

... is anyone watching?



Self Checkout

Styling & Profiling

More than 150 stewards from Kaiser gather for a conference they can call their own.



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Hit & Miss

Are we still in a recession? Members like you share their thoughts on the state of the economy.



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Now & Then

President Conger looks back at the last decade and sees a remarkably strong membership.



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New bill would change the face of state's grocery industry.



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AB 1060 is needed to protect our communities from negligence.



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- Withdrawal Card Request
- Change of Address Form

Member's name: _____

SSN: _____ DOB: _____

Address _____

City _____ zip _____

Phone # _____

email _____

If requesting withdrawal, what was your last day worked? _____

[fill out online @ ufcw324.org](http://ufcw324.org)

If we don't know where you live or how to reach you, there's no telling what you might miss out on in the future.

U have to tell us!

Editor: Todd Conger
Asst. Editor: Mercedes Clarke



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Monday-Friday

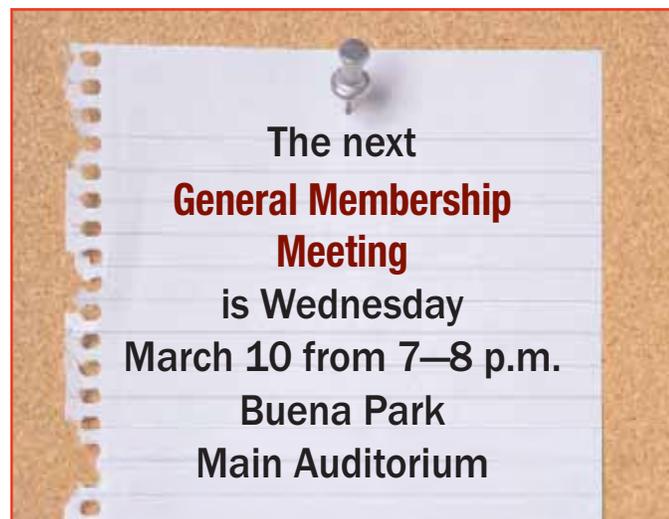
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The next
General Membership Meeting
is Wednesday
March 10 from 7-8 p.m.
Buena Park
Main Auditorium

What progress awaits us?

New Year's Eve this year won't feature the kinds of International spectacles that we saw 10 years ago. But it is the end of a decade and worthy of some reflection on where we have been and where we are now.

From my perspective, our Union, indeed the entire Labor Movement, deserves a medal for having survived a decade fraught with challenges at every turn.

The greatest threat to our survival came from Washington, D.C. where in 2001 George W. Bush took the oath of office despite having received a half million fewer votes than his opponent.

Bush assumed office with Congress firmly in his party's control and in no time at all virulently anti-union appointees took the reins of the Department of Labor and the National Labor Relations Board

For a full eight long years, every precedent-setting decision, policy, or executive order to flow from the federal government favored employer's interests over the best interests of workers.

I believe in my heart of hearts that it was the intention of that administration to write our epitaph. The fact that we are around at all is testimony to our ability to tread water in the most violent of storms.

I began this article with politics because I believe that the political environment led directly to the greatest threat our Union has ever faced—the 2003/4 Strike/Lock-out.

Members who lived through it can fill a library with stories about how the three primary grocery employers convened cozy meetings to tell them how much they were valued and appreciated one day and locked them out of a job and tried to starve them into submission the next.

Americans would have to travel back 100 years to the days of the Robber Barons to witness the kind of indifference to human suffering that became a daily ritual for Ralphps, Albertsons and Vons managers at every level. As we soon discovered, not even federal law stood in the way of Ralphps as it sought to maximize the desperation it saw in the eyes of its "associates."

Survivors of the Strike/Lock-out are living examples of the limitations of money and power and the strength of the human spirit.

In the retail world, the last decade could easily be dubbed the Walmart Years—except for California.

The most profitable company in history made sweeping gains across the planet in the past 10 years. It has used that power to amass an arsenal of lobbyists, lawyers, and strategists whose mission has been to dominate the grocery industry and vanquish its competitors.

