

# 338 News

Spring 2017

**THREE Scholarship Opportunities! - Apply on Pages 4-6**

**Story Time with Your Union - Page 8**

**Congrats to Our New Members at Meals on Wheels - Page 11**



**LOCAL 338**  
RWDSU/UFCW

*Bettering the lives of our members and all working people.*

# *A Message from the President*

## *John R. Durso*



### *On Your Side: Inside and Outside Your Workplace*

Your union contract ensures that you and your co-workers are safe and have benefits on the job, but the value of your union membership is worth even more than that. Your membership does not end when you punch out for the day! We are here to help you achieve a better quality of life, not only inside your workplace, but also outside. As a union member, you have additional benefits that are available exclusively to you and your family, and I strongly encourage you to take advantage of them!

Local 338 offers programs and benefits for people from all walks of life. As a recent high school graduate, you can apply for the Local 338, RWDSU, and UFCW Scholarship Programs which will help you to pursue your future endeavors. If you are a parent struggling to provide affordable, quality care for your children while you work to make ends meet, you may be eligible for the Child Care Reimbursement Benefit. Perhaps you are looking into retirement and facing stressful financial decisions, the Pension Calculator on "My Local 338" will help you plan out your future.

We also understand that sometimes other personal stresses and crises can occur that affect your daily life. We have all been in a position at one point or another when we needed some extra support and guidance, and the Member Assistance Program (MAP) is here for you. If you are struggling with alcohol or substance addiction, mental illness, domestic violence, housing or other personal problems, MAP can help you overcome these obstacles. MAP is available to all members, and all calls are confidential, so please do not hesitate to reach out to Jennifer Lipack at (516) 294-1338 Ext. 1304 for a helping hand.

Another program, and my personal favorite, is our Exclusive Member Discount Program where you can find up to 30% off of entertainment, hotels for your next family vacation, your monthly cellphone service, and much more!

Here at Local 338 we will continue to fight for strong union contracts that have wage increases, sick and vacation days, and secure retirement plans which promote economic stability for you and your family. However, we also want you to know that we are here for you at all times because you deserve these benefits for all of the hard work that you put in each and every day!

So how can YOU get the most out of your membership? Simply browse through this newsletter to find more details on each of these programs or call us to learn about even more benefits that you may also be eligible for.





Welcome to

# My Local 338

"Bettering the lives of our members and all working people"

## 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!**



# SIGN ME UP!

Click Here to Register on Your  
Local 338 Member Portal

Sign up at [MyLocal338.org](http://MyLocal338.org)  
**TODAY!**



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

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PAGE

2

# GETTING "INNVOLED"

Our winter toy, coat and food drives have made a tremendous difference in the lives of hundreds of people throughout our area. Your donations were made to many organizations including the Mary Brennan INN, also known as the INN, which is located in Hempstead. More than 5,000 men, women and children visit the INN every week for a warm meal, housing, clothing, and other support services.

Their work has truly inspired us here at Local 338 and we have begun a program where we regularly volunteer for the day. Being on the frontline of the action has been an incredibly rewarding experience for all of us, and there are a variety of volunteer opportunities to participate in. Some of us sorted and separated clothing, stocked the "boutique," prepared and cooked meals, and we also served food to dozens of guests.



The INN's "boutique" is located next door to the soup kitchen where people in need can pick out sweaters, winter coats, gloves, or whatever the seasonal attire is at the time. This organization also operates emergency shelters, provides long-term housing, and guides men and women who are homeless to get back on their feet. We are so happy to be a part of giving back in such a simple, fun, and rewarding way!

There are many ways that you can help too! If you want to "#GetINNvolved," [Click Here](#) to learn how or call Jillian Salerno at (516) 294-1338 Ext. 1313.



