

338 News

Fall 2017

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LOCAL 338
RWDSU/UCFW

Bettering the lives of our members and all working people.

A Message from the President

John R. Durso



DREAMers Should Have the Chance to Pursue the American Dream

Deferred Action for Childhood Arrivals (DACA) has protected hundreds of thousands of young adults who were brought to the United States by their parents as children. Due to their age when they immigrated, they cannot and should not be held accountable for violating any laws. When DACA was passed in 2012, these young men and women were given the opportunity to get drivers licenses, attend school, obtain good jobs, and purchase their first homes. Through this program, these young men and women have gained the confidence to chase the American Dream, a dream that all of our ancestors had when they

arrived in the United States, too.

DREAMers have worked tirelessly to better their lives and the lives of their families, and there is no justifiable reason why they should be punished for a decision that was made when they were infants or young children. If DACA is taken away from these recipients, they will live in constant fear of deportation to a country that is not theirs. America is the only country they have ever known. They may have no recollection of their place of birth, and for many, English is their first and only language. Threatening to remove 800,000 people from the workforce and out of the country that they have called home since they were children is a threat to the integrity of our country and all that it stands for. DREAMers have been raised here in the United States and have grown to be successful and productive members of their communities. They do not have criminal records, attend college, and have fought bravely in our military. DREAMers have been raised as proud Americans just like you and I.

Ending DACA would also have a devastating impact on our national and local economies. DREAMers are in fact tax-payers, many of whom own homes with mortgages, and some of whom even work for prestigious Fortune 500 companies. We will lose billions of dollars without their contributions to our economy. Employers will also lose a very important asset; their skilled and hard-working employees.

These are just a few of the reasons why we must not simply fight back against the Administration's plan to end DACA, but rather, fight for legislation that will protect the DREAMers and put these hardworking men and women on a path to citizenship through the DREAM Act. This legislation would grant permanent legal status to these young adults who were brought here as undocumented immigrant children as long as they meet certain requirements. These young men and women should not have to live in fear of a decision that could tear apart their lives and families at any moment. We must show our unity in support of the DREAM Act to preserve the American Dream for all, to be that shining light on the hill, and to continue to be the land of not only the free and the brave but of compassion and hope.



THE CONSTITUTIONAL CONVENTION WILL HURT WORKING FAMILIES **VOTE NO on November 7th**

In addition to voting in many important local elections, you will be casting a vote on "Proposal #1," which will be on the reverse side of your ballot. Here are a few things to know about the Constitutional Convention before you head to the polls.

It Puts YOUR Rights at Risk

A Constitutional Convention will give special interest groups the opportunity to make changes to the rights and protections, like workers compensation, that hard working men and women have had for decades. These wealthy special interest groups will put their agenda ahead of yours, making changes that benefit themselves and leaving New York families to deal with the impact on our safety, the environment and our schools.

It's a Waste of Our Tax Dollars

There is no agenda or projected timeline for how long the Constitutional Convention could last. Additionally, elected officials serving at the Convention could make up to \$80,000 on top of the taxpayer-funded salaries they already receive. A Convention could cost taxpayers hundreds of millions of dollars, which, could instead be used for other important programs and services.

Working People Could Lose the Right to Fight For Better Wages and Benefits

New York is one of the only states that explicitly includes the right to collectively bargain for a union contract in its State Constitution. If there is a Constitutional Convention, protective language could be eliminated, making it much harder for your union to negotiate a good contract on your behalf.

On Election Day, remember to turn over your ballot and vote against the Constitutional Convention by voting NO on Proposal #1.

member SPOTLIGHT

Rita Singleton

Local 338 Member & Volunteering with Veterans

Rita Singleton is a Certified Pharmacy Technician who has worked at Duane Reade since February of 2003. Serving her customers is something she has always been passionate about, and when she started volunteering at the James J. Peters VA Medical Center, she knew that's where she could make the best difference in someone's life.

Her father is a disabled veteran who needed assistance from the VA when he fell sick. In April of 2016, her father's doctor asked her to join as a volunteer, and she has been volunteering in the Pharmacy Department every Monday ever since. She feels, "All in all, it's about helping [the patients], because they helped us at one point in time too."

We want to thank Rita for helping hundreds of men and women who have served and protected us; and congratulate her on recently being selected to join staff at the Bronx VA.

You've done amazing work, and we wish you all of the best, Rita!

338 News is YOUR News Source

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.



Elaine Buscarino

Local 338 Member & Trainer

Elaine Buscarino, a Local 338 member for over 20 years, works at Greenfield's ShopRite. She has worked her way up, starting as a cashier and later becoming a Deli Manager. When she is not creating beautiful and delicious catering platters, she is traveling to other ShopRite stores teaching new deli clerks how to provide the best service and make the best tasting food!

A special shout out to Elaine for her hard work and effort in making her customers, happy customers!



Luke Lester

Local 338 Member, EMT & Actor

Luke Lester is a Local 338 member who works at Greenfield ShopRite of New Hyde Park in the bakery department. He is a college graduate with a degree in Biology and has recently discovered a new passion for acting. It has boosted his confidence, helped him bring out his love for making people laugh, and taught him the life lesson that anything you want, you can learn to do-including how to tap dance in two weeks!

In addition to Luke's position at ShopRite, his studies, and practicing for his role in West Side Story and Young Frankenstein, he is also a volunteer EMT looking to making a difference in people's lives. It makes us so proud to have members like Luke with such strive and dedication as a part of the 338 family!



We wish you the best of luck, Luke! Keep chasing your dreams!

