

338 News

LOCAL 338

RWDSU/UFCW

EST

CELEBRATING 90 YEARS

1925

WE ARE
STRONGER TOGETHER

90th Anniversary Edition

Well Wishes from Friends of Labor



UFCW International President

Marc Perrone

To the 338 Members & Staff,
I just wanted to congratulate you on your 90th Anniversary! The support that you have provided the membership in good times and bad shows what a great tradition exists in Local 338. I want to thank all the members, staff, stewards and officers for their commitment to this great union. Again, Congrats on your 90th

Birthday!

Marc Perrone



RWDSU President

Stuart Appelbaum

To all members of Local 338,
I want to congratulate Local 338 on 90 years of helping lead the fight for better lives for all working people. Local 338 has been and continues to be a powerful voice for the hopes and dreams of generations of working families. You have built an amazing legacy of creating and defending good jobs and real opportunities for members.

In the most profound way, for 90 years Local 338 has made an incredible difference for so many. And I have no doubt that in the years to come Local 338 will continue to build on that legacy.

Here's to a bright future and another 90 years of being a vital force for the entire labor movement!

Stuart Appelbaum



Local 1102 President

Gemma de Leon

On behalf of the 12,000 working men & women of Local 1102, I want to congratulate Local 338 members, past and present, on your 90th Anniversary!

Throughout your history you have improved the lives of countless workers & have been a positive force in our community with your dedicated & unified membership. 338 will continue to make great strides in the work-place in the years to come. It is an honor to work together!

Leon



Local 338 President

John R. Durso

2015 marked an important milestone in Local 338's history as we commemorated our 90th anniversary as an organization. Our history actually began over a hundred years ago when a small group of men came together to fight for better working conditions. The early years were very turbulent, but thanks to dedicated and visionary leaders, Local 338 was officially chartered as a labor union in 1925 and today over 19,000 members benefit from this history.

Local 338's founding in 1925 was a direct response to workers who were in need of a voice and a union dedicated to organizing the food retail industry. These workers experienced terrible working conditions, including 7-day workweeks and long hours (often adding up to 80 or more hours a week) and for extremely low wages (\$12-\$15 a week). While we have made incredible strides over the last 90 years in raising wages and protecting workers' rights there are still many battles to be won. However, as an organization, we have a great foundation and a strong history in achieving the dignity and respect men and women deserve in their workplaces.

Since our inception, Local 338's goal has been to organize non-union workers. We believe that ALL workers should receive quality wages and benefits, which allow them to support themselves and their families. Our growth as an organization is something that we should all be extremely proud of.

Local 338 has also been an

Celebrating 90 Years of Service and Dedication

instrumental part of not just the labor movement in New York, but nationally. In 1937, our President Sam Wolchok helped found and also lead the United Retail and Wholesale Employees of America, which we now know as the Retail, Wholesale, Department, Store Union (RWDSU). In addition to our contributions as a founding local of the RWDSU, we also have a great history of working in cooperation with our brothers and sisters that belong to other unions. Since our early days, Local 338 has provided support to other RWDSU and UFCW Locals and we have attended countless rallies in support of workers and labor unions from all different sectors and industries.

Our top priority now as it was in 1925, is providing quality service to our members and fighting for collective bargaining agreements that protect our members' rights and provide dignity and respect while on the job. However, our dedication to our members has always extended beyond the workplace as well. During the Great Depression, hundreds of Local 338 members found themselves on the unemployment line. Local 338 developed a trailblazing "share-the-work" program that received overwhelming support from the entire membership. Each month members voluntarily gave up a day's work so an unemployed member could work and earn \$7 for the day. More recently, in the aftermath of Superstorm Sandy, many of our members' homes and even workplaces were destroyed. Working with the UFCW and RWDSU, we were able to establish a Relief Fund to provide assistance so that our members could begin to put the pieces of their lives back together.

Throughout our history, we have had a strong commitment to serving our community and have been a leading advocate in a number of social justice movements that have created great change for all workers. In the 1960's, we were an early supporter of Reverend Martin Luther King, Jr. and the Civil Rights Movement.

Over the last few years we have fought for and continue to fight to raise the minimum wage and strengthen the Wage Theft Prevention Act, which gives workers who have had their hard earned pay stolen from them by unscrupulous employers an effective recourse to get the wages that they are owed. Local 338 has also been a great champion for immigration reform to ensure that hard working men and women do not have to live and work in fear nor are they exploited due to their immigration status.

We also understand that in order to support our members we must also support the communities in which they live. Our annual blood drive, which supports the New York Blood Center and began by honoring those who made great sacrifices on September 11th was not the first of its kind at our Union. The first Local 338 blood drive was held in the 1940's to assist the Red Cross and Local 338 members fighting overseas during World War II. In the decades since, we have hosted countless turkey, toy, and coat drives, and today we support the work of such important organizations as the American Cancer Society, United Way and Hope for the Warriors.

Many of the challenges that Local 338 members faced in 1925 are similar to the ones we face today; the fight for dignity and respect on the job and fair wages. However, our beginnings should serve as inspiration to us all as it proves that when people come together for the collective good, great things can be accomplished. As members of Local 338 we have a lot to be proud of. Together with our forbearers, we have spent the last 90 years side-by-side fighting, standing up for what is right, not just for ourselves but for thousands of working families. I am confident that there are another 90 more years ahead of this organization but only together can we continue to preserve our legacy and improve the lives of all working men and women.

History of Our Local

Local 338 was established in 1925 by a group of young men who set out to change conditions they experienced first-hand while working in the grocery stores. They received support from many organizations, including the United Hebrew Trades Council (UHTC), a Jewish Labor Federation. The union's first office was located on the Lower East Side in Manhattan and was lent to us by the Teamsters.

Local 338's goal to organize non-union workers has held true throughout our history. In 1937, our president Samuel Wolchok helped to make this a reality when he founded the Retail Wholesale Department Store Union (RWDSU) – an organization that set out to change the conditions for retail workers across the country.

The 1940's brought great changes for our country and for our union. Our members saw many strikes and walked many picket lines, winning union elections and gaining greater access to the American Dream. In September of 1941 our first constitution, which sets guidelines for the membership and the leadership to help the union grow, was ratified.

When America was forced to cut back on social services due to World War II expenses, Local 338's concern was over the stability and future of its

membership. In May of 1941, Local 338's Health and Welfare Fund was established. In the first month, four hundred members applied, taking advantage of health coverage and signing up for the security of the death benefit, both a first for their time.

Many of our members served in the Armed Forces during WWII and Local 338 did our best to support the troops, sending supplies overseas and purchasing war bonds to help ease the burden of America's expenses. Correspondence was maintained with many of our soldiers through the newspaper, 338 News, which in 1941 was celebrating its first year in publication.

During the post-war years, the union grew alongside the American economy. In 1952 the pension fund was established and in 1958 the optical benefit was created. Additionally, Local 338 members began to benefit from a dental plan, which was established in 1965.

Local 338 was on the forefront of the Civil Rights Movement and was amongst the first unions to have people of color in positions of leadership at a time when segregation was rampant. In December of 1961, Martin Luther King Jr. visited the RWDSU Chicago Joint Board to speak on the shared issues faced by workers and African Americans.

The RWDSU, with Local 338 included, were the first unions to negotiate MLK Jr.'s birthday as a paid holiday for its members. It was a token of our respect for the life of Dr. King, who was assassinated on the front lines of a sanitation worker strike in Tennessee.

Local 338 has always been an active player in the communities we serve. Since the 1940's we have pledged our support and raised money for charities such as the American Red Cross. Under the leadership of president Emanuel Laub in the early 1980's, the union began contributing time and funds to children's charities, such as United Cerebral Palsy Foundation.

Though being a part of the community also comes with serious responsibilities. When the stability of our world was threatened by the attacks on September 11th, current president John Durso and Local 338 took immediate action, collecting so much food and supplies that a small warehouse was needed for storage. A blood drive in partnership with the New York Blood Center, now an annual event, was established, honoring the service men and women who lost their lives on that frightful day. Even through the most trying of times, the Union has proven that with strength and unity, we can persevere.

In 1999, John Durso was elected as

President of the union and in 2005 he became the leader of the Long Island Federation of Labor, AFL-CIO, one of the largest Central Labor Councils in the United States. In 2006, our membership grew as 2,800 workers from Duane Reade Pharmacies joined our ranks. During the 2000's, Local 338 partnered with many community organizations, helping to bring a voice to undocumented workers who have been exploited while working in the food retail sector.

Over the past few years, Local 338 has led many political and legislative efforts, including advocating for the passage of the Compassionate Care Act, which legalizes medical marijuana in New York State and will provide relief for those suffering from a number of debilitating and life-threatening diseases. In addition, we have been a part of campaigns centered on item pricing, wage theft protections and living wage provisions, which ensure that working people are able to provide for their families.

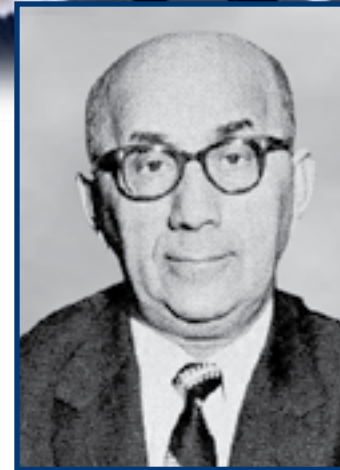
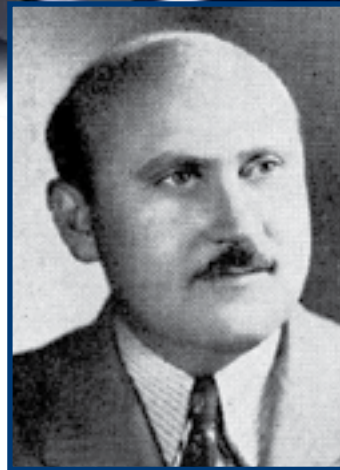
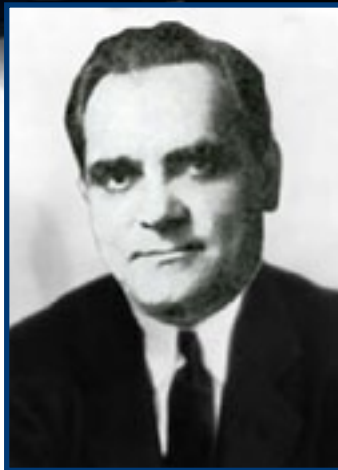
As we look back on our history, we are also looking forward. Local 338's vision to better the lives of our members and all working people relies upon the unity and strength of our membership. The continued strength of our Local depends on our members, who are and always have been the foundation of our strength.



The Leaders Of Our Union

LOCAL
338
CIO

Early
Leadership



The Founders

(1915-1935)

Samuel Wolchok

Local 338 President (1935-1937)

Meyer Winokur

Local 338 President (1938-1941)

Murray J. Kudish

Local 338 President (1941-1946)

The original leadership team of Local 338 were in their early 20's when they decided to work together to organize non-union workers in the food-retail industry.

Rather than establish an official leadership team, they shared in the decision-making processes together. By pooling their collective experiences, the union was able to grow in ways that could be most beneficial to the membership.

In order to gain traction within the industry, our Local first had to set down roots and make a name for itself. This involved the help of many workers and organizations and was aided by the popularized debate of unionization in New York City.

The union faced political turmoil early on and benefited from the help of the United Hebrew Trades Council, a progressive labor organization that was able to guide Local 338 into a healthy state. The early union membership's most important task was to establish a culture and a union identity. This was done collectively and not through the power of one president.

Samuel Wolchok was born in Babruisk, Poland. He arrived in the United States in 1912 with his family and was a member of the International Ladies Garment Workers Union (ILGWU) as a textile worker, making suspenders. After his service in World War I, Wolchok returned home to work in a Brooklyn supermarket, where he met the fellow founders of Local 338.

Throughout his life, Wolchok was involved in politics, both locally and nationally. In 1937 Wolchok stepped down from office at Local 338 and became President of the United Retail Wholesale Department Store Employees Association, which we now know today as the Retail Wholesale Department Store Union or RWDSU. Wolchok also served within the leadership of another national organization - the Congress of Industrial Organizations (CIO) during the late 1940's.

In 1933, Wolchok was attacked while protesting on a picket line. While the attacker's identity remained unclear, the dangers of union organizing were very clear. Wolchok, however, was never held back in pushing the union movement forward.

