



Should she pay less for health insurance?

Should smokers and couch potatoes pay more?



Last & Final

Death of retired Union Rep. John Cortez leaves grief stricken friends & family.



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Dollars & Scholars

Full Scholarship application the first step to claiming hefty cash payouts.



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Power & Prestige

Former Political Director John Pérez rises to State's 2nd most powerful office.



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4 | **Our Loss**
Friends, family mourn the passing of John Cortez.



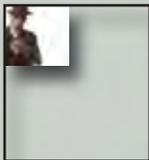
5 | **Sec.-Tres. Report**
Scholarships are one of the best benefits your union has to offer.



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See exactly how many jobs were saved and dollars collected.



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

Editor: Todd Conger
Asst. Editor: Mercedes Clarke



UNION OFFICE HOURS
8 a.m. to 5 p.m.
Monday-Friday

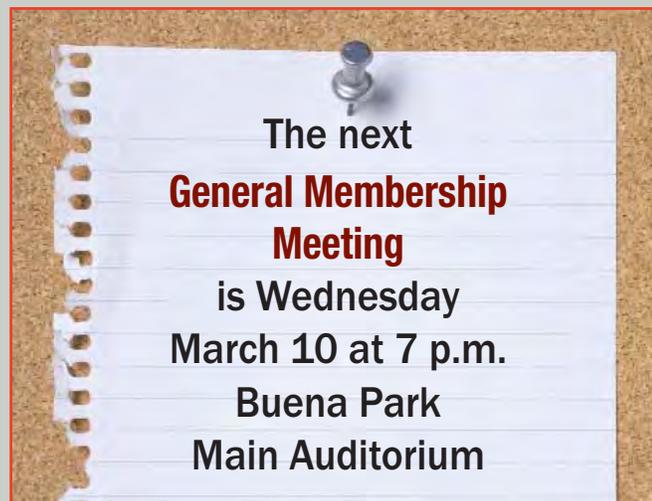
TELEPHONE NUMBERS: Orange County: (714) 995-4601 Lake Forest: (949) 587-9881 Long Beach-Downey-Norwalk Limited Area Toll Free: (800) 244-UFCW

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'Wellness' programs work best with positive incentives

The first round in a fight that sometimes feels endless appears to be over. Congress will pass healthcare reform that makes some fundamental progress, but in the view of many, falls short of what is needed to be called an "overhaul."

And so the search for long-term cost savings continues. If you're wondering where the setting for this new battle will be, you need look no further than your own mailbox.

Many of you may not have known that the last contract between the Southern California grocery employers and your union contained healthcare provisions that are considered groundbreaking bold experiments. If you ever feel like you're being watched it's because you are.

Under the banner of wellness, UFCW members have been poked and prodded not with sharp metal instruments but with surveys and spread sheets.

The confidential HRQ (Health Risk Questionnaire) that is sent to you annually has been the main method used by the benefit Trust Fund to determine what risks to your health you should be on the lookout for. If your survey discovered that you don't wear your seat belt, you probably got information in the mail extolling the virtues of automobile safety. If you admitted to playing beach volleyball without sunscreen, you certainly got a glossy four-color lecture on the dangers of skin cancer.

Secretary-Treasurer Andrea Zinder and I were present when the local wellness program was developed and I can attest to the fact that it is well intentioned. There are no hidden motives between the lines. In fact, your honest participation is so highly sought after that you are actually given up to \$250 added to your HRA account when you complete the survey and mail it in by the deadline. (This survey can also be completed on-line after Feb. 1 at www.2010HRQ.com).

The hope is that this high-tech effort to safeguard your health will encourage behavior that reduces doctor and hospital visits and ultimately saves money.

