



NEWS UPDATES FROM LOCAL 342

DECEMBER 2023

CURRENT MEMBER COUNT: 9,121



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A Message from President Deana Abondolo

As the new year approaches I start to reflect on what this past year has been like.

I consider what we have accomplished, and what we've yet to conclude.

I also think of what goals we have going forward and what changes we need to make.

You will see as you flip through these pages highlights of our accomplishments. You will only see highlights because the weight of what we do every single day is too much to cover. When we sit down to put this Forefront together to give you a recap of our year we don't even know where to start. That makes me proud of our union. We have done so much work collectively as an organization. To me that alone is a major accomplishment.



There is one specific accomplishment I would like to showcase (Pg. 21). After nearly 10 years, Sparks Steakhouse employees officially concluded their battle for a first contract with their employer. Their bravery and patience have persevered. They ratified their first contract on August 31st and they are now officially part of the 342 family.

2023's "not concluded" list is thankfully shorter than previous years. Although they still include the usual suspects.

The goals list is always long, but the prominent one for me this year will be to conclude the contracts of anti-union employers that are spending all their money to not give their employees a fair contract and making them wait years upon years, trying to break them down into submission. We will never give up on these members and we most certainly do not intimidate easily. So, my goal is to get those employers to understand that Local 342 isn't going away, we will never back down... it isn't in our blood. To the members of Atlantic Veal, Newburg, HB84 Keyfood stay strong because you will prevail!

One of the changes that I would like to see happen is member participation. When we take on one Employer and just the members that work for that Employer or our staff is there it weakens morale. When members support other members having a difficult time it builds an unstoppable force of unity. It can be as little as 15, 20 or 30 minutes of your time to show up at a rally or leafletting event in your area that can make a world of difference to your fellow members in need. In an effort to build a stronger community of members we have added new events. They are more engaging and family friendly. We have added amazing food spreads, fun games and great prizes. The feedback from those that participate is extremely positive.

Over the past few years we as an organization have put a lot of work into building our union family. We would love to see more members stop in and enjoy these events.

We are a tight knit family of union members and this will only strengthen the bond. Thank you for being the amazing members you are.

UFCW Local 342 President

A handwritten signature of Deana Abondolo in cursive script.

A Message from Secretary-Treasurer Debra Dunn

I would like to start by wishing all Local 342 members, families and friends the very best holiday season. The family we have created over decades of union solidarity has not wavered. We are strong, united and continue to have the backs of one another. It is important to mention that just as significant as the united front is the recognition of diversity.

With that said merely recognizing the existence of diversity and checking a box is not the goal. The Local 342 goal is to harness diversity to enhance our unity by utilizing creativity, innovation, flexibility and human dignity. This opens the door to inclusion which is what 342 stands for.

2023 was a busy year at Local 342. We celebrated the holidays with you. Worked for charities with you such as Angels of Long Island, Making Strides Against Breast Cancer, Annual Thanksgiving Food Drive, Giving Tree and Toys For Tots. We are so proud to come together with our membership to make a difference in the communities in which we serve and work.

Our 342 annual events such as summer barbecues, scholarship breakfast, fishing trips, Labor Day Parade and Shop Steward Conference were all a huge success. Our momentum on membership involvement is invigorating.

This Local is committed to securing unity. For those of you that have not yet had the opportunity to participate in an event or volunteer for charity work, leafletting or any union activity please find some time to get involved. Getting to know other members and coming together with your union equates to #NoOneEverFightsAlone



UFCW Local 342 Secretary-Treasurer

A handwritten signature in cursive script that reads "Debra Dunn".

A Message from Recording-Secretary Tenisha Williamson

As a Labor Union, our business is and will always be in serving people. There is a symbiotic relationship that exists between the union's leadership and staff, our members, and the communities we serve.

The work that you do is important to the livelihood and well-being of society. Whether it is daily necessities, such as food, medicine, and healthcare services, or activities of leisure, Local 342 members are an important factor in the chain of goods and services that keep things moving.

I am proud to be part of an organization whose members are hard-working, strong, committed, and dedicated to their work. Every decision I make and advocate for is rooted in these attributions and are intended to serve the greater good of the organization and membership.

*Rest assured you have a leadership team that is committed to making sure who you are, what you give, and what you do is acknowledged and reciprocated. It is our mission to continue to secure high valued contracts that consider your way of life now and in the future. **Because We Care!***

*In Solidarity
Tenisha Williamson
UFCW Local 342 Recording-Secretary*

Tenisha Williamson





Year-End Membership Meeting 2022



Last December members gathered at the Uniondale Marriott to rally for the year ahead. Local President Deana Abondolo left no doubt that 2023 would be a year of unity and strength at the bargaining table. “United we stand tall, divided, we fall. We have to stay united. There is no place for friendship with the company at the bargaining table.” said President Abondolo before a packed audience.