Meyer Winokur became the first President to be elected democratically by the union's Executive Board. During his time in office, the membership attended their first annual conference, where they spoke on the importance in establishing safeguards such as pensions and health insurance. Winokur and former President Samuel Wolchok, who was then President of the national organization for retail workers, the Retail Wholesale Department Store Union (RWDSU), worked with the members to draft the first Local 338 constitution, which was adopted in 1941.

Winokur's vision would lay the foundations for our union's future in many regards. This vision included new organizing efforts, the strengthening of our partnerships with other Locals, as well as the union's support for the re-election of U.S. President Franklin Delano Roosevelt to a third term of office.

Under Winokur's leadership the union grew significantly. These victories could be shared amongst membership locally as well as with members stationed overseas in the Armed Forces through Local 338's first ever newspaper, 338 News, which was founded in 1940 under Winokur's tenure as President.

Murray Kudish presided over the union during the beginning of World War II. Under his leadership, Local 338 became very involved in the war effort. Members were encouraged to do whatever they could to support American soldiers who were fighting overseas against the dictatorships that were in place throughout Europe.

Kudish established the union's first Health and Welfare fund, which provided health benefits to members. His wife, Celia Kudish served as president of the newly instated Local 338 Women's Auxiliary Network, which engaged women members as well as members' wives in political affairs.

Kudish was a strong believer that the best work should be coupled with a reward of relaxation, and pushed the movement for a 48-hour work-week, a revolutionary idea for its time.

One of Kudish's dreams was to establish a Local 338 vacation home, which could help ease the cost of vacation to members who were more frequently able to enjoy paid vacation through their contracts.

Julius Sum

Local 338 President (1947-1972)

As a young man, Julius Sum worked in a dairy store in the Bronx, where he was a member of Local 338. Sum was an early and active member of the union, and in 1935 he came on staff as a Business Agent.

Sum was an outspoken advocate for change. Under his leadership, the union became involved in early Civil Rights demonstrations. Sum oversaw the establishment of the union's dental program and the retirement fund. He was able to sharpen Local 338's future through the addition of the optical program.

Julius Sum served as the Vice President of the New York branch of the American Federation of Labor - Congress of Industrial Organizations (AFL-CIO). In May of 1973, the New York State AFL-CIO office presented Sum with a plaque commemorating his fifty years of service to the labor movement.

Sum's investment in Local 338 and the labor movement generally was monumental. Much of the foundation that Sum laid down in his 26 years in office act as the pillars for our union today.

Samuel Karsch

Local 338 President (1973-1976)

Originally a Business Agent in the Bronx, Sam Karsch was much beloved and a predominant face of the union. As one of the original members of the union during the 1930's, Karsch's popularity and dedication to the members would pave the way towards his election to President in 1973.

During Karsch's time as president, our ranks increased by 400 members, in one of the largest single-shop victories of the time. Workers at Old London Foods in the Bronx voted the union in by a margin of 14 to 1.

Sam Karsch was rarely seen without his fedora hat and cigar, which had been known to hang out of the side of his mouth during negotiations with employers. His presence would be felt in many personable ways as well. Members in the Bronx identified with his raspy voice, which was distinguishable in any crowd. Known as "the guy of the hour," Karsch's humor and longstanding devotion to the membership seemed irreplaceable.

Emanuel Laub

Local 338 President (1976-1999)

Emanuel (Manny) Laub was a member of the union since 1948, and held one of the longest terms as president in the union's history - 23 years. Laub served in the Air Force during WWII, where he was stationed in Guam, New Guinea and the Philippines, guiding planes in with a flashlight on man-built runways.

Laub brought a new culture to the Local through his experiences working in the stores. Under his leadership, the union became active in various charitable organizations, including the United Cerebral Palsy Foundation.

The local's culture of dedication coupled with Laub's foresight brought many great victories to the members of Local 338. In 1981, significant increases were made in the union's pension and Health and Welfare funds.

While the 1980's proved to be a difficult climate for unions in the U.S., Laub was mindful of his duty to encourage unity amongst the membership and led Local 338 through these trying times with ease. In his memory, members now enjoy the benefit of the Emanuel Laub Scholarship, established in 2000.

John R. Durso

Local 338 President (1999-Current)

John Durso has spent 31 years on staff with the union. Durso became a Business Agent with Local 338 in 1984 and was elected to President in 1999, after the passing of Emanuel Laub. Prior to joining the staff, Durso held multiple positions in the stores as a member of the Local, including at the Waldbaum's warehouses and as a deli manager at Hills Supermarket. John also serves as President of the Long Island Federation of Labor, AFL-CIO, the fourth largest Central Labor Council in the country. He is also a Vice President of the United Food and Commercial Workers Union (UFCW), Local 338's international union.

John has always been an advocate for working people, beginning with his work in the grocery stores, where he had been known to stand up for co-workers before he even held the title of Business Agent. Since then John has spearheaded many new and renewed opportunities for our union to thrive. His fondest memories of the union have been in the victories of our membership.

Local 338's legacy has spanned across the decades. Throughout the years we have reached new heights and grown in ways that were only imaginable by our early leadership. From our earliest accomplishments, major affiliations, and lasting programs, Local 338 has proven to be more than just another union.

The goals of this union have stood the tests of time. Each step forward was another step in the right direction for current and future members.

The timeline is all we need as reference to this fact! We are confident that there will be many more milestones to come in our next 90 years of history.



local338.org
Launched Winter 2001



facebook.com/local338
Launched July 2009



twitter.com/local338
Launched August 2013



instagram.com/local338
Launched September 2014

The Union Difference

1925-1939



1925
A group of young workers join together to form Local 338 in order to improve the wages and working conditions in grocery stores



1926
Local 338 moves into its first office at 204 E. Broadway, Manhattan



1934
Local 104 merges with Local 338



1934
Samuel Wolchok becomes President of Local 338



1937
Samuel Wolchok helps found the Retail, Wholesale, Department Store Union (RWDSU) and becomes the organization's first President



1938
A federal minimum wage is established with the passage of the Fair Labor Standards Act



1938
Meyer Winokur becomes President of Local 338

1940-1949



April 1940
The union's first newsletter, 338 News is published



September 1940
The membership ratifies their first contract with Waldbaum's Supermarkets



1941
Murray Kudish becomes President of Local 338



May 1941
Local 338's Health and Welfare Plan is created



September 1941
The Local 338 Constitution is drafted and ratified by the membership



May 1942
The first annual conference of Local 338 is attended by the membership



January 1943
Local 338 begins the Life Security Benefit, also known as the Death Benefit

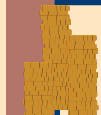


1947
Julius Sum becomes President of Local 338

1950-1959



March 1950
Local 338 donates supplies to striking miners in Pittsburgh, P.A.



1952
The Local 338 Pension Fund is established



1955
The AFL and CIO merge to form the AFL-CIO



1957
11 Local 338 members are the first to collect a pension from the Local 338 Retirement Fund



1958
Local 338 establishes the optical benefit



January 1, 1959
Local 338 establishes a 5-day, 40-hour week for all of its members



1959 - 1960
338 News receives 22 U.S. and Canadian Media Awards

1960-1969



June 10, 1963
The Equal Pay Act is signed into law



August 28, 1963
Martin Luther King Jr. delivers his "I Have A Dream" speech on the steps of the Lincoln Memorial



1964
Local 338 establishes the Benjamin Sum scholarship program in honor of President Julius Sum's son



December 1964
The first female member collects from the Union Pension Fund



March 1965
The RWDSU joins historic Civil Rights march in Selma, Alabama



May 1968
Local 338 and the RWDSU become the first unions in the country to negotiate MLK Jr.'s birthday as a paid holiday for workers

1970-1979



1970
The Occupational Safety and Health Act (OSHA) is signed into law



April 1970
Local 338 introduces the Dental Benefit



1973
Samuel Karsch becomes President of Local 338



1975
Weingarten Rights are created, which gives workers the right to union representation in "investigatory interviews"



1976
Emanuel Laub becomes President of Local 338



1977
Local 338 begins its work with the United Cerebral Palsy Foundation



June 1979
The United Food and Commercial Workers Union (UFCW) forms

1980-1989



1980
Workers at DeCicco's Family Markets vote to join Local 338



June 1981
The pension service credit increases 100% from prior years, strengthening Local 338 members' retirement security



1984
Local 338 donates documents to be preserved and used for research at New York City's Wagner Labor Archives



Fall 1984
Local 338 introduces the Scholarship Program



December 1986
The AFL-CIO celebrates its 100th Anniversary



1987
The RWDSU celebrates its 50th Anniversary



March 1987
The RWDSU initiates its first Health & Safety Program

1990-1999



1990 - 1999
The pension service credit increases 110% throughout the decade



February 5, 1993
The Family and Medical Leave Act (FMLA) is signed into law



October 1993
The RWDSU and UFCW merge



1995
Local 338 welcomes Stop & Shop workers to the union family



1997
Local 338 begins its work with The John Theissen Children's Foundation



1999
John R. Durso becomes President of Local 338



1999
Local 338 begins its work with the American Cancer Society

2000-2009



Fall 2000
Local 338 establishes the Emanuel Laub Scholarship in memory of the late President



Fall 2001
Local 338 begins its annual blood drive with the New York Blood Center to honor the memories of those killed on September 11th



November 2001
Shop Stewards and Rapid Response Team members attend their first conference



2003
Local 338 begins its annual turkey drive



2003
Local 338 launches the Legal Services Benefit



2004
The Membership Assistance Program (MAP) is created



2006
Duane Reade workers vote to join Local 338



2007
Local 338 begins its work with the Hope for the Warriors



June 2009
The UFCW approves the merger of Local 305 into Local 338

2010-2015



2010
Local 338 hosts its first annual coat drive



2010
Local 338 begins its annual food drive



2011 - 2012
Local 338, the UFCW and RWDSU along with community allies successfully prevent Walmart from opening in East New York, Brooklyn



2013
Local 338 partners with New York Communities for Change (NYCC) to help improve the working conditions of undocumented immigrants working in food-retail stores



2015
Local 338 launches a 501(c)(3) organization, Local 338 Charities, Inc.



2015
Local 338 currently has 4,200 retirees enrolled in the pension program. The rates for the pension benefit have increased 1200% since its establishment in 1957

The Union Day

A Brief History of American Workers

Long before there were unions, there were people seeking to make changes in their workplaces. On the railroad tracks, in the mines and factories, workers were laying the groundwork for national movements whose effects would last for generations to come. They joined together to create their own organizations – labor unions – that could fight for shorter working hours, job safety, and an equal day's pay for an equal day's work.

Well before there were limits to the number of hours in a workday, the women in the textile mills in Lowell, Massachusetts worked twelve-hour days. In 1834 the workers called a strike, demanding a shorter workday and respect on the job. The women's tenacity led to a national movement for the eight-hour day.

Decades later workers at Homestead Steel in Pennsylvania left their posts on the factory floor. Andrew Carnegie, the wealthy owner of the U.S. Steel Corporation refused to recognize their union. Carnegie squashed the strike through violence, hiring private security guards known as Pinkertons who opened fire on the workers, killing many. Yet despite their best attempts, U.S. Steel did not succeed in silencing the workers

who went on to bargain for better conditions through their union.

Members of the United Mine Workers of America spent their lives in the coal mines, living in company housing on-site with their families. The sounds of dynamite blasts could be heard throughout the night, serving as a constant reminder of the dangers they faced everyday. Canaries were the miners' only safety precautions below the Earth's surface. If the birds did not survive, there was a chance that they would not either.

With their lives on the line, coal miners in West Virginia and Colorado

in Chicago's meatpacking industry. Sinclair's writing brought the grim realities of this work into the eyes of the public, and encouraged the creation of federal food-safety regulations.

The struggles faced by workers continued to gain attention throughout the 20th century. In New York City's garment industry women as young as 16 worked long hours to support their families. They knew that change could only come through organizing, so in 1909, alongside the International Ladies' Garment Workers Union (ILGWU), 20,000 workers from all backgrounds took to the streets, marching in search of better conditions.

Yet despite tireless attempts to bring attention to their dangerous working conditions, a vicious fire broke out at a garment factory in the West Village, and on March 25 1911, 146 workers lost their lives. The public was devastated to learn of claims that the Triangle Shirtwaist factory's doors were locked and that the building's fire escapes had crumbled during the fire.

It would take many years of hardship for workers' rights to be recognized. In 1935 the federal government took positive action on behalf of workers and labor unions, passing the National Labor Relations Act (NLRA), which to this day protects workers' rights to bargain collectively and organize.

While we can only imagine the ways the world was different then, we need to also be mindful to avoid repeating this history of struggle in ways that are unnecessary.