Don't get me wrong; I am not at all opposed to this effort. But if you sensed skepticism on my part, you have good senses. Why? Because even though a \$250 deposit into your health reimbursement account is a tangible incentive the current program rewards members only for filling out a questionnaire. It does not offer rewards for members who make positive

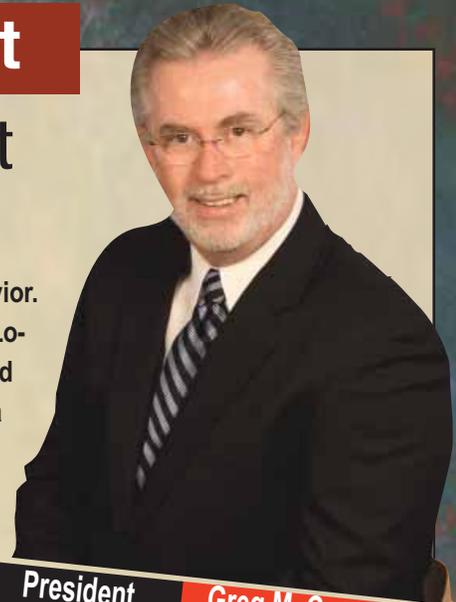
changes to their behavior. The Southern California Locals believe that if the food employers truly desire a healthier, less ailing workforce they will support instituting more generous incentives that members can feel in their pocketbooks.

But true to form, a handful are already whispering about accomplishing the same goals through penalties. There are no specific proposals on the table, but employees at Safeway's Corporate Headquarters in Northern California get slapped with \$318 fine for being overweight. They're not more healthy, just less wealthy! I won't take up much time railing against proposals not yet verbalized, but I will assert unequivocally that this union will oppose any attempts to divide, label and punish workers who don't act like Ozzie & Harriet or look like Ken and Barbie.

How much influence would say, individual workers in a plant of 1,000 have on the shape and scope of a wellness program in a non-union worksite? What do you think the odds are that he/she could convey to supervisors that their high blood pressure was the result of medication for a different condition? Would they be treated fairly?

UFCW members always have a voice at the table when such controversies arise.

I have a suggestion for Corporate America to save money on healthcare. Since being union means less worry and less stress, the result is likely to be an employee with lower blood pressure and a healthier heart—which, in turn, leads to fewer trips to the doctor's office or emergency room, ultimately lowering healthcare costs. My line of reasoning is both logical and scientific. So I can't help but conclude that joining a union is the best way to keep some costs under control. If you need a handful of union authorization cards to better make my point, come see me at the office. I'll give you as many as you need.



President **Greg M. Conger**

A stylized, handwritten signature in black ink that reads "Greg".

Former Union Rep John Cortez dead at 70



John Cortez
1939-2009

John Cortez, known to hundreds as the die-hard unionist with the imposing stature but heart of gold and the firmest handshake in the labor movement, died Dec. 13 at USC Medical Center in Los Angeles, leaving friends and family grief stricken and shocked.

Phone calls of condolence poured in from around the country for days from people whose lives he touched over the course of a 47-year union career.

He was honored at a memorial service Dec. 19 at Calvary Chapel in Cypress where he lived with his wife of 21 years, Barbara. Attendees were asked to wear Hawaiian shirts in memory of Cortez' signature attire and as a way to lighten what he feared would be a grim affair.

Deeply personal stories punctuated eulogies that recalled moments of levity. Almost all the stories touched on Cortez' reputation as a "rock with a gentle touch," as one long-time friend observed.

At 250-plus pounds, which during his prime was pure muscle, Cortez wore the menacing looks of a union enforcer straight from the set of a Hollywood drama. He was known to play up the stereotype by dispensing handshakes so firm that a recipient's hands would throb for hours.

Although he had fun with the stereotype, Cortez could only mask his true personality briefly, exposing what many called an endless supply of compassion and a unique abil-

ity to empathize with anyone.

Cortez possessed a rabid curiosity that led him all over the world in search of new experiences. Friends recalled that he seemed to relive those moments as he retold the stories upon each return. "He was somebody who you can honestly say lived life to its fullest," said Secretary-Treasurer Andrea Zinder.

He was as comfortable in an air-conditioned boardroom taking on the cause of a fired courtesy clerk as he was at a rally waving a hand-painted placard in a crowd of 10,000.

"When he went to bat for a member, he put everything he had—his heart and his soul—into winning a just result," said President Greg Conger, who first made his acquaintance at Meatcutters Local 551 where Cortez rose to The office of Secretary-Treasurer.