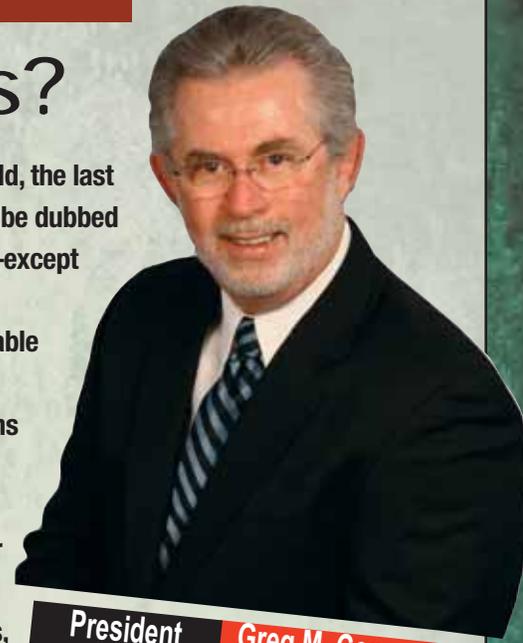
Whether Walmart has seen its greatest glory and is now on the decline is being debated by economists. But the company's high-profile failures in our state are not in question.

We have managed to stop Walmart's expansion cold in many cities and limit them dramatically in others—a success that can't be claimed by anyone else that has tried to stand in its way.

These three issues, in my view, represent the primary challenges that have kept us on the defensive for far too long.

If what doesn't silence us makes us stronger, then dealing with the economic recessions, corporate mergers, wild fires and floods - a few stock market collapses look easy.

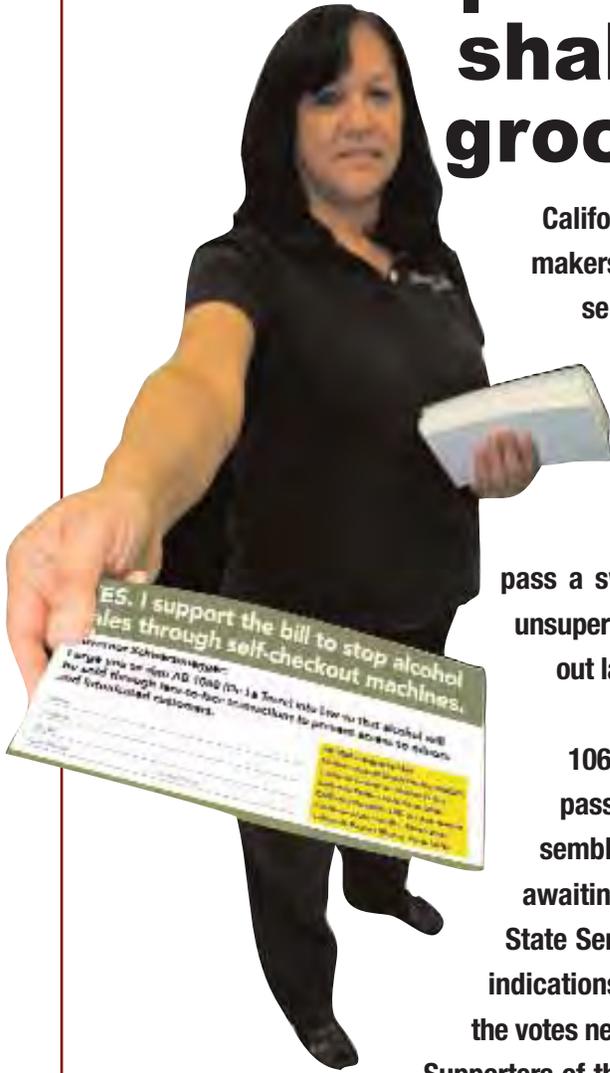
Despite these challenges, we have managed to prosper while remaining united and strong. Imagine how much progress awaits us if the next 10 years offer just half the heartache the previous ten have.



President Greg M. Conger

A handwritten signature in black ink that reads "Greg". The signature is written in a cursive, flowing style.