ON STRIKE FOR OVER SIX MONTHS

Local 338 Standing with IBEW Local 3 Spectrum Cable Workers

Since March, our IBEW Local 3 brothers and sisters have shown strength and solidarity by going on strike against Spectrum- Charter Communications. The company has threatened to reduce their pensions and healthcare benefits, something these dedicated men and women have earned. Nearly 2,000 workers voted to go on strike and have remained on the picket line ever since, resisting Spectrum's attempts at union busting.



The workers have successfully held two solidarity marches across the George Washington and Brooklyn Bridges and had the support of their union brothers and sisters. Governor Cuomo was at the Brooklyn Bridge walk as well, putting pressure on Spectrum to negotiate a contract for New York's working men and women.

We will continue to support them until Spectrum agrees to work with Local 3 and negotiate better lives for their workers. It is important now more than ever that we continue to stand with Local 3 and the hardworking men and women they represent. We cannot allow Spectrum's corporate greed rip away at workers' protections and benefits.

Do Better BEST YET!

On August 9th, six hardworking men and women spoke out about the issues they face working at Best Market. Mike Thomas, Diomedes Mosquea, Dave Ness, Diane Motylenski, Angel Padro, and Marian Meszaros were surrounded by union members, community advocates and faith leaders as well as Suffolk County Legislator Sarah Anker. We all joined together to let Best Market know that we are one, we are strong, and we will not stop fighting until Best Market's workers get the wages and benefits that they deserve.



Each of these men and women shared their stories of the poor working conditions that they see each day at their workplace. They spoke about their low wages, how they are forced to pay as much as \$200 per week for their healthcare coverage, and unstable hours despite their many years of experience working in the grocery industry!

Legislator Sarah Anker offered encouragement to the Best Market workers to keep fighting. She insisted, "This is about your lives and your families, if there is money being made in a corporation, it needs to be passed down. You need to fight for better wages, it's only fair."



The hard working men and women at Best Market deserve a living wage that they can raise their family on and stable hours so they know what their paycheck will be week to week. These workers provide the service that allows us to put food on our tables, but struggle to do the same for their own families. It is time for Best Market to do better by their employees by offering livable wages and benefits to the men and women who work to make their business a success.

For more information about the campaign at Best Market and how you can help, visit: facebook.com/dobetterbestyet



Where Are They Now?

Local 338 Scholarship Winner

Onur Saglam

Onur Saglam was the Emanuel Laub Scholarship winner in 2015, and he is on track for incredible success! He is currently a junior at Cornell University double majoring in Economics and Information Science. While he has always had an interest in Economics, the new major offering in Information Science intrigued him and he found that the topics went perfectly hand-in-hand.

From starting a small business in Kenya last summer to interning as a Business Analyst at a start up in Manhattan this summer, Onur has obtained a worldly view of the steps to create a successful business. Further, he pursued an early application process and has already secured his next internship for the summer of 2018! Going forward, he hopes to work in the finance and banking field and feels confident that this next internship will keep him on the path to reaching his end goal.

Best of luck, Onur! You make Local 338 very proud!



Union Plus Scholarship Award

All Local 338 members and their families are entitled to apply for the Union Plus Scholarship Award to be used towards their college education. Scholarship awards vary from \$500 to \$4,000 and these one-time cash awards are for study beginning in the fall. However, students may re-apply each year.

When creating your free Union Plus account select: Union "RWDSU (Retail Workers)" & Local Name "Local 338" & "Union Member" or "Dependent."

Visit local338.org/scholarships.cfm to apply!

The deadline for completed applications is January 31, 2018.

In 2017, 7 UFCW members won a scholarship through Union Plus! If they can win, you can too!



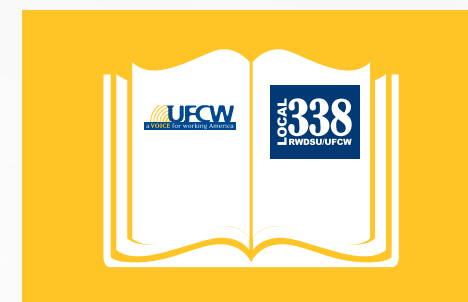
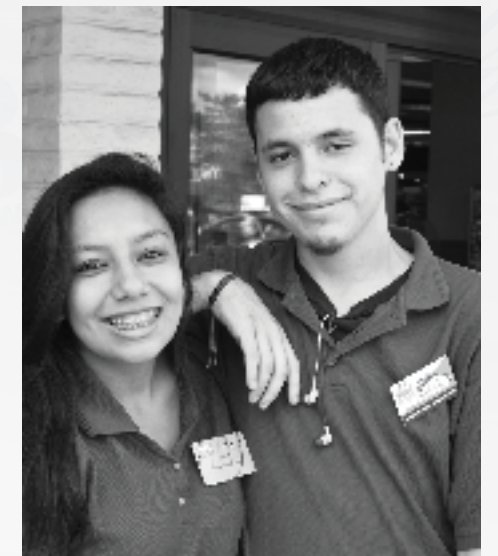
Local 338
RWDSU/UFCW

FREE College for Local 338 Members and Families

As part of our commitment to making your life better, Local 338 RWDSU/UFCW members and their families can now earn an accredited degree online through Eastern Gateway Community College (EGCC) with no out-of-pocket costs for tuition or books.

The UFCW Free College Benefit is designed to help you build a better life:

- No cost for tuition, books, or other fees
- All UFCW members and their families are eligible
- EGCC is a public, nonprofit, accredited college
- Earn an EGCC degree or college credits
- EGCC credits are transferable
- Advising and tutoring is available



To learn more about the UFCW Free College Benefit, visit: www.UFCW.org/College or call 888-590-9009



A Message from

Joseph Fontano Secretary-Treasurer

Who We Elect Matters!

In mid-September, the United States Supreme Court accepted a case called Janus v. AFSCME Council 31, which threatens to make the entire public sector “right-to-work.”

