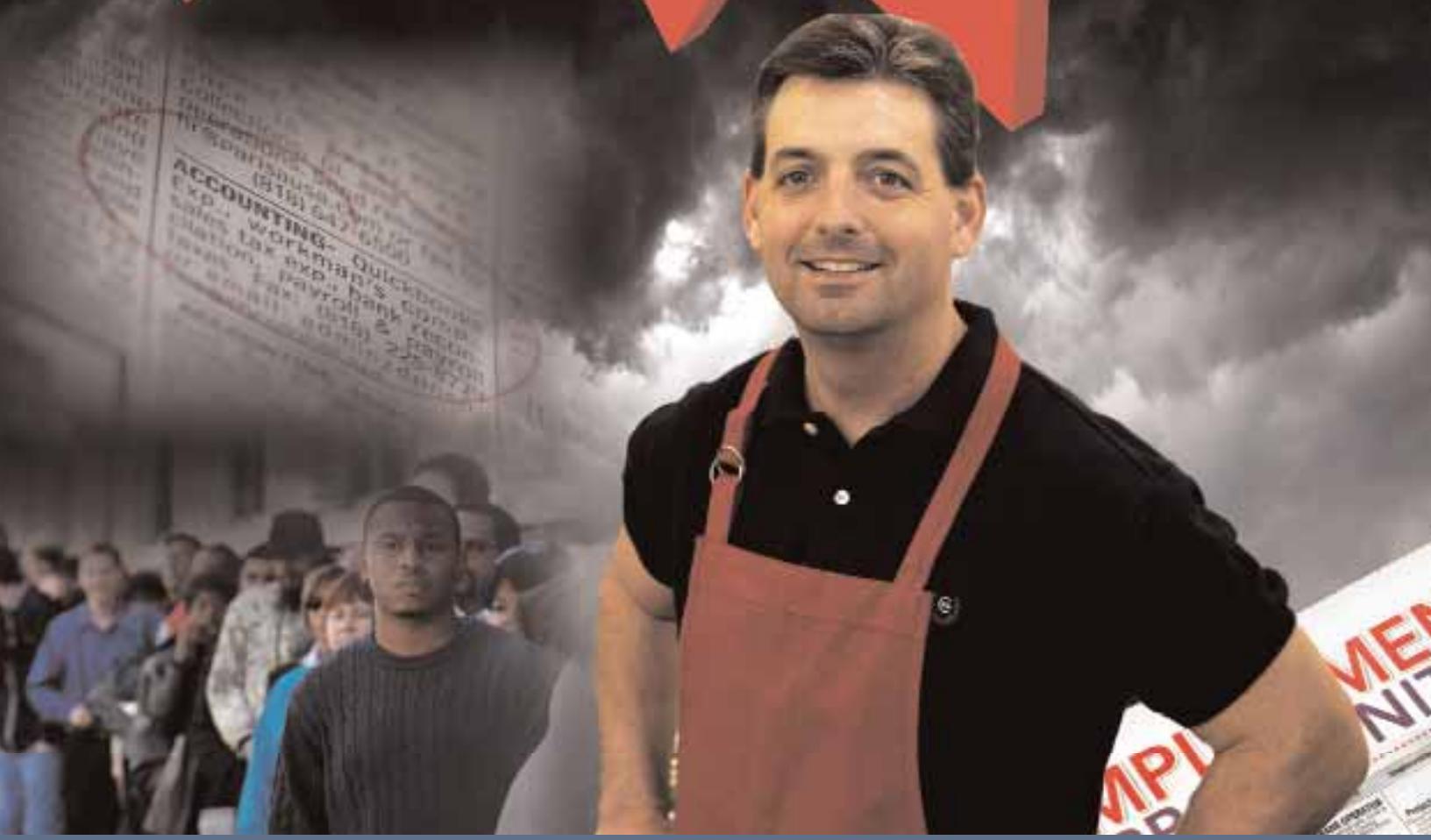


# Weathering the storm

Study shows how UFCW members fared better than most



## Today & Tomorrow

See the faces of customer service. Stater Bros. members pictured.



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## Death & Taxes

Fortunately, the tax part won't apply to your health insurance.

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## Bumps & Bruises

Police brutality used to be bought and paid for by companies.

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**Editor:** Todd Conger  
**Asst. Editor:** Mercedes Clarke

**UFCW 324**  
A VOICE FOR WORKING CALIFORNIA

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

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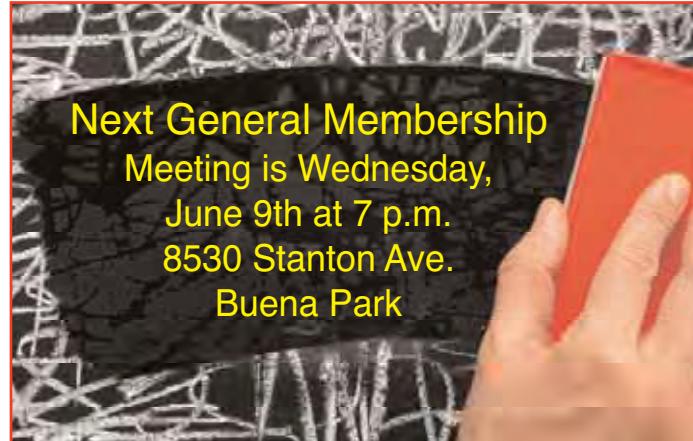
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Online