According to family members, Cortez sought hospital treatment after waking from a nap with numbness in his face and neck—a condition that lingered, but didn't worsen. At the time of publication, the exact cause of death had not been determined.

He is survived by wife Barbara, six children and 18 grandchildren.

www.ufcw324.org

Finally, it's all starting to click!

Secretary-Treasurer's Report

Scholarship program a real commitment to education, not just good PR

Most of our members with college age dependents know about our union's commitment to education and specifically the generosity of our scholarship programs. Unlike many corporate programs, the UFCW's only requirement to apply is the student or student's parent's length of service in the industry.

While most corporate scholarship programs are based on the premise that they must "maximize their investment" by awarding only students seeking business degrees or study in an industry related field, your Union recognizes not only importance of education for all but also the burden most students take on when the only funding that is available to them are repayable interest bearing loans.

I understand that the companies that have implemented such requirements for scholarship recipients are looking for a return on investment and may reap some benefits in the long run.

By the same token, I have to question the sincerity of an institution that claims it provides scholarships for young people because it "values the ideal higher education" and then places expectations on the student which stifles his or her true potential.

We believe that placing a laundry list of onerous requirements on scholarship recipients is inconsistent with that stated philosophy.

In fact, it can produce the opposite affect by forcing new college graduates to turn down opportunities today because of commitments they entered into years previous—prior to discovering their true aptitude. Inevitably some students entered into such commitments when their financial situation left them no choice but to apply for every available scholarship regardless of the terms.

By contrast, UFCW Local 324 and most unions require no burdensome long-term commitment from students.

The scholarships come from our Food Trust Fund, from our International Union and from our own

Local 324 scholarship program, for those members not eligible for the Food Trust Fund program. They are awarded based on academic performance, community service and to a lesser extent need. Ironically, the scholarships we provide almost guarantee that the recipient will pursue job opportunities outside the industries where UFCW members are most likely to work.

Our scholarship program is a service to our members. It is a bold and decisive statement consistent with our goal of opening opportunities for everyone.

It is a no-strings-attached demonstration of how we are working to improve lives in the workplace and beyond. Our own self-interest doesn't come into play.

If you are currently thinking of enrolling in school for the Fall of 2010 or have a child who is in or entering college, we encourage you to apply for one of our scholarships. Information is available on our web site or you can call 714-995-4601 ext. 209 for application information.



Secretary-Treasurer Andrea Zinder

A handwritten signature in black ink that reads "Andrea".



Lucy Parsons: The Timeless Rebel

—By Matthew Hart

It is said that behind every great man stands a woman. However, often times a woman refuses to be forced into this supportive role. Such is the case with Lucy Parsons, a woman whose influence spanned well into two centuries and who refused to allow herself to be subjugated to second-class citizenship, regardless of race and gender.

Little is known about Lucy Parsons' early life. She was born in Texas in 1853, possibly as a slave. After the Civil War, she married Albert Parsons, a former confederate soldier. In 1873, fleeing from the intolerant reactions to their interracial marriage, the couple moved to Chicago.

While in the Windy City, the couple began organizing workers, leading thousands on strike to protest poor working conditions and long hours. Both were members of the Knights of Labor, one of the first labor federations in the country, and founding members of the International Working People's Association, an early militant labor organization.

On May 4, 1886, during a union rally for the 8-hour day in Chicago's Haymarket Square, a bomb exploded killing eight police officers. Police, in response, opened fire into the crowd killing at least seven civilians. Eight local radical labor leaders, including Lucy's husband, were rounded up, charged, and found guilty, not of participating in the actual explosion, but with propagating ideas that led to the act. Evidence of the men's connection to the act has never been produced. Seven of the men were sentenced to death. Four (including Albert) were hanged, two had their sentences commuted to life, and one committed suicide the day before his execution. The two remaining men were later pardoned in 1893. The incident, now known as the Haymarket Affair, is still considered to be one of the worst acts of judicial injustice in American

history.

Lucy Parsons achieved international fame in the defense of her husband, but she was also a staunch activist against various forms of social injustice. She dedicated herself to the struggles of African-Americans, as in the case of the Scottsboro Eight, and also helped to establish the Women's Labor Union in Chicago. In 1905, she even helped found the Industrial Workers of the World, one of the first organizations to advocate organizing by industries, rather than by trades.