## STAY CONNECTED WITH LOCAL 338!

\* Click Icons to Connect

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 Registered 501 - (c) (3) Organization*

# 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.



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

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[Click Here To Apply Now!](#)



PAGE

4

# Scholarship Opportunity

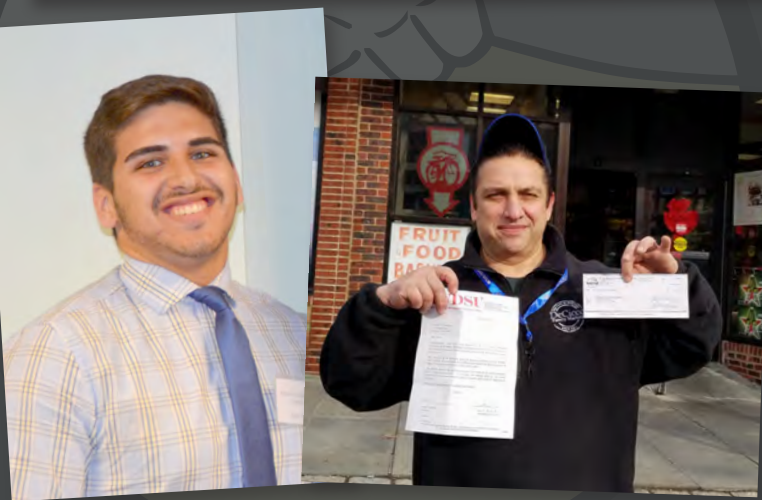
## RWDSU SCHOLARSHIP

The RWDSU's Alvin E. Heaps Scholarship is given annually to RWDSU members or members of an RWDSU family in order to reward a student's good grades and their understanding of the role of unions in workers' lives. The Scholarship honors the legacy of former RWDSU President Alvin E. Heaps (1919-1986) **The Deadline to apply is July 15, 2017**

[Click Here to Apply](#)



Congratulations To Natacha and Andrew  
On Winning The Alvin E. Heaps Scholarship!  
**IF THEY CAN WIN IT, SO CAN YOU!!!!**



Andrew's father & Local 338 member  
Ralph Capriglione accepting the 2016  
RWDSU Scholarship



Local 338 Union Representative Bobby  
Sweat presenting Natacha with her  
2015 RWDSU Scholarship check.



# UFCW SCHOLARSHIP

*As a member of Local 338, you or your unmarried dependent (under the age of 20) are eligible to apply for the UFCW's Scholarship Program. The UFCW will be awarding several scholarships up to \$8,000 each!*



*The deadline to apply is May 8th, 2017.*

[Click Here to Apply](#)

*Every year the UFCW scholarship program offers scholarships to UFCW members or their immediate family members who want to further their education and demonstrate a commitment to their communities and to UFCW values. Since 1958, the fund has distributed more than \$2 million in scholarships.*

*Past winners have gone on to make significant contributions to society and to the UFCW—entering a range of fields including public service, medicine, law, business and teaching. Many have returned to the UFCW as staffers, organizers, and community activists who contribute to our mission.*

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## MEMBERSHIP MEETINGS



**Bronx | Upstate**

**Manhattan**



**Long Island | Queens**

**Tuesday, May 30th**

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

**Tuesday, May 30th**

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

**Thursday, June 1st**

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



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PAGE

6

*A Message from*



**Stuart Appelbaum** *RWDSU President*

## ***Strong Unions are Workers' Best Protection***



*Stuart Appelbaum*

RWDSU members come from a variety of experiences and backgrounds. We may have different views and even vote for different candidates. But as working men and women and union members, we have an important thing in common: we are all working people who want the best jobs to provide for ourselves and our families. And that doesn't change no matter who is president.

What does matter is our belief that working people deserve to be treated with dignity, justice, and respect. Union members have higher wages, better benefits, and more job security, and that's why there's nothing more important than protecting our union voice and building upon the strength we've already acquired.

