Awards Committee no later than April 14, 2017.

Click Here To Apply Now!







Stuart Appelbaum RWDSU President

Standing Strong



Stuart Cappellaum

This past year often felt like one of the most divisive times in recent history. But I think it is vitally important to remember that what unites us Americans – and particularly, us as union members – is much greater than that which divides us. Our values remain strong, and as a union we are as committed as ever to fighting for the interests of members, to protecting the gains we have won in our contracts and to winning even better working conditions.

We can continue to make progress if we stay united. We cannot let fear and uncertainty deter us from our mission. We must come together to build on what we have accomplished in recent years and fight to reach our goals in 2017 and beyond.

Unions and workers have won many battles over the years by standing together against the odds – and we in the RWDSU have seen some great successes here in New York.

We are especially proud of winning the Grocery Worker Retention Act in New York City, which will protect supermarket workers from immediately losing their jobs when stores change hands.

Because of our success in getting

that Act passed by the City Council and signed into law by Mayor Bill de Blasio earlier this year, workers are guaranteed at least a 90-day grace period rather than faced with sudden financial upheaval and instability while trying to support themselves and their families.

Now we will turn our focus to Albany, where we will fight for a statewide Grocery Worker Retention Act to protect food store workers from the heart of Buffalo to the tip of Montauk.

We also are proud at having won a strong new contract for our 5,000 members at Macy's that includes wage increases, better health coverage and fair scheduling. And this past year we also won union rights for 1,000 workers at eight Zara stores across the city when they became part of our union.

Just recently we worked to get a bill introduced into the New York City Council to ban on-call scheduling for retail workers by prohibiting employers with five or more workers from cancelling or changing an employee's shift without 72 hours notice.

On-call scheduling is particularly onerous and hard

on workers in terms of stability and predictability. A recent Community Service Society report found that workers with unpredictable schedules have a harder time managing work and family responsibilities and even paying their rent or other bills.

Though 2017 will be a challenging year to be sure, we are confident that we can continue to make progress. We will not rest on our laurels, but pledge to work even harder on behalf of all workers in grocery stores, department stores, retail shops and car washes. All of us working together can continue to make a real difference for the members of this union.



Supporting Workers at Best Market During the Holidays and Throughout the Year!

Best Market is hurting hardworking families in our community with low wages and poor benefits, as well as by cutting their workers' hours. Since Best Market is clear about their lack of respect for their employees, a broad coalition made up of community allies and labor unions have joined together to demand that Best Market do better for their workers.

Over the last several months, there have been several actions at Best Market stores to show our support for the workers, as well as spread awareness about the conditions that they face. Many of your fellow Local 338 members, like Wally Waugh (Stop & Shop in Oyster Bay), have also come out in support of the hard working men and women at Best Market—speaking with words of experience about the union difference.

Unfortunately, Best Market really seems to be lacking the holiday spirit! With only a few days left before Christmas, Santa and the Grinch joined us outside of the Best Yet in Huntington Station to let the company know that they'd end up on Santa's naughty list if they didn't do what is right for their workers. We also sang special Christmas songs about workers' rights and spoke to customers about the importance of supporting working families, especially during the holiday season.



Don't support Best Mari

ng Hours = Cutting Pay

To see some of the special carols we sang and our photos with Santa and the Grinch, visit Facebook at

Facebook.com/DoBetterBestYet or use #DoBetterBestYet



Follow us for the latest Local 338 news, upcoming meetings, and other events. We also encourage you to post questions and share photos you take at union events. Not On Social Media? Visit our website and sign up for e-mail blasts to stay updated on important union information.







A Message from

Joseph Fontano Secretary-Treasurer

Moving Forward After the Elections

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While the outcome of this year's election was shocking and disappointing for many, the election is over and Donald Trump will be the next President of the United States. While many people found the things that Donald Trump said and did throughout his campaign offensive and frightening, we must find a way to move forward as a nation. The fact is, the nation's success is tied to the success of our President. The decisions made by his Administration will, without a doubt, affect every one of us as working men and women. We must come together as working Americans and fight for the issues that matter to all of us.

While the 2016 election was more of a reality TV show than a campaign, the Presidency is not a game or a show. It is an official position that will impact millions of working Americans and their families. Unfortunately, come Inauguration Day, some fundamental longstanding policies designed to protect workers will fall into question. Important issues such as appointments to the National Labor Relations Board, funding for the Occupational Safety and Health Administration (OSHA), our ability to depend on Social Security & Medicare when we retire, and our fundamental right to collectively bargain may be attacked or weakened by the new Administration.