Due to the attention she received by the authorities, she also became an advocate of the rights of free speech. For over 30 years the police shut down her lectures, often before

she ever reached the podium. The Chicago police described her as "more dangerous than a thousand rioters."

In 1938, she saw a portion of her life's work realized when congress proposed the Fair Labor Standard Act, establishing a minimum wage and a maximum workweek of 44 hours; these were later improved to include higher wages and a 40 workweek (thus creating an 8-hour day.)

On March 7, 1942, she tragically died after her house caught fire. She was 89 years old. Even then, the state still viewed Lucy Parsons as such a threat to the status quo that police seized her library of over 1500 books and all of her personal papers.

Despite tragedy, suffering, and pain, Lucy Parsons refused to back down or be silenced. In 2004, even though authorities had defamed her throughout her life, the City of Chicago acknowledged her life's work by naming a park after her. Thus, suggesting that while behind every great man stands a woman society benefits greatly when that woman steps forward.

Former Political Director Pérez Elected Speaker of the Assembly

Barely a year after being elected to the California State Assembly from Los Angeles, 40-year-old John Pérez has ascended to the highest legislative post in the state, a position generally thought to be the second most powerful position in California politics.

Pérez' selection by the Democratic Caucus came amidst a flurry of back-room lobbying and initially included a handful of candidates for the job.

But in the end, Assemblymembers felt that Pérez' two decades-plus of political experience and his encyclopedic knowledge of the process made him the most formidable legislator they had to sit across the table from Gov. Arnold Schwarzenegger.

That role takes on even greater significance given the heated toe-to-toe battles between the governor and legislature over recent state budgets.

Pérez' selection may also be seen as an acknowledgement by the state's Democratic Party of the partnership it has traditionally maintained with Organized Labor.

Pérez' close ties with unions across the state could bode well for Organized Labor at a time when anti-union politicians have succeeded in blocking much of its agenda.

"Labor has a friend in John. No one should be under any delusions to the contrary," said President Greg Conger.

"Nothing in politics is ever a sure



Assembly Speaker John Pérez.

thing, but I believe that John's influence combined with an increased labor-friendly majority makes this a moment we have to seize or spend the rest of our lives regretting what might have been."

Pérez served as the Political Director for UFCW Local 324 from 1995 to 2009.

Attraction	Adult Price	Children Price
Disneyland	\$68	\$60
Disneyland Park Hopper	\$73	\$65
Seaworld	\$51	\$45
Universal Studios	\$59	\$59
Legoland	\$50	\$50
Legoland Park Hopper	\$61	\$61

Movie Tickets

AMC
\$7.50

Regal Entertainment Group
\$7.50
(Regal-Edwards-United Artist)

Krikorian Theaters
\$6.50

... at a discount price!

January-February 2010 7



Today's feel good buzz word is tomorrow

America just witnessed one of the most contentious debates in Congress in a century. Congress may decide to expand coverage without a “public option “ which raised emotions to pique levels and probably burned more than a few bridges among legislators who once considered themselves friends.

It is almost impossible to pick up a newspaper or magazine that deals with healthcare issues these days without reading repeated use of words like wellness, healthy workforce or healthy lifestyle.

There are several reasons the new vernacular has become so popular. Perhaps the most obvious is the seemingly harmless nature of the message.

“Who is going to argue against promoting healthy habits like exercising and watching your cholesterol levels,” said President Greg Conger.

But as health insurance companies, government actuaries, corporations and unions try to find ways to cut costs, “wellness” is likely to take on new meaning.

The “carrot and stick” approach to containing costs is the most likely form UFCW members may experience. “Wellness” already has a price tag at Safeway’s corporate headquarters in Northern California. That particular program rewards employees with discounts on premiums if they successfully manage to contain their body weight, quit smoking or reduce their blood pressure or cholesterol levels.

Safeway’s CEO Steven Burd, whose approach to healthcare with his union workers resulted in numerous people losing health insurance altogether, is being championed as a pioneer in the growing wellness trend, probably a bit prematurely.