[www.ufcw324.org](http://www.ufcw324.org)  
Finally, it's all starting to click



Next General Membership  
Meeting is Wednesday,  
June 9th at 7 p.m.  
8530 Stanton Ave.  
Buena Park

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? \_\_\_\_\_

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!**

# President's Report

## Union contracts provide priceless peace of mind to thousands

One of the most powerful benefits of union membership is also one of the most misunderstood and ridiculed. Since its early days, seniority clauses in union contracts have been a lightning rod for criticism by two distinct groups of people: those who despise Organized Labor and would like to see us fail, and those who don't understand what a union is all about.

Seniority has been accused of impeding management's ability to direct its own workforce. It has also been used as a universal insult, broadly painting Labor as a sanctuary for old, misguided beliefs of yesterday. Neither position has any merit. In fact accruing seniority allows for loyalty to grow on both sides.

The devastating recession from which we are supposedly climbing out has been all consuming to a sizeable percentage of the population. UFCW members have not been spared the carnage entirely, but we can point to our Collective Bargaining Agreement as an example of stability and security. Where else but in union households can we find people who can name the day they will next receive a wage increase? Where else can we find a family who is in little danger of losing health insurance no matter how badly their employer has fared in the past two years? Finally, where but a union household has the chief money maker had the luxury of knowing with certainty that tomorrow's next challenge may be difficult, it will not involve the loss of a job?

Seniority is a priceless treasure in an economy fraught with dangers at every turn.

Those who criticize seniority do so because they have never worked in the protective shade cast by the umbrella of a Collective Bargaining Agreement and simply put, they are jealous.

I admit seniority rights are foreign to non-union workers who can be fired or laid off on a whim for almost any reason without notice and without considering the time they devoted to the company.

I heard one of our Kaiser members articulate a concept that has long been part of my personal philosophy for years.

The young woman was being interviewed by a U Magazine reporter for her opinion on how Kaiser Permanente's pro-labor history has reaped rewards for the company.

"We are happy," she said offering no further explanation. When pressed, she seemed to explain her belief as if it should be obvious to others.

"Well when you are happy, coming to work isn't an ordeal. It's something you look forward to. I don't dread working and the union's influence has a lot to do with that."

She gave in two or three sentences a thesis on the benefits to her employer of being union.

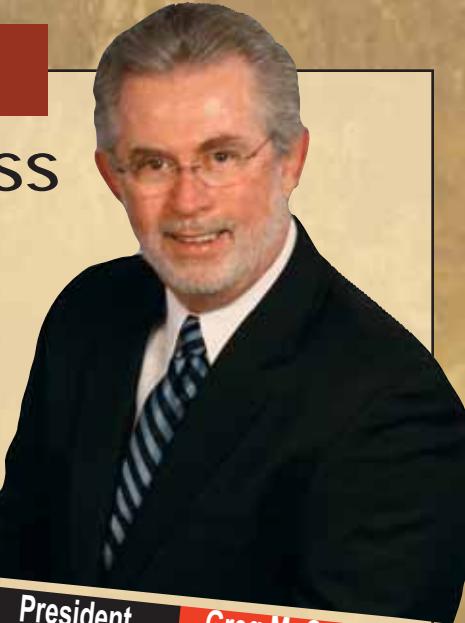
It was especially rewarding to hear these insights from rank and file members instead of college professors or television commentators.

Their points were on target not just because they believed in the theory of unionism. They lived the reality of unionism.

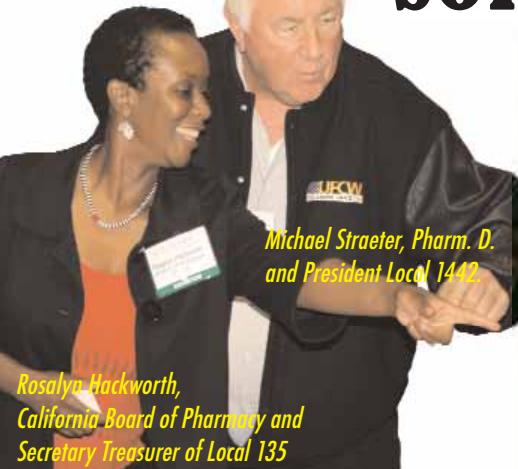


President

Greg M. Conger



# Some PR for the Rx Division



**Michael Straeter, Pharm. D.  
and President Local 1442**

**Rosalyn Hackworth,  
California Board of Pharmacy and  
Secretary Treasurer of Local 135**

UFCW's Professional Division has sponsored the annual Outlook Convention the past four years. The Outlook convention is the premier California pharmacy convention and took place Feb. 4-7 at the Long Beach Convention Center. Pharmacists annually attend to network, do business, obtain quality continuing education, and participate in the largest state pharmacy exhibit hall in the country.