As you may remember from previous editions of 338 News, “right-to-work” (RTW) is legislation that is deceptively named, and its sole purpose is to weaken your power as a working person. Currently, 28 states have passed this legislation under the guise of doing the right thing for working people. Unfortunately, it has done everything but that. Based on the statistics, it is clear that “RTW” is the creation of well-funded, big businesses and is designed to take away from everyday working men and women by influencing politics.

In the past, a similar court case arose against three other public service unions as well—including Friedrichs v. CTA just last year, which ruled in the favor of unions. While we have remained strong, our fears of national RTW becoming a reality have never been as frightening as they are today. Our brothers and sisters of the public sector are facing legislation that not only will crush their health insurance benefits and pensions, but will lower the standard for working people across the nation.

This case is yet another push from corporate interest groups with the goal of breaking our strength and slashing workers’ benefits. It is only together that we have the strength in numbers to fight back against these anti-union attacks. Unions are the strength of the working class. Unions ensure families have the ability to earn a living wage and receive all of the benefits and rights that they deserve. Unions are representative of every day Americans. We must never let the greed of corporate America overcome our power, but rather stand together today, and throughout the course of this case, in support of the public sector of employees to prevent the passage of so-called “right-to-work” legislation.

The fact that we are repetitively facing these threats against workers’ rights makes it even more clear that we must become more diligent about voting. Every election is just as, if not more, important than presidential elections. Who we elect to represent us matters, and by not voting, we allow officials to get into office whose interests may not align with ours. This Election Day, and every election day going forward, we must pledge to get out to the polls and vote for candidates who we can be sure will stand with us and defend our interests as working men and women.

Support Your Community With Our Upcoming Donation Drives

Coat Drive



Each year, Local 338 “spreads the warmth” with our annual coat drive. This year, Local 338 will be continuing our tradition of donating new and gently worn coats to those in need. The coats will be collected between November through the end of December, and will be distributed to local charities across the New York area.

Please take a look in your closet and ask your coworkers, friends, and relatives to do the same! Join us in making sure no one is left out in the cold!

Food Drive

We are pleased to announce our annual Fall Food Drive that will be taking place from November through the end of December. All non-perishable food items will be collected for local food pantries and distributed to those in need in our communities. We will also be using donations to support the ongoing Hurricane Maria relief efforts.



Toy Drive



We will once again be collecting toys to support the John Theissen Children’s Foundation, which provides joy to sick and underprivileged children.

Thanks to your generosity, the annual Local 338 Toy Drive has collected over 25,000 new toys since 2000! This year’s collection will begin after Thanksgiving and continue until mid-December.

Donations can be dropped off at our next Membership Meetings, at Local 338’s Office during regular business hours, or with your Union or Funds/Service Representative.

Don't Forget To Vote on November 7th!

This year there are several important and highly competitive races in local elections. It is important that we support candidates who support working families. Below is a list of Local 338 RWDSU/ UFCW's endorsed candidates in a number of the key races in the General Election on Tuesday, November 7th:



New York City

Bill de Blasio for Mayor
Justin Brannan for City Council (District 43 - Brooklyn)



Westchester County

George Latimer for County Executive



Nassau County

Laura Curran for County Executive
Jack Schnirman for County Comptroller
Kevan Abrahams for County Legislature (District 1)
Debra Mule for County Legislature (District 5)



Bill de Blasio
for Mayor



George Latimer for
County Executive



Laura Curran for
County Executive

(Nassau County Continued)

Arnie Drucker for County Legislature (District 16)
Josh Lafazan for County Legislature (District 18)
Chumi Diamond for Long Beach City Council



Suffolk County

Tim Sini for Suffolk County District Attorney
Josh Slaughter for County Legislature (District 3)
Sarah Anker for County Legislature (District 6)
DuWayne Gregory for County Legislature (District 15)
Susan Berland for County Legislature (District 16)
Willam Spencer for County Legislature (District 18)
Tracey Edwards for Huntington Town Supervisor
Michele Lynch for Riverhead Town Council



Jack Schnirman for
County Comptroller



Tim Sini for
Suffolk County
District Attorney



New Jersey

Phil Murphy for Governor of New Jersey



Phil Murphy
for Governor of
New Jersey

For more information about our
endorsements in the upcoming Election,
check Local338.org, MyLocal338.org
and your email!

How you vote is your personal decision. Local 338 RWDSU/UFCW believes that these candidates are the best choice for New York's working families. This message is intended for the members of Local 338 as a union member communication and is not intended for public distribution.



Local 338 Volunteer Day



On September 11th, Local 338 staff volunteered at the John Theissen Children's Foundation. We began the day by packing backpacks for students in need of the supplies that will help them succeed throughout the school year. Once the backpacks were all stuffed with notebooks, markers, rulers, and other essential supplies, we had the opportunity to distribute these backpacks to local schools.



In addition to the annual "Back to School Supply Drives," the John Theissen Children's Foundation is also known for their toy

collections throughout the year. All toys that are collected are delivered to local hospitals and medical centers for infants, toddlers, and adolescents. Throughout the day, we delivered dozens of toys, books, and stuffed animals to children receiving care in Stony Brook Hospital, Nassau University Medical Center, South Oaks, and Winthrop Hospital.

While it was emotional for all of us to see young children battling serious illnesses, seeing their faces light up with joy was also a gratifying reminder that we can make an empowering difference in someone's life just by spending a few hours volunteering in our communities.

We would like to thank the John Theissen Children's Foundation for allowing us to be a part of this inspiring day and for the amazing work that they do each and every day for families and children throughout Long Island.

If you'd like to get involved in supporting the work of the John Theissen Children's Foundation, visit jtcf.org or donate to our annual Toy Drive which supports this wonderful organization.