He proudly claims that the program has helped keep the company’s healthcare costs flat at a time when the rest of the nation saw its costs rise dramatically.

Grocery employers in Southern California salivate at the prospect of containing healthcare





UFCW's great debate; where do you stand?

costs, a sentiment embraced by organized labor throughout the country. This unusual meeting of the minds has already produced several innovative plans.

The Trust Fund that administers medical benefits for grocery industry employees locally has relied on aggregate information from the confidential HRQ's as its main resource. It has assisted members with information about everything from the benefits of power walking to the glory of smoking cessation.

That information is actually customized to individual lifestyles. The personalized health alerts come from extensive questionnaires (HRQs) designed to identify "at-risk behavior." The Trust Fund follows up with mailings on the subject.

The use of incentives is the approach favored by Rocco Calabrese the newly appointed CEO and Administrator of both the medical benefits and pension trust funds for UFCW grocery industry members.

"Encouraging healthy behavior by providing real, substantial rewards for compliance has been one way

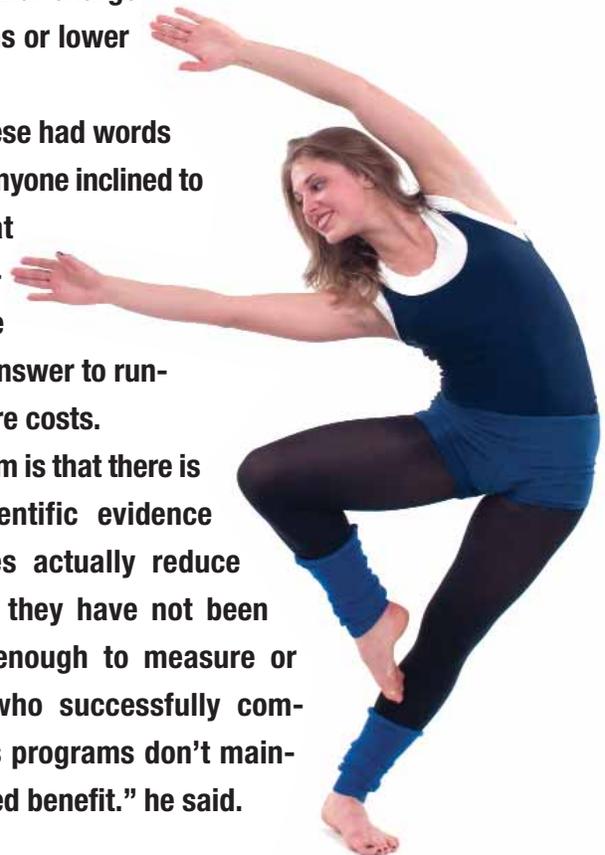
trust funds have attempted to encourage participants to become healthy in ways that could potentially impact costs in a positive way," Calabrese said.

Weight loss programs or programs designed to reduce cholesterol or blood pressure, are other examples. Those participants who successfully complete a program maintain the improvements, for example, qualify for discounts on premiums or may be channeled into individual plans that charge lower premiums or lower deductibles.

But Calabrese had words of caution for anyone inclined to believe that wellness programs like these are the answer to runaway healthcare costs.

"The problem is that there is no actual scientific evidence that incentives actually reduce costs. Either they have not been around long enough to measure or participants who successfully complete wellness programs don't maintain the realized benefit." he said.

(Continued on page 10)





Wellness



Health care's future hot-button issue waits quietly backstage

(Continued from page 9)

When the issues make their way to the negotiating table, neither side would be able to prove actual savings to the fund, making any argument on the topic wholly theoretical.

Roger Benton, the director of an ambitious wellness program for Kaiser Permanente employees dubbed "Healthy Workforce" doesn't dispute that actual dollar savings have been difficult to prove if the measurement is confined to insurance premiums alone.