The first sign of trouble for working Americans was the President-Elect's nomination for Secretary of Labor. He has chosen Andy Puzder, CEO of the fast food chains Hardee's and Carl's Jr., to fill that position. The Labor Secretary is supposed to be an advocate for working Americans and represent their voice within the Federal Government. Unfortunately, Mr. Puzder seems to be the opposite of that. He is a champion of Corporate America with a long history of anti-worker and anti-union beliefs. He opposes any increases to the minimum wage, does not support a worker's right to join a union, opposes low-wage workers' rights to earn overtime pay, and also believes in the use of automation to reduce the need for workers.

The nomination of Mr. Puzder is just the first of what many expect to be a wave of anti-worker appointments and policy to be seen over the next few months. Now more than ever, we as working Americans need to be ready to fight for our rights, benefits and livelihoods. It is not just rhetoric: we must be active, we must be involved and we must stand up for ourselves, and all working people, once we come under attack. The first step is to ensure that that you are registered to vote (click below to register), but that really is just the beginning. When you vote, your voice is counted; when you attend lobby days, your passion is demonstrated; when you contribute to the Local 338 PAC, your concerns can be addressed; when you are involved in any way that you can be, you make the values of all working people known.



Click Here to Register to Vote



WE ARE STRONGER TOGETHER



To Those Who Care!

The Local 338 members who work at Community Resources are truly an incredibly important resource in their community. These hardworking men and women all strive each and every day to care for developmentally disabled adults and children. However, despite their dedication, Community Resources has refused to negotiate a fair contract, which values their hard work and allows them to provide for their own families.

On November 17, 2016, Local 338 members were joined by concerned members of the community and our union brothers and sisters at a rally to demand a fair contract that provides dignity and respect. Many of these men and

women spoke to the crowd about their love for their jobs and the people who they care for, as well as the positive impact improved wages would have on their families. Angela Tronolone, a Local 338 Shop Steward at Community Resources said, "My work is very important to me. Many of my coworkers have been here a long time, caring for the men and women who rely on Community

> Resources and we've earned a good contract."

> We'd also like to send thank our brothers and sisters from the RWDSU, Local 108 RWDSU/UFCW, Local 262 RWDSU/UFCW, UFCW

Local 1500, UFCW Local 1245, and UFT (United Federation of Teachers) for your support! We know that Community Resources heard our message loud

and clear: Fair Contract Now





Left - Local 338 Shop Steward, Yolanda Jones Bottom Right - Local 338 Shop Steward, Angela Tronolone





Helping Children in Need Have a Happy Holiday!

Each year, because of your generosity, we are able to collect and donate dozens of new toys for the John Theissen Children's Foundation which supports local sick and underprivileged children.

On Saturday, December 10, 2016 Local 338 members and staff delivered the donations. These wonderful gifts will

make the holidays a little brighter for children in need! Thank you once again for your support of our Toy Drive!









Giving Back to Our Communities for the Holidays!

Local 338 RWDSU/UFCW is getting ready for the holidays in a special way this year. With hundreds of turkeys and hams in hand, donated thanks to the generosity of Local 338 members, we made several trips

to various community organizations across the New York area. These donations provided a hearty meal for families in need on Thanksgiving, as well as Christmas and Hanukkah.

The turkeys and hams were distributed to food pantries at Suffolk Community College, Our Lady of Grace in Howard Beach, Queens, The INN in Hempstead, and Project Hospitality on Staten Island. All of these wonderful organizations go to great lengths to ensure that families in their communities have a warm holiday meal.

It is during the holidays that many feel the desire to give back to the community. As a Union that represents hard-working families, it is also our responsibility to ensure that

our neighbors and fellow New Yorkers have a meal to call their own this holiday season. Thank you to our members and the volunteers who have made our food drives such a success!



S S RWDSU/UFCW



Jack Caffey Jr. Executive Vice President

Organizing for Better Lives!



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Unions have always raised the bar in setting the standard for working people. Many of the benefits workers have today, including but not limited to, overtime and holiday pay, anti-discrimination laws, lunch breaks and the five-day workweek have been achieved largely due to the strong voices of hard working people like you. Yet, thousands of working men and women still experience poor working conditions and injustice on the job.

For this reason, we fight every day to ensure that all working people have an open door to the dignity and respect that they deserve in their workplace by joining a union. This year, case/social workers and meals on wheels drivers and delivery staff at Ridgewood Bushwick Senior Citizens Council (RBSCC), as well as a CVS Pharmacy in Brooklyn, have successfully joined Local 338 and are currently negotiating for a strong union contract.