Proposed law could shake up state's grocery industry



California state lawmakers concerned that self scanning checkout lanes make it easy for minors to purchase alcohol are poised to pass a sweeping ban on unsupervised self checkout lanes.

Assembly Bill 1060 has already passed the State Assembly in May and is awaiting action by the State Senate where early indications are that it has the votes needed to pass.

Supporters of the legislation are keeping their fingers crossed that recent endorsements by several prominent police organizations and Mothers Against Drunk Drivers (MADD) could help forestall an expected veto from Governor Arnold Schwarzenegger.

"The governor has said that he needs more information on the subject before he is willing to commit one way or the other," said Executive Vice-President Rick Eiden.

Statements issued by Mothers Against Drunk Drivers breathed new life into the bill in late summer. Since then, a slow but steady drumbeat of support has been gathering from local community groups who see value in preventing underage people from buying alcohol.

Specifically, AB 1060 would limit permits to sell alcoholic beverages to those retailers who maintain traditional grocery lanes staffed by a paid employee.

California's major grocery chains oppose the bill, claiming it is unnecessary. So far, however, their collective opposition has yet to materialize in the form of a promised veto from the governor.

"This bill is forward thinking and if it is only a fraction as effective as its sponsors hope, lives can be saved," said President Greg Conger.

Under Conger's direction, Local 324 staff began an aggressive campaign to secure signatures from the public on postcard-sized petitions urging Schwarzenegger to sign the bill.

"This has gone largely unnoticed since it was introduced," Eiden said. The post cards represent our way of ensuring that the governor understands that thousands of voters feel strongly that it's the right thing to do."



Secretary-Treasurer's Report

Passing AB 1060 is a needed precaution

In February 2009, California Assembly member Hector De La Torre introduced legislation (AB 1060) which would prevent stores that operate self scan check out lanes from obtaining or retaining a license to sell alcoholic beverages.

The bill has passed the Assembly and is currently pending in the California Senate. Following passage in the senate, the final decision rests with the Governor.

The intent of the bill is to reduce the chances that alcohol will be purchased by persons who are underage or intoxicated.

Studies have shown that the systems which have been put in place to monitor who is purchasing alcoholic beverages are not effective in

stores operating in whole or part with self-service check stands.

This bill has received

a lot of support from alcoholism prevention groups such as Mothers against Drunk Drivers (MADD) as well as peace officers organizations. Many community groups are signing on as well.

Our union understands very well the flaws inherent in self serve check stands. While we cannot prevent technology from moving forward, the risks as they relate to alcohol sales are too great to ignore. Our members face difficult situations every day when they must refuse a sale involving alcohol. They are also under tremendous pressure from not only their Employers but also the en-

forcement agencies and are held to a very high standard. To undermine this by allowing self service check stands where alcoholic beverages are sold is of great concern to your union.

We know that companies such as Fresh and Easy operate often entirely with self service registers. We also know that selling alcohol is key to their business.

As part of our commitment to the communities we serve and the members we represent, we are joining together with the supporters of this bill to make sure that our neighborhoods are protected and that alcohol sales are monitored in accordance with the law.

Over the next several months, our Union Representatives and Stewards will participate in a campaign to collect signatures on support cards to send to the Governor.

The cards signed by the voting public will send a clear message to our elected officials that this legislation must be enacted for the safety of our families and communities.

Please help us get the word out, enactment of AB 1060 restricting products sold through self service registers, is long overdue.



Secretary-Treasurer Andrea Zinder



A handwritten signature in black ink that reads "Andrea". The signature is fluid and cursive.



Rose Pesotta: Knowing a Woman's Place

—By Matthew Hart

On September 15, 1933, a young, New York labor organizer by the name of Rose Pesotta landed in Los Angeles. Pesotta once worked in Southern California where she had been discharged from a garment factory and blacklisted for union activity. Now she was returning to organize the garment industry. Within one month a new International Ladies Garment Workers Union (ILGWU) local was formed and the industry found itself in the middle of a bitter strike with Rose Pesotta leading the charge.