Benton said that the more appropriate measure is in the reduction of sick days used by employees enrolled in wellness programs, for example. Additionally, healthy workers

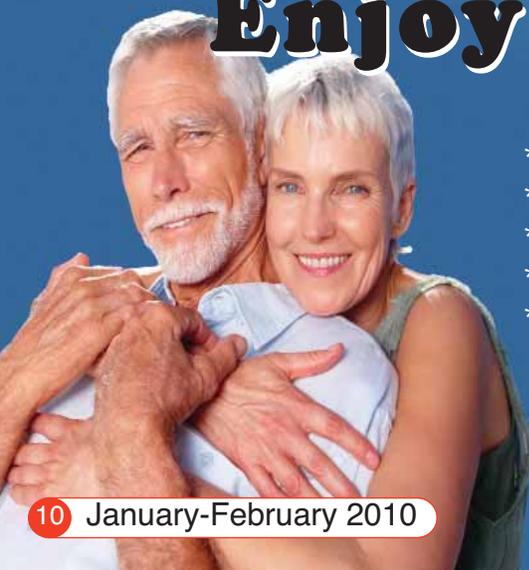
perform their jobs more efficiently, according to Benton. Measuring that cost benefit in real dollars is almost impossible, but stands as one of the few universally agreed upon facts in the ongoing debate.

"For example, if you suffer from chronic headaches but punch into work dutifully every day, you may be performing at a 70% level for extended periods of time," he said. "When you participate in a wellness initiative that successfully rids you of headaches, you can perform your job at 100% effectiveness and that has a dramatic impact on a company's bottom line.

This multi-faceted issue promises to produce sparks when it takes center stage in the nation's ongoing struggle with healthcare costs. Predictions are that it could make the recent healthcare debate on Capitol Hill look tame by comparison.



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- *Annual Indoor Picnic
- *Regular and Party Bingo
- *Bowling
- *Arts & Crafts
- *Christmas Boutique
- *Many Travel Trips With Reduced Pricing

As a member of Local 324 you are welcome to participate in many of our activities. For information please call:

Carole Peterson (714) 521-6820, Barbara Hamilton (562) 431-7545, or Marion Jones (714) 536-7315

For additional information, please visit our website: www.ufcw324rc.com

Word on the street

Q Should people who live unhealthy lifestyles pay more for health insurance?



No. A whole lot of people have health issues because of things they can't control.

*Rosana Conant
Albertsons 6105*



I think it should be taken into consideration. . . . I work hard to be healthy and I should be rewarded for it.

*Josh Gorte,
Rite Aid 5496*



No. A lot of health problems are genetic and it wouldn't be fair for someone to be charged more for something beyond their control.

*Alicia Gibbs,
Stater Bros. 159*

No. Everything should be equal for everyone no matter what people do in their private, personal time.

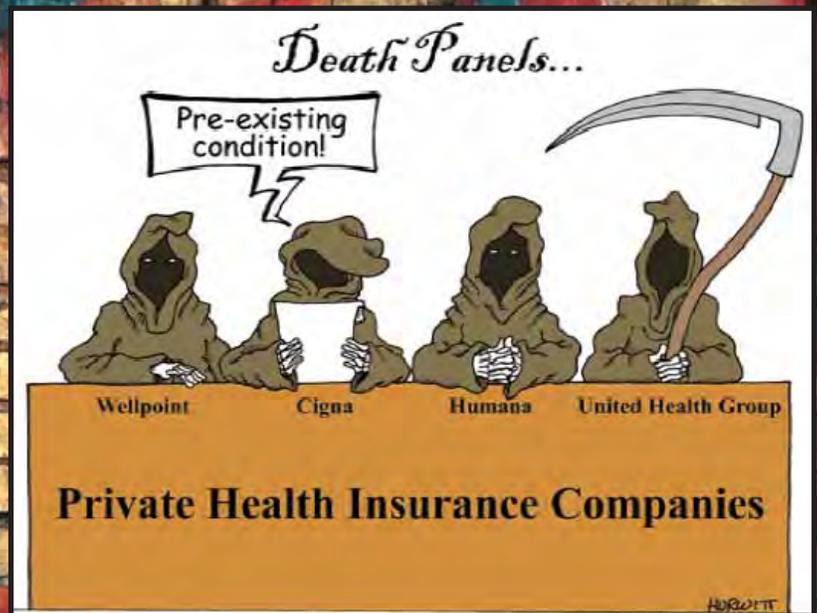
*Trini Guerra
Albertsons 6105*



No. Because some things are beyond a person's control. If someone is addicted to nicotine is it really fair to charge them more because they aren't in control?