As a candidate, Donald Trump pledged that he would look out for working people, and we plan to hold him accountable. We are concerned about comments President Trump made during his campaign about his support for right-to-work legislation, laws which hurt unions and working people. We are also concerned that he has packed his cabinet with billionaires. And, he's attacked regulations meant to protect consumers and is aiming to dismantle efforts to regulate Wall Street and big banks.

What happens over the next several years will directly affect us; our paychecks, our benefits, our safety at work, our retirements, our health care - our very livelihoods can be hurt or protected depending upon

what happens in the political arena.

That's why we will continue to stand up for working people. It's why we will fight right-to-work laws that serve no other purpose than to lower our pay and benefits. It's why we will fight for a strong OSHA to ensure that we return home safely after going to work. And, it's why we will continue to speak out against policies that hurt us by trying to silence the voices of working people.

The president may have changed but our values have not, and they never will. Our ultimate goal must be an economy that serves all of us instead of just the wealthy few. We'll never stop fighting, and we can only get there together.

## **Are You Registered to Vote?**

As working people it is important that we stand up for the issues that affect us! The easiest way for us all to be involved politically is by voting, and YOUR vote will guarantee that you have the option to make your voice heard each election day!

Sign up is fast and free! It's so easy that you can even type in your information--then print it, sign it, and send it in. Click here to fill out the New York State Voter Registration Form Today!

## **Already Registered? Well, Voting is Not the Only Way to be Engaged!**

The Local 338 Political Action Committee (PAC) ensures working families have a seat at the political table. You can help by contributing as little as 10 cents per week to the PAC, or up to only \$1.90 per week—That's less than a cup of coffee and donuts—But it will ensure that your voice is heard.

Click here to print the PAC form and mail it back to Local 338's Office!



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

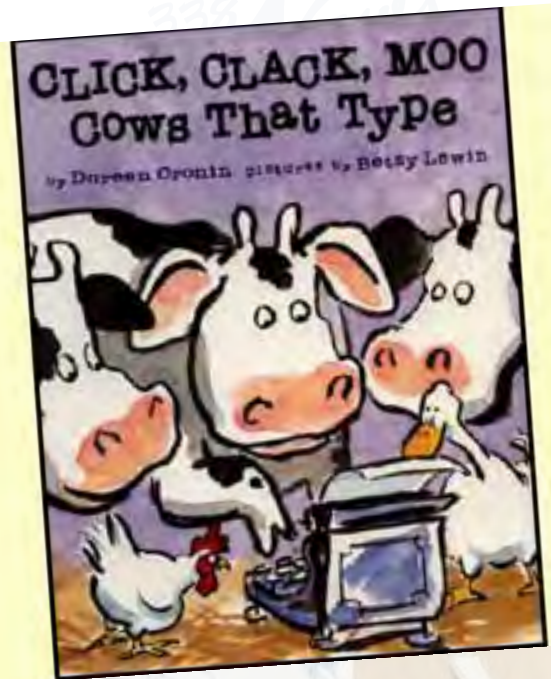
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**PAGE  
7**



# Click, Clack, Moo with Local 338



Local 338 staff member, Vandana Grover, recently visited her daughter's preschool in Flushing, Queens to read a story to the young children there about how important it is to work together! Afterwards, the young students at International Nursery School even participated in a coloring activity that showed people holding hands to emphasize that we are always stronger when we are united.

The book *Click, Clack, Moo Cows that Type* by Doreen Cronin and Betsy Lewin tells a story about organizing and joining a union in a kid-friendly way. The cows on a farm were stuck in a barn without heat, and the farmer refused to make their conditions better. Shortly after, the cows went on strike and the hens joined them in making sure their message was heard. It didn't take long for the farmer to realize

that without milk and without eggs, he couldn't run his farm. By working together, the animals on the farm were able to bargain with the farmer for heat, and finally, they received the respect that they deserved for all of their hard work. Sounds just like the power of a labor union!