It is now our time, as it was the time of the textile workers, the steel and coal miners, and

the garment workers before us, to lay the groundwork for the continued and renewed protections of unions. It is only through organizing and standing together that these gains can be made, not only for unions but also for all working people.

It is through this unity that we will be able to say we stood on the right side of history, our own.



decided enough was enough. They, too, were met with company-sponsored violence in the Ludlow Massacre of 1914 and the Battle of Blair Mountain of 1921.

The power of organized labor was made visible by these strikes. Adding to this visibility were journalists like Upton Sinclair and his book *The Jungle*, which shed light on the horrifying and unsanitary conditions faced by workers

90 Years of Service

Welcome to our special 90th Anniversary Edition of 338 News! In the pages to follow, you will get a glimpse of the progression of Local 338 throughout the decades. We have collected news articles from sources such as *The New York Times*, local newspapers, as well as our own newspaper in order to explain the rich and detailed history of our Local.

We have also laid out, alongside our own history, a brief overview of the events occurring in America throughout the decades. Local 338 rode along the same waves as the country in many respects. The Great Depression, as well as the recession in the 1970's, for example, were of large concern to this union. Due to this, we have given space to the events occurring in America at large.

Our Union has undergone many changes throughout the years, many of which have been documented in the pages to follow. As you read this edition of 338 News, we urge you to keep in mind that our past is also a relic of our present, both of which we are very proud to call our own.



The First Members & Leaders of Local 338

Seated from the left are: Sam Wolchok, Julius Sum, Meyer Abramson, an advisor from United Hebrew Trades, Phil Rothberg, and Sam Heller. Standing from the left are: Harry Cohen, Phil Porter, Meyer Winokur, George Braverman, Louis Wonkowsky, and Morris Ethe.



338 News

**Firm Must Use Union
Workers, Court Orders**Source: The Brooklyn Daily Eagle,
December 20, 1929**Injunction Forces Local Employers
to Abide by Organized Labor Pact**

Justice Edward Riegelmann in Supreme Court today issued an injunction in favor of the Retail Dairy and Grocery Clerks Union of Greater New York, restraining the Racso Butter and Egg Company, Inc., which conducts an establishment at New Utrecht Ave. and 46th St., from employing persons not members of Local 338 in violation of an agreement between workers and employees.

In awarding this rare form of injunction, Justice Riegelmann praised the local and its officers for coming into a court of equity when they felt aggrieved over the breaking of their contract, rather than resorting to violence or intimidation.

Signed Year Agreement

The petition filed by the Local informed the court that on March 29 the union and the butter and egg company signed an agreement for one year, under the terms of which the company should employ-only members of Local 338, and it was further agreed that the employers would not seek to impair the effectiveness of the union or its operation.

Maintains Equity Right

After studying prior court decisions on the subject, Justice Riegelmann said:

"I am of the opinion that equity affords the only adequate remedy in the premises. The injury is irreparable and continuous. To deny to the plaintiff union the right to

invoke the aid of a court of equity to prevent an unlawful violation of its contract it must necessarily follow that the right of collective bargaining will be seriously impaired, leaving the labor union to resort solely to strikes and picketing. Which would entail not only serious financial loss but also protracted and needless friction and possible breaches of the public peace and security. It is fitting that industrial struggles be settled by modern methods of procedure as now laid down by the courts."

**Ask Mayor To Stop
Beatings By REDS**

Source: The New York Times, July 5, 1931

**A.F. of L. Market Union Appeals for
Protection Against Attacks on Officials.****4 SUSPECTED THUGS HELD:
Complainants Tell of Repeated
Threats and Violence in
Defiance of Supreme Court Writ**

A delegation of officials and members of the Retail Dairy, Grocery, Fruit and Vegetable Clerks Union, Local 338, an American Federation of Labor group, will call at City Hall tomorrow to seek Mayor Walker's aid in putting a stop to a series of beatings by bands of organized thugs, of which union officials have recently been victims. Police Commissioner Mulrooney will be asked at the same time to provide police protection for officials of the union against whom threats have been made.

The beatings and the threats, union

representatives charged yesterday, were directed by a rival communist-controlled labor group, the Food Workers Industrial Union. This radical labor organization was restrained from interfering with the Clerks Union under a temporary injunction obtained Jan. 21, 1929.

Argument to have the injunction made permanent was heard last week in Bronx County Supreme Court by Justice William Harmon Black, who reserved decision. Until his decision is handed down the temporary injunction which bans intimidation and unlawful picketing will remain in force.

While the argument before Justice Black was in progress, union representatives said, members of the Communist union made open threats of violence against officials of the A.F. of L. union. These threats, they asserted, were made good Thursday afternoon when Samuel Wolchok, secretary of the local, and Philip Rothberg, an organizer, were attacked in front of the Paramount Public Market, 249 Brighton Beach Avenue, Coney Island, and were beaten with hammers. Wolchok escaped with slight injuries, but Rothberg is in Coney Island Hospital with a fractured skull.

At the time the police arrested as one of the attackers Louis Mittleman, 24 years old, of 1265 Brook Avenue, the Bronx, a clerk in the public market. He was arraigned Friday before Magistrate Curtis, in the Coney Island Court, and held without bail, charged with felonious assault, for hearing next Friday. The two union officials had called upon Mittleman seeking to enroll him as a

AFL Unites Craft Unions On CIO Lines

Source: The Brooklyn Daily Eagle, July 3, 1939

The American Federation of Labor has decided to fight the Congress of Industrial Organizations in the New York department store field by adapting the industrial principle by means of a federation of craft unions in the Industry, it was revealed today.

Aware of the disadvantages of bargaining for various groups of employees in a single unit along craft lines, the A. F. of L. leadership has set up a quasi-C.I.O. plan with the approval of A. F. of L. President William Green, copying the federation of craft unions which has proved successful in unionization of hotel workers.

The C.I.O. department store committee, which has contracts covering 10,000 employees in four major department stores here, said through Samuel Wolchok, president of the United Retail and Wholesale Employees of America, that the A. F. of L. move would not menace its work.

member of their organization.

Yesterday Detectives Dunn and Low of the Coney Island Station, arrested three men, avowed Communists, whom Rothberg identified as the trio who had threatened him when he called upon Mittleman the day prior to the assault.

Rothberg and Harry Cohen, a vice president of the union, were attacked on Coney Island Avenue in May but were not seriously injured. Four men, arrested at that time are now awaiting trial.

**Partners in Dairy Object to Pickets,
Act as Own Clerks**Source: The Brooklyn Daily Eagle,
September 15, 1932**Union Keeps Men on March
Before Store Daily – Case to Have
Court Hearing**

Two partners who conduct a dairy and grocery at 876 Nostrand Ave. and act as their own clerks, they say, applied today to Justice Steinbrink in Supreme Court for an injunction to stop picketing of their shop by Local 338 of the Retail Dairy and Fruit Clerks' Union.

The picketing, they say, is carried on because they will not employ members of the union as clerks. They cannot do this, they said, because Morris Krevans, one of the partners, nets only \$35 a week as his share of the profits, and the other partner, David Pepper, gets even less.

When they opened their store on July 4, the partners declared an organizer from the union told them they needed help. They had a sale on at that time and they employed two men, with the understanding, they claim, their employment would be temporary.

On Aug. 24 two pickets began marching up and down in front of the store and have been there everyday since. Union officials told the court that one Joseph Koranvass had a store on Kings Highway, where he had agreed to hire three union men, and that he subsequently became a partner in the Nostrand Ave. store. Koranvass, Krevans and Pepper denied he has interest in the place.

Justice Steinbrink denied the motion for an injunction on the ground the case can be tried within a few weeks and the merits of the controversy determined.

Labor Contract Upheld By Court

Source: The New York Times, April 1935

**Union Wins Ruling After Food Dealer
Replaces a Member With a Relative**

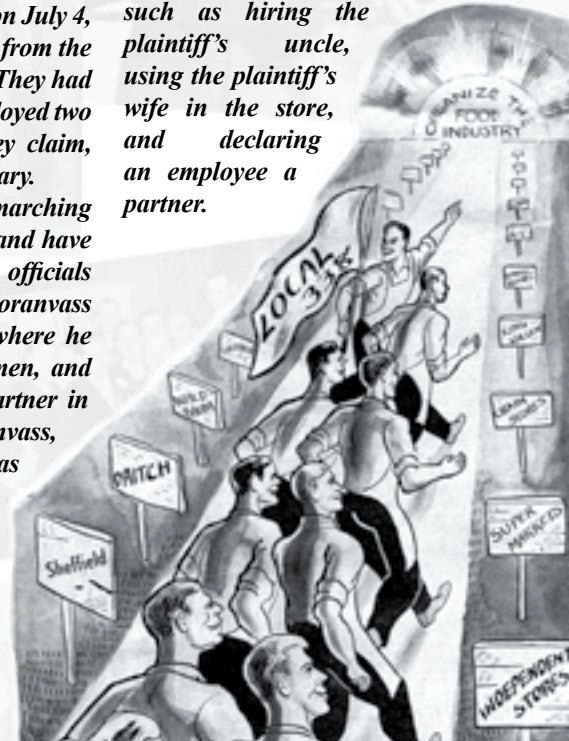
Proprietors of small businesses who have contracts for the employment of union labor have no right to discharge the union employees and hire relatives in their places, Supreme Court Justice Thomas J. Cuff in Brooklyn ruled yesterday.

The court denied an application by Morris Spivax, owner of the Spivax Food Centre, 1680 East Twelfth Street, Brooklyn, for an injunction restraining officials of the Retail Grocery, Fruit and Vegetable Clerks Union, Local 338, from picketing the Spivax store. A strike has been in progress there for more than three months.

Spivax informed the court that when his gross receipts fell from \$2,400 a week to \$1,000 a week he notified the defendant union, with which he had a contract, that he would not be able to continue the employment of two clerks, and that one would be discharged. The union ignored his letter, he said, and later he dismissed one of the clerks. The strike was then called.

The union alleged that Spivax had employed his uncle at one time and his wife at another time, and had asserted that a non-union clerk in his employ was really a partner in the business.

The court characterized as a violation of the contract subterfuges such as hiring the plaintiff's uncle, using the plaintiff's wife in the store, and declaring an employee a partner.



May 20-21, 1927

Charles Lindbergh makes the first non-stop transatlantic flight in his plane, The Spirit of St. Louis.

October 29, 1929

The stock market crash on Wall Street, known as "Black Tuesday" occurs, triggering a financial panic and the start of the Great Depression.

March 4, 1933

Franklin Delano Roosevelt is elected as the 32nd President of the United States. Roosevelt will be the only President to hold office for four terms.

April 8, 1935

President Roosevelt enacts the Works Progress Administration (WPA) as part of his New Deal program. The WPA used public funding to put people back to work, through the construction of new roads, new additions in the National Parks Department, as well as in providing opportunities for struggling artists.

July 27, 1935

President Roosevelt signs the National Labor Relations Act into law. The NLRA or Wagner Act creates federal safeguards for workers to join unions.

June 25, 1938

The Fair Labor Standards Act is passed, establishing a 40-hour workweek with time-and-a-half for all additional hours worked. It also establishes a national minimum wage and places greater restrictions on child labor.

September 3, 1939

World War II begins in Europe.

He Worked 100 Hours A Week-Not Now!

Source: 338 News, April 1941
Written by Local 338 Member David Friedburg

I will try in a few words to tell you of the joyful and marvelous benefits I've received as a member of Local 338.

Up to date I've spent twelve years in the retail dairy business, eight years as a union man and four years as a non-union man.

Those four years were spent in drudgery and suffering. I was abused, insulted, looked down upon, fired for any or no reason.

But let us leave non-unionism, now and forever. Let me tell you about the eight years under the union banner. I've attained a sense of responsibility gained by taking care of a job, which was given and entrusted to me by Local 338. I don't have to tolerate abuse from any employer. I get paid for fourteen holidays a year, and this year I received a week's vacation with pay.

Just think, from a hundred hours a week down to fifty-four, from \$8.00 a week to \$35.00— from a down-trodden delivery boy, sweeper, cleaner, washer to the position of a clerk with respect and responsibility.

Yes in a few short years I've gotten security, higher wages and shorter hours. Will miracles never cease?

Thousands of Clerks to Enjoy Their First Paid Vacations

Source: 338 News, August 1942

More Than 90% of Union Members to Have Paid Vacations

Few happier people can be found these days when the city is sweltering in record heat, than the thousands of members of Local 338, who are packing their valises or making preparations to leave the city for the sunbathed

Working Through Tough Times

In the 1940's working Americans were facing hardships across the board. As the Great Depression rolled through the country, workers in all industries were hit with layoffs and hard times financially. The membership of Local 338 were no exception to these struggles.