In 1933, the Los Angeles garment industry employed nearly 7,500 workers, half of which were scattered in an estimated 200 sweatshops in the downtown garment district.

Latinas comprised nearly 75 percent of those workers, with the rest consisting of Italians, Russians and Americans. Nearly half of the female staff made less than \$5 a week, which was a clear violation of the \$16 a week California minimum wage for female workers and the National Industrial Recovery Act's (NRA) Dress Code, which set standards in the industry.

Workers who attempted to organize were routinely fired and blacklisted by the employers. The leadership of the ILGWU, consisting of mostly white men, had no interest in organizing female dressmakers, feeling that most either leave the industry to raise their families or shouldn't be working in the first place.

But Rose Pesotta refused to buy into that dismissive attitude. With the ILGWU International's approval, she began laying the foundation for a new local (Local 96).

She reached out to the Latina community through a bilingual radio program and a weekly paper called, *The Organizer*. By September 28, Pesotta felt that she had built up the morale of the Los Angeles dressmakers to a point where they were ready to strike for union recognition and for improved conditions.

The dressmakers held a meeting to set their demands, which included union recognition, 35-hour weeks, minimum wages in accordance with the NRA Dress Codes, no home work, and time card regulation. Workers also asked for future disputes to be handled through arbitration.

The employers responded by refusing to recognize the union,

stating that workers have a collective bargaining agreement and representation through a company union. In response to the employer's resistance, the workers went on strike on October 12, 1933. By the end of the first day over 4,000 workers walked off their jobs.

The Merchant and Manufacturers Association reacted to the strike by requesting the support of the Los Angeles Police Department. Police began transporting scabs and arresting strikers for mundane reasons. The courts ordered an injunction against the union ignoring the reality that most brutality was at the hands of company goons.

During the strike, approximately 50 female picketers were arrested with charges ranging from disturbing the peace and using profanity, to assault and battery. Police even tried to prevent strikers from using the word "scabs."

However, despite the bogus charges in most cases, there were some accounts where striking women reportedly threw

salt and tacks into the eyes of scabs.

Ironically, the employers did not believe the LAPD was going far enough. During the strike, it was discovered that an agent for one of the companies was attempting to bribe an officer, offering \$800 if he would lock up all of the picketers. It was also suggested that police engage in a campaign of terror to force the striking workers back to work. The agent and his employer were arrested and charged with bribery.

On November 6th, the strike ended with an arbitrated settlement. The outcome came with mixed results. The dressmakers received a 35-hour week and weekly wages would conform to the NRA Dress Codes. However, the union was only able to assist workers with grievances through appointed arbitrators but did not have contracts with the employers. Reluctantly, the union agreed to the terms, but was determined to continue the fight.

While the end seemed less than eventful, the message sent was far more powerful than the end result. What Rose Pesotta knew all along was now clear to the garment bosses and her male union counterparts; women, specifically women of color, should not be discounted. When it comes to the demands of dignity and respect, these workers would not be ignored.



Amuse Yourself...

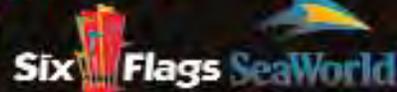


REGAL ENTERTAINMENT GROUP

AMC THEATRES



KRIKORIAN



| Attraction | Adult Price | Children Price |
|------------------------|-------------|----------------|
| Disneyland | \$65 | \$57 |
| Disneyland Park Hopper | \$70 | \$62 |
| Seaworld | \$51 | \$45 |
| Universal Studios | \$56 | \$56 |
| Legoland | \$44 | \$44 |
| Legoland Park Hopper | \$54 | \$54 |
| Magic Mountain | \$26 | \$15 |

Movie Tickets

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\$7.50

Regal Entertainment Group
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(Regal-Edwards-United Artist)