A Message from

Stuart Appelbaum RWDSU President



Stuart Appelbaum

Workers' Comp Changes Would Hurt Workers

For over 100 years, our workers' compensation system has protected workers injured on the job by providing immediate wage replacement and medical benefits without the need for a costly lawsuit. Now the obscure state agency that runs the workers' compensation system in New York is proposing to cut benefits and eliminate essential legal protections for workers – changes that would devastate workers while lining employers' pockets.

Recently, the Board released with little notice a set of proposals that would upend the system, stripping injured workers of their legal rights and drastically cutting the compensation they receive.

The first change would turn the routine medical examination, which must be done by an insurance-company paid doctor, into an adversarial interrogation. Up until now, an insurance company doctor was faced with two questions – was the worker injured on the job and if so what injuries did the worker sustain? Under the proposed regulations, workers – who may or may not speak or read English– would be required to answer a questionnaire

that could force them to make statements that could hurt them in future legal proceedings. Yet, they would have no right to have a lawyer present.

What's worse, a doctor could classify a worker who refuses to answer a question or fails to answer a question to the doctor's liking as "uncooperative." Based on this classification, the Workers' Compensation Board could suspend a worker's benefits. The right to remain silent could be used against you if you are an injured worker.

The Board was charged by the state legislature to suggest reforms to the guidelines that determine the level of benefits a worker might receive depending on the extent of permanent impairment resulting from the workplace injury. These reforms were supposed to be limited to "advances in medicine" that might alter the impact of a permanent impairment resulting from a workplace injury. Instead, the Board completely rewrote key provisions of the guidelines, going well beyond the scope of their mandate and drastically cutting injured workers' benefits.

The Workers' Compensation Alliance examined potential outcomes based on real Workers' Compensation claims to determine the impact of the new proposed regulations. Disturbingly, only 18 percent of the claims would be approved under the new proposed guidelines. Under the current guidelines, 71 percent of these claims would be covered.

If the proposed changes are allowed to pass, there could be a three-fold increase in uncompensated workplace injuries. Under these changes, many injured workers won't be able to pay their rent or feed their families, let alone pay their medical bills, and that is an outrage.

The Workers' Compensation Board and Governor Cuomo should scrap these regulations and start again with a public, transparent process based on facts rather than a clear agenda to cut benefits to some of the most vulnerable New Yorkers: injured workers.

Working Together, Leading the Way

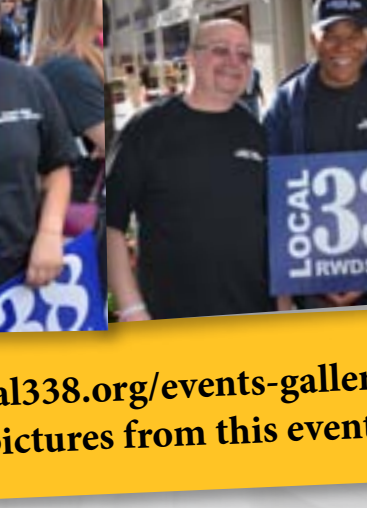
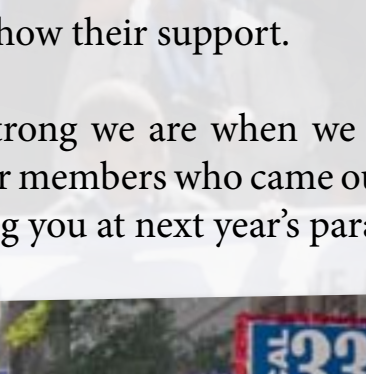
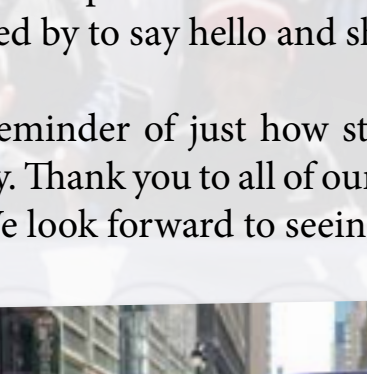
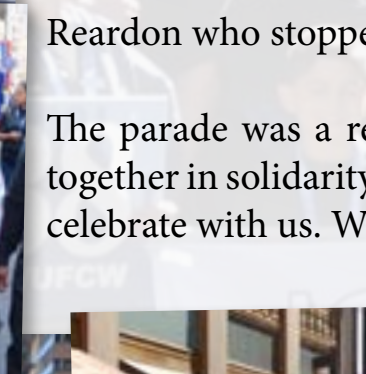
Labor Day Parade 2017



On Saturday, September 9th, Local 338 celebrated our union pride at the New York City Central Labor Council's Labor Day Parade. This year, the theme of the Labor Day Parade was "Working Together, Leading the Way" and we were so proud to have had such a great turnout to show our dedication to achieve this mission!

More than 150 Local 338 members and their children joined together to march up Fifth Avenue accompanied by the talented musicians, of Local 802 AFM (American Federation of Musicians), on our own Local 338 float. We all also had the opportunity to meet Senator Diane Savino and New York State Department of Labor Commissioner Roberta Reardon who stopped by to say hello and show their support.

The parade was a reminder of just how strong we are when we join together in solidarity. Thank you to all of our members who came out to celebrate with us. We look forward to seeing you at next year's parade!



Visit <http://local338.org/events-gallery2.cfm>
to view pictures from this event!

A Message from

Neil E. Gonzalvo Executive Vice President

The Value of Union Membership



Neil E. Gonzalvo

As your union, it is our responsibility to negotiate a contract with your employer and ensure your rights and benefits on the job are being provided and protected. When we negotiate, we focus on the benefits that matter most to you and will improve your quality of life.