Currently, the supers and porters at RBSCC are in the process of becoming members of Local 338. Having seen how union representation has already enhanced their co-workers' rights in the workplace, they have been empowered to join the union as well. Their co-workers are proof that it is possible to win a fair union contract with good benefits. These hardworking men and women are looking forward to receiving the protections that they see their co-workers enjoy as members of Local 338.

I strongly encourage you to talk to your family, friends and neighbors about the benefits that you enjoy as a Local 338 union member, as well as encourage them to reach out if they are not receiving the respect that they deserve at work. For more information about how Local 338 can help, call the office at (516) 294-1338.





Since January 2016, Local 338, through grievances and arbitrations, collected funds and returned back wages to our members in excess of \$54,410!



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The New Year is Here and It's Time for Your Annual Resolutions!

All members covered by the Local 338 Benefits Fund, including part timers, are eligible for Health Advocate's services at no cost to you!

As you may already know, Health Advocate provides numerous advocacy services. Their trained specialists can:

- Negotiate on your behalf with providers and hospitals in regards to balances that you may owe
- Explain your claims and benefits, especially for those who do not have medical benefits through the Local 338 Health & Welfare Fund
- Help you find a specialist
- And help you understand your medical condition

Additionally, Health Advocate also offers free wellness benefits for members covered by the Local 338 Health & Welfare Fund.

With the arrival of 2017, the Wellness Incentive Program gives you an opportunity to stay dedicated to your New Year's resolutions and get rewarded for it too! As you progress through this program, you have the chance to earn up to \$250 in gift cards, just for sticking to your goal!

If you are a part timer enrolled in the Benefits Fund, click here to learn more about Health Advocate. If you are a full timer, click here to sign up now!

Your Optical Benefit Has Expanded!



Beginning in January 2017, all eligible members in the Local 338 Benefits Fund will have an additional \$50 to use towards the cost of your optical care.

We hope this improved benefit will help you choose your favorite style!

For more information about your optical benefit or to request a voucher, please call the Call Center at (516) 294-1338 ext. 1776.



STRONGER TOGETHER



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WE'RE HERE TO HELP!

with Jennifer Lipack

MAP Director



Are You Facing Eviction?



The Member Assistance Program May Be Able To Help!

It is no secret that living in New York State is expensive. With housing expenses on the rise, many New Yorkers find themselves having a hard time keeping up with housing costs. Unfortunately, it is not just members of Local 338 who struggle with housing. Many people find themselves struggling to make monthly bills and mortgage or rent payments. If we let the payments pile up long enough, we often find ourselves facing eviction with no place to go. With the colder months coming, it is harder to ignore the severity of homelessness and we recommend that you be proactive if you are facing eviction or other housing emergencies.

How Could The Member Assistance Program (MAP) Help Me If I Had A Problem With My Housing?

First, remember that every issue a member brings to MAP is voluntary and confidential. Emergency housing resources are the most requested resource that MAP receives. This proves that you are not alone in your situation. Second, MAP CANNOT guarantee rental assistance. If you are facing eviction, loss of your home due to fire or another type of housing emergency that leaves you without stable shelter, we can walk you through the process of applying for assistance through New York State and other resources in your community. We can also provide you with information on where you can get help with budgeting your expenses so that you can pro-actively avoid future housing issues.

How Has MAP Helped Other Local 338 Members?

Erika* had two part time jobs, never missed a day of work and was always conscientious of her monthly bills. She did everything she could to keep up with her monthly payments, but still was unable to make her rent payments. After six months of being unable to pay rent, she received her first eviction notice. Erika was scared and didn't know what to do. Her coworkers noticed her sleeping in the break room and carrying around more stuff than usual. She was referred to MAP where she was given resources to shelters, eviction prevention, and debt counseling. Erika worked with the MAP Director and her resources to find more financially stable options in her community, which in turn prevented her from becoming homeless.

*Name was changed to protect the individual's identity.

If you or one of your coworkers is facing difficulty with housing, please call the confidential MAP line at (516) 294-1338 ext. 1304.

www.local338.org





SPECIAL OFFER



Exclusive for Local 338 Members

Island Federal Credit Union is offering special opportunities just for Local 338 members and their families. These benefits include:

- Free checking
- Access to low interest auto and college loans
- · No application fee on mortgages

Be sure to identify yourself as a Local 338 Member when you meet with an Island Federal Credit Union representative.