Krikorian Theaters
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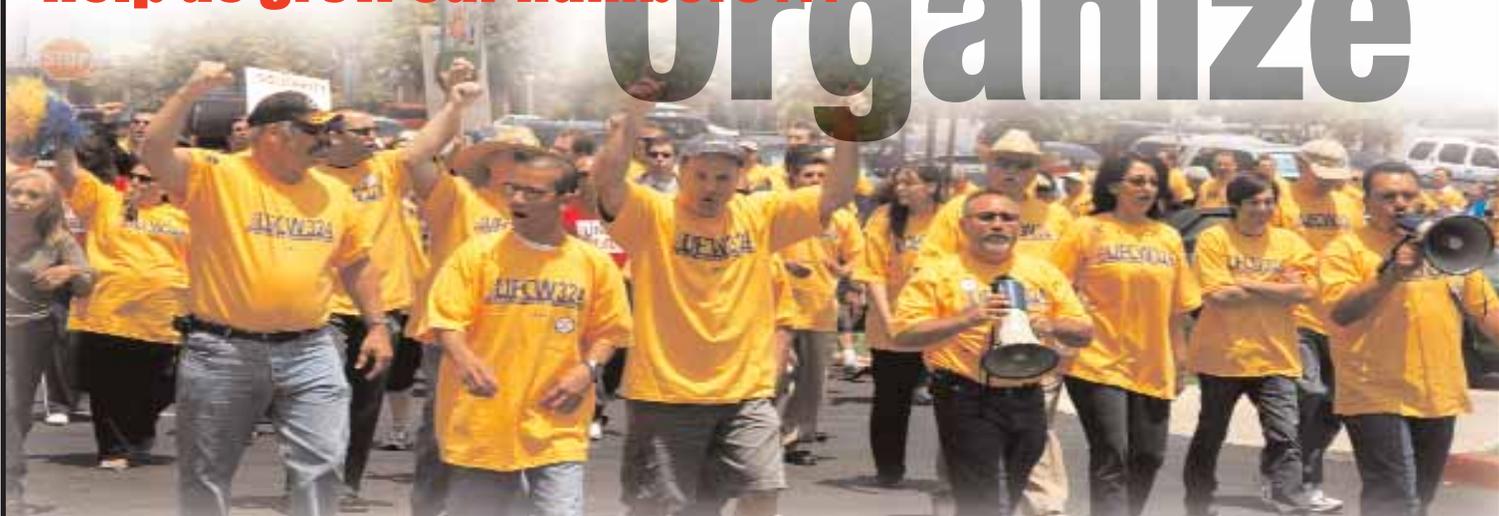
Making a list . . .

President Greg Conger and Sec.-Tres. Andrea Zinder prepare bags of groceries from the Local's new food bank to distribute to needy members this holiday season. The food bank will continue to be a resource for Local 324 members throughout the year.



Help us grow our numbers . . .

Organize



... and we'll help you grow yours

If you know people who want a union where they work, put us in contact with them and we'll pay you for it. The more members we gain, the bigger the payout. It's that simple.

Organizing lead—\$25

Viable organizing lead—\$100

Union election or recognition (25 or fewer workers)—\$250

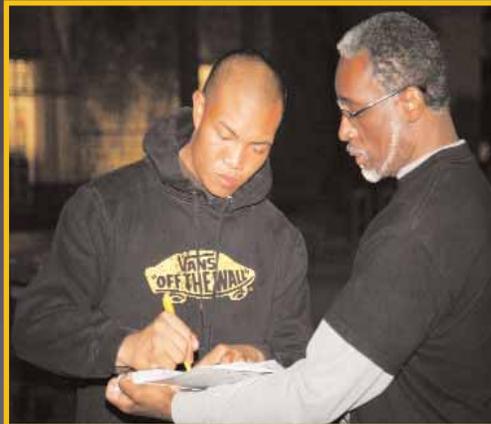
Union election or recognition (more than 25 workers)—\$500



Activists seek to 'unmask' Walmart's bogus claim

More than 60 volunteers converged on Walmart in Buena Park Oct. 29 to distribute leaflets that claimed thousands of Walmart employees go without health insurance because they can't afford the plan their company offers them.

The event is part of a nationwide effort by the UFCW to "wake up" Walmart and shed light on some of the company's deceitful business practices.