Union contracts often contain pay raises, paid time off, holiday pay, and healthcare benefits. However, there are other valuable parts of being a union member that are worth just as much recognition. Another benefit in many Local 338 contracts includes the right to a paid 10 to 15-minute break that you may be entitled to take during your shift. Additionally, all Local 338 members have access to additional benefits for your benefit outside of the workplace. These include: discounts for entertainment, travel, mobile cellphone plans, etc., more than \$10,000 in scholarship opportunities, and even FREE online college

courses so you can get a degree debt-free.

I'd again like to urge you to speak with your Union or Funds/Service Representatives when you see them in your workplace. Local 338's goal of making "quality visits" to your workplace can only be as qualitative as you make them so please ask us questions, find out if you are entitled to a paid break, and inquire about the FREE college benefit as well as the other various benefits you may be entitled to.

If you are unsure who your Union Representative is, simply log-in to your Member Portal account at MyLocal338.org and visit your homepage. Just underneath your Union Representative's name, you can also find a downloadable copy of your union contract to learn more about your rights and benefits.



IT PAYS TO BE UNION

Since January 2017, Local 338, through grievances and arbitrations, collected funds and returned back wages to our members in excess of **\$89,350.66!**

Get to Know your Representatives

Ray Forbs



I started working at Local 338 as a Service Representative in 2015. The following year I became a Service/Funds Representative. I presently serve lower Manhattan (below 42nd Street), Brooklyn, Staten Island, and New Jersey.

What I enjoy most about being in the field is having the ability to get to know and help our members. I love being able to keep them informed about the benefits they have such as child care grants, scholarships, and discounts. It's great to know that I can make someone's life a bit easier by reminding them all of the great benefits they are eligible for as a member of Local 338.

Noemi Barrera



I've been a part of Local 338 since January of 2012. I began as a Call Center Representative, and was later promoted to the administrative department. Last year, I was promoted into the field staff as a Fund and Service Representative, and I presently serve as the Union Representative for Midtown/Downtown Manhattan. I have always liked helping people and I knew I'd always end up in a career where I'd be able to advocate for others.

In December of 2016, I graduated from SUNY Old Westbury with a Bachelor's Degree in Industrial Labor Relations. It has allowed me to expand and improve, and I am so proud to bring the knowledge I've learned to our members. The genuine thankfulness that I get from our members when an issue is resolved is the motor that keeps me running every day. Knowing that I made a difference in a member's life makes it completely worth it!



UPDATE 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



MY BENEFITS

With
Charles Hamilton
Funds Administrator



Child Care is Costly. Let Us Help!

The expense of childcare is already astronomical and only increasing each year. The Local 338 Child Care Benefit is exclusive for our members who have children under the age of 12 in child care (both licensed and unlicensed) to help offset these expenses many parents face.

This program is available to both part-time and full-time members enrolled in any of our Local 338 Benefit Fund plans, with a benefit of up to \$1,600 per year. If your child is enrolled in a licensed day care center, after school program, or even receives care from a neighbor, friend, or relative, you can apply for this reimbursement.

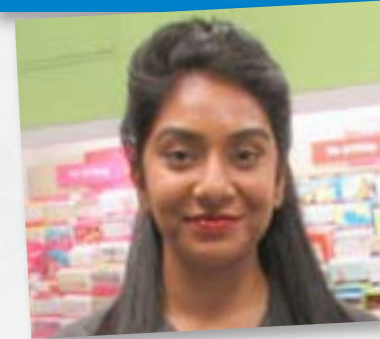
The application process is quick and easy. Whether the benefit gives you peace of mind by reducing your financial stress, or allows you to save up for a weekend trip with your children that you may have not been able to afford before, we strongly encourage you to take advantage of this opportunity!

We'll walk you through the application process—all you have to do is call. We can be reached at (516) 294-1338 Ext. 1299 and we hope to hear from you soon!

*For full details on eligibility, requirements, and award amount, please call our office or log-in to your Member Portal Account at MyLocal338.org!



Have Children in Childcare? Let Your Fellow Local 338 Members Tell You How Being a Union Member Has Saved Them Thousands of Dollars a Year!



Tahmina Tariq

Tahmina who works at Duane Reade on 42nd Street in Manhattan has a five-year-old son enrolled in child care. She was paying \$180 per week for a babysitter, but now her weekly payments are only \$44 for a day care program. That's four times less than her original payments! Since enrolling her son in the child care program, she has been able to save that money for fun activities that before she couldn't fit in her budget.

Tahmina said that the application process was very easy, fast, and only asked for basic documents. She feels that anyone could do it, and everyone should! She also mentioned, "This program is also more educational for him. It's helping me and helping him at the same time."

Virginia Ortiz



Virginia Ortiz has been a member of Local 338 for two years, working at Duane Reade on Broad Street in Manhattan. Last year, she saw our email about this program and it made a life changing difference for her and her family.

Virginia has two children, a 2-year-old and a 7-year-old, and was paying \$1,100 per month for child care. After applying, her monthly payment was reduced to only \$60 per month! Since her payments have been reduced, she finally feels financially independent, secure, and confident again!



Akeem Johnson

Akeem who has been a Local 338 member for 15 years, and his girlfriend (who is also a member of Local 338) applied for this program to reduce the costs of childcare for their 8-year-old son and 2-year-old daughter. Their payments went from \$350 per week to no cost! "A lot of people think they want a lot of information, but they don't. They just ask for simple papers only about two to three pages of things. I always recommend it to everyone!"

The NYC Facilitated Child Care Enrollment Project offers Local 338 Members living or working in NYC subsidies to help reduce the costs of child care. It is an easy application process that can help you save thousands of dollars! For eligibility screening, fill out this short online form at local338.org/childcare.