After the story, the students also received Local 338 stickers to show off their little Union pride and some other fun items including frisbees from a Local 338 represented employer, Duane Reade. Click [here](#) to see the short story with your children, or even just for fun!





# I'm Lucky For My Union Because...

Right: Elroy McFadden of Gristedes is lucky for his union because of Union Representation



To celebrate St. Patrick's Day, we asked Local 338 members what makes them feel lucky to be a part of a union family.



Left: Karen Enghardt of Stop & Shop is lucky for her union because she has job security



Left: Virginia Guilz of Stop & Shop is lucky for her union because she has great leaders!



Above: Mahmadou Bandeh of Duane Reade is lucky for his union because he has job security



Right: Ebony Luter of Duane Reade is lucky for her union because she has a voice on the job!



Left: Diakie Sayon of Gristedes is lucky for his union because he has great union representation



Left: Brian Forbes & Robert Doughty of Key Food are lucky for their union because they get paid sick time.



Center: Natividad Rosales of ShopRite is lucky for her union because she gets paid vacation days.



Right: Stanley Dumerve of Foodtown is lucky for his union because he gets paid time off.



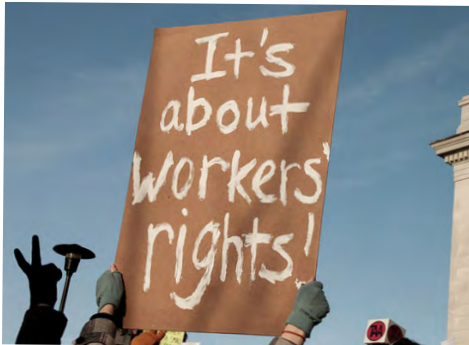


*A Message from*

**Joseph Fontano** *Secretary-Treasurer*

## *Right to Work.... For Less*

“Right to Work.” This phrase sounds like your right to work is synonymous with your right to receive dignity and respect in your workplace. It sounds like it expresses your right to have good jobs that provide good benefits and will allow you to support your family.



However, the truth is just the opposite as 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. In states with “RTW,” working men and women earn less wages and have significantly fewer benefits! In those states, workers earn on average \$6,000 less annually than workers in pro-labor states. Furthermore, workers pay more for health insurance (if they even have access to it), are less likely to have a pension plan, and children are more likely to live in poverty than states where workers are able to collectively bargain for a fair contract. This is what so-called “RTW” (for less) has done to hardworking people, and now Congress has introduced it at the national level.

Don’t be fooled, “RTW” is the creation of big

businesses and it is designed to increase corporate profits by taking from its workers. “RTW” legislation would benefit those at the top by offering less to those who make their business a success. If this legislation is passed, it is no question that working New Yorkers will see stagnant wages, increases in health care costs, a less secure retirement and fewer paid days off. “RTW” is just the first step in the business communities’ efforts to profit by chipping away at the very benefits you have earned over the years—easily making your right to work, your “right to work for less.”

“RTW’s” deceptive name was intentionally named to make you think that it will benefit you, but this couldn’t be further from the truth. Don’t let your ability to support yourself and your family get knocked off the bargaining table.

[Click here to read more about this harmful law that has hurt working people across the nation.](#)



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PAGE  
**10**

# Congratulations



## Meals on Wheels!

The Meals on Wheels staff working at Ridgewood Bushwick Senior Citizens Council (RBSCC) just ratified their first union contract!

The dedicated men and women in this department help senior citizens to achieve a better quality of life, and we are beyond proud to congratulate them on their success. As working people, we all deserve recognition for the efforts we put into our work every day, and we must continue to stand with each other to achieve this common goal of raising the standard for all working people.

Your brothers and sisters at RBSCC have endured the process of negotiations; but they remained motivated and united, and it truly paid off! Now, they are excited to experience the full advantage and benefits that come with their first contract and being a union member as well as their roles as your Local 338 co-members.