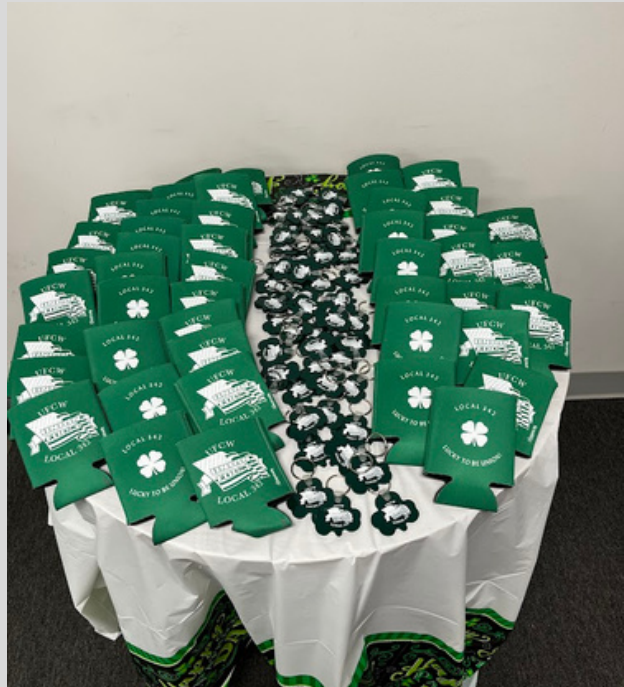


The holly jolly spirit was in attendance as members brought in over 250 toys for our annual toy drive. The union also recognized 7 members who each raised over \$1,000 in the breast cancer charity drive: Marie Bright, Gloria DeMarino, Turner Olson, Steve Grossman, Shirley Turney, Cathy Maerz, Michelle Giuliani Pettit. Local 342 also named its first Honorary Advisory Executive Board and Lifetime Paid member to former Secretary-Treasurer Michael Mareno.



🍀 Feeling Lucky to be Union! 🍀

Our offices' struck GOLD on March 13th for our annual St. Patrick's night corned beef & cabbage dinner! Thank you so much to everyone who came out!





Local 342 Volunteers *hop* into action!



Local 342 2023 fundraisers kicked off on March 27th with an office Easter basket assembly across all three area offices! Over 30 members participated ranging from active members, retirees, along with some family members to donate goods & create baskets. We were able to arrange over 220 baskets! Baskets were donated from out east to the west to assure we were able to reach as many children in need as possible.



We donated to: St. Joseph & St. Mary Immaculate in Staten Island, Family Service League in Long Island & Mercy First in Brooklyn. The Union Bunny (Cathy Maerz – Stop & Shop Medford Shop Steward) even hopped in to help distribute baskets!

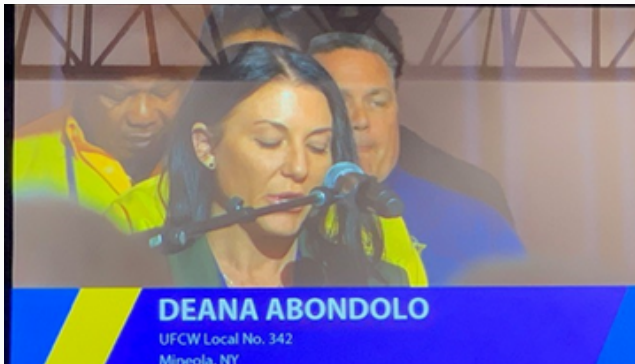


LOCAL 342 Attends the 9th Regular Convention of the UFCW!

This past spring, Local 342 leadership, staff and delegates attended the 9th Regular Convention of the United Food & Commercial Workers in Las Vegas, Nevada.

Every five years, representatives from chartered bodies of the UFCW in the US and Canada come together to debate issues and pass resolutions, make amendments to the International Constitution, and elect International Officers. It's also an opportunity to connect and collaborate with other UFCW members from a diverse range of industries and backgrounds.

Over 1,500 delegates met to discuss various topics and interact amongst one another to work toward our future and help guide our International Union for the next 5 years.



(Pictured: 342 President Abondolo nominating Marc Perrone for International President)

Speakers included, UFCW President Marc Perrone, UFCW Secretary-Treasurer Shaun Barclay, UFCW Executive Vice President Milton Jones, RWDSU President and International Vice President Stuart Applebaum, AFL-CIO President Liz Shuler, Michigan Governor Gretchen Whitmer, and more. During this convention, Local 342 delegates had the opportunity to debate and vote on amendments to the International Constitution, participate in panel discussions, take part in training and educational seminars and have their voices heard on the convention floor.

"International President Marc Perrone has always been supportive of our members' issues and the challenges they face every day at work. He has proven to me that we are his priority" – Deana Abondolo

Liz Fontanez, Local 342 Director of Organizing, held a panel to discuss the importance of organizing. Liz's presentation presented her personal experiences and achievements in organizing non-union shops on behalf of Local 342. Liz also plays an active role within the UFCW Women's Network as organizing co-chair.

Local 342 Executive Board Member, Felix Pacheco (Bogopa), spoke about his experiences working non-union shops compared to a union one. He discussed that prior to having Union Representation, simple things like a one-week vacation were non-existent.

"I'm a proud Local 342 member from New York. Work got better and better once the Union came to my company. Before the Union, I waited a long 3 years for one week vacation, we had no sick or personal days." said Pacheco



(Pictured: UFCW 342 Executive Board Member/Delegate Felix Pacheco)

As the convention came to a close, the UFCW reserved a moment of silence for fellow Union siblings who are no longer with us. President Emeritus, Richard Abondolo was among those remembered as attendees held up lanterns in a darkened room.

Up until his passing, Richard was a sitting International Vice President of the UFCW. His dedication to the Labor Industry was one which was always recognized by the UFCW and his knowledge and input was always sought out by fellow colleagues'. We are proud to carry on his legacy and we are honored to have current president, Deana Abondolo serving on the UFCW Constitution Committee.



(Pictured: Marc Perrone honoring Local 342 President Emeritus Richard Abondolo)

Participating in this convention allows Local 342 to have an active voice within the UFCW and to assure that not only are we bettering the lives of the current membership, but also paving the way for the future. We would like to thank our Executive Board Members who served as delegates for taking the time to join us and be the VOICE for working America.