As a result, Local 338 set up an Unemployment Office to deal with the high volume of workers who were left without a job, whether it was due to a store's closing or a longer than anticipated picket line (strike). Members who were actively working were asked to contribute one day's pay to the Unemployment Office, which, in turn was able to extend up to 2 ½ days' pay per week for those who would otherwise be left without a paycheck at all.



The following was written by Labor Chief, Leo Birnbaum

Source: 338 News, May 1942

"As Labor Chief, I am proud to report to the First Annual Conference that during the growth of Local 338 in the past few years, the morale and

spirit of the unemployed office has shown a marked improvement. The unemployed man is naturally primarily interested in securing a job whereby he can make a living. But the unemployed have also felt the progress and upsurge of Local 338 as it rose to a prominent place in the labor movement, under the leadership of our able President, Murray J. Kudish. Approximately 200 men have been placed on steady jobs in the past year, and many older men, long employed, were put to work. The actual income of unemployed men amounted to \$243,419.

As every other section has elected delegates to this Conference, so has the unemployed. The unemployed man has also benefitted by the sick fund and by the maintenance of our health service. We salute the administration and its achievement on this glorious occasion, and we eagerly anticipate a united labor movement and the greater success of our union."

beaches along the Atlantic coast or for retreats at farms, hotels or camps in the mountains.

Hundreds of men who never in their adult life had a vacation, this summer will enjoy vacations paid for by their employers. Close to 95% of all members of Local 338 will be affected by these new gains, obtained for them by their Union. In addition to hundreds of thousands of dollars in wage increases, Local 338 won for its members the right that

exchanging their aprons for swimming suits, their counters for diving boards on lakes and pools, and their iceboxes for cool shadowy places in the woods.

As these men come back tanned by the sun and happy with a new enjoyment of the good things of life, they realize that these things would not have been possible without a great and powerful union to win these conditions for them.

First Labor Council Woman Sends Message

By New York City Councilwoman Gertrude Weil Klein
Source: 338 News, May 1942

My best wishes and hearty greetings on the occasion of the First Annual Conference of Local 338.

It is more than fitting at this time, when democracy all over the world is under attack, that your Union which has always been in the front ranks of every fight for decency, humane and progressive measures, should be taking steps to increase the share of your membership in the democratic management of your Union.

To those of you who may be going into

the armed forces, I want to say that we who are left on the home front, particularly those of us who are active in labor, political and industrial movements, will do our utmost to safeguard and preserve the standards and conditions which you have fought for and achieved through the years.

You meet in sad, even catastrophic times, times such as have never shaken the world before. The only hope, the only light in the darkness, is the steadfastness and solidarity of organizations such as yours.

Members Raise \$3,500 Dollars Relief for Striking Workers

Source: 338 News, March 1946

In a spirit of supporting their fellow workers, on strike in General Motors, communications and steel industries, members of Local 338 responded warmly with more than \$3,500 to the strike fund appeal issued by President Murray J. Kudish, \$500 was immediately dispatched by President Kudish to R. J. Thomas, president of the auto workers' union, while \$1,500 was turned over to the general strike relief fund collected by the international.

Sections in all the boroughs and all the divisions of "338" were enthusiastic in their pledges. President Kudish's letter had suggested that each member contribute at least \$2 to the strike fund, but many members volunteered to pay more, in appreciation of the standards the strikers are setting for them and in the remembrance of times when they have needed help.

Among the more spectacular of the meetings held in answer to the president's call

was that of the Rand Division, where fewer than 100 people responded so eagerly that \$500 was collected in less than ten minutes.

Ralph Sossolowsky, secretary of Section 8 in Manhattan, expressed the general feeling when he said, "We think that those strikers deserve it, because we have been on strike. We know how it feels." Section 8, with only 27 members, contributed \$100 at a meeting which was held, without any time wasted, in January as soon as the letter went out.

One of the larger contributors, Jack Siegel, explained that he felt the strikers would help him, and he would expect them to, if he were in their position.

Racial Equality at War

Source: 338 News, February 1944

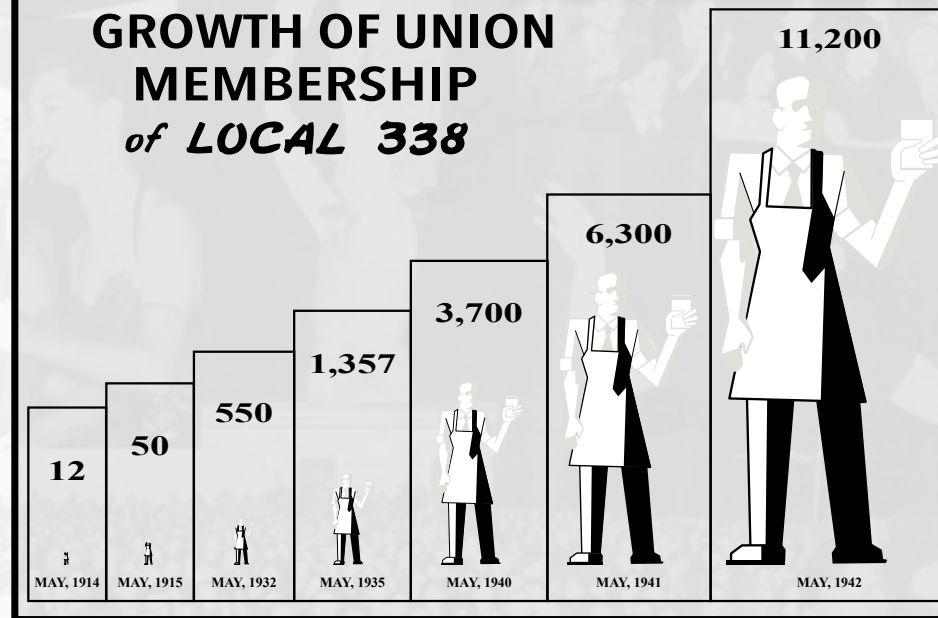


Pvt. James D. Johnson:
Local 338 Member
1937 - 2002
Secretary Treasurer
1977 - 2002

Out here we have thousands of German prisoners . . . When these "Hinies" see black and white soldiers march, eat, and in some places sleep together, their eyes "pop." I only wish, for the good of all concerned, that other camps in the country were like this one. There is no discrimination out here in any form.

Shows, dances and other recreational facilities are enjoyed by all together. Let me hear from you soon on what progress has been made.

GROWTH OF UNION MEMBERSHIP of LOCAL 338



December 7, 1941

Japanese forces attack U.S. naval bases at Pearl Harbor in Hawaii, killing over 2,400 American service members. The United States formally declares war the next day, officially entering WWII on December 8th.

August 6 & 9, 1945

The United States drop Atomic Bombs "Little Boy" and "Fat Man" at Hiroshima and Nagasaki, Japan, triggering the surrender of Japan and the official end to WWII, four months after the fighting in Europe ends.

1946

The Great Strike Wave of 1946 sees 4 ½ million workers walking picket lines in search of wage increases. The strike waves were in response to America's economic prosperity following the end of WWII.

April 15, 1947

Jackie Robinson of the Brooklyn Dodgers becomes the first African American to play in Major League Baseball (MLB).

June 23, 1947

The Taft-Hartley Act is signed into law, eliminating "secondary picketing" or the ability for unions to strike in solidarity with one another. This Act is an attempt to gain power over the strike waves unfolding across the country.

10 Years Of News

1950 - 1959

338'ers Join Civil Rights Mobilization

Source: 338 News, February 1950



Business Agent Joseph Overton

of Colored People and sponsored by 52 other national organizations, met in the capital January 15th.

Labor unions sent more than one-third of the total number of delegates, who came from 33 states. Strategy of the conference was to have each state delegation buttonhole its own senators and representatives, and pledge them to work for quick enactment of the Administration's FEPC (Fair Employment Practices Committee) bill.

President Truman assured the delegates that he was determined to press for Congressional approval of his civil rights program, even if it means holding the Senate in session during the summer in order to kill a filibuster. Meanwhile, in the House, Speaker Sam Rayburn, himself a Southerner, used procedure rules to prevent early consideration of the bill, despite the fact that as a Democrat he is pledged to support the Fair Deal Program.

Brother Overton declared that he was convinced, on the basis of talks with a number of Congressmen, that the bill would be passed if it could be brought to the floor for a vote.



Lenore Miller

President of the RWDSU (1988-1998)
Member of the RWDSU (1956-1998)

"Many of Local 338's founders were Jewish immigrants and at the time were some of the most exploited workers because of their ethnicity. People usually date the Civil Rights Movement to the 1960s but for us it began well before then. Early on we recognized how supporting human rights and helping any group that needed it, whether it be for LGBT rights or immigrant rights, would benefit all of our members and the labor movement. The RWDSU and Local 338 have always been on the correct side of human rights."

"Local 338 has always played an important role in the history of the RWDSU and has always been a large factor in all aspects of the union. Local 338 is a union that really understands organizing and the importance of bringing trade unionism to all workers. They have helped on many different organizing campaigns, from poultry plants in the South to hospitals in the North. They are a Local that really sees the bigger picture."

Lenore Miller joined the RWDSU as a secretary in 1956 and worked her way up to the positions of Assistant to the President and Secretary-Treasurer. She was elected President of the RWDSU in 1988 and held the role for ten years before retiring.

He praised the Civil Rights Mobilization as a well-organized demonstration that would undoubtedly encourage Congressional supporters of civil rights legislation.

Accompanying Brother Overton to Washington were Edgar Corley, Joseph Saunders, Leonard Faust and Willie Rosenzweig. All the 338'ers participated in the meetings and conferences arranged for the Mobilization.

Practically All Contracts Provide For Vacation Now

Source: 338 News, July 1959



The paid vacation that was once the exclusive hallmark of the white collar worker is now enjoyed by practically all workers covered by union contracts, according to Collective Bargaining Report, published by the AFL-CIO Dept. of Research. There are some exceptions

in industries of seasonal or casual employment, particularly construction, but even these are yielding to union pressure.

The department reached these conclusions after analyzing a study of paid vacation provisions in major union contracts in 1957 recently published by the U. S. Labor Dept.:

- Paid vacations of two weeks a year are becoming the minimum, with the once standard requirement of five years' service so reduced that most workers must put in no more than three years for eligibility.
- Vacations of more than two weeks are spreading rapidly, with 80 percent of the agreements providing for three weeks and the typical 15 years required to qualify being sharply reduced.
- Four-week vacations, usually after 20 or 25 years of service, are finding their way into more and more union contracts.

The Collective Bargaining Report lists some of the reasons why unions are seeking liberalizations and particularly longer vacations:

"A vacation break from work . . . reduces the cumulative strain of work fatigue, makes for better physical and mental well-being. For the employer it can mean benefits from improved worker morale, increased production, reduced absenteeism.

"Vacations provide a larger period, compared to a week end or an after-work evening, which permits specially desirable leisure activities . . . Longer vacations have also been gaining favor as an aid toward adjusting older workers to retirement on a gradual basis."

338 News Receives Two More ILPA Awards

Source: 338 News, Septemeber 1959

Awards to the 338 News made at the annual dinner of the International Labor Press Assn. (ILPA) in San Francisco, Sept. 14 are accepted by editor Milton Miller. Making the presentation is ILPA president Peter Terzick.

He is holding a plaque awarded to the 338 News for the Best Original Cartoon and a Certificate of Merit for Editorial Excellence. The winning cartoon appeared in the July 1958, issue and was drawn by Bernard Seamon, well known labor artist. The awards mark the second year in succession that the 338 News has won dual prizes in the ILPA contest. Commenting on the cartoon award, the judges stated: "Seaman's cartoons, used as covers, are well-drawn and effective."



Regarding the award for editorial excellence, the judges stated: "Another frequent prize winner which continues its excellent Performance."

A total of 18 U.S. and Canadian trade union publications have been singled out by the Department of Journalism, University of California at Berkeley, for awards in the annual judging in the AFL-CIO international Labor Press Association contest.

Three publications each gained two of the coveted awards: The American Teacher, The Michigan AFL-CIO News and The Sentinel, publications of the United Steelworkers in Homestead, Pennsylvania. In commenting on the contest the judges declared that the labor press "is doing an increasingly effective job."

Certificates of merit were presented to second and third place winners. Editor Milton Miller of the 338 News was on hand to receive the two awards for that publication.

Local 338 to Participate in First NYC Labor Day Parade in 20 Years

Source: 338 News, July 1959



Local 338 will be well represented in the Labor Day Parade to be held Sept. 7 under the auspices of the New York City Central Labor Council, AFL-CIO. That was assured by unanimous action of the Executive Board at its meeting July 21.