Stay Connected ON SOCIAL MEDIA



And Now Check Out Your "My Local 338" Account To See Much More of Your Union Benefits

- 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 Union News & Events
- Articles about Fellow Members
- Social Media Feeds
- Scholarships for you and your Family
- Access to Free College
- See Exclusive Member Discounts
- and much, much more!



Log In Today at MyLocal338.org

LIKE SAVING MONEY?

EXCLUSIVE

LOCAL 338
RWDSU/UFCW

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 Six Flags Great Adventure
- 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:

Visit
MyLocal338.org
regularly as we
continue to add
more discounts!

MyLocal338.org

New Featured Discounts



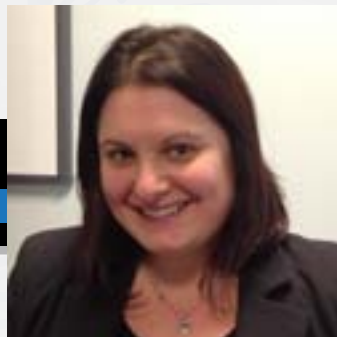
While we believe the aforementioned offers are significant discounts, we encourage our members to compare prices before purchasing the goods or services to ensure that you receive the best possible deal. Local 338 is not affiliated with the companies listed above and discounts are provided and managed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





WE'RE HERE TO HELP!

With **Jennifer Lipack**
MAP Director



What To Do If You Suspect Bullying

Many kids and teenagers face the reality of bullying every single day, and more often than not, those who are victimized by bullying do not ask for help. Even when the verbal, social, and/or physical bullying becomes unbearable, fear of backlash from the bully, humiliation, fear of rejection and feelings of weakness or helplessness stop victims from speaking up.

Not only may victims be facing hateful behavior throughout the school day, but now they could essentially be victimized 24/7 through social media. As people that our loved ones depend on, we must make sure that we have the knowledge of how to prevent, detect and respond to bullying.

Primarily, communication is at the forefront of preventing and detecting bullying. Our loved ones should feel comfortable asking for advice at any moment, but we should also be proactive by spending some time each day asking questions about their daily life. We should also encourage kids to find an activity, interest, or hobby they enjoy. Sometimes it may be difficult to find a passion, but once it is found, it will become an opportunity to have fun and meet others with similar interests.

Hurtful words and actions can be detrimental to a victim's self-esteem and lead to more harmful effects including depression and/or substance abuse. If concerns arise, the best steps to take include:

- Listening and focusing to learn what is going on
- Assuring them that bullying is not their fault
- Giving advice through role-playing ways to make bullying stop
- Be persistent by following up with your loved one
- Consider a referral to a counselor or social worker

If you or your loved one needs help, someone to speak with, a referral to a counselor or social work, or more information -- please contact Local 338's Member Assistance Program (MAP), Jennifer Lipack, LMHC, LMSW, SAP, CASAC, MAP Director, at 516.294.1338, extension 1304.

For more advice and tips for conversations about bullying, visit stopbullying.gov.

Wishing Our Members A Happy Retirement!

(Local 338's recent retirees between July 1 - September 30, 2017)

EZZIDIEN ABDELAZIZ	EDUARDO GONZALEZ	JOANN OTERO
CHONGJIT ACEVEDO	WILLIAM HAWKINS	EDNA PEPE
ESTHER AQUINO	MARILYN HOAFAT	ANNE PISTRITTO
LOUIS BALLETO	DAVID ITZKOWITZ	EVA PRIANTI
NANCY BARCHETTA	MURRAY JACKSON	DOMINICK QUINZI
JAMES BERANGER	DONNA JACKSON	ROBERTO RIVERA
GERARDA BIONDI	ROBERT JOSEPHS	PETER RIVERA
MARY BRADY	ARTHUR KENEALY	HERMAN RIVERA
LYNN BRODBECK	WILLIAM KENNEDY	MILLIE RIVERA
MARYANN BUCHOLTZ	THOMAS KREJCI	DONNA RUSSO
MARY BURKE	ERNESTO LAZO	BARBARA SALERNO
RAYMOND CAMPBELL	LUIS LEON	MARIA SANCHEZ
BRUCE CAPOTOSTO	EUNICE LOESCH	GARY SCHINDLER
ROBERT CARNEVALE	MYRNA LOSITO	ROY SCHLEGELMILCH
DARLENE CASTRO	SANDRA MALAVE	JOSEPH SCUEREB
ATILIO CASTRO	JOSE MARTINEZ	MICHAEL SILVANO
RAYMOND CEDENO	GERALDINE MASSA	PATRICIA SMITH
MANUEL CUZCO	GIUSEPPE MAZZUCA	GREGORIA SOSA
SALVATORE DE ROSA	MARIA MERCADO	BOBBIE SPARKS
WINONA DEVINE	CAROL MILLER	PAMELA STRETCH
MARJORIE DIPISA	PIO MOREL	DENISE TELLEKAMP
JAYNE DOLCE	IOSIF MUKOMOL	MARTHA TRUJILLO
THERESA DRISCOLL	JAMES MURPHY	HERBERT WINN
LUCRECE EDMOND-BELVAL	ROBIN NOZICK	MARIA WOLFF
FRANK GAGLIO	HYACINTH OAKLEY	BERNICE WRIGHT
ROBERT GODBOLD	ROSA ORTIZ	PETER ZANFORDINO

"Retired from my job, not from my union"

Un Mensaje del Presidente

John R. Durso



DREAMers Deben Tener la Oportunidad de Buscar el Sueño Americano

La Acción Diferida para los Llegados en la Infancia (DACA, por su sigla en inglés) ha protegido centenares de millones de adultos jóvenes que fueron llevados a los Estados Unidos por sus padres como niños. Debido a su edad cuando inmigraron, no pueden y no deben ser responsabilizados por violar cualquier ley. Cuando se aprobó DACA en 2012, se les dio la oportunidad de obtener permisos de conducir, asistir a la escuela, obtener buenos trabajos y comprar sus primeras casas. A través de este programa, estos hombres y mujeres jóvenes han ganado la confianza para buscar el 'American Dream' un sueño que todos nuestros antepasados tenían cuando llegaron a los Estados Unidos también.