UFCW 342 Honors International Workers Memorial Day

This April we commemorated Workers' Memorial Day, an international day of remembrance and action for the workers killed, disabled, injured, or made unwell by their work.

At the height of the COVID-19 pandemic many Local 342 members were declared essential and continued their work in the face of the dangers and hazards surrounding COVID-19. The results were many of our members became sick, and some even passed away from contracting the contagious illness.

In November of 2020 Local President Emeritus Richard Abondolo arranged for a unified moment of reflection across our industry to recognize the efforts of our members and to remember those who were sick, suffering and dying. He reached out to fellow locals and organized a group which included our entire Region 1 group from New York, New Jersey & throughout New England.

We have carried on the tradition Richard began and will continue to do so for years to come.

At 10:00 am on April 28th, 2023, Local 342 members shared a moment of silence to remember all those who we have lost. To remember the struggles our industries have had to overcome throughout these past few years. And to hold in our memories all of our Union siblings who are no longer with us.



Good Morning from the Bronx!

UFCW 342 Host Barbeque at the New Fulton Fish Market

Burger, hot dogs, sausages, and tacos... at 6:00 a.m.?

It may seem like an odd combination, but it was appreciated by the workers at the New Fulton Fish Market in the Bronx when staff from Local 342 put together a barbeque this past June.



While most people are just waking up, the people at the New Fulton Fish Market are finally getting off the clock after a hard day at work supplying New York's restaurants and grocers with fresh seafood. But 342 staff were happy to provide fresh food to the workers who spend so much time supplying fresh food to us and our communities. The food, music, and games brought a strong turnout of members who arrived in style whether it was wearing the hooks they use in their work, their cars, or their forklifts!



(Pictured Left: Members arrive on their fork lift.

Top Right: Secretary-Treasurer Debra Dunn with 342 Members.

Bottom Right: Local President Deana Abondolo with 342 Members)

Games of football gave members a chance to win gift cards while basketball hoops and cornhole were on hand for some friendly competition. These games, and some spontaneous karaoke showed there isn't just power in a union, there is FUN in a union!



Most importantly members got to speak directly with elected union leaders. President Deana Abondolo was on hand as was Secretary-Treasurer Debra Dunn to give members the chance to connect with and express themselves to their leadership.



The New Fulton Fish Market, which has been a part of Local 342 since the spring of 2022, embodies everything the labor movement is built off of. Workers from different backgrounds, different fields, and different shops coming together in solidarity to secure a better life for all.



On that day Local 342 aimed to make the workers at the New Fulton Fish Market feel appreciated. UFCW will continue to fight for better wages, benefits, and conditions, so that these workers feel that appreciation every single day.



Local 342 Summer Fishing Trips!

In June, UFCW Local 342 hosted two fishing trips for members that brought good times, and big catches. Shoving off from Atlantic Highlands in New Jersey and Babylon on Long Island, our members filled three boats over the course of the two events and brought in several catches. Fluke, Dogfish, and even a Stingray were amongst the biggest scores!

The biggest catches on the Long Island trips were secured by Frank M. Suraci and Felipe De Los Santos Urena while in New Jersey the honor went to the husband of Pascael Psaila.

Most importantly, 50/50 raffles at the event raised a total of \$400 to kick off Local 342's breast cancer charity drive.



Local 342 Scholarship Awards 2023

Local 342 celebrates the 5 scholarship recipients!

The future seemed bright at Local 342's Staten Island Office this July when they welcomed this year's winners of the Richard Abondolo scholarship and the UFCW Local 342 2023 Scholarship Program. Four of the recipients were able to attend the event where they met with Secretary-Treasurer Debra Dunn to receive their scholarships and got the chance to meet 342 staff.



Daniel Han, whose father is a member from the Bogopa Food Bazaar, will attend Syracuse University where he plans to major in Computer Science. Daniel wants to find a career that will let him care for his parents who've worked so hard to help him succeed.

Daniel also spoke personally about his experience with the union saying his father previously worked a non-union job. The conditions were so bad his father would come home with an aching back and legs.

"[Unions] are the things that give employees power." said Daniel who attended the event with his mother.



Emely Vezasquez, whose mother works in the Deli department in the ShopRite of Port Jefferson, will attend Westchester University in Pennsylvania.

Emely plans to major in Education and hopes to use her fluency in both English and Spanish to become an ESL teacher assisting non-English speakers.

Emely also spoke about the benefits of union membership and how the scholarship money will help pay her bills.



Annabelle Pacheco will attend Monroe University and major in Criminal Justice. Annabelle's father is an Assistant Manager at Othon Pacheco Marathon Enterprises. Although she isn't sure what career her degree will lead her to, she was excited about the doors the scholarship can open and the money that she can save.



Hyeonjun Ra, who goes by Phil, will attend Stony Brook and major in Applied Mathematics. Phil hopes to become a statistician and says that the union scholarship will help make that dream a little bit easier to achieve.

Congratulations to all of this year's recipients!



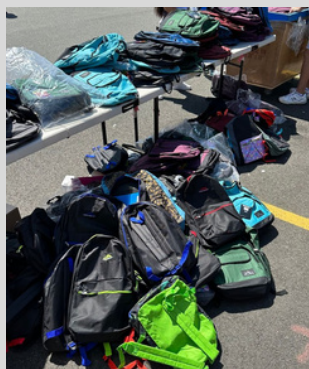
Back to School Drive!



With school back in session Local 342 showed off their generosity once again in our back-to-school drive. Members gathered together bookbags, socks, toothpaste, toothbrushes, and other school house necessities.