President Julius Sum will head the parade committee which will consist of Secretary-Treasurer Meyer Winokur, Business Agents Al Tribush, Sam Karsch, Harry Rapaport, Leo Holtzer, Harry Stern, Joe Overton and Organizers Sam Cohen, Murray Fischer and Jimmy Johnson. The group will contact the members in the respective boroughs to make plans for the union's participation. In citing the action of the Executive Board, President Sum highlighted the importance of the parade to give a forceful demonstration of the solidarity of labor's ranks. He said the event would have the support of every labor leader and rank and file member in the city and would be a vivid display of the fact that New York is a union town.

Colorful floats and other displays will be employed to highlight the parade. It marks a revival of such events in New York. The last Labor Day parade was held in 1939.

The Sept. 7 event is also designed to spotlight the grave perils now facing labor as demonstrated by the number of strikes that have had to be called because of the stiffened attitude by business in regards to contract negotiations. Instead of being placed on the defensive, labor will take the offensive to combat industry's attack on the labor movement in general.



June 25, 1950

The Korean War begins.

July 25, 1952

Puerto Rico becomes a United States Commonwealth.

July 27, 1953

The Armistice Agreement is signed, ending the Korean War.

May 17, 1954

The U.S. Supreme Court case decision in Brown vs. Board of Education orders the desegregation of public schools.

December 1, 1955

Rosa Parks is arrested for refusing to give up her seat on the bus in Alabama. Her actions spur national recognition of the Civil Rights Movement and spark the Montgomery Bus Boycott.

December 5, 1955

Two national labor organizations, The American Federation of Labor (AFL) and the Congress of Industrial Organizations (CIO) merge, creating the AFL-CIO.

October 4, 1957

The Soviet Union launches Sputnik, the first satellite into space, triggering the "Space Race."

338 News

2.5 Million Aided by Wage-Hour Law

Source: 338 News, September 1961

The 1961 amendments to the federal wage-hour law took effect Labor Day with an immediate impact on the wages and working conditions of 2.5 million low-paid workers. In the greatest advance since the Fair Labor Standards Act was enacted in 1938, the new amendments:

- Brought 3.6 million men and women within the protection of the law for the first time.
- Raised the pay floor of the 23.9 million workers already covered from the present \$1 an hour to \$1.15 immediately and to \$1.25 an hour in two years.

These gains were adopted by Congress after long pressure from organized labor. They leave in greater prominence those workers in industries, which are still exempt: hotel and restaurant workers, farm workers, laundry workers and others. The federal wage-hour law had been amended in 1949 when the minimum wage was boosted to 75 cents but one million workers were eliminated from coverage. In 1955 the minimum raised to \$1 an hour. The law also requires overtime pay of time and one-half for over 40 hours in a week.

The 1961 amendments thus represented both a raising and a broadening of protection. The 3.6 million workers newly covered will be subject to the following schedule:

- Beginning Sept. 3, 1961, \$1 an hour for all hours worked; no overtime pay.
- Beginning Sept. 3, 1963, \$1 an hour and overtime pay after 44 hours a week.
- Beginning Sept. 3, 1964, \$1.15 an hour and overtime after 42 hours a week.
- Beginning Sept. 3, 1965, \$1.25 an hour and overtime after 40 hours a week.

The newly protected workers include: retail and service, 2.2 million; construction, 1 million; seamen, 100,000; suburban and interurban



"In grateful recognition for his outstanding and dedicated service to the cause of labor and for his distinguished and unselfish devotion for fellow union members for 30 years"

Joe Horowitz, acting as toastmaster for the evening, is shown presenting the plaque to Karsch.

Business Agent Honored for 30 Years of Service

Source: 338 News, June 1966

Bronx Section Chairmen and Executive Board members tendered an informal reception to Business Agent Sam Karsch on the occasion of marking his 30th year in that post. Karsch was presented with a suitably inscribed plaque:

transit, 93,000; gasoline service stations, 86,000; fish processing, 33,000 and telephone operators, 30,000.

The largest group of the newly covered workers—those in the retail and service area—is in large companies.

More Women Join Work Force

Source: 338 News, March 1966

Women 25 and over entered the labor force in substantial numbers in 1965, and there was an unusually heavy influx of younger women. The labor force increase among those 25 and older (440,000) was one of the largest since 1956. Nevertheless, their unemployment rate dropped

from 4.6 to 4.0 percent, about the same as in 1957.

Employment increases in 1965 among women occurred in occupations where they were already concentrated, but the increases were much larger than usual. Most of the employment gains were in clerical jobs (44 percent) but noticeable gains also occurred in the professional and kindred occupations, including nursing.

The year 1965 brought substantial improvement in the job situation for non-white women for the first time since early in the recovery. Unemployment among non-white women 45 and over was back to its 1957 rate, but for non-white women 25 to 44 it remained much higher.

Kennedy's 'Last Words to Labor'



Senator and future President John F. Kennedy joined the RWDSU at a rally in the 1950s

The following are some of the last words that the late President John F. Kennedy left with the labor movement before his death. The speech was given at the AFL-CIO convention on November 15, 1963, about one week before his assassination. Kennedy spoke on the growing troubles surrounding rapid unemployment and sparse job opportunities. In his address, Kennedy cites the necessity of organized labor to renew opportunities for America's workforce as a whole.

"Abraham Lincoln said 100 years ago, 'All that serves labor serves the Nation', and I want to express my appreciation for the actions which this organization has taken... to strengthen the United States... to make it possible in this Hemisphere for labor organizations to be organized so that wealth can be more fairly distributed."

The Union Dream for a Better Life

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute, and above all new wage levels that meant not mere survival but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over the nation, it carried to secure shore not only itself but the whole society."

Dr. Martin Luther King Jr.

(Speech given on October 7, 1965 in Springfield, Illinois)

Image from RWDSU Local 1199 event)

Record Number of 31

Members to Retire

Source: 338 News, June 1967

The rolls of the retired members of Local 338 continues to reach new heights. At a semi-annual meeting of the Board of Trustees of the Local 338 Retirement Fund, a record number of 31 retirees were added to the rolls, bringing the total to 336 now enjoying benefits under the plan.

President Julius Sum, as chairman of the board, also announced that the interest and dividends from investments no longer were able to cover the cost of expenses and benefits in relation to the fund. He added that although a portion of the contributions is now being utilized, the fund is still building up a most healthy reserve and surplus.



Member's Bowling Team

Takes Top Prize

Source: 338 News, April 1965



Top prize of \$1,000 in the New York Journal-American 27th annual Women's Bowling Classic

went to the Assorted Nuts No. 2 team. One of the stalwarts of the team is Pearl Aikens, a member of the union's office staff. She is shown at left holding the card showing the winning performance. Miss Aikens, who is captain of the team, also rolled a 298 the other night. She is a member of the New York City Women's International Bowling Congress Board of Directors and is also editor of the team's newsletter.

Photo Courtesy of N.Y. Journal-American



June 10, 1963

The Equal Pay Act, which prohibits wage discrimination on the basis of gender, is passed.

November 22, 1963

President John F. Kennedy is assassinated in Dallas, Texas. Vice President Lyndon B. Johnson is sworn in as President following Kennedy's death.

July 2, 1964

The Civil Rights Act is passed, outlawing segregation and all forms of racial discrimination.

August 7, 1964

The United States enters the Vietnam War without a formal Declaration of War from Congress.

August 6, 1965

The Voting Rights Act is passed, guaranteeing the right to vote for all Americans, regardless of race.

July 1, 1966

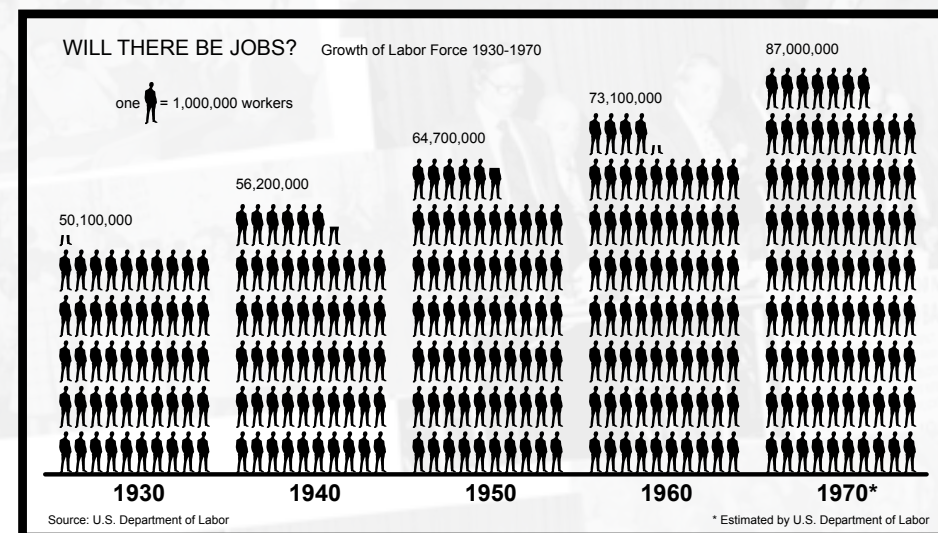
The Medicare program is put into effect, providing medical coverage for those age 65 and older.

April 4, 1968

Dr. Martin Luther King Jr. is assassinated in Memphis, Tennessee while attending a rally for striking sanitation workers.

July 20, 1969

American astronauts Neil Armstrong and Buzz Aldrin become the first people to walk on the moon.





Int'l Supermarkets Fields Softball Team of 338'ers

Source: 338 News, May 1972

Members working for the International Super Market stores in Manhattan and the Bronx have recently formed a softball team and have issued a challenge to teams among the other supermarkets.

The lineup, though not necessarily in the order in the picture above is as follows: Gene Audry, Fernando Batista, Duke Cotes, Rafael Crux, Nelson DeJesus, Sol Estransa, Victor Fuentes, Dennis Gill, Jack Koffman, Victor Martinez, George McLean, Benny Sosa, and Janet Williams, team mascot.

400-Man Old London Food Unit Joins Local 338

Source: 338 News, January 1973

More than 400 workers employed by Old London Foods in the Bronx have joined the ranks of Local 338. By a margin of more than 14 to 1, they voted for '338' in an NLRB (National Labor Relations Board) election. The final count, of 415 eligible, was:

Local 338—339 votes. Former Union—23 votes. No Union—1 vote.

The workers, dissatisfied with conditions in the shop under their old union contract, had sought to decertify that union as their collective bargaining agent. A number of Old London employees, led by Chief Steward Jack

Karolian, contacted Local 338 and asked that it go on the NLRB ballot.

Following a series of meetings attended by Pres. Samuel Karsch, Organizer Hector Torres and other representatives of Local 338, application cards were circulated among the workers and an overwhelming majority signed.

Reporting on the NLRB victory and the contract negotiations which are still pending, Pres. Karsch said: "We welcome the Old London employees to the ranks of our union and we are sure that they will find a real union home with us. As a militant, pro-labor group of workers, they have shown that they are determined to win the best union contract possible, as well as to be a part of a strong, democratic local. We expect them to make a real contribution to our union and to participate fully in every union activity."

Old London makes and distributes Melba

toast, Cheese Doodles and other snack foods. It is a division of the Borden Company, the giant food conglomerate, one of the 50 largest corporations in the nation.

Female Unionists Form NY Chapter of Coalition of Labor Union Women

Source: 338 News, November 1974

The third and qualifying meeting of New York union women organizing the New York Chapter of the Coalition of Labor Union Women (CLUW) will take place on Saturday, Nov. 23, at 140 Park Place (D.C. 37, AFSCME) in Manhattan, from 9 A.M. to 2 P.M. Registration begins at 8:30 A.M. A press conference, immediately following the meeting, will be held to announce the formation of the New York CLUW Chapter.

The Retail, Wholesale & Department

Upstate 338'er First Female Manager in Waldbaum Chain

Source: 338 News, November 1973

The cause of "Woman's Lib" was recently advanced when the Waldbaum chain appointed its first female store manager—a Local 338 member, naturally! Ms. Jeannette Horowitz is her name. The store is #74 in Spring Valley. She supplied us with some vital statistics about herself.

She was born July 6, 1948, which makes her 25 years old, a pretty young age to achieve such a responsible position. Obviously, she was able to have shown the required ability to convince the upper echelons of management that it was merited. She was a resident of the Bronx until 1961 when she moved to Rockland County where she graduated from Tappan Zee High, Orangeburg, in 1966. The tall (she's 5 ft.-7in. in height), attractive young supermarket executive started her food store career on July 26, 1966, with the Waldbaum chain as a checker at its Orangeburg store 175. In September of the same year, she became a front-end bookkeeper and was transferred on March 24, 1971, to store #66 in Whitestone, Queens.