**Left: Cheryl Butler, Pharm. D. and Union Representative Local 770, Rosalyn Hackworth, California Board of Pharmacy and Secretary Treasurer of Local 135, Solange Stramler, RPh at Vons Local 324, and Rick Eiden, Executive Vice President Local 324.**

## 'Cadillac tax' won't affect UFCW members

UFCW rank and file members will not be subject to a new tax on healthy care benefits even if Congress passes President Barack Obama's reforms.

According to a statement by the UFCW International Executive Board in January; President Obama's proposed tax on high-end insurance plans would not impact UFCW members.

"The word is that the threshold for who would be impacted is much higher than the cost paid per member for their coverage," said President Greg Conger.

International Union officials reportedly hired expert tax consultants and auditors to perform a thorough examination of the health care reform bill awaiting a vote in the U.S. Senate.

Concern had begun to grow, as few details were initially available about the tax proposal. Union leaders from the top down objected loudly to the initial

reports that Obama was a strong proponent of the measure.

"Greg and Andrea met at length with Congresswoman Loretta

Sanchez within days of hearing about the tax and they lobbied hard to ensure it would not affect our members," said Exec. Vice President Rick Eiden.

Labor leaders are still unhappy about the language being included in the healthcare reform at all, but most appear relieved that last minute talks with labor leaders and the White House appear to have made some headway on the matter.



## Professional Division members to be well-served by new appointees

Eleven years ago, I was encouraged to apply to serve on the California Board of Pharmacy. At that time, the Pharmacy Board consisted of 4 public (non pharmacist) members, 2 appointed by the Governor, 1 appointed by the Speaker of the Assembly and one appointed by the Senate Pro Tem. I applied for a vacancy with then Speaker Antonio Villaraigosa and thus started an enlightened and rewarding journey.

My prior experience with pharmacists came mainly from many years of negotiating on behalf of the UFCW's pharmacists employed in Drug and Food Stores. I understood the juggling pharmacists do every day: serving their patients and providing essential and required counseling, supervising the pharmacy department staff, working with the constantly changing benefit plans and government programs, and accomplishing all this with inadequate hours and no opportunities for breaks or lunch. I immediately discovered after just one Board Meeting that there are so many additional daily responsibilities and pressures on pharmacists that neither their Employers or the public fully comprehend.

Tasks as important as reviewing a patient's full drug regimen to make certain that their prescriptions don't counteract one another or create a critical situation occur with every prescription filled and often go unnoticed. Keeping up with recalled products and making certain the doctor understands the latest information concerning alternative drug therapies is another routine activity that often goes unrecognized. Maintaining accurate inventory and anticipating seasonal needs allows the pharmacist to serve their patients in a timely

and efficient manner. The list goes on and on.

I took advantage of my time on the Board to advocate for new regulations to better protect the pharmacists and to ensure that they have time and support to perform the high level professional duties they are trained to perform. In the long run, improving the working situation for pharmacists leads to patient safety and thus fulfills the charge of the Board. I believe that as companies and the government look for ways to stream line medical care, pharmacists will finally be recognized for their vital role in the health care delivery process.

I was fortunate to be reappointed 2 times to the Board and to have served for the full length allowed under the Department's rules. My term expired in June 2009, and the UFCW is fortunate to have Rosalyn Hackworth, Secretary-Treasurer of Local 135 in San Diego succeed me. Rosalyn's and my appointment serve as recognition by the State Assembly of the importance of the UFCW in representing pharmacists and protecting California consumers.



Secretary-Treasurer **Andrea Zinder**

*Andrea*



## Big Battle Against Little Steel

—By Matthew Hart

Memorial Day is a National holiday created to remember those in the military who have sacrificed to preserve our freedom. For Organized Labor, however, the holiday takes on another kind of remembrance. On May 30, 1937, many civilians paid the price to preserve our freedom. On that day, ten members of Organized Labor died and nearly a hundred others were wounded.

Memorial Day, 1937, was an unusually hot spring day in Chicago, IL, with temperatures reaching 88 degrees. An estimated 1500 strikers and sympathizers were gathered at Sam's Place, an old dance hall being used as a strike headquarters by the Congress of Industrial Organizations' (CIO) Steel Workers Organizing Committee (SWOC). The strike was less than a week old, and the mood was festive, with vendors wheeling wagons of cold pop and brick ice cream. Children sat upon their father's shoulders as they listened to orators speak from the platforms and performers sing songs of fallen labor balladeer, Joe Hill.

The strike, which involved 85,000 steelworkers, targeted three independent steel companies (collectively known with others as 'Little Steel'). The three included Republic, Youngstown Sheet and Tube, and Inland. Several months prior, Big Steel agreed to a contract and recognized SWOC as the bargaining agent for its employees. Little Steel agreed to match the contract's wage increases, but refused to recognize the union.

When the strike was called on May 26, 1937, Youngstown Sheet and Tube and Inland closed their plants to wait out the strike. However, Tom M. Girdler of Republic Steel believed the only way to deal with a strike was with espionage, scabs, and stockpiles of ammunition and tear gas.

As the speakers ended their presentations on Memorial Day, a call was made to march to the Republic factory, a third of a mile down the road, and form a picket line around the facility. Nearly a thousand people, including strikers, women, and children, formed a line and began to head in the direction of the factory. As the crowd grew closer, they cut off the road into a prairie, chanting "C-I-O, C-I-O!"