LOCAL 324 NON-FOOD SCHOLARSHIP AWARDS
RULES AND ELIGIBILITY REQUIREMENTS
APPLICATIONS ACCEPTED BEGINNING JANUARY 1, 2010
The deadline for Scholarship Award Applications is May 1, 2010

Who Is Eligible

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the "Local 324's Scholarship Award Application". Application available at your Union office, on our website, www.ufcw324.org or published in the Local 324 U Magazine.
2. Those eligible to compete are current members of Local 324, affiliated and paid-up life members, their spouses, their dependent children and stepchildren, unmarried and receiving financial support from parent(s) and who are claimed as dependent(s) with the Internal Revenue Service. **Not** eligible to compete would included sisters, brothers and grandchildren.
3. Additionally, any member who is eligible to compete in the Southern California UFCW and Food Employers Scholarship Award Program is **not** eligible for the benefit.
4. Applicants whose eligibility is based on current member status (working in the industry) can apply if they are part-time students. All other applicants must be full-time students. All Applicants will need to submit last 2 years of official transcripts. (SAT scores required if you have not yet attended college.)
5. Applicants must be at least seniors in high school.
6. Eligibility is based on Local 324 Membership affiliation beginning no later than July 1, 2009, and remaining in continuous good standing through June 30, 2010. **The member whose eligibility is used cannot go suspended, take a withdrawal or transfer out of Local 324 for one full year prior to June 30, 2010.** Failure to comply with these eligibility rules disqualifies the applicant.
7. Winners are selected by the Scholarship Committee based on:
 - academic record
 - leadership record
 - community service and volunteer activities
 - personal achievement
8. Awards will be made to undergraduate or graduate applicants at the sole discretion of the Committee.
9. Finalists selected by the Committee must provide proof of academic record. The following documents may be accepted as proof of attendance: enrollment verification, registration notice/statement, and current class schedule. If you are an incoming freshman, other acceptable documents are; acceptance letter and Statement of Intent to Register (SIR). Additional forms will need to be completed by the applicant (blank forms to be provided by the Scholarship Committee) listing leadership activities, community service and volunteer activities, personal achievements and goals; substantiated by two teacher appraisals.
10. Finalists may be required to appear for a personal interview.
11. Awards are contingent upon the student being accepted by and registering at an accredited school.
12. Awards are determined at the discretion of the Scholarship Awards Selection Committee and its decision is final and binding.

Late applications, incomplete applications and those missing required documentation will not be considered.

Applications can be downloaded at www.ufcw324.org or call 714-995-4601 x 209

Kaiser stewards convene to discuss pressing issues

Everything from how to deal with co-workers in a crisis to the impact of modern healthcare reform had stage time in Buena Park Oct. 24 as stewards from Kaiser Permanente gathered for their conference.

The event marked another successful effort on the part of Southern California UFCW locals to sponsor activities that catered to the unique nature of stewards from Kaiser.

Some stewards had expressed disappointment in previous years when they attended the Local's Annual Stewards Conference—an event that has grown in popularity in recent years, but always touched on issues that stem from the Union's Food Contract.

"They appreciated being included, but the fact is that almost all of our main issues were devoted to the grocery industry. They wanted to learn skills and tools that they could use in their own environments. Members at Kaiser deal with issues on a regular basis that grocery workers will

never encounter in their whole careers," said Union Representative Debbie Watts.

Secretary-Treasurer Andrea Zinder opened the conference by praising the Stewards pro-active approach to addressing workplace challenges early before they fester.

That concept is encompassed in Kaiser's "unit-based teams" approach to labor/management relations. That approach was touched on by several speakers and in questions from stewards throughout the day

According to member Jessica Gonzalez who works at the Downey Pharmacy, meeting face-to-face with other stewards was as important as the speakers and the information they dispensed.

"It's funny but I think I got more information in this conference about what is happening with the company I work for than I got working there every day for the past two years," said Steward Kara Salido.



"I was very impressed with the conference. In the past, we were just lost because nothing applied to us. Now it feels like it's all about us."