Join us in welcoming your union brothers and sisters at RBSCC and acknowledging their commitment to stand with you in the on-going fight of the labor movement!

Pictured:  
From left to right: Christian Torres, Jose Garcia, Fernando Quinones, Ashon J. Kerr



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PAGE

11



# Have Children in Child Care?

## We May Be Able to Help!

At Local 338, we pride ourselves in making sure that our members and their families are supported in all of the ways that we can. We also know that child care is an issue for many of our members and taking care of our dependents can be difficult to manage financially at times.

Members of Local 338 who are covered under a Local 338 Benefits Plan are eligible for a partial reimbursement towards the cost of child care. If you have dependent children under the age of 12 who are currently in day-care, after-school or pre-school programs, then you may be eligible for the Child Care Reimbursement Benefit.\*

*Please Call (516) 294-1338 ext.1776 for more information*

*\*Please be aware that the Child Care Reimbursement Benefit will only cover a percentage of the cost of childcare, not the full amount.*



## Women's Network Child Care Grant



The UFCW Women's Network offers a child care grant, which can provide assistance towards the cost of child care. Simply fill out the following form available in [English](#) or in [Spanish](#) and provide the required documentation to apply for this grant. The deadline to submit an application is October 31, 2017.

*A Message from*

**Jack Caffey Jr.** *Executive Vice President*

## *Learning from The Struggles of The Past!*



*Jack Caffey Jr.*

Many of the protections and benefits that we take for granted in our workplaces today are due to the unbearable conditions that working women and men endured only a few generations before us. Hundreds of thousands of people, including children, faced 100+ hour workweeks, no sick time or lunch breaks, and discriminatory practices, nor did they receive a livable wage. In order for change to occur, working people joined together to form unions and fight to improve working conditions, not just for themselves, but also their children and grandchildren. History has shown the need for unions to continue in order to ensure that conditions would never return to the way they were, and that need for active union members remains to this day!

However, many people may still be uninformed or misunderstand exactly what a union is and why working people should want to be a member of a union. Labor unions are extremely unique to any other organization as they are one of the only institutions that are dedicated solely to the welfare and betterment of working people. Our goal as an organization, and many other labor unions, is

to protect and defend you, and without you as a member, we have one less person that allows us to fulfill our collective mission of protecting you and all working people.

Everything we do at Local 338 centers around your needs as a working person. Without you sharing what life is like in your workplace and what needs improvement; without you explaining how it impacts your family and why this change would make a difference in your personal life; without you standing up collectively with the people you work with and the community of your union brothers and sisters at large, the conditions that you need to improve your quality of life cannot be addressed.

Now is the time to discuss with your coworkers, friends and family what would make life in your workplace better, and you may find some common themes amongst each other. If you find that to be true, share them with us. The labor movement is always here to hear you and work every day with one goal in mind: bettering your life as a working person!



### **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 **\$18,007.57!**

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PAGE  
**13**





# MY BENEFITS

With  
**Charles Hamilton**  
Funds Administrator



## *Protecting your Family*

If you are eligible for benefits under a Local 338 Benefits Fund Plan, you have a death benefit that would help your family financially should you experience a tragedy while you are a Local 338 member. We strongly urge all eligible members to designate a beneficiary (or beneficiaries) for the Local 338 Death Benefit to make sure it is paid to the person, or persons, you wish to receive it.

There are three easy ways that you can designate your beneficiary by using your “My Local 338” Member Portal. To find the form, log onto your Portal at <https://my.local338.org/Home>, click on “Forms & Documents,” then click on “Death Beneficiary Form.” To submit the form, you can:

- Print, complete and sign the form, and mail it back to the Fund Office.
- Or you can scan or photograph the completed, signed form, and email it as an attachment to the Fund Office through the Member Portal’s secure “My Messages” section.
- You can also call the Fund Office at 516.294.1338, Ext. 1776, to request that we mail the form to you.