When the marchers arrived at the factory, they were met by 500 policemen with billy clubs in hand. Many of the clubs were not police-issued, but non-regulation clubs supplied by Republic Steel. Tear gas was also given to the police by the company.

The captain halted the marchers with, "You dirty sons of bitches, this is as far as you go!" When the strike leaders responded that they had a right to be there, the captain retorted, "You got no rights. You Red bastards, you got no rights."

Police began to shove the marchers with billy clubs as tear gas grenades flew into the air. Children suddenly cried with



panic, and the whole picket line fell back as men stumbled, cursed, and gasped for breath. Police, in a frenzied state, began to take out their pistols, shooting marchers in the back as they fled for safety. Those who dropped to the ground to avoid being shot were soon met by swinging batons against their skulls. The brutality continued until ten were dead or dying and nearly a hundred wounded.

While both sides blamed each other for the massacre, the death toll of the strike continued to grow as six more strikers were killed by police outside of the Republic Steel factory in Ohio. Steelworkers called off the strike and the union turned to the National Labor Relations Board (NLRB.) In August, 1941, Republic Steel and other Little Steel companies agreed to cease and desist from committing unfair labor practices. One year later, they signed a contract with the new United Steelworkers of America.

Little Steel had only delayed the march of unionism, and the sacrifice of the workers on Memorial Day, 1937, was not in vain. Those who suffered so greatly did so in the hopes that future workers would have the right to organize and live better lives. They faced brutality by those, ironically, whose job it is to protect and serve the public. Thus, perhaps, as we remember those who have died on the battlefield for our freedom, we should also remember those who have died on the picket line.

# Long Beach union members grill City Council candidates in open forum; endorsements follow

Hundreds of union members participated in a town hall meeting Jan. 13 to hear from the 2010 Long Beach City Council candidates.

Long Beach residents from a broad selection of labor unions were tasked with posing a single question to each of the candidates in an effort to gage their opinions on issues critical to working families.

Central Parking shop steward Martha Hernandez represented Local 324 on the worker panel. Hernandez queried the group of current and would be office holders on their positions on AB 1060, which is currently awaiting Gov. Arnold Schwarzenegger's signa-

ture or veto. That bill would eliminate alcohol sales wherever self-check-out lanes are operated.

Organizers of the event said that it was designed to help city residents identify which candidates for office hold views favorable to working families.

Long Beach is the 5th largest



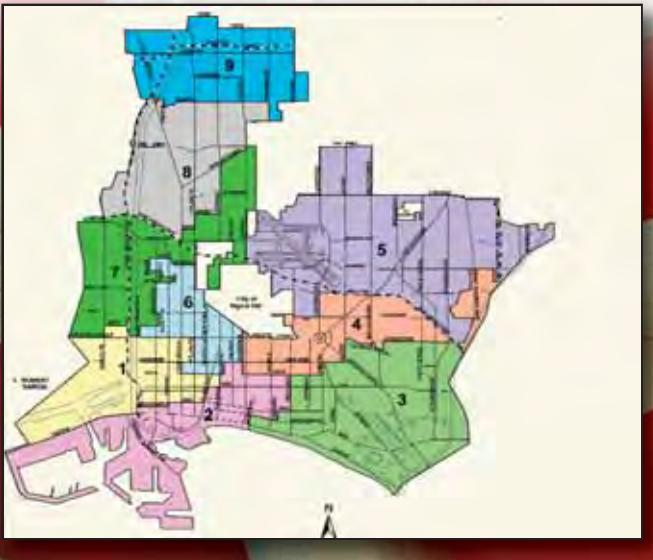
Pictured from left, Jill Hill, James Johnson, Tonia Reyes-Uranga and Jack Smith. City council candidates answer Union members questions during Long Beach Town hall meeting held at UAW Local 148.

city in the state of California and has been the home destination for many working families in California. Those factors have made Long Beach a pivotal part of Labor's long-term strategy of electing pro-union candidates to office at all levels of government.

The city's status as a middle-of-the-road leaning city has ensured a steady stream of

close contests in state and federal races, a trend that is likely to repeat itself in upcoming elections

Leaders from several unions used information gathered at the forum to make their decisions on endorsements (pictured below)... Long Beach elections will be held on April 14.



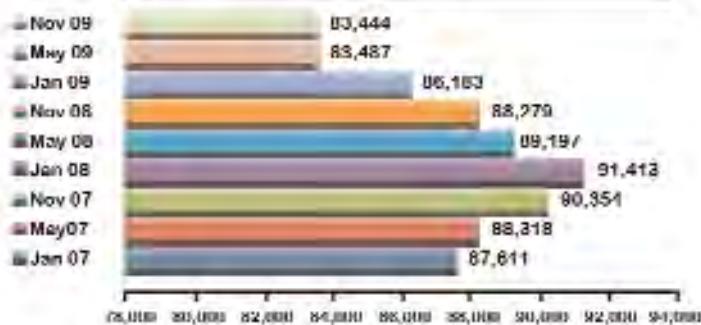
## UFCW Local 324 endorsements

- District 1. Robert Garcia**
- District 3. No Endorsement**
- District 5. Gerrie Schipske**
- District 7. Tonia Reyes-Uranga (write in candidate)**  
*(you must write in her name on your ballot)*
- District 9. Steve Neal**