Jeannette Vaca Whittier

"It's a lot more intimate now. And I think its a good shot for a lot of us to meet with other stewards at different worksites and find out that we have a lot of the same kinds of concerns."



Jessica Gonzalez Downey Pharmacy



"It was interesting. It was my first conference and I kind of feel a hunger for information about several topics."

Devi Snyder, MOPC Downey



Local 324 Union Stewards from Kaiser Permanente

UFCW members in Arizona avoid another Desert Storm

UFCW Local 99 members came within hours of walking off their jobs in what would have been the largest grocery strike since Southern California's Strike/Lock-out of 2003/4.

Union members were tentatively scheduled to vote on the agreement in late November. The outcome of that vote favors passage, given that the union is formally endorsing the proposal that came after a full year's extension of the previous contract.

Less than 24 hours remained in the "drop dead" deadline, prompting the union to send out an urgent SOS call to UFCW locals nationwide.

By midweek, about 60 representatives from locals far and wide—three making the journey from as far away as Hawaii—answered the call.

Local 324 dispatched four union reps and Executive Vice President Rick Eiden to the area and made contingency plans for virtually the whole staff to rotate into the role, each with 10-day shifts.

Both sides of the negotiations kept silent about the details of the final agreement, but some speculate that the swift response from UFCW locals produced a strong enough show of solidarity that Kroger and Safeway Stores opted to postpone another showdown.

"In situations like this one, it's never a question of 'will we help, but rather a question of 'how much' said President Greg Conger. "We faced the same situation seven years ago; we received the same show of unity from the rest of the country just like we saw in Arizona. It's the solidarity part of the Labor Movement."

Kristen Ashe, Matt Hart, Jack Butler and Bridget Lacy made up Local 324's contingent, all of which saw remarkable similarities between 2003/04 and the near miss in Arizona.

"It's amazing how the companies haven't changed their propaganda by so much as a word," said Ashe, who was tasked with shoring up support for the strike in areas where the union's bargaining position faced skepticism.

Union solidarity got a needed boost midweek when more than 750 wildly vocal union stewards jammed a Phoenix area arena chanting slogans with fists pointed in the air.

"That really got us going after a couple of difficult days," Ashe said.

"I think the Wednesday rally coupled with the hundreds of members they met face to face really clarified what we mean when we talk about the dangers of Right-to-work laws," said Field Director Chuck Adinolfi.

Local 324 Union Reps Bridget Lacy and Kristen Conger assist UFCW Local 99 at a picket captain's meeting as union members prepared for a strike that was set to begin in 48 hours.



Photo courtesy of Bleiweiss Communications, Inc.

When fighting with the boss, use common sense

—By Field Director Chuck Adinolfi

Loss prevention, corporate security, human resource investigations, shrink investigations, cash control investigations and any other investigation of this nature should raise an immediate red flag.

Your job may be in jeopardy and you should proceed with caution. Do not, I repeat, do not attempt to go through this type of interview alone.



Many of our members think that they can defend and represent themselves in these situations because they don't think they did anything wrong; so they don't see the harm in participating with the investigation alone and without representation.

Many of these members find themselves in trouble and suspended. They may be forced to give statements that can make it nearly impossible for the union to defend. Many times they incriminate others in their store just to try and save themselves.

These very uncomfortable and damaging meetings can be avoided if you exercise your right to have a union representative or a union

steward present during the interview. You can exercise the right to have union representation, and you should, whenever you are asked to participate in an investigatory interview or you feel that your job may be in jeopardy based on the questioning.

These rights are afforded to union members only under Weingarten, a federal law.

This right does not apply to written warn-

ings. You are required to sign a written warning when it is presented to you, even if you disagree.

You may sign under protest and some company documents may have an area that you can actually document and explain your protest.

You must contact your representative if you would like the union to officially protest the warning by filing a grievance.

Should you have any questions or you need any advice regarding your rights, please do not hesitate to call your representative or the representative on duty at (714)995-4601 ext. 296.