Families had the opportunity to pick out products they needed with assistance from Local 342 members and staff. The donations and assistance from our members helped 750 children in our communities!

Members from Local 342 showed the kind of care and consideration for our community's children that only comes from the type of solidarity felt in a union. Our members know the importance of our youth, and the importance of having quality school products in order to achieve academically.



UFCW 342 Maintains Safety in our Shops!

In the second week of January 2023, a Local 342 Safety Representative was headed to the Hunts Point Market in the Bronx to conduct routine safety inspections. While stopped at a traffic light he saw 2 FDNY Ambulances enter the parking lot of one of our shops in the Bronx which employs over 1000 Local 342 members. Our safety rep. quickly entered the store to find out what had happened.

We found that our Local 342 members were clearing a blocked drain in the basement using gasoline powered equipment which was approved by management. This practice was dangerous and could've caused serious harm. As their task continued our members found themselves suffering from carbon monoxide exposure which could have led to a more tragic ending if members had not rushed upstairs in enough time so others could call for help.



Carbon Monoxide is a dangerous gas. Also referred to as the “Silent Killer,” carbon monoxide is a colorless, odorless, tasteless, and non-irritating gas, so the early signs of poisoning are difficult to detect. Two of our members were taken to a local hospital due to exposure.

Using gasoline powered machinery in an area without ventilation is incredibly dangerous.

Our members were very lucky that day.



We immediately had the area roped off, demanded fans to circulate air, opened all doors to ventilate the area and kept our members from working in the basement until it was free from carbon monoxide.

We maintained union representation on site every day to ensure safety. We also shared literature and explained the dangers of carbon monoxide to all members working in the store as well as discussed different situations that can become dangerous if proper precautions are not taken.

Local 342 is happy to report that the company never did that again. The Local 342 Safety Department uses carbon monoxide detectors as well as many other tools to assist and protect members from unnecessary hazards.

Safety Dept. Demand Repaired Ovens in Stop and Shop

At the end of 2022 Local 342's Safety Department filed a safety grievance against Stop & Shop for failure to provide safe operating ovens and proper training when new machinery is installed.

Local 342's Safety Department was alerted by our Shop Stewards that the glass door on the Baxter Rotisserie Oven was shattering for no apparent reason. Our investigation found many causes for this hazard. One of them was that the company was not providing members with adequate training or with the proper cleaning agent for oven maintenance. The Safety Department demanded ovens in 16 Stop & Shop stores be fully inspected and Local 342 members working those ovens be fully trained and re-trained on all aspects of safe oven operation. To get the company's chickens back on the sales floor, with all 16 ovens shut down for training, members were trained by Stop & Shop within a ten-day period.



Local 342 will continue to check in on our Deli Departments to ensure safety protocols are being met including training all new members on oven operations.

342 Member Puts Safety First!

In July a shop fire broke out in a Long Island Stop and Shop. 342 member Mike Mielko sprung into action to ensure all employees were safely evacuated.

Mike was working an overnight and had just finished doing his nightly routine shutting the store down and arming the security system when he noticed the shop becoming oddly hazy. Mike also began to hear unusual popping noises. Upon investigation Mike found an electrical panel in flames.

Mike recognized the intensity of the fire would be too much for a fire extinguisher so he instead focused on making sure his co-workers were safely evacuated from the building.

Mike announced over the intercom that all employees were to report out front immediately with no exceptions.

"The number one thing to accomplish was to get the employees to safety." said Mike who felt that his years of working as a union member with safety protocols prepared him for the situation.

"Assets can be recovered by the company, people cannot."

Local 342 celebrates Mike's actions. We will continue to work to keep the safety protocols and training which prepped Mike for his situation are made available by employers to all our members.



Reports From the Field!

Contract Ratifications

This year negotiations committees led the way in crucial contract negotiations against high profile adversaries. With support from Local 342 staff, including the Bargaining team, these committees were able to secure the following contracts this year:

High Tech Design
Village Plumbing & Heating Inc
Tri-State Lumber
H. Schrier & Co. Inc.
Murray Berkowitz & Sons
G. Esposito & Sons
Matlyn Foods Inc. (Key Food)
Carts Unlimited G&S Metal
Schaller Manufacturing
Lancaster Quality Pork

1533 Supermarket Inc. (AB Supermarket)
Sparks Steak House
Mejia Foodtown
Scaturros
SI Grinding Services Inc.
Schuster Meat
Kings Supermarket
King Solomon Food
Shoprite

Total Contracts: 19

Total Shops Covered: 30

Total Member Count: 902



Grievances and Member Services:

Report by the Numbers!

Recovered for Members:

\$1,313,377.70

Grievances Resolved: 280

Arbitrations Filed: 27

Termination/Suspension Cases: 11

Contract Cases: 16

More Summer Fun at Union Barbeques!

UFCW 342 Hosts BBQs Throughout the Summer Months

This Summer, Local 342 hosted barbeques at our various field offices across New York. From Staten Island to Bohemia to Mineola members came out to enjoy fresh food and sunny skies.

On July 10th the local's first barbeque had a patriotic theme in honor of the recent fourth of July holiday. In addition to enjoying hamburgers, hot dogs, and Ice Cream members had the chance to walk away with two awesome prizes. The first place prize was a season pass to either Six Flags Great Adventure or Adventureland for the members and their family. Second place was \$250 from American Express.



Two weeks later members got to enjoy a Hawaiian theme complete with a pig roast at each of Local 342's area offices. Members also had the opportunity to walk away with a customizable Yeti cooler!