*Limited to people working or living in Nassau or Suffolk County
*To find a branch near you, visit: www.islandfcu.org/Local-338.aspx

Click Here to View The Flyer

Do you have credit card debt?

This program may be helpful to you!

Since 2001, Tayne Law Group has helped thousands of New Yorkers manage their debt. As a member of Local 338, you are eligible to access their services for a significant discount and in some instances, at no charge. They can help you resolve your debt or help you develop a budget to

more easily meet your monthly bill payments.

For more information about the services that the Tayne Law Group provides, click here.

To schedule an appointment, contact them at 631-470-8204.



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LIKE SAVING MONEY? EXCLUSIVE

STATE OF THE STATE

Member Discounts

As a Local 338 Member, You and Your Family are Eligible for a Variety of DISCOUNTS!

We are pleased to present the Local 338 Member Discount Program! You and your family can receive special discounts on:

- Movie tickets
- Your AT&T phone bill
- Tires for your car
- Theme parks and attractions, including Great Wolf Lodge, Hershey Park, and local ice skating rinks
- The Bronx Zoo and New York Aquarium
- And much more!

We encourage you to take advantage of these discounts in order to get the most of your Local 338 membership! To view the discounts that you're eligible for, visit:

Check our website regularly as we continue to add more discounts!

www.local338.org/member discounts.cfm

While we believe the aforementioned offers are significant discounts, we encourage our members to compare prices before purchasing the goods or services to ensure that you receive the best possible deal. Local 338 is not affiliated with the companies listed above and discounts are provided and managed by the company at their discretion. Please also be aware that there may specific exemptions on where and when the discounts can be redeemed.



OPDATE YOUR INFORMATION

Don't miss out on all of the member discounts, benefits, negotiations, news and other events that are important to you as a Local 338 member or retiree!

local338.org/contact-form.cfm





Wishing Our Members a Happy Retirement!

(Local 338's recent retirees between October 2, 2016 and December 31, 2016)

Andrew Adamo Peter Aliscio Lisa Antoniello Nancy Balsamello Victor Brown Carol Burko Esther Cabrera Frances Callaghan Soraya Calle Vincenza Caporrimo Eleanor Carbonari Carl Caruana Robert Casey David Castro Man-Yao Cheng Briseyda Cos Tejada Joseph Dale Bina Daswani Lawrence De Marco Levi Dozier John Eaton Carl Fowler Stamatia Fragias Gennaro Garafolo Kaushal Garg Charalambos Gasparatos John Gates Augusto Gomez Susan Gruter Renee Harrigan Nelson Hernandez Elsa Herrera

Louis Irizarry Kousar Jilani Celia Kener Suzanne Kilkenny Patricia King Allen Korman Nelson Lebron Chang Yun Lee Ivan Lewis Silvia Lopez Celmira Maldonado Mario Marchese Victor Mascaro Andrew Maugeri Elmer Melendez Richard Mellor Myrtis Merme Myzi Mollabeciri Susan Myrka Christope Nau Lucy Negrino Mohamed Nezamy John Noble Karen Noest Alfred Oakes Emilio Ortiga Luigi Pariselli Debra Paulson Roman Peralta Carlos Peredo Peter Pernice Frank Pino

Illeen Porteous William Raia Henry Ramos Jaun Ramos Bernice Reuland Wilfredo Rodriguez Dorothy Romano Reynaldo Rosado Lisa Rouse Santos Ruiz Belgica Sanchez Pablo Sanchez Larry Sanders Frank Santiago Omar Saracoglu Robert Schepps Robert Schinnerer Denise Sciangula Thomas Sciarrino Marcia Simms Laurence Siragusa Robert Stapleton Victor Tejada Jonathan Theodorou Louis Tomeo John Torres Gary Twist John Valenti Diana Vnook Lee Ann Volpe Silbert Williams Lawrence Williams

"Retired from my job, not from my union"







Bronx | Upstate

Manhattan

Nassau | Suffolk | Queens

Monday, February 27

Local 338 Westchester Office 120 Saw Mill River Road Hastings-On-Hudson 6:30pm

Monday, February 27

RWDSU Office 370 Seventh Avenue, Suite 501 (7 Penn Plaza - Between 30th and 31st Streets) Manhattan 6:30pm

Tuesday, February 28

Local 338 Office 1505 Kellum Place Mineola, New York 11501 6:30pm



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Stay Connected

We're only a click away!









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