Word on the street

Q

■ Economists say the recession is over. What do you think?

“



Too many people are still hurting for anyone to say the recession is over.

*—Teri Criss,
Albertsons*



The recession can't be declared over until the housing market picks up.

*—Jeff Jordan
Ralphs*



You can see it in the stores how customers spend their money and I haven't seen anything change in a long time.

*—Phil Schuster
Rite Aid*



It doesn't feel like we're totally out of it yet. I think it will be about the middle of next year.

*—Daryl Thomas,
Rite Aid*



I think we might be slowly getting out of the recession, but it's not over yet.

*—Johann Baqueiro
Ralphs*



Too many people are still looking for jobs and having their houses taken so no it can't be considered over.

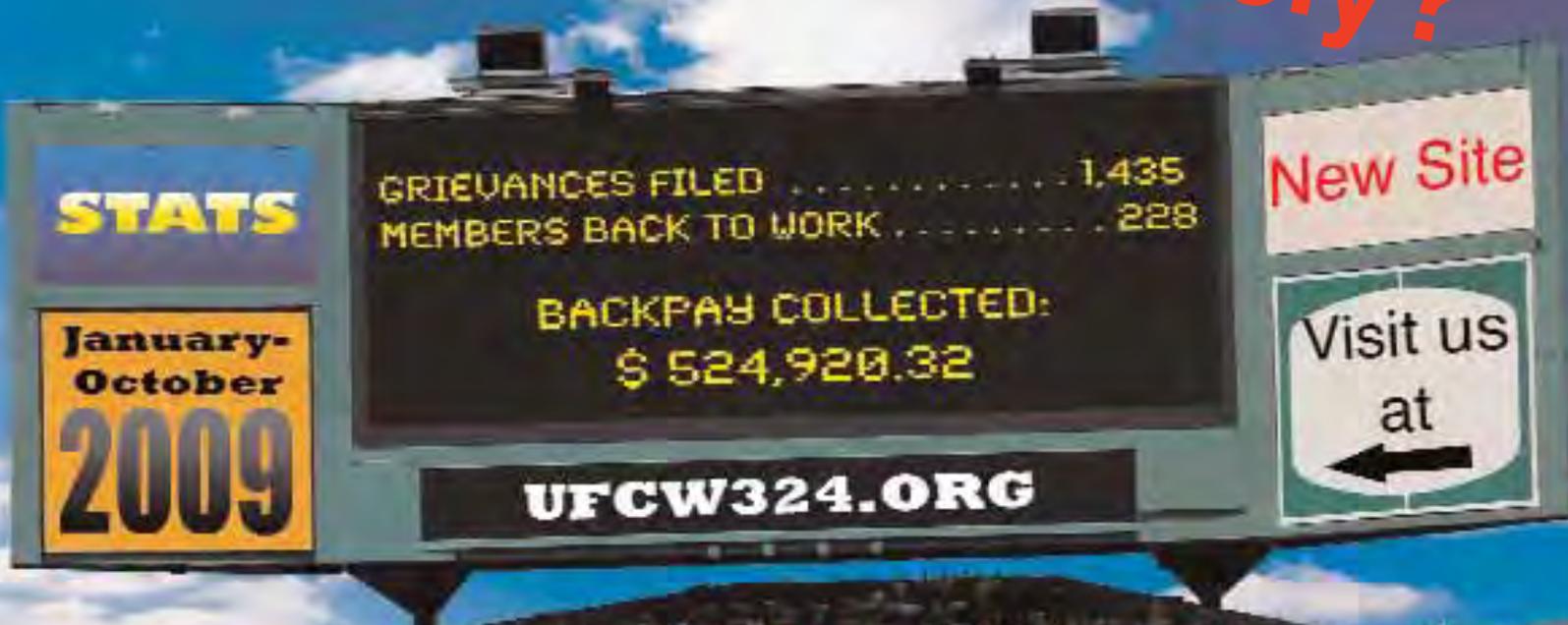
*—Rebekka Pettitt
Ralphs*

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Off the wall



What have you done for me **Lately?**



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