Our August barbeques launched with a western theme on August 7th. Barbeque chicken, ribs, and delicious cornbread gave members and their families a fun time concluding with a raffle for a grill at each location.



The little ones also got to enjoy games like a bull ring toss and shoot the can! Our final BBQ of the year came on August 21st. As members gathered for a fiesta themed party complete with piñatas and churros. Fun was had by all ages.



The event also served as a membership meeting with local leaders giving members updates a major contract negotiations such as the ongoing ShopRite negotiations.

Members also had the chance to win tickets to see the Mets and Yankees. Whether or not those were prizes or punishments we'll leave to you.

Standing Tall in 2023

Local 342 Flexes Our Muscles at Rallies, Pickets, and other Job Actions

September 2023 proved to be a month of action for Local 342.

On Labor Day weekend staff were dispatched to the Veterans Road ShopRite in Staten Island. A part of the Mannix Family Supermarkets, this shop was working without a contract. Despite that, management still felt comfortable allowing one of our members to be verbally attacked and bullied. This incident was just the final straw in a long run of disrespect on the part of management. Local 342 doesn't put up with bullies or menaces.

Staff erected scabby the rat and the greedy pig outside of the ShopRite and began to hand out leaflets urging customers to avoid using that ShopRite for their Labor Day needs.



By the end of the day our members received the apology they were owed and management learned to cross our members at their own peril.

Later in September, Local 342 members inside Ozanam Hall Nursing Home of Queens decided they'd had enough of management's foot dragging in negotiations. Workers represented by Local 342 picketed outside the facility and were joined by Congresswoman Grace Meng, State Assemblyman Ed Braunstein, and State Senator John Liu.



As more and more workers poured out of Ozanam to join the picket on their breaks, members made clear to management that they were united in their fight for a fair contract, and were willing to do what they needed to get it.



At the end of September and into October our fights didn't stop. We attended events outside of NYU and at the new, non-union, Wegmans with our fellow locals to demand both sites respect community interests and the union way of life. As we stood not just with our fellow locals, but also the wider community we made clear New York City is a union town!



Spark a Change!

Local 342 Ratified Contract at Famous Manhattan Steakhouse

Every year Local 342's negotiation teams work in concert with organizers, union reps, and of course our members to secure the highest quality contract possible. This year, our team ratified 17 contracts representing a total of 199 members.

Among these news contracts was Sparks Steakhouse. The unanimous approval of the Sparks Steakhouse contract was a long time coming. The famous Manhattan spot was organized all the way back in 2013. Management however refused to bargain with the union in good faith and our members eventually found themselves locked out for well over a year!



But in the face of this daunting challenge our members stepped up!

With support from Local 342 staff our members picketed regularly outside of Sparks letting any potential customers know the sort of people they were considering patronizing.



Even after the lockout ended our members were still without a contract. That was until this year.

In August Sparks Steakhouse finally ratified their first union contract. With most of the original staff from 10 years earlier still working they showed that the union staff of Sparks Steakhouse are among the toughest in the state.



Labor Day the Labor Way!

UFCW 342 Participates in the 2023 Labor Day Parade

For the first time in years Local 342 participated in the New York City Labor Day parade down 5th Avenue. Members from Local 342 marched with workers from hundreds of other unions and countless industries in a celebration of labor and all it creates. Members from around the New York-New Jersey area were on hand to reignite a beloved tradition.

Marching alongside our sister locals in UFCW Region 1 Local 342 bore the parade theme “We Rise, We Organize” on our T-Shirts.



Marching, chanting, and even dancing were seen as our members showed Local 342's membership to be among the most passionate in the city.

Passing iconic New York city sites like St. Patrick's Cathedral and Central Park one thing was obvious, New York City is A Union Town!

With a simple phrase emblazoned on dozens of signs “Union Strong” the labor day parade served as an important flex. A chance for union workers all across the state and region to show their fellow citizens, their fellow workers, and most importantly their bosses the power that rests in their hands.

Through the strength of a union, employees have the ability to bargain with their employer on equal footing. They get the chance to extract benefits and wages that'd be impossible for even the most skilled negotiator to secure alone. And they provide a level of security, community and solidarity which makes the union way of life so special.

That is the definition of the phrase “Union Strong.”



BBQ Up North!

Local 342 put together a BBQ for our upstate members.

On September 23rd Local 342 staff organized a family fun day for members at Murray's Chicken and Deb El working in upstate New York. Morningside park in Hurleyville played host for bouncy houses, face painting, and cotton candy.



Members in upstate aren't always able to get down to the field offices on Staten Island or Long Island. While most of our members were able to enjoy barbecues throughout the summer these members were simply too far to make their way to Staten Island, Mineola, or Bohemia. But Local 342's staff served the members and made sure that if they couldn't make it to the fun times themselves, then we would bring fun to them.



The rain clouds may have appeared daunting, but our members showed that a little drizzle couldn't shut down their party. Despite the rain our over 80 members and their guests enjoyed barbeque, games, and dancing. In addition to typical hot dogs and hamburgers, members also enjoyed empanadas, pupusas, rice and beans.

Members and staff also engaged in Karaoke and a raffle.



Events like this are crucial for building community and solidarity within our union and Local 342 will continue to make union membership not merely financially beneficial, but fun as well!



Making Strides Against Breast Cancer!

Yearly charity drive raises money to fight Breast Cancer

2023 saw Local 342 once again collaborate with Making Strides Against Breast Cancer to bring in thousands of dollars to fight the disease.

Our members managed to raise tens of thousands of dollars towards fighting Breast Cancer!