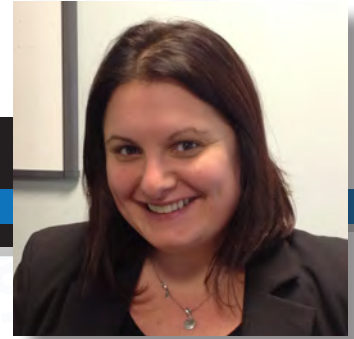
Take a minute now to log onto your Member Portal to complete this simple and necessary task!





# WE'RE HERE TO HELP!

With **Jennifer Lipack**  
MAP Director



## *Taking the First Step*

42 year member of Local 338, Fred Berman, met with us to share his story about his struggle facing alcoholism to recovery. Fred, who works at ShopRite in Commack overcame this struggle beginning with the help of the Member Assistance Program (MAP) and he has now been leading a sober life for almost 26 years. He wants to spread his message to his fellow members that it is possible; and while “your life might not get better right away, it will get different.”

He started working straight out of high school as a wagon collector, then climbed up the ladder to a full-time position in the frozen department. While he was a hard worker, he was also not living a sober, clean life. One day, he was referred to MAP, and his supervisor told him that he needed to do what he had to do in order to get better—his job would be waiting for him when he got back. So, Fred made the call.

MAP connected Fred to a 28 day rehabilitation program in Rhinebeck—all expenses paid, under one condition—completion. At the time, the program was around \$10,000 and he knew he needed to finish out the program. While it was not an immediate recovery, he noted about a month later that he did not and would not fall backwards. 26 years later, he continues to attend AA meetings and remains strong with this support. Even when the going got tough, with ups and downs that life may bring, he never felt the need to go back.

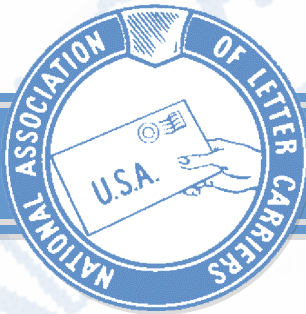
Fred openly talks about the help he received from his union with feelings of gratitude for the opportunity MAP gave him to improve his quality of life. He understands from personal experience that making that phone call is scary, and it's something new, but he also knows that making that phone call was one of the best things he could have done to get sober.

He said, “The one thing I can guarantee is if you don't call, you're not going to know... We've all got to start somewhere and I would recommend [MAP] to everybody.” Today, Fred is a dedicated Local 338 Shop Steward who strives to make sure his co-workers feel supported and protected and also to encourage any member struggling with personal problems to contact Jennifer Lipack at (516) 294-1338 ext. 1304 for assistance.