*Veronica Brito
Rite Aid 5496*

Off the wall



Make the most of your UFCW benefits

Some favor the term UFCW 'Preferred provider'...



South Orange County

La Paz Optometric Center
25252 McIntyre St. #D
Laguna Hills · 92653
949-586-8200

Long Beach/Lakewood/Bellflower

Long Beach Optometric Group Inc.
4275 Atlantic Ave.
Long Beach · 90807
562-595-5662

Huntington Beach

Dr. Byron Fennema and Associates
16152 E. Beach Blvd. #173
Huntington Beach · 92647
714-841-5051

Santa Ana/Costa Mesa

Dr. Sheldon Marshall
2860 S. Bristol St. #D
Santa Ana · 92704
714-540-3993

Buena Park/Whittier/La Habra

Dr. Mark Forman and Associates
15066 Rosecrans Ave.
La Mirada · 90638
562-947-4695

Norwalk/Downey/La Mirada

Dr. Paul Crismon and Associates
13800 San Antonio Dr.
Norwalk · 90650
562-864-6535

Orange

Dr. Byron Fennema and Associates
1234 Chapman Ave #201
Orange · 92647
714-547-8278

Tustin/Santa Ana/Irvine

Dr. Eric Bender and
Dr. Joshua Kaye
17602 17th St. #103
Tustin · 92780
714-832-1288



... The UFCW optometrists prefer 'Union visionaries'

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at Rancho FCU

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- Coverdell Education IRA's
- Minor Accounts
- Uniform Transfer to Minor Accounts (UTMA)

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learn about saving!

Buena Park Branch 714-995-4601 x6



866-855-9050

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Hot Topics

Words of wisdom to help you keep your job

Available and self-restricted grocery status can be changed twice a year only

—By Field Director Chuck Adinolfi

All part-time clerks in grocery stores that include Albertsons, Gelsons, Ralph's, Stater Bros, Von's and Super A Foods may change their status two times per year to either available or self-restricted.

This selection must be done in writing to your employer during the last seven days of January or July of each year.

This status affects your ability to exercise seniority rights in lay-offs and in the claiming of additional hours. In most cases, available clerks may exercise more rights, including the ability to claim hours from self-restricted clerks that are scheduled more hours for any given week even if they are more senior.

An "available" part-time clerk has declared that they are available for a 40-hour week in any five days.

Generally, self-restricted clerks are members who attend school or have other reasons for desiring to work fewer hours. A self-restricted clerk is declaring their unavailability to work 40 hours in any five days. They may only exercise their seniority rights separately to other self-restricted clerks within their classification.

Note: Being self-restricted does not allow members to specify when they can and cannot work. Those requests are made to your store manager and most companies will accommodate reasonable restrictions and requests.

Contact your union representative if you have any questions about how availability may affect your seniority.

Help us grow our numbers...

Organize

... and we'll help you grow yours

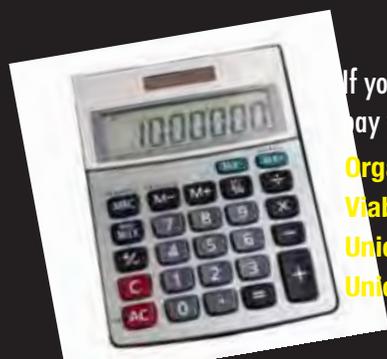
If you know people who want a union where they work, put us in contact with them and we'll pay you for it. The more members we gain, the bigger the payout. It's that simple.

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



Call 714-995-4601 Ext. 224

How To Apply For A Scholarship Award

Complete and sign all sections of this form. If the Applicant is different from the Member, both persons must sign and date the form. Mail the application to the Union Office (address on the next page) Include all documents listed below in Section 3.

Incomplete applications will not be accepted. All applications and accompanying documentation must be postmarked no later than May 1, 2010 in order to be eligible for consideration.