Events across Long Island and the five boroughs brought our members together for a good cause as bingo and comedy night led the way in fundraising. We were also aided by generous donations facilitated by our tremendous shop stewards!

As staff sold t-shirts, sweatshirts, hats, and other trinkets, with the proceeds going to the fight against breast cancer, our members got the opportunity to walk tall on both islands and promise to continue the fight.

Local 342 is proud to say our members and staff raised a total of **\$47,745.45** in the fight against breast cancer!

Here's to hoping next year brings in even more funds for the cause, and hoping that every year brings us a little bit closer to a cure!



October is Breast Cancer Awareness month, and our members made their way out to awareness walks on Jones Beach and Staten Island to not only bring our fundraising drive to a strong finish, but also to honor those who've been lost to breast cancer and celebrate those who've defeated it.



Shop Steward Conference 2023

175 stewards attended our 2023 Local 342 Shop Steward conference on November 7, 2023. What a turn out! Our event was packed with training and information. The crowd was electric, and eager to learn and participate.

We started our day with a workshop, highlighting the role and responsibilities of a Union steward facilitated by Karina Lopez, UFCW assistant to the organizing director. Karina's enthusiasm grabs the attention of our stewards immediately. She had the stewards working in groups through scenarios that were very relatable to their day-to-day. The conflict resolution discussions were impactful, but more importantly created a bond between the group. The buzz word of the day was "COMMUNICATION" no time to be shy!

“——Quotes from your 342 Shop Stewards:——”
“(Lopez) She was a very good speaker who knew how to keep us interested with good information.”



Karina was able to get everyone to participate and share. That's what it's all about.

“——Quotes from your 342 Shop Stewards:——”
“She was great, she had the whole room involved in the meeting.”



The next step was the active shooter segment. The six gentlemen that flew into New York from ProActive Response Group were of force from the jump. These six came with years of experience from law-enforcement, the SWAT team, as well as two former Marines. Their goal was to bring 342 stewards necessary training to deal with active shooter situations.

Their message of "Recognize, Respond, and Survive" was no nonsense, and will not be forgotten.

Unfortunately, active shooter situations have become all too common.

342 President Abondolo went to work vetting a consultant that would give our members what they deserve. Clear and concise training that has one goal in mind: survival.



The training went through all phases of workplace violence. Starting with recognizing early warning signs, situational awareness, identifying the threat, defending against the threat, and responding to the threat.

“——Quotes from your 342 Shop Stewards:——”
“The active shooter presenters were top notch. Very informative.”

Lastly, the aftermath: hands on tourniquet training, and wound packing. Mission accomplished!

Our last presenters came from Northwestern Mutual. 342 has partnered with Northwestern representatives to offer free financial planning to the entire membership!

The message “plan for your future.” There’s nothing more rewarding than being prepared for retirement. The 342 steward conference was a huge success! Stewards play a key role in building our Union!

We appreciate all you do!

“ — Quotes from your 342 Shop Stewards: — ”
Outstanding job by the staff on putting together one of the most informative conferences that I've been to in quite some time.

“ — Quotes from your 342 Shop Stewards: — ”
Thank you Local 342 Deana Abondolo for providing us the knowledge and what to do incase of an emergency or God forbid an active shooter.

“ — Quotes from your 342 Shop Stewards: — ”
Was my 1st shop stewards meeting and was very interesting didn't expect to learn what we learned, thank you!



(Pictured: Local 342 President Deana Abondolo participating in the first aid demonstration.)

“ — Quotes from your 342 Shop Stewards: — ”
I found it to be very informative and I'm grateful that Local 342 cares so much about us that they were able to provide that priceless knowledge and smarts for us to carry with us, and hopefully be able to pass on the same knowledge that was provided to us!!



Local 342 Celebrates our 2023 Retirees!

Local 342 Staff and Executive Board Extend our
Congratulations to all Local 342 Retirees!

Gilberto Acosta	Antonio Garcia	Jean Neptune
Robert Adams	Vincenzo Gattuso	Francisco Nunez
Douglas Aives	Thomas Geraci	Nancy Ortiz
Ian F Alexander	Matthew Guile	Maria Paiva
Zainool Ali	Martha Gutierrez	Peter Parisi
Alphonse Apuzzo	Nila Guzman	Starr Parrington
Alma Barrios	Matthew Halada	Andres Perez
Lisette Bernal	Nora Huaman Alcalde	Ronald Pliszak
Nihat Bilgin	Donny Jordan	Jesula Prevost
Susan Bonanno	Charles Kaiser	Daniel Purdon
Raheem Buksh	John Kronenberger	Vincent Quartararo
Eliezer Caban	Rafael Lara	Noemi Ramirez
Gail Capriola	Margarita Lopez Diaz	Bienvenida Rivera
Edwin Cintron	Ismael Lorenzo	Timothy Santora
Octavio Cortorreal	Angela Lorenzo	Joseph Segriff
Diane Damico	Detty Lourido	Nicholas Tauriello
Evette David-Kipp	Anival Marrero	Elisa Tiburcio Miranda
Kathy Davis	Ines Martinez	Alina Urena
Joseph Ditommaso	Humberto Molina	Johnny Valarezo
Benedicta Dominguez	Rocco Montesano	Maria Valencia
Deborah Dressler	Solomon Morrison	Julio Villegas
Gennaro Esposito	Najebah Muhammad	Antoinette Viscusi
Laurie Gacho-Nunziato	Nicolo Musacchia	Lance Wilson

UPCOMING MEMBERSHIP MEETINGS FOR 2024

MARCH 11TH, 2024

ALL THREE AREA OFFICES

JUNE 13TH, 2024

THE NEW FULTON FISH MARKET

800 FOOD CENTER DR UNIT 96-B, THE BRONX, NY 10474

AUGUST 19TH, 2024

ALL THREE AREA OFFICES



In Loving Memory

LOCAL 342 BROTHERS & SISTERS

Who passed away this year. May they rest in peace.