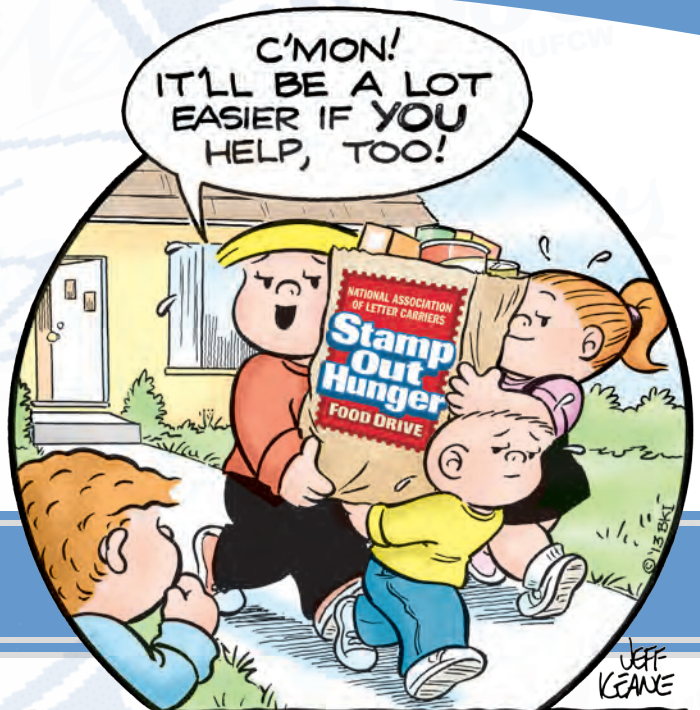
# A FRIENDLY REMINDER FROM LOCAL 338

**OVER  
20 YEARS  
OF GIVING  
BACK TO OUR  
COMMUNITY**



**HELP US  
"STAMP OUT HUNGER"**

**AT THIS  
YEAR'S NATIONAL ASSOCIATION  
OF LETTER CARRIERS FOOD DRIVE**



**LETTER CARRIERS'  
FOOD DRIVE**

## Saturday, May 13, 2017

Please place non-perishable food items in a bag by your mailbox and your mail carrier will pick up your donation to deliver to local food pantries, which support families in need.

Volunteers are needed to help Island Harvest sort and process food donated to the Stamp Out Hunger Food Drive. For more information, please contact Island Harvest at (516) 294-8528.

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PAGE  
**16**

# LIKE SAVING MONEY?

## EXCLUSIVE

**LOCAL 338**  
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## 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 and Hershey Park
- 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:

[www.local338.org/member\\_discounts.cfm](http://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 be specific exemptions on where and when the discounts can be redeemed.

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

## 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](http://local338.org/contact-form.cfm)



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PAGE  
**17**



# *Wishing Our Members A Happy Retirement!*

(Local 338's recent retirees between January 1st - March 31st 2017)

Donald Alexander	Ruth Ann Ferraro	Carmen Ortiz
Robert Allegra	Emily Friedmann	Kwadwo Owusu-Nyame
Stephen Antoniello	Juan Grande	Rosario Pilocane
Ross Archer	Nilda Guzman	Dave Ramnarain
Robert Ascani	Diane Hollborn	Norman Robinson
Steven Beck	Kenneth Hughes	Magdaleno Rosario-Luna
Teresa Berry	Susan Irving	Isaac Ruiz
Margaret Bonfanti	Kris Jailkaran	Jon Russo
David Brodie	Mikolaj Kobylinski	Ronald Salamone
Francesco Calabria	William Lagrange	Rhonda Shack
Francisco Calderon	Catherine Letizia	Mark Shack
Gerard Cancellire	Louise Nuccio	Rau Sicuranza
Deborah Celentano	Steven Lunde	Richard Solomita
Willie Chapple	Tao Gang Luo	Hannah Spitzer
Gail Chiappino	Michael Lyons	Arlene Tessitore
Nancy Churchillo	Marie Miller	Jose Toledo
Karen Clemente	Carol Mirabile	Maria Torres
Rosaria D'Oria	Salustino Mojica	Juan Vasquez
Maria De La Rosa	Kenneth Moore	Iliana Vasquez
Anthony Diamonti	Maria Moore	Harry Whaley
Sandra Dunbar	Leon Morales	
Wesley Dunkley	Ruben Negron	
Patricia Esposit	Arthur O'Connor	

*"Retired from my job, not from my union"*



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338 NEWS, the official publication of Local 338 RWDSU/UFCW,  
is published at the Office of Local 338 at 1505 Kellum Place, Mineola, NY 11501

A handwritten signature in black ink, appearing to read "Joe Fontano".

Joseph Fontano  
Secretary-Treasurer

A handwritten signature in black ink, appearing to read "John R. Durso".

John R. Durso  
President

A handwritten signature in black ink, appearing to read "Jack Caffey Jr.".

Jack Caffey Jr.  
Executive Vice President

Writer and Editor: Nikki Kateman & Jillian Salerno | Layout and Design: John Falco

***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