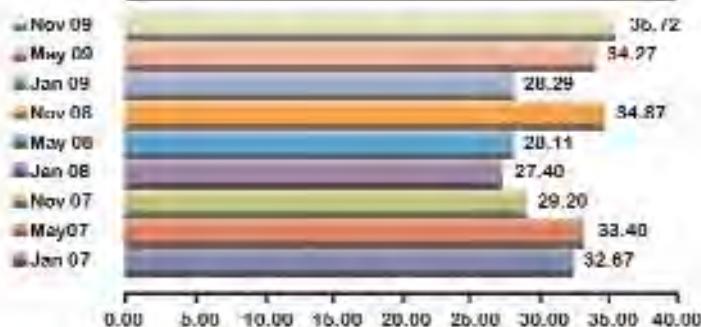
# UFCW members fare better

## 2 Years after economy tanks, members are

Total Employees



Weekly Hours On Average



Total Hours



UFCW 324 members in six Southern California locals have experienced low job losses, are working slightly more hours and are paid more today than at the onset of the nation's economic recession, according to a U Magazine study.

The results of a comprehensive study of official records has yielded some surprising findings about the recession's impact on the grocery industry and the roughly 83,000 UFCW members employed by the four major grocery chains.

A recent study of unemployment rates from data collected by the Bureau of Statistics determined an unemployment rate of over 13% for California's ten most southern counties. These counties are in the jurisdiction of UFCW's six Southern California locals.

### Comparing apples and apples can be tough

Comparisons can be deceiving, however, and there is no consensus among those interviewed as to the actual effects of the national recession upon UFCW membership.

"If 10 members lose their jobs that is 10 members too many. This study may show that our members didn't suffer as badly as some in the country, but no one can tell me our members didn't suffer at all," cautions President Greg Conger. "The economic downturn has been horrible for some of our displaced members."

About 70% of all UFCW jobs are part-time, many job losses are voluntary, and there is actually no way to track the voluntary losses from the involuntary. Thus, all gains in membership due to organizing or new store openings and all losses in membership due to old store closings or voluntary quits make it difficult to establish an actual magnitude of jobs lost specifically as a result of the recession.

### 2009 somewhat of a 'bounce back'

The one effect of the recession agreed upon by all those interviewed is that the majority of UFCW members experienced some reductions in hours. This view is based upon direct experience of UFCW members' struggles throughout the current economic climate and an understanding of the natural volatility of the grocery industry.

# than most during recession working more hours, earning more money

According to Union Rep. Matt Hart, who also teaches a class in Labor

Studies at UFCW Local 324, members' hours fluctuate regularly on a cyclical basis as grocery stores increase manpower during the busier times of the year and decrease hours during the slower.

"Along with these seasonal fluctuations, UFCW members' hours are also regularly susceptible to 'profit margins'." Hart explains, "The lower the labor costs, the greater the profits. Often, managers will reduce store hours below what is needed for adequate service just to squeeze the extra profits."

Therefore, establishing an actual magnitude of hourly reductions as a direct result of the current recession is difficult to factor and contrary to what all had considered to be an obvious result of the recession, UFCW members' hours for the six Southern California locals increased slightly. "In this economy, obviously people aren't dining out as much and the grocery business is benefiting from this," reasons Rick Eiden, President of the Orange County Federation of Labor and Executive Vice President of Local 324.

Michael Straeter, President of Local 1442 based in Santa Monica, is more emphatic, "No matter what. No matter how bad things are, people still have to eat."

While this study may prove helpful to those seeking to quantify the extent of the economic recession on UFCW members, one would be ill-advised to draw conclusions based on numbers alone.

UFCW members experienced designation changes from full to part time employment and classification changes from one position to another as a direct result of the recession.

But once again, there is disagreement even among UFCW leaders about how extensive classification reductions have been in the past two years.

Connie Leyva, President of UFCW Local 1428 based in Claremont, said some cost cutting measures have been more harmful than others. "We experienced few designation changes from the recession. Mostly, we suffered serious cuts in our part timers' hours."

"Just about every classification change our members experienced has been reinstated," said Bill Lathrop, President of UFCW Local 1167 in San



Bernardino.

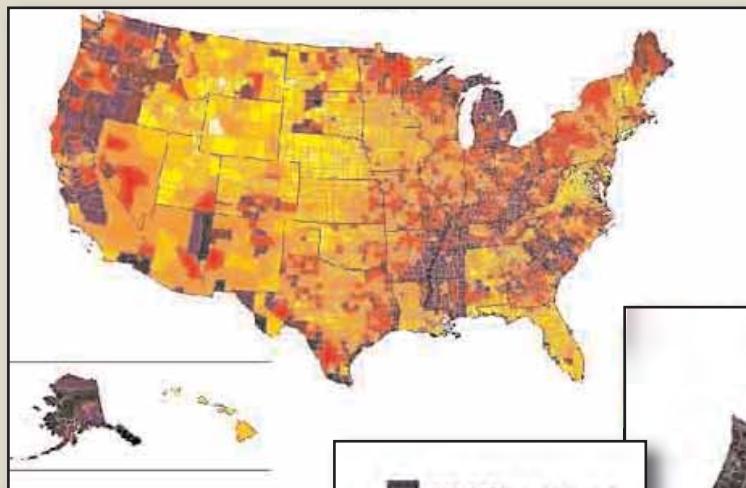
Unfortunately, there is no way of tracking Designation and Classification changes accumulatively with any precision or of accounting for part time members' hours separately from full time members.