To their families and friends, we extend our deepest sympathy.



A Message from Fund Administrator Maura Duci

Your Rights and Protections Against Surprise Medical Bills

When you receive emergency care or get treated by an out-of-network provider at an in-network hospital or ambulatory surgical center, you are protected from surprise billing or balance billing.

You are protected from balance billing for:

1. Emergency services: If you have an emergency medical condition and get emergency services from an out-of-network provider or facility, the most the provider or facility may bill you is your plan's in-network cost-sharing amount (such as copayments and coinsurance). You cannot be balance billed for these emergency services. This includes services you may get after you're in stable condition, unless you give written consent and give up your protections not to be balance billed for these post-stabilization services (we highly recommend that you do not ever give up your protections).

2. Certain services at an in-network hospital or ambulatory surgical center: When you receive services from an in-network hospital or ambulatory surgical center, certain providers there may be out-of-network. In these cases, the most those providers may bill you is your plan's in-network cost-sharing amount (copayments and coinsurance). This applies to emergency medicine, anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist services. These providers can't balance bill you and may not ask you to give up your protections not to be balance billed. If you get other services at these in-network facilities, out-of-network providers can't balance bill you, unless you give written consent and give up your protections (we recommend that you do not ever give up your protections).

What is “balance billing” and “surprise billing”?

1. Balance Billing: Can occur when you see a health care provider or facility that is not in your health plan's network. “Out-of-network” describes providers and facilities that have not signed a contract with your health plan. You may have other costs or have to pay the entire bill if you see a provider or visit a health care facility that is not in your health plan's network. Out-of-network providers may be permitted to bill you for the difference between what your plan agreed to pay and the full amount charged for a service. This is called “balance billing.” This amount is likely more than in-network costs for the same service and might not count toward your annual out-of-pocket limit. We highly recommend you always use an In-Network provider or Facility when able to do so.

2. Surprise Billing: This is an unexpected balance bill. This can happen when you can't control who is involved in your care— like when you have an emergency or when you schedule a visit at an in-network facility but are unexpectedly treated by an out-of-network provider.



A Message from your Attorneys!

SIMON & MILNER

BUYING A HOUSE IN THE CURRENT MARKET

Buying a house will most likely be the most expensive purchase you will make during your lifetime. Before even considering a home to buy, you should know your needs, wants, and finances. You should consider:

- What kind of home you want in terms of square footage and features. Which features are must haves and which are wants.
- Where do you want to buy a home. What are the most important factors to you such as proximity to schools, train, house of worship, or water.

Once you have determined that you wish to buy a home and where you would like that home to be located, you would need to consider if it is the best time to buy.

If you are buying during a "buyer's market", there will be more available homes to consider and you will most likely get the best price for the home you decide to buy.

If you are buying during a "seller's market", there will be less available homes to consider and the same home will most likely cost you more money. If you are in a position that your circumstances permit you to wait out the market trend, your best time to purchase is generally during a buyer's market.

Recently home prices across the United States have increased with buyers offering over the seller's asking price. The interest rates that banks have been offering have also been on the rise which may stabilize the market. If you are currently in the market to purchase, you may wish to wait to see if the home prices decrease now that interest rates are increasing. The most important aspect of entering in the real estate market is to know your finances.

Prepare a budget and figure out how much you can spend on a property. Prior to entering into the market to purchase, you should have a mortgage lender run your credit report to determine if you have any blemishes on your credit that will either raise the interest rate for which you will qualify or lock you out of certain mortgage types. In that case, you may wish to postpone your purchase until your credit report is repaired. There are several mortgage options available to home buyers. Which mortgage works best for your financial circumstances and who you want to work with to obtain a mortgage should all be decided prior to making any offer to purchase a home. The mortgage company you ultimately decide to work with will provide you with a Good Faith Estimate of Closing Costs which will itemize all costs you can expect to purchase a home. You can expect your closing costs on Long Island to be in the range of 6% of the purchase price and slightly lower in the five boroughs. You should request a pre-approval from the mortgage company you decide to work with to submit with your offer to purchase so that the seller knows you are qualified to complete the transaction.

You should also price out homeowners insurance premiums and flood insurance if the home you are considering is in a flood zone so that there are no unexpected expenses as the closing date nears.

Of importance of course is having a home inspection so that you can take into consideration the cost of any repairs or updates you may want to make upon purchasing a particular home. You should try to obtain estimates for repairs before entering into a formal contract to purchase the home. A home inspection will alert you to the condition of the foundation, roof, electrical system, heating system and the like. The inspection should take place after you make an offer on a home but prior to actually entering into a contract to purchase.

Once your offer is accepted by the seller and you are ready to proceed, the process will be as follows:

1. The seller's attorney would prepare a contract of sale and forward same to your attorney. Upon receipt your attorney would review the contract with you and arrange for the signing of same. At that time you will issue the down payment check which will be deposited in the seller's attorney's escrow account.

2. Upon the contract being signed by the seller, you would then apply for a mortgage and your attorney will order a title report.

3. Upon receipt of the title report, your attorney will review it for any title defects.

4. Once a mortgage commitment is issued and title is cleared, a closing date would be scheduled and your attorney will calculate closing adjustments, and obtain realtor commission bills and payoff letters for your lender's attorney to prepare the requisite CD.