In August 1969, she married Jeff Horowitz, a manager of a Waldbaum store in Mamaroneck. Madam Manager, despite her fulltime business career, finds time to indulge in two hobbies: stamp collecting and crocheting.



An Open Message

Local 338 is proud of your success, Ms. Horowitz, and we all extend our heartiest congratulations and best wishes for continued success. In particular, as a manager in our area, your fellow 338'ers in Upper New York are looking forward to your bringing the woman's touch to store managing. They believe that you, as a woman, can show the way to your male counterparts in managing with a heart, in addition to a head.

The upstate women employees who make up a large percentage of a store's personnel are hoping for a more sympathetic approach to their problems. They can look forward to something that has been lacking all too often up to now—just plain old fashioned human relations between management and labor.

And, finally, in the name of many of Waldbaum's female employees in our area, I submit their message to you: "You have succeeded in breaking through the 'for men only' custom in Waldbaum's. Now, we look forward to having the same opportunity for advancement, based on ability, regardless of sex. We know you will do justice to all and set a new example for those of our sex who follow you. Good luck!"



Ben Holtzer Retired Union Representative

I started working as a member of the union when I was 22 years old at Daitch Crystal Dairies in the Bronx. Prior to Local 338, I was a garment center boy, but there were layoffs and work was slow. My older brother Leo Holtzer suggested that I work in the grocery stores instead. Leo had a lot of experience with the supermarkets since he was the Union's former Secretary-Treasurer, and I'm glad that I took his advice.

I was surrounded by the bustle of union politics from the start. My time in the stores showed me that organizing was really about showing union power. With a strong union, it felt that not much could stand in your way.

Our president Sam Karsch would call me up sometimes and say, "Hey Benny, we have an issue with this store," or "the men at the Bronx dairy need a hand with their picket line." I would show up, because needless to say it's just what you did.

The idea behind the union seemed simple. After negotiations, there was a pie sitting on the table. It was our pie. The employer would say look, you're competent, figure out what to do with it. So we cut up the pie based on what we needed—a bit for the pension, for insurance, raises and so on. This was the union's power.

Local 338 was always a place you could speak openly in and we had some good times together, too. One year the union took over Manhattan Center, the whole place. Harry Belafonte, the jazz artist even performed there. We took our wives and talked about union strategy into the night.

The union changed my life, and if I could go back today, I would be so happy. We had good people, good times and above all, we supported each other.

Though times were tough, too and things have changed a lot since I was on staff, some for the best and then again, the current political climate seems to be more and more against us. But I have confidence, as through my own experiences, that Local 338 will remain strong regardless.

* In the short time following this interview, Ben Holtzer passed away. We are grateful to have been able to share his words.

Store Union (RWDSU), of which Local 338 is an affiliate union, and other local and international unions, have helped in the establishment of this fledgling organization by supplying these union women with meeting rooms, office space, use of phones and typewriters, printing, postage and supplies.

Guidelines adopted at the CLUW founding conference in Chicago last March—attended by more than 3,200 union women—call for three meetings of area chapters prior to the granting of a local CLUW charter from the national organization.

A Full Agenda

Accordingly, four committees of New York trade union women have been working several months on organizational and educational activities to be presented at the Nov. 23rd meeting. By-laws have been hammered out to be voted on, as well as election of officers; CLUW meetings have been publicized and the regular publication of a newsletter has kept interested women

informed; and, classes on topics of interest to union women have been scheduled. There will also be on the agenda a slide show on the history of working women and skits by members of the Screen Actors Guild showing the image of women in the media.

CLUW has four major areas of concern to union women: organizing the unorganized women; affirmative action in the work place; political action and legislation; and, participation of women within their unions. Some of CLUW's specific goals are: full employment; shorter workweek without loss of pay; child-care legislation; and, final ratification of the Equal Rights Amendment (ERA).

These are the requirements for joining the local chapter of CLUW:

- A woman must be a member (active or retired) of a union.
- A woman must be a resident of New York City.
- She must pay a yearly membership fee of \$5 to the national CLUW.
- She must also pay a smaller membership fee (yet to be determined) to the local chapter.



March 18-25 1970

Postal workers across the country go on strike demanding an opportunity to bargain collectively in the Great Postal Strike of 1970.

April 28, 1971

The Occupational Safety and Health Administration (OSHA), a federal body that ensures all workers are protected from illness and injury on the job, is formed.

July 1, 1971

The 26th Amendment to the Constitution is ratified, changing the voting age from 21 to 18.

October 1, 1971

Disney World, a family oriented vacation resort opens in Lake Buena Vista, Florida.

April 4, 1973

The Twin Towers at the World Trade Center are completed, becoming New York City's two tallest buildings.

August 9, 1974

Richard Nixon resigns as President due to his involvement in the Watergate Scandal. Nixon is the only President in U.S. history to resign from office.

1975

A U.S. Supreme Court decision rules that union members have the right to representation during investigatory interviews, establishing the Weingarten Rights.

Local 338 is Heavyweight in Fight Against Cerebral Palsy

Source: RWDSU Record, April/May 1983



Two United Cerebral Palsy poster children for the New York area enjoy the special "handling" they receive from Local 338 President Emanuel Laub (right) and Secretary-Treasurer James Johnson. Laub holds April Albritton and Johnson holds Joseph Marshall.

Some day when medical science has wiped out Cerebral Palsy, the beneficiaries will owe a special debt of gratitude to Local 338's President Emanuel Laub and Secretary-Treasurer James Johnson. These beneficiaries may not be aware of it, but the members of Local 338 led by brothers Laub and Johnson will have contributed many thousands of dollars toward discovering prevention and cure of this condition, which strikes 15,000 babies every year. To date the members of Local 338 have contributed over \$200,000 in annual CP marathons.

"We are very proud of our members who have supported this deserving cause over the past eight years," brother Laub declares. "They have helped confirm the fact that unions play an important role in the quest for better health care."

In 1946 little, if anything, was known about Cerebral Palsy. That's when a group of parents with children afflicted with this form of paralysis joined to share their common problems and do something about helping their sons and daughters. From this nucleus evolved United Cerebral Palsy, which today, ranks among the top health agencies in the

U.S. and abroad.

Among a variety of programs, UCP provides education, vocational training, recreation, health and dental care and individual and family counseling. These services, without cost to a family, are provided from infancy through adulthood at 300 UCP facilities across the country.

While no cure for CP has been found yet, treatment methods and other factors have made it possible for a majority of today's victims to lead productive, self-sufficient and independent lives.

UCP for many years was funded partly through government grants, with organized labor, business and private contributions making up the largest share of its expenses. However, under the Reagan Administration's cuts in grants, a greater burden has now fallen on organized labor and the business community, both of which have responded generously.

"We're dedicated to this fight, and we'll do everything we can to contribute to its victory," President Laub says.

Membership Ratifies Historic Contract

Source: RWDSU Record, October/November 1983

'338' Signs Best Contract in Union's History

NEW YORK, N.Y. - A new three-year contract with associations representing major supermarkets under contract with Local 338, providing substantial wage increases for full-time and part-time members and important gains in pension, hospital, surgical and dental benefits, was announced by Emanuel Laub, President of Local 338, Retail, Wholesale and Chain Food Store Employees.

The contract was ratified by a margin of 9 to 1 by members voting in selected areas of

Manhattan, The Bronx, Brooklyn, Queens and other areas of Long Island, and Rockland County. Laub hailed the new agreement as the best in the entire history of Local 338.

"In this era of contract give-backs we faced numerous obstacles with employers, chief among which was the proposal that we relinquish conditions gained over many years," Laub explains. "As an example, management wanted to eliminate Sunday as a premium day with payment as a straight day, but we did not agree to that. From the outset I made a pledge to our members at area meetings, and subsequently told management, that there would be no givebacks; and there were none. On the contrary, we scored some impressive gains in a number of areas."

Under the new pact, on the basis of a 40-hour workweek, assistant managers receive a wage increase of \$100 over the life of the contract; department heads receive an increase of \$95; full-time clerks receive an increase of \$90 and managers receive an increase of \$105. Part-time clerks will receive a total increase of \$1.40 an hour over three years.

The contract provides for an increase in employer contributions, which will enable the union to increase the pension from \$400 to \$600 by July 1, 1984. Also, the period to qualify for full pension has been reduced from 33 to 30 years of service and benefits will be based on a formula of \$20 per month for each year of service (this represents a boost from \$12 to \$20).

Health and welfare coverage will be improved to provide better hospital protection, higher surgical and medical allowances, maternity benefits, laboratory and X-ray fees, and dental and optical benefits. Life insurance will be increased from the present \$8,500 to \$12,000.

"It is my intention to see that this is increased further in the future," President Laub observes. "We negotiated one of the finest contracts in the retail food industry."



Local 338 President, Emanuel Laub speaks at area meeting prior to negotiation of new contract. Sec.-Treas. James Johnson is pictured to Emanuel Laub's right.



Murray Morrissey Retired Secretary-Treasurer

Local 338 has been a part of my family for a long, long time. I began working at Waldbaum's as a member of the union in 1967. For 9 years I was a shop steward and a member of the Executive Board.

When I started I had no clue how important a union was to me, as an individual. It took me a while to understand that none of the benefits I received were from the goodness of the heart of the employer. The truth is, I was benefitting from the toil of others before me and just wasn't around to understand the genesis of it.

Current President John Durso asked me to come on staff as a union representative where I worked with former union reps Tommy Hayes and Sidney Blumgold in the Manhattan area. Being a union rep was a life-long change. It easily added ten years onto my life, not so much for lack of stress as for the lessening of physically strenuous work.

As a representative of the union you have a real impact on people's lives, not just on the work life but on a personal level too. You need to be mindful of how your actions affect not only that individual, but the worker next to them and both of their families.

I am forever grateful to Local 338 and all the experiences I had. I was elected to become Local 338's Executive Vice President and Secretary Treasurer thereafter, which was a most fulfilling way to have ended my career.

It's almost difficult to put into words just how much the union means to me, although I hope I have accomplished at least some of that here.

I wish you all well, as you have wished the same for me. Happy 90th Anniversary, Local 338, and to many more.

The agreement incorporates improvements in almost every area that members focused on months ago when they suggested terms and conditions they would like to see in a new contract."

Local 338 Helps NYC's Wagner Labor Archives

Source: RWDSU Record, June/July 1984



NEW YORK, N.Y. - With a view toward helping it become the nation's leading source of labor history, Local 338 is supporting the Robert F. Wagner Labor Archives both materially and financially. The local has

contributed some of its own publications and documents to the library, and is joining with other labor organizations in sponsoring forums and special programs held by the Archives.

Established in 1977 and named in honor of former Sen. Robert Wagner of New York, the Labor Archives is part of the Bobst Library Center of New York University, in lower Manhattan. It is housed in the Tamiment Library, which was part of the former Rand School for Social Research, a pioneer in workers' education in the United States. Over the years the library has amassed a large collection of documents from trade union leaders and from the socialist movement. The library also has assembled thousands of feet of film, recorded tapes and other documents involving the labor movement.

"It's a fine establishment, and we hope to cooperate with the Wagner Archives in the future," Local 338 President Emanuel Laub says.

Reagan's Broken Promise

"We must never cut Social Security!"

Pre-Election



"We must ~~never~~ cut Social Security!"

Post-Election



Source: RWDSU Record, June/July, 1985



June 12, 1981

Major League Baseball players go on strike over the issues of "free agency drafting." The strike is settled just in time to play the World Series.

August 3-5, 1981

Airline workers of the Professional Air-Traffic Controllers Organization (PATCO) go on strike seeking better working conditions and higher wages. President Reagan fires the striking workers, cueing what some refer to as the start of an anti-union climate in America.

September 25, 1981

Sandra Day O'Connor becomes the first woman to be appointed to the United States Supreme Court.

September 1982

The New York City Labor Day Parade celebrates its 100th Anniversary.

September 2, 1985

American and French researchers discover the wreckage of the Titanic.

January 28, 1986

The space shuttle Challenger explodes 73 seconds after lift-off, killing all seven astronauts on-board.



Local 338 President Emanuel Laub and Treasurer Jimmy Johnson with one of the young victims of Cerebral Palsy that will benefit from the Local's fundraising efforts.