Lastly, all members of UFCW's six Southern California locals experienced raises in hourly wages and not one experienced any diminishments to their benefits as established by the current contract during the period spanning from January 2007 to November 2009.

So, UFCW membership for the six Southern California locals suffered relatively low job losses and weathered a nasty period, one marked by severe reductions in weekly hours on average and designation and classification changes.

But, weekly hours on average are up, total membership has leveled--and both seem to be holding as of November 2009, and the current contract is binding until March 6, 2011.

# UFCW members benefit from, contract protection



It is impossible to place a value on security and peace of mind. They are two elusive traits inherent in the word seniority.



President Greg Conger



## Reading between the lines can be risky

"There are lies. There are damn lies. And there are statistics."

Mark Twain has put into words what thousands have grappled with before him. How to make friends of numbers—even when they might be giving you the cold shoulder.

Researchers are often quick to defend the numbers as inanimate objects that aren't capable of making any conclusions at all. They say it is the people who do the interpreting who spark the controversies, not the numbers.

But raw numbers can draw just as much fire when people of good intention draw conclusions that were not meant to be drawn. It is easy to read too much into a collection of data.

Statistics can't measure emotion, passion,

fear, courage or caution, to name a few. So pure statistics should not be the sole method used to tell any story.

Based on our study, some might conclude that UFCW members, by and large escaped the devastating impact of the recession. In fact, the data collected does not address that question. The only real statement that one might extract from the U Magazine study is that the majority of UFCW members have not been devastated as a direct result of recession-related cutbacks at their place of employment. Few would dispute the assertion that UFCW members have endured pain and hardship over the previous two years. Much of that hardship, however, remains outside the scope of the study.

## Trust Fund employees ratify contract



Left: Members of the Food Division Trust Fund file into the Local 324 Auditorium, January 27th where they overwhelmingly approved a new three-year contract. The agreement included wage increases and new flexibility in vacation scheduling. The deal also extended Christmas Eve as a holiday for everyone. Sec.-Tres. Andrea Zinder lauded the group, crediting their solidarity for success on several contentious matters.

## 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**

# Kaiser Permanente named

## Unit Based Training credited with infusing new enthusiasm into widely scattered workforce

For the past two years, the routine has been repeated in boardrooms, cafeterias to break rooms in Kaiser facilities from coast to coast. On Friday, Feb. 19 about 14 employees of the Fullerton Kaiser pharmacy crammed into a tiny break room meant for a crowd half its size to take their turn.

An hour later most emerged with a slightly bigger spring in their step and a universal sense of curiosity.

Most members gave glowing reviews after their first top-to-bottom introduction to Unit Based Training. Unit Based Training sets out to improve performance in all departments by bringing employees into the process of setting improvement targets at the earliest stages of the

process.

The group has had two whole years to prepare for the meeting and came prepared with questions that were on point.

The early morning training session has been the company's most talked about topic since it was first announced in late 2007.

Unit Based Training has earned kudos from business professionals and labor leaders alike. The recent announcement by the state of California that Kaiser Permanente had received the top ranking of all HMOs in the state for quality of care and patient satisfaction was another feather in its hat.

Employees and managers credited the Unit Based Training for the recent recognition by Cal-

ifornia as being the primary reason why patients appear to be giving the company collective thumbs up when it comes to customer service.

"The company is committed to seeing that every decision made is done with labor involvement," said Union Representative Debbie Watts, grabbing a four-inch-thick three-ring binder and holding it up for show. "It's all right here."

Kaiser Permanente appears to be making all the right moves. And with the state's recent announcement, Kaiser officials declared that the announcement from Sacramento should dispel all doubt that the company has embarked on one of the most progressive labor/management initiatives in recent history.

**Sharon DeLaTorre, Assistant**



There's really a spirit here that we are all in this together. The Unit Based Training really reminds us all that we're here for the patient.

**Paulette Green, Assistant**



We're taught to pay attention to the customer and to go that extra mile when it's called for.

**Susie Liu, Technician**



Kaiser sounds like it really wants the input of everybody. [The state's customer service] Awards are the result of everyone working together

# California's #1 HMO



Above: A standing room only crowd crammed into the pharmacy's tiny break room to get the low-down on Unit Based Training.



Left: The Kaiser Fullerton Pharmacy has a line stretching out the door within minutes of opening. Unit Based Training will help reduce patient wait times.

# **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 or on our website.
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 include 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. Awards are contingent upon the student being accepted by and registering at an accredited school.
11. 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](http://www.ufcw324.org) or call 714-995-4601 x 209**

# Hot Topics

Words of wisdom to help you keep your job

## Inappropriate conduct, sexual harassment can cost you your job

—By Field Director Chuck Adinolfi

There has been a real epidemic of sexual harassment, third party sexual harassment and inappropriate conduct cases coming across my desk in the past several months. Although these cases are not new to our industry, the level of cases from all of our employers has been up significantly. All of our employers are taking this matter very seriously and would rather err on the side of caution and suspend or terminate than give our members the benefit of the doubt.