1. Member's Information

Member's Last Name	First Name	Middle Initial	Social Security Number	
Mailing Address	City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer	Work Telephone Number		Union Local

2. Applicant's Information (if dependent of member)

Applicant's Last Name	First Name	Middle Initial	Social Security Number	
Mailing Address (If Different From Above)	City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer, if currently employed	Work Telephone Number		Union Local

Current Academic Information: Are you Currently enrolled in school? Yes No

High School: _____ (name of institution) Undergraduate College/University: _____ (name of institution)

Date of High School Graduation: _____ Technical/Vocational School: _____ (name of institution)

Degree objective: College/Undergraduate degree Technical school credential Vocational license or credential
 Graduate Degree

Do you have a bachelor's degree? Yes No

School or Schools you plan to attend:

(name of institution)	(address)	(telephone number)
(name of institution)	(address)	(telephone number)
(name of institution)	(address)	(telephone number)

3. Documents you must attach to your application:

a. Transcript

Obtain a transcript of courses you have completed and grades you received from your high school and other schools including undergraduate colleges and universities that you have attended.

Your official transcripts MUST show your cumulative GPA and SAT scores. (SAT scores not required if you have attended college for 2 years or more.)

b. Teacher's Appraisal Forms

There are two Teacher Appraisal Forms with your applications package. You must sign and date each form and give them to two teachers who have taught courses you have taken. The courses may be academic, technical, or vocational subjects. **Letters of recommendation are required.**

Instructions for Written Portion of this Application

On a separate sheet or sheets of paper, type your response to Question in Part A or Part B below. Be sure to caption your sheets as "Part A" or "Part B" responses. Your responses must be numbered to correspond to the questions. Your name must appear on each sheet.

Part A	Part B
Applicants who are graduating high school seniors or who graduated high school last year	Applicants who graduated from high school two or more years ago
QUESTIONS FOR PART A APPLICANTS	QUESTIONS FOR PART B APPLICANTS
Limit your answers to the last three years of high school and first year of college, vocational or technical training school.	Restrict your answers to your post-high school years.
<p>4A Describe your academic, vocational, and/or other technical goals State whether you plan to attend a two- or four-year college next year, or a technical or vocational school. State your long-term goals for your education. Name the institutions to which you intend to apply.</p> <p>5A List major events, honors, scholarships, awards, and athletics List honors, scholarships and awards you have received. Describe your participation in athletics and other major school activities.</p> <p>6A List membership and responsibilities in organizations List positions and leadership roles you have held in school or community organizations</p> <p>7A List volunteer, community service, and/or other extracurricular activities List volunteer work and community service that you have performed and any extracurricular activities you have participated in.</p> <p>8A List your employment history</p> <p>9A Describe your career and life goals and how this scholarship will help you attain them Your college entrance application essay may be used to fulfill this requirement.</p>	<p>4B Describe your academic, vocational, and/or other technical goals State your academic plan for the remainder of your post-high school education. Name the institutions to which you intend to apply.</p> <p>5B List major events, honors, scholarships, awards, and activities Describe your participation in major campus activities and list honors, scholarships and awards you have received.</p> <p>6B List membership and responsibilities in organizations List positions and leadership roles you have held in college, vocational or technical training schools or community organizations</p> <p>7B List volunteer, community service, and/or other extracurricular activities List volunteer work and community service that you have performed and any extracurricular activities you have participated in.</p> <p>8B List your employment history or participation in career internships</p> <p>9B Provide an explanation of how you see your career and life developing.</p>

- 10 Return this application and all documents to:**
 UFCW Local 324
 8530 Stanton Avenue
 PO Box 5004
 Buena Park, CA 90620-5004

REMINDER – Be sure to include:

- Your transcript
 Two Teacher Appraisal Forms
 Your separate pages with your response to Part A or Part B Questions



- 11. Sign And Date Below** *Both Member and Applicant must sign this form.*

I/We hereby certify that all information supplied above is true and correct to the best of my/our knowledge.

Member's Signature

Applicant's Signature

Date

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8530 Stanton Avenue
P.O. Box 5004
Buena Park, California 90622-5004



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POSTAGE
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STATS

**Year End
Totals**

2009

GRIEVANCES FILED 1,688
MEMBERS BACK TO WORK 274

BACKPAY COLLECTED:
\$ 538,001.60

UFCW324.ORG

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