23

Local 338 Cerebral Palsy Campaign Raises Over \$29,000

Source: RWDSU Record, March/April 1991

RWDSU Local 338 members volunteered their time recently to assist with the Cerebral Palsy fundraising campaign that took place in January 1991. Local 338 is pleased to report that this year's campaign raised over \$29,000 for this worthy cause.

Everyone at United Cerebral Palsy, and all of those afflicted with the disease expressed their most heart-felt gratitude to all of our brothers and sisters who worked on the campaign.

Local 338 Aiding California Strawberry Workers Drive

Source: RWDSU Record, November/December 1996

Local 338 has won support from 160 stores under contract for labor's nationwide campaign to win decent working conditions for

workers who pick strawberries in California. "The strawberry workers' fight is really the entire labor movement's fight," said 338 President Manny Laub. "We're doing what we can to help them win some basic rights."

Among the stores answering 338's call for support of the strawberry workers are 128 Key Food stores, a supermarket in the metropolitan New York area, and several C-Town, Associated, Met, Foodtown, DeCicco Supermarkets and ShopRite locations in New York.

At the stores, owners sign pledges that endorse the workers' rights to a living wage and job security and decent working conditions. The pledges are forwarded to Arturo Rodriguez, president of the United Farm Workers, which is trying to organize the 20,000 workers in California's strawberry fields. Eighty percent of the strawberries consumed in the U.S. and Canada are grown in California.

The AFL-CIO and the Farm Workers have formed the National Strawberry Commission for Workers Rights. Nearly 200 AFL-CIO Central Labor Councils have pledged their support to the drive.

Strawberry Workers Lack Basic Rights

They work ten to 12 hours a day in the strawberry fields for wages averaging \$8,500 a season, which lasts from October through March. On these incomes, workers live in small

ramshackle apartments with three or four other families. Some are forced to live in shacks, caves and old cars. In the fields, where they work stooped over, they are often forced to work in the rain and through lunch. There are inadequate bathroom facilities, polluted drinking water and exposure to toxic pesticides. The workers also face sexual harassment, employer violations of federal child and minimum wage laws and firings of union supporters.

New York Supermarket Workers Overwhelmingly Approve Pact

Source: RWDSU Record, November/December 1998

After difficult negotiations, RWDSU Local 338 has reached a new four-year agreement that covers over 14,000 members employed at supermarkets in the New York area. Members work at several chains and independent supermarkets including Waldbaum's, Food Emporium, Red Apple, Sloan's and Food Parade/Shoprite. The new agreement is retroactive to October 4, when the previous contract expired.

Negotiations were almost derailed when company representatives sought changes in the union's pension and Sunday pay. Negotiators were forced to extend the previous contract while they tried to reach an agreement.

"There were certain things the companies

Jeff Laub Retired Union Representative

I was already a familiar face at the union when I started on staff. I grew up surrounded by members of Local 338. My father, former president Emanuel Laub, was a union rep and when I was not in school I would go with him and watch him sign members into the union and collect dues money the old fashioned way. This was done in person.

In 1988 there was an opening on staff due to the retirement of long-term union rep Irving Levy. I was asked to come on staff and became the newest union rep on November 1, 1988.

I made every effort to relate to the members in meaningful ways. This included watching "Yo! MTV Raps" and keeping up with the latest music trends in the 90's, in which there were a lot. The younger adults working in the stores might have thought I was crazy discussing with them the latest Hip Hop artists and music, but I think it worked and made them more willing to relate to me.

I never felt there was an issue in getting the message across to younger members about why the union was important. Perhaps it was because I had been surrounded by this message growing up, in a union household.

Being on staff at the union was immensely rewarding. What was most rewarding was being able to truly do something for others. I will never forget the feeling when I ran into a former member of mine who got help with alcohol abuse. This individual was able to attend a program sponsored by the union and turn his life around. This was even before the union created the Membership Assistance Program, which assists people with these circumstances today.

Local 338 taught me so many of the life skills I still use. In retirement I volunteer teaching senior citizens with chronic conditions on how to make better choices and live a more healthy life.



Left to right, Assistant to the President John Durso, President Manny Laub, Secretary-Treasurer James Johnson

were asking for that we felt were unacceptable to the members," said Local 338 President Manny Laub. "We held our ground and ended up with a good contract."

Local 338 Gets Into the Holiday Spirit

Source: RWDSU Record, November/December 1999

In Rego Park, NY Local 338 celebrated the holidays by giving back to their community. The local engaged in a number of charitable activities this holiday season including two

Christmas time charity drives. Members and staff donated to the Toys for Sick Children gift drive. The event, in its eighth year, was founded by John Theissen, himself a survivor of childhood cancer. Since 1992, the drive has collected over 125,000 new toys for sick kids.

To help the effort, toys were collected at union meetings, and some stores where Local 338 members work also donated.

"We brought in two carloads of toys," President of Local 338, John Durso said. "We were happy to help out this great organization."

The local also held its own drive to help feed underprivileged families in the community. Over \$500 was raised to help out some Queens families for the holidays.

"I have a great staff here that really went the extra mile to help people out this season," Durso said. "Edith Maiorano, a health claims processor here, spearheaded the fund drive, and staffers Murray Morrissey and John Demartino were key in getting us together with the Toys for Sick Children Drive. And our members and staff were great in making sure that Local 338 contributed to the community for the holidays."

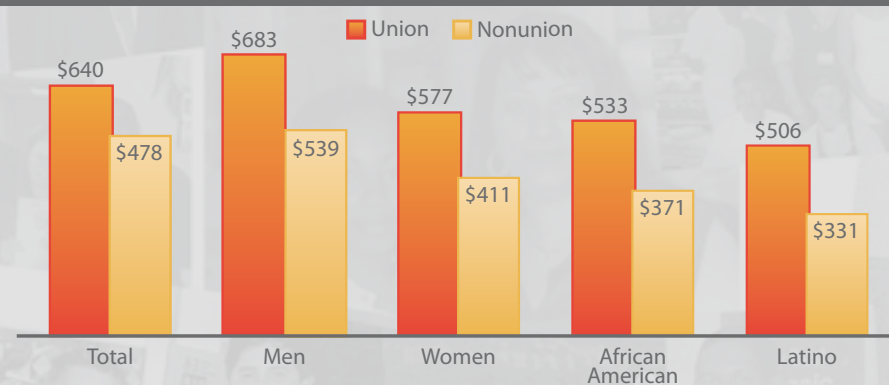
RWDSU and UFCW Announce Merger

Source: RWDSU Record, Special Managers Issue 1993

By joining with the UFCW, we will gain the support and backing of an organization of a million or more members. The UFCW has the resources, money, and influence necessary to be a significant force in today's hostile environment. If we remain a small separate International on our own, we will ultimately wither away and our members will lose the benefits we have won for them over the years.

By joining the UFCW, we can best protect members' job security, their wages, their pensions and their health insurance. The UFCW represents employees in many industries similar to ours. By joining with them, we will avoid costly and wasteful jurisdictional and organizing disputes, and we can use our joint resources to help the members rather than to divide the members. By joining with the UFCW, we will still be able to maintain our independence and identity and self-government within the framework of a powerful and progressive International union.

MEADIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS, 1997



Source: U.S. Department of Labor, Employment and Earnings, January 1998
Prepared by the AFL-CIO



January 16, 1991

The Persian Gulf War begins with Operation Desert Storm.

April 28, 1991

The AFL-CIO creates Workers' Memorial Day to honor the lives of workers who have been injured or killed on the job.

February 1, 1992

Following the breakup of the Soviet Union in December 1991, President Bush and Russian President Boris Yeltsin meet at Camp David and formally declare an end to the Cold War.

February 26, 1993

A truck carrying explosives detonates at the World Trade Center South Tower, leaving 1,042 people injured and killing six.

January 4, 1994

The North American Free Trade Agreement (NAFTA) is signed, creating global trade partnerships between the U.S., Canada and Mexico.

Aug 19, 1997

United Parcel Service (UPS) workers go on strike, marking labor's first nationwide strike in over 20 years. After a 16-day strike, UPS agrees to a contract with the Teamsters.

24

10 Years Of News

2000 - 2009

Super Market Deliverymen Receive \$3 Million Christmas Present

Source: 338 News, Spring 2001

Members of the Retail, Wholesale and Department Store Union (RWDSU) Local 338, AFL-CIO received a wonderful Christmas present from New York State Attorney General Eliot Spitzer's office today. And it's a \$3,000,000 present!

"The history of this story goes to the heart of workers everywhere" stated John R. Durso, President of Local 338. "We worked very closely with the Attorney General's office and it paid off, both literally and figuratively."

225 employees of the "Hudson-Chelsea" trucking company in Manhattan contacted Local 338, RWDSU in September 1999 and requested union representation due to the deplorable working conditions. "The jobs included: 60 to 80 hour work weeks, outside, in all types of weather for an average of \$1.10 per hour" said Durso. "The employees also had to rent the delivery carts and jackets if they wanted the work. All under the disguise of being 'independent contractors'."

Over 90% of the workers, who are primarily West African immigrants, voted for union representation and a contract was signed on March 26, 2000, providing a minimum wage of \$5.75 per hour with a 12% raise over the 4 year contract. In addition, sick, vacation and holiday leave, plus medical, dental, optical and pension benefits were included.

New member Siaka "Jack" Diakite proclaimed: "I am thankful to the Union for all its help. Before, we worked terrible hours for little money and we were treated like slaves. Now we have the Union to protect us."

During the contract negotiations, the New York State Attorney General's office, along with the National Employment Law Project were looking into "wage and hour" violations by the company and its clients, Food Emporium / Shopwell supermarkets.

James Dennis Retired Union Representative

I worked in the stores for 37 years, packing out mainly in the independent supermarkets – Fedco Foods as well as Key Food, Met Foods and Pioneer in the Bronx. I spent my first 22 years as a Local 338 member in Fedco Foods, moving up the ranks from clerk to assistant manager, store manager and eventually assistant supervisor. In September of 1999 I began working for the union in my new capacity, as union representative, where I served for 13 years.

The union provided us with tremendous experiences. Most memorable was during Obama's presidential campaign where we canvassed in Pennsylvania and Ohio. It was great to see how unified the labor movement was during the election season.

Looking back from the time I became a member of the union to the time I was brought on as staff, the times were very different. John Durso's vision was to diversify our staff and have it better reflect our membership with people from all different cultural and ethnic backgrounds, as well as with more women. As an African-American man, it was my honor to be a part of that vision. Us new recruits, as we would think of ourselves, were able to bring direct experiences from our times working in the stores and use it to better relate to and represent the membership.

Local 338 was a cohesive group, we came together and we went together. We would assist other locals and organizations when they needed us. It was building relationships with everyone – our members, other locals and even with those we did not get along with – that formed the key cornerstone in resolving the issues that we faced.

After a 13-month investigation, the Attorney General, John R. Durso and RWDSU International President Stuart Appelbaum announced that a \$3,000,000 settlement was reached and will be divided up and presented to the affected workers.

"On behalf of the 225 affected members and the 14,000 other members and officers of Local 338, RWDSU, I wish to publicly thank Attorney General Eliot Spitzer, his staff members, Patricia Smith and Jennifer Brand, and Catherine Ruckelshaus from NELP for this terrific news and helping our members provide a better life for themselves and their families. A real American dream. It was a true labor of love," said Durso.

We Have A Contract With Duane Reade!

Source: 338 News, Summer 2006

After a long struggle, a contract has been settled for the 2,800 Local 338 RWDSU/UFCW employees working at 141 Duane Reade stores in New York City and Long Island, as well the more than 1,000 employees at 110 stores represented by Local 340A New York Joint Board UNITE HERE! The three-year agreement contains wage and benefit increases, as well as grievance and arbitration provisions.

"We have reached a settlement that is in the best interest of our members, who have been without a contract for almost five years," Local



Union Wins Pharmacy Contract at A&P

Source: 338 News, December 2009

Well it's finally over. What I'm talking about is the A&P Pharmacy Contract. After 18 months of intense negotiations we were finally able reach an agreement with the company. When we entered into the negotiations, we thought it would be a fairly simple contract to obtain. However, the company had other plans. What they insisted on was weakening your pension's security. They tried every trick in the book to reach their goal. They came up with some very creative proposals, which would have endangered your pension going forward.

Early on, the union recognized their charade and with the help of our members, we steadfastly rejected their preposterous plans to strip away your future security. Needless to say this led to some very heated and adversarial talks. At times we were left with no choice but to walk out on their silly negotiations. We knew that if we gave in on the pharmacists' contract, it would lead to a domino effect for the rest of our A&P members when their contract is up and then to the rest of the union. One thing is for sure; A&P underestimated Local 338, thinking we would cave in to their ridiculous demands. Just another in a long line of missteps and mistakes they have made!