These cases vary from unwanted flirting, touching, dirty jokes, lewd gestures, as well as consensual acts that take place at the work place by co-workers and managers alike. The dirty jokes and lewd comments and gestures may seem funny or entertaining to your friends, but it could be offensive to someone else that is standing nearby. That person, whether it is a member, customer or even a vendor can register a complaint with the company.

The use of racial slurs in jokes or toward other coworkers has also been a very sensitive issue and the cause of discipline. We have seen an in-

crease of suspensions of members calling each other by some slang, offensive racial term because they think they are friends and it was all in fun. Even though they may be smiling or laughing with you, that response will not exempt you from discipline at some later date.

When you are in the work place you must follow the rules. It may be acceptable behavior in your home or with your circle of friends outside the workplace, but when you cross through those doors it needs to stop. It is very difficult for your union to defend members when they are disciplined for committing these types of acts. Your employer has a duty to its employees and your union expects the employer to have a safe work environment free from harassment and discrimination.

This behavior can cost you your job and is not appropriate in the work place. Your union will continue to investigate grievances for discipline handed out by the employers and verify the validity of any claims that are made. We will do everything we can to ensure that the accused members as well as the alleged victims get treated fairly.

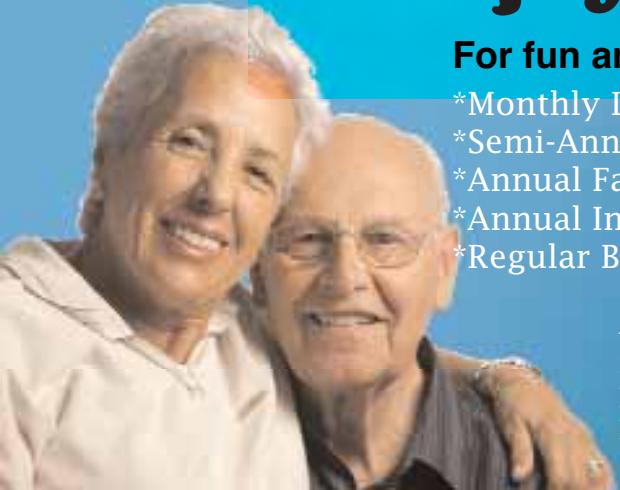


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For fun and friendship join the UFCW Retirees' Club!

\*Monthly Luncheons  
\*Semi-Annual Pancake Breakfasts  
\*Annual Fashion Show  
\*Annual Indoor Picnic  
\*Regular Bingo

\*Party Bingo  
\*Bowling  
\*Arts & Crafts  
Easter, Patriotic, & Christmas Boutiques  
\*Reduced Travel Trips



As a member of Local 324 you are welcome to participate in many of our activities. For information please call: Barbara Hamilton (562) 431-7545, Carole Peterson (714) 521-6820, or Marion Jones (714) 536-7315

# Does your big bank leave you feeling like you're lost in the crowd?



## Moo'-ve your auto loan to Rancho FCU and pocket \$200 of 'Moo'-lah!

**Auto Loans as low as 3.90% APR\* DAC\*\***

Our popular 'Moo'-ve It On Over promotion is back. Now's the time to 'Moo'-ve an existing auto loan from another lender to Rancho FCU. **When you make the 'Moo'-ve, you'll pocket \$200 CASH!** The transfer is quick and simple and handled by one loan officer. Transfer as many auto loans as you like! Vehicles transferred cannot be older than 2004 or have more than 75,000 miles, minimum finance amount \$10,000, qualifying restrictions apply. Call or visit any of our 6 full service branches to help you with the 'Moo'-ve! **Don't graze and miss this chance to earn lots of 'Moo'-lah! Apply today!**

\*APR=Annual Percentage Rate. \*\*DAC on approved credit.