5. The closing is generally held at the buyer's lender's attorney's office which would be attended by yourself and a representative of your attorney's office, the seller and a representative of the seller's attorney's office, a title closer, and a representative of your lender.

6. Following the closing, your attorney will prepare a closing statement and provide same to you with copies of all pertinent closing documents

As soon as you have an accepted offer, you should provide your attorney contact information to your realtor, lender, and home inspector.

Your best chance for securing the home of your dreams is to be prepared!!!!

If you are ready to buy a house, or, if you have a questions regarding the purchase process please feel free to call Simon & Milner at (516) 561-6622.

SELLING A HOUSE IN THE CURRENT MARKET

If you are contemplating selling your house in the near future, there are many steps which you can take to maximize your profit. Before placing your house on the market for sale, take the following steps to increase your curb appeal:

- Remove all debris
- Cut the grass
- Trim the bushes
- Remove any unhealthy vegetation
- Spray to minimize the bugs in the yard and around the house
- Secure any slacking fencing
- Clean the front door and if necessary brighten with a fresh coat of paint
- Make sure doorbell is working properly
- Make sure outside lighting is working properly
- Clean the windows on both the inside and outside
- Replace any broken or cracked window glass
- Scrape any peeling paint particles
- Patch any cracks in the foundation

Prior to placing the house on the market for sale, take the following steps in the interior of the house:

- Remove all debris
- Remove personal photographs from the walls
- Remove all unnecessary furniture
- Clean the inside of all appliances
- Replace any light bulbs which are not working
- Repair any leaks under any sink or in shower/bathtub
- Repair any toilets that continue to run after flushing
- De-clog bathtub drains and bathroom sink drains
- Patch any holes in the walls
- De-clutter kitchen cabinets
- De-clutter closets



You can decide to either sell your house privately without the use of a realtor or you can sell your house using a realtor. Obviously there are pros and cons to both.

Recently home prices across the United States have increased with buyers offering over the seller's asking price. The interest rates that banks have been offering have also been on the rise which may stabilize the market.

Once you accept an offer from a buyer and you are ready to proceed, the process will be as follows:

- **Your attorney will prepare a contract of sale and forward same to the buyer's attorney. The buyer's attorney will have contract signed and returned to your attorney with the down payment check. You would then review/sign the contract at which time the down payment check would be deposited in your attorney's escrow account.**
- **Buyer would then apply for a mortgage and order a title report.**
- **Upon receipt of the title report, your attorney will review and take the requisite steps to clear all title exceptions.**
- **Once a mortgage commitment is issued and title is cleared, a closing date would be scheduled. Your attorney will order a mortgage payoff statement for any mortgage that you may have, would prepare and calculate closing adjustments, would obtain realtor commission bills, and would submit a check request to buyer**
- **The closing is generally held at the buyer's lender's attorney's office which would be attended by your attorney.**
- **Following the closing, your attorney would prepare a closing statement and provide same to you with copies of all pertinent closing documents.**

In order for your attorney to prepare a Contract of Sale, the following documents if you have same readily available should be turned over to your attorney:

- 1. Copy of your Deed**
- 2. Copy of any Certificates of Occupancy or Compliance**
- 3. The title insurance policy from when you purchased the home**
- 4. Copy of the Survey of the property**

In addition, be sure to notify your attorney of the following information:

- **Have any improvements been made to the house since you have purchased it that would require a C/O**
- **Is there an existing deck, finished basement, finished attic, shed, or fence**
- **What appliances currently exist - stove, oven, refrigerator, built in microwave, garbage disposal unit, dishwasher, washing machine, dryer, air conditioning units either window or wall, central AC, solar panels, fireplace**
- **Are there any items that are affixed that you would be removing such as built-ins, mantel, wall mirror, chandeliers**
- **Do you have an oil tank in the house or underground or is it gas heat only**
- **Is there a pending real estate tax grievance**
- **Are you currently in a bankruptcy proceeding or have you recently been**
- **Is the house currently in foreclosure or is a foreclosure action imminent**

Your best chance for maximizing your profits when you sell your home is to be prepared!!!!!!

If you are ready to sell your house, or, if you have a questions regarding the sale process please feel free to call Simon & Milner at (516) 561-6622.

UFCW LOCAL 342

166 E. JERICO TURNPIKE
MINEOLA, N.Y. 11501



Local 342 Area Office Hours:

Monday: 9:00am - 7:30pm

Tuesday - Friday: 9:00am - 4:30pm

AREA OFFICE LOCATIONS:

Staten Island

100 Saint Marys Ave
Staten Island NY 10305
Phone: 718-370-3425
Fax: 718-370-9510

Nassau County:

Mineola
166 E. Jericho Turnpike
Mineola, N.Y. 11501
Phone: 516-747-5980
Fax: 516-294-4608

Suffolk County:

Bohemia
1461 Lakeland Ave., Suite 1
Bohemia, N.Y. 11716
Phone: 631-654-8790
Fax: 631-654-8789

LOCAL 342 BASIC INFORMATION

LOCAL 342 HOTLINE & CONTACT INFORMATION

Member Services:

1-(877)-URHELP1

Safety Department:

1-(877)-673-2528

Union Representatives:

1-(877)-REP4U-89

S.E.C.A:

1-(855)-342-8499

Pension & Health Benefits:

1-(516)-747-5980

TO STAY UP TO DATE WITH ALL 342 UNION NEWS

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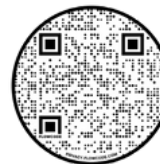
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