Finally, they came to their senses and unconditionally withdrew their ridiculous proposal. Maybe it had something to do with the investment firm that shored up the Pathmark folly and placed two members on the A&P board? Maybe it was the firing of some upper A&P executives? The bottom line is that we won!

Local 338 always tries to deal with all employers in a professional way but they shouldn't confuse niceness with weakness. Local 338 would like to restore a good working relationship with the new management team at A&P and will make every effort to do so. We hope it's not like that old song by The Who: "Meet the new Boss... same as the old Boss." We will see!

154 Years of Serving Members

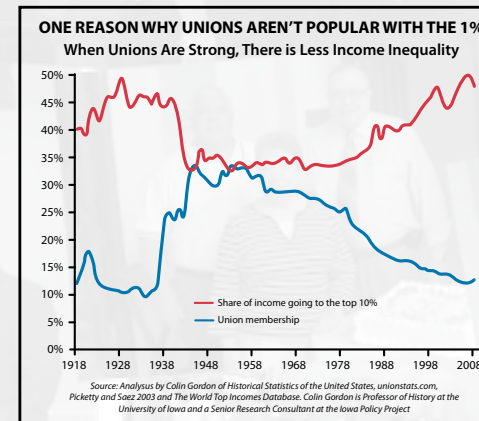
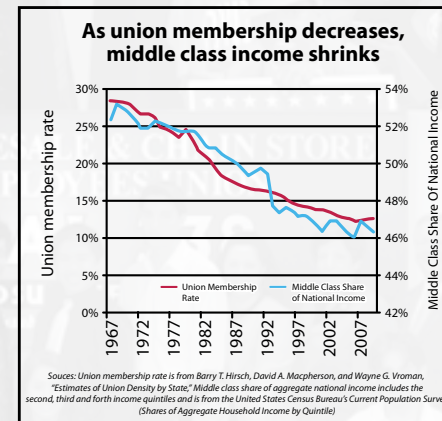
Source: 338 News, August 2009

The vote is in and we welcome the officers, staff and members of Local 305 RWDSU to the Local 338 family.

Members in both unions voted overwhelmingly to merge and bring together two great locals. "The joining of

our locals will make all of us stronger." said Ray Vetrano, former president of Local 305 and now Senior Director at 338. Local 305 represented members in NYC, Westchester, Putnam, New Jersey and Connecticut.

For more than 70 years, Local 305 has provided its members and their families with exceptional service and benefits. Along with the 84 years of Local 338's history, we can all look forward.



September 11, 2001

Terrorists attack the World Trade Center, U.S. Pentagon and those aboard Flight 93.

2002

U.S. troops enter Afghanistan, beginning combat in the Middle East.

May 17, 2004

Massachusetts becomes the first state to issue marriage licences for same-sex couples.

August 29, 2005

Hurricane Katrina, a category 5 storm, makes landfall in New Orleans. It causes over 1,800 deaths and \$108 billion in damages, becoming the costliest natural disaster in American history.

January 4, 2007

California Democrat Nancy Pelosi becomes the first female Speaker of the House of Representatives.

January 20, 2009

Barack H. Obama is elected as the 44th President becoming the first African American President in American history.

January 22, 2010

An explosion and fire on the Deepwater Horizon oil rig in the Gulf of Mexico sends millions of gallons of oil into the sea. The spill kills 11 and is the largest off-shore oil spill in U.S. history.

338 News

Workers at East New York Supermarket Join Local 338 RWDSU/UFCW

Source: www.nycommunities.org, April 19, 2012

Workers at Farm Country, an East New York supermarket located on Linden Blvd., voted to join Local 338 RWDSU/UFCW in a 37-10 vote on Friday afternoon. Before organizing with Local 338 RWDSU/UFCW and New York Communities for Change, Farm Country employees worked long hours for less than minimum wage and received no overtime pay, sick pay or benefits.

"We organized because we were tired of so much injustice. All of the brothers and sisters united to make change. I feel happy in the company of all the brothers and sisters who have won in the struggle to have our labor rights respected. We hope that all the people that are joining this organization come out of their struggles in victory, just like we did. Where there is union, there is strength. I hope that all the other brothers and sisters that find themselves in this country fight for their rights the way we are," said Farm Country worker Miguel Garcia.

"We are very happy to welcome the workers of Farm Country to the Local 338 RWDSU/UFCW Family," said John R. Durso, President of Local 338. These workers who have been cheated and mistreated by their employer have stood together and demanded that they be treated with the dignity and respect that every working person deserves. This victory should send a clear message to any worker who is being taken advantage of. You do not have to sit



Master Food Employees Join Local 338

Source: www.RWDSU.info, December 2011

Workers at Master Food, a supermarket store in Flatbush Brooklyn, have joined RWDSU Local 338

and ratified a new contract that drastically improves wages and benefits. The successful organizing campaign comes in the wake of a lawsuit settlement that will see the Master Food workers receive \$300,000 as a result of stolen wages.

The lawsuit and organizing campaign resulted from a partnership between Local 338 and New York Communities for Change, a community group that is fighting wage theft in New York. While New York Communities for Change was working primarily on the lawsuit, the union was working to organize the workers to provide them with long-term security once the lawsuit was settled.

Now, workers who were once overworked and paid illegal wages – as little as \$3.93 an hour without required overtime pay with 12 hour days – will receive a minimum of \$7.60 an hour with guaranteed pay raises, vacation, holiday, sick, personal and funeral days. For workers at the store like Pedro Galicia Postrero, the difference is like night and day.

"They paid me very little. I barely had enough to pay for rent, for food, for electricity. I just didn't have money for anything," Postrero said.

"Now, things are different, thank God. I'm very happy with what we won," Postrero added.

back and allow your employer to continue to mistreat you. When workers organize for change they can achieve the gains seen at Farm Country and more."

Farm Country workers had the support of East New York residents, clergy and elected officials who held a rally in support of the workers on March 26th.

"This great result just shows that when we are united as workers and community, the hard work gets accomplished," said Lorna Blake, the chairperson of NYCC's East New York chapter.

"No well organized and passionate movement can be ignored. This is a testament to the

power of the people," said Council Member Charles Barron.

On March 2nd, the law firm Advocates for Justice filed a lawsuit against Farm Country owner

Dae Yoo for back wages on behalf of the 48 current and former Farm Country employees. Settlement negotiations are pending.

The efforts to organize workers at Farm Country are part of an ongoing campaign by New York Communities for Change and Local 338 RWDSU/UFCW to organize low-wage supermarket workers throughout Brooklyn. The victory at Farm Country is preceded by a contract won by employees at Master Food supermarket in Flatbush, Brooklyn, in November 2010. Workers at Golden Farm supermarket in Kensington, Brooklyn, also filed a lawsuit for back wages in June 2011 and continue to organize for fair wages and benefits.

15 Years of Making Strides Against Breast Cancer

Source: Local 338 Stronger Together, End of Year 2014

This year marked Local 338's 15th year

The Union Difference

Union members earn better wages and benefits than workers who aren't union members. On average, union workers' wages are 27 percent higher than their nonunion counterparts. Unionized workers are 60 percent more likely to have employer-provided pensions. More than 79 percent of union workers have jobs that provide health insurance benefits, but less than half of nonunion workers do. Unions help employers create a more stable, productive workforce—where workers have a say in improving their jobs.

Unions help bring workers out of poverty and into the middle class. In fact, in states where workers don't have union protections, workers' incomes are lower.



Steve Zeiner Former Local 338 Executive Board Member

I started working at Waldbaum's when I was 18 years old. My father is a UFCW Local 342 member and I grew up in a union household with a labor union mentality so it came naturally for me to join a union supermarket. However, just before I began working at Waldbaum's, I worked at a privately owned deli where I saw the instability of the work environment and that you were really at the owner's mercy.

One huge thing for me being a Local 338 member is having union benefits for my entire family. My wife has multiple sclerosis and having the stability of health coverage has been tremendous to me and my family. To not have that constant burden on my shoulders worrying, that I do have a medical plan that will take care of everything that needs to be taken care of for my wife and children, I hold that to having a union job.

Getting involved with Local 338 came naturally to me. I wanted to educate myself so I started attending union meetings and it seemed important to help educate the other people in my store about what was going on.

Looking towards the future, we are facing a lynch mob as union workers. We need to stay strong and organize. If we stick together we can make a difference, not just for ourselves but also for our children!

participating in the Making Strides Against Breast Cancer walk, and our 14th year serving as the event's Flagship Sponsor. On October 19, 2014 almost a hundred of our members and staff volunteered at Flushing Meadows Corona Park in Queens to support breast cancer survivors and the American Cancer Society.

Local 338 took a new approach to fundraising this year. In addition to the traditional contributions we receive in support of Team Local 338, we also raised a large number of funds through the sale of breast cancer awareness bracelets, specially painted and crafted pink

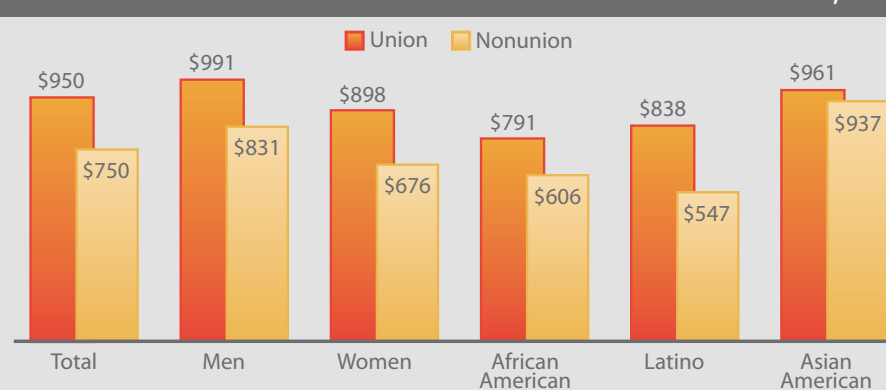
pumpkins, t-shirts, and a Local 338 Comedy Night, which was held in September.

The ongoing support and commitment of our members to fight this dreaded disease made it possible for Local 338 to raise almost \$44,000 this year. Together, we exceeded our goal and helped the American Cancer Society come one step closer to a cure for breast cancer!



Thank you to everyone who made our success possible! We'd also like to extend a special thank you to Bagels Plus in Flushing, one of Local 338's employers, for their generous contribution of breakfast that kept us energized for the walk!

MEADIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS, 2013



Source: Bureau of Labor Statistics, "Union Members-2013," January 2014, Table 2.



June 5, 2012

Wisconsin workers unite against Governor Scott Walker, who threatens to open public sector union contracts and remove their right to bargain collectively.

October 26, 2012

Hurricane Sandy makes landfall in the New York Tri-State area, causing \$68 billion in damages.

April 15, 2013

Multiple bombs explode near the finish line of the Boston Marathon. Three people are killed and more than 170 people are injured.

April 17, 2013

An explosion at West Fertilizer Company in Texas occurs, spurring an investigation of workplace safety within the industry.

October 1, 2013

The night before the debt ceiling deadline, both the House and Senate approve a bill to fund the government until January 15, 2014, and raise the debt limit through February 7, 2014. The bill ends the 16-day government shutdown.

June 26, 2015

The U.S. Supreme Court decision in Obergefell vs Hodges legalizes same-sex marriage in all 50 states.

Giving Back

to the Community

LOCAL 338
RWDSU/UFCW

CELEBRATING 90 YEARS

EST

1925



As a member of the communities that we serve, Local 338 has always recognized the importance of giving back. Since our earliest years, Local 338 has played a large role in ensuring that people have access to the resources that they need.

Today, we are able to partner with organizations such as the United Way and the New York Blood Center, who are both able to ensure that these resources are widely and readily available.

During the winter, Local 338 collects toys for children with the John Theissen Children's Foundation, as well as turkeys and winter coats, which are donated to those who could use a little more warmth in their season.

In the late fall, Local 338 partners with Hope for the Warriors in order to give back to active and veteran service members who have made the ultimate sacrifice for our country. At their annual Run for the Warriors, hundreds of wounded warriors and their supporters take to the track in yet another lap of victory.

Throughout the years, Local 338 has been privileged enough to work alongside these wonderful organizations. In doing so, we are able to fulfill a large part of our mission – to better the lives of all working people.

This 90th Anniversary Commemorative Journal is dedicated to all of the members and staff of Local 338, both past and present, who have and continue to make this union what it is today, a strong advocate for working people everywhere.

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LOCAL 338 RWDSU/UFCW

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338 News

STRONGER | TOGETHER

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

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