Los 'DREAMers' han trabajado incansablemente para mejorar sus vidas y la vida de sus familias, y no hay ninguna razón justificable por la que deberían ser castigados por una decisión que fue tomada cuando eran bebés o niños pequeños. Si DACA está quitado de estos receptores, vivirán en constante temor de ser deportados a un país que no es suyo. América es el único país que han conocido. Además es probable que no tengan ningún recuerdo de su lugar de nacimiento, y para muchos, el inglés es su primer y único idioma. La amenaza de eliminar a 800.000 personas de la fuerza de trabajo y del país que han llamado su hogar desde que eran niños es una amenaza a la integridad de nuestro país y todo lo que representa. Los DREAMers han sido criados aquí en los Estados Unidos y han crecido a ser miembros exitosos y productivos de sus comunidades. Ellos no tienen antecedentes penales, asisten a la universidad, y han luchado valientemente en nuestro ejército. Los DREAMers han sido criados como estadounidenses orgullosos como tú y yo.

La finalización del DACA también tendría un impacto devastador en nuestras economías nacionales y locales. DREAMers de hecho son contribuyentes, muchos de los cuales tienen sus propias viviendas con hipotecas, y algunos de los cuales incluso trabajan para compañías prestigiosas del Fortune 500. Perderemos billones de dólares sin sus contribuciones a nuestra economía. Los empleadores también perderán un valor muy importante; sus empleados trabajadores y calificados.

Estas son sólo algunas de las razones por las que no sólo debemos simplemente luchar contra el plan de la Administración de eliminar DACA, sino más bien luchar por una legislación que proteja a los DREAMers que ponga a estos trabajadores y trabajadoras en un camino hacia la ciudadanía a través del DREAM Act. Esta legislación otorgará un estatus legal permanente a estos adultos jóvenes que fueron llevados aquí como inmigrantes indocumentados siempre que satisfacen los requisitos. Estos hombres y mujeres jóvenes no merecen vivir en el temor de una decisión que podría desgarrar sus vidas y sus familias en cualquier momento. Debemos mostrar nuestra unidad en apoyo al DREAM Act para preservar el 'American Dream' para todos, para ser esa luz brillante en la colina, para seguir siendo la tierra no sólo de los libres y los valientes sino de la compasión y la esperanza.



La Convención Constitucional Perjudicará a las Familias Trabajadoras VOTE NO el 7 de noviembre

Además de votar en elecciones locales importantes, también votarás sobre la "Propuesta # 1" que estará en el reverso de tu boleta electoral. Aquí hay algunas cosas que debes saber sobre la Convención Constitucional antes de que vayas a tu sitio de votación.

Pone TUS Derechos En Riesgo

Una Convención Constitucional dará a los grupos de interés especiales la oportunidad de hacer cambios a los derechos y protecciones, como compensación de trabajadores, que los hombres y mujeres trabajadoras han tenido durante décadas. Estos grupos ricos con intereses especiales pondrán su agenda delante de la tuya, realizando cambios que se benefician a sí mismos y dejando a las familias de Nueva York para hacer frente al impacto en nuestra seguridad, el medio ambiente y nuestras escuelas.

Es Una Malgasta De Nuestros Dólares Fiscales

No hay un calendario proyectado para cuánto tiempo podría durar la Convención Constitucional. Además, si los funcionarios electos sirven en la Convención, podrían obtener hasta 80.000 dólares por encima de los sueldos (pagados por los contribuyentes) que ya reciben. Una convención podría costar a los contribuyentes cientos de millones de dólares, que, en cambio, podrían ser utilizados para otros programas y servicios importantes.

Los Trabajadores Podrían Perder El Derecho A Luchar Por Salarios Y Beneficios Mejores

Nueva York es uno de los únicos estados que explícitamente incluye el derecho a negociar colectivamente un contrato sindical en su Constitución Estatal. Si hay una Convención Constitucional, el lenguaje protector podría ser eliminado, y esto haría la habilidad de tu unión a negociar un buen contrato en tu nombre mucho más difícil.

En el Día de las Elecciones, recuerda volver tu boleta electoral y votar en contra de la Convención Constitucional votando NO en la Propuesta # 1.



MIS BENEFICIOS

con
Charles Hamilton
El Administrador del Fondos



Cuidado de Niños es Costoso. ¡Permítenos a Ayudarte!

El costo de cuidado de niños ya está astronómico y está creciendo cada año. El Beneficio del Cuidado de Niños del Local 338 es exclusivamente para nuestros miembros que tienen hijos menores de 12 años matriculados en el cuidado de niños (ambos documentado e indocumentado) para ayudar a disminuir los costos que muchos padres se enfrentan.

Este programa está disponible a todos los miembros de tiempo-completo y tiempo-parcial que están matriculados en uno de nuestros planes de Beneficios de Fondos del Local 338, con un beneficio al máximo de \$1,600 al año. Si tu hijo está matriculado en un centro documentado de cuidado, un programa de después de clases, o incluso cuidado por un vecino, amigo, o pariente, puedes solicitar este reembolso.

El proceso de solicitud es rápido y fácil. Si te da paz de mente debido a la reducción de tu estrés financiero, o te permite ahorrar por un viaje de fin de semana con tus hijos que quizás no podrías pagar antes, te animamos enérgicamente a tomar ventaja de esta oportunidad.