### Rancho Federal CREDIT UNION

**Downey**  
(323) 855-9050

**Montebello**  
(323) 725-4330

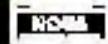
**Buena Park**  
(714) 995-4801 ext. 6

**Claremont**  
(909) 626-3333 ext. 6

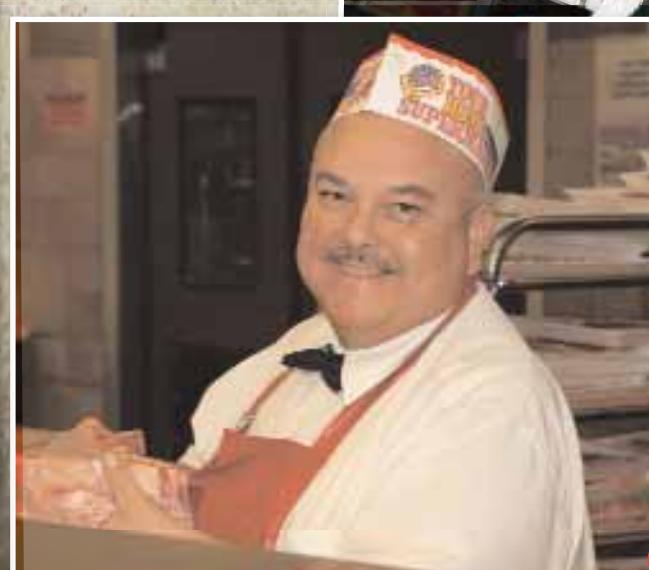
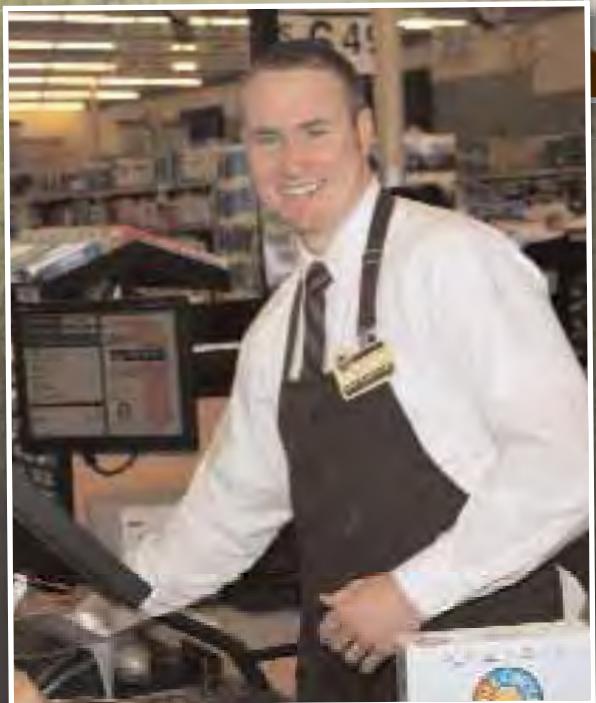
**Los Angeles**  
(213) 407-7070 ext. 6

**San Diego**  
(619) 298-7772 ext. 4

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

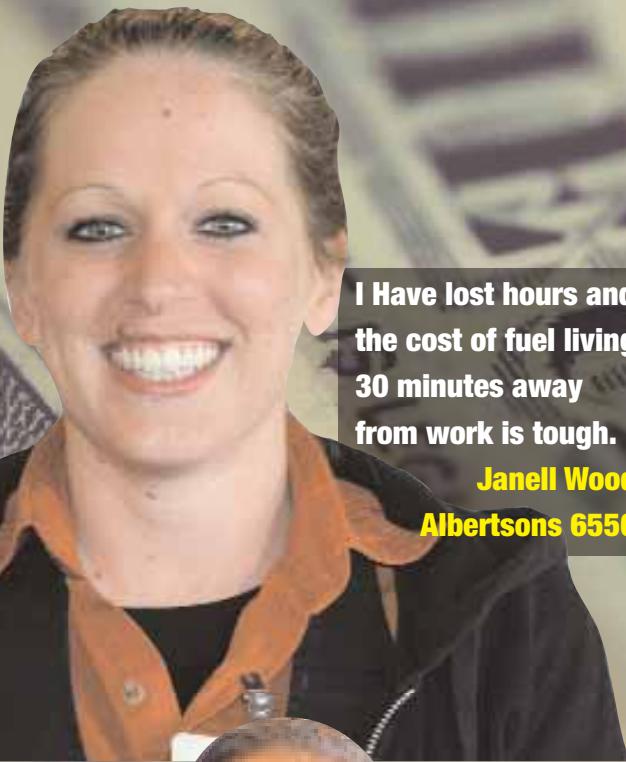


# Stater Bros. 159 in Cypress



# Word on the street

## ▪ How has the recession impacted your job?



I Have lost hours and the cost of fuel living 30 minutes away from work is tough.

**Janell Wood**  
**Albertsons 6556**

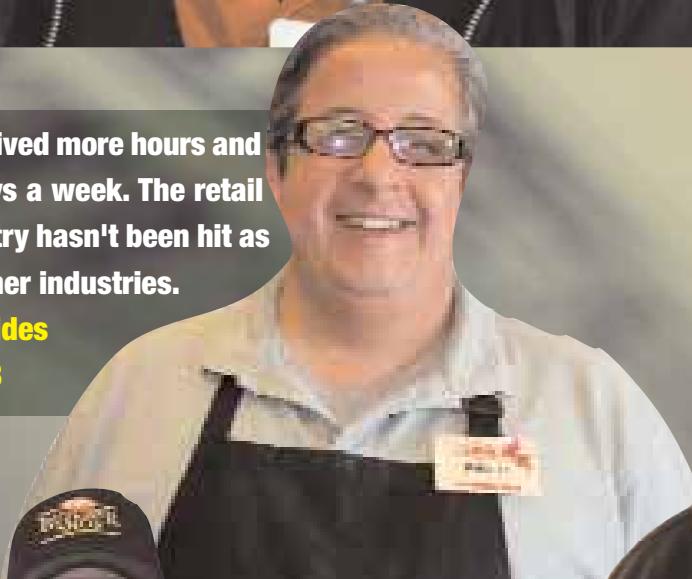
My hours have been cut quite a bit. A lot of people have to work in different departments and view it as a demotion.

**Jolene Schwan**  
**Albertsons 6508**