Te guiaremos por el proceso—lo único que tienes que hacer es llamar. Podemos ser contactados al (516) 294-1338 Ext. 1299 y ¡esperamos tener noticias de ti pronto!

*Para detalles completos de elegibilidad, requisitos, y sumas del premio, ¡por favor llame a nuestra oficina o iniciar sesión en tu cuenta de Portal de Miembros al MyLocal338.org!



¿Tienes Hijos en Cuidado de Niños? Permite Que Tus Co-Miembros Del Local 338 Te Diga Como Siendo Miembro De La Unión Les Han Ayudado A Ahorrar Miles De Dólares Al Año



Tahmina Tariq

Tahmina, que trabaja en Duane Reade en 42nd Street en Manhattan, tiene un hijo de 5 años matriculado en cuidado de niños. Ella estaba pagando \$180 cada semana para una niñera, pero ahora sus pagos semanales son sólo \$44 para un centro de programas de cuidado. ¡Eso es cuatro veces menos que sus pagos originales! Desde que inscribió a su hijo en el programa de cuidado infantil, ella ha sido capaz de ahorrar ese dinero para actividades divertidas que antes ella no podía encajar en su presupuesto.

Tahmina dijo que el proceso de solicitud fue muy fácil, rápido, y pide documentos básicos. Ella siente que cualquiera persona podría completarlo, y todo el mundo debería. También mencionó: “Esto también es más educativo para él. Me está ayudando a mí y ayudándolo a él al mismo tiempo.

Virginia Ortiz



Virginia Ortiz ha sido miembro del Local 338 durante dos años, trabajando en Duane Reade en Broad Street en Manhattan. El año pasado, vio nuestro correo electrónico sobre este programa que hizo una gran diferencia de cambio de vida para ella y su familia.

Virginia tiene dos hijos, un niño de 2 años y un niño de 7 años, y estaba pagando \$1,100 por mes para cuidado de niños. ¡Después de aplicar, su pago mensual se redujo a sólo \$60 por mes! Desde que sus pagos se han reducido, finalmente se siente independiente económicamente, seguro y confianza de nuevo.



Akeem Johnson

Akeem, quien ha sido miembro del Local 338 durante 15 años, y su novia, que también es miembro del Local 338, solicitaron este programa para reducir los costos de cuidado de su hijo de 8 años y su hija de 2 años. ¡Sus pagos redujeron de \$350 por semana a ningún costo!

“Muchas personas piensan que quieren mucha información, pero no es así. Ellos sólo piden documentos simples sólo alrededor de 2 a 3 páginas de cosas. ¡Siempre lo recomiendo a todo el mundo!”

El NYC Facilitated Child Care Enrollment Project ofrece a los miembros del Local 338 que viven o trabajan en NYC subsidios para ayudar a reducir los costos del cuidado de niños. Es un proceso de aplicación muy fácil que puede ayudarte a ahorrar miles de dólares. Para revisión de elegibilidad, complete este formulario corto al local338.org/childcare.

¿Quieres ver la Edición Completa en Español?

Visite a:
local338.org/newsletter-archive.cfm



Los focos incluyen:

- El Programa de Universidad Gratis del UFCW
- El desfile del Día de Trabajo del 2017
- Información sobre cambios propuestos al Programa de Compensación de Trabajadores del Estado de Nueva York
- El Programa de Descuentos de Miembros del Local 338

Actualice tu información

¡No te pierdes los descuentos, beneficios, negociaciones, noticias y otros eventos que son importantes para ti como miembro o jubilado del Local 338!

local338.org/contact-form.cfm

Apoye a tu Comunidad con Nuestras Colecciones de Donaciones

Colección de Abrigos



Cada año, el Local 338 reparte nuestra atención con la Colección Anual de Abrigos. Este año, el Local 338 continuará con nuestra tradición de donar nuevos y suavemente llevados abrigos a los necesitados. Los abrigos serán recogidos entre noviembre hasta los finales de diciembre, y serán distribuidos a organizaciones benéficas locales en toda el área de Nueva York.

¡Por favor, eche un vistazo en tu armario y pídale a tus compañeros de trabajo, amigos y familiares a hacer lo mismo! Únete con nosotros en asegurar de que nadie se quede afuera en el frío!

Colección de Alimentos

Estamos encantados de anunciar nuestra Colección Anual del Otoño de Alimentos que tendrá lugar a partir de noviembre hasta los finales de diciembre. Todos los productos alimenticios, no perecederos, serán recogidos por los bancos de alimentos locales y distribuidos a los necesitados en nuestras comunidades. También estaremos usando las donaciones en apoyo a los esfuerzos de ayuda continua por Huracán María.



Colección de Juguetes



Otra vez más, estamos colectando juguetes para apoyar la Fundación de Niños de John Theissen, que proporciona alegría a los niños enfermos y menos afortunados en nuestras comunidades.

¡Gracias a tu generosidad, la Colección Anual de Juguetes del Local 338 ha recogido más que 25.000 nuevos juguetes desde el año 2000! La colección de este año se iniciará después del Día de Acción de Gracias y continuará hasta el medio de diciembre.

Las donaciones pueden estar dejados en nuestra próxima reunión de miembros, en la oficina del Local 338 en Mineola durante horas regulares de oficina, o con tu Representante de la Unión o tu Representante de Fondos/Servicio.



Local 338 RWDSU/UFCW
1505 Kellum Place
Mineola NY 11501

HAVE A VOICE!

Remember to Vote on November 7th

Stay Connected

We're only a click away!



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Joseph Fontano
Secretary-Treasurer

John R. Durso
President

Neil E. Gonzalvo
Executive Vice President

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

Local 338 RWDSU/UFCW | 1505 Kellum Place Mineola, NY 11501 | 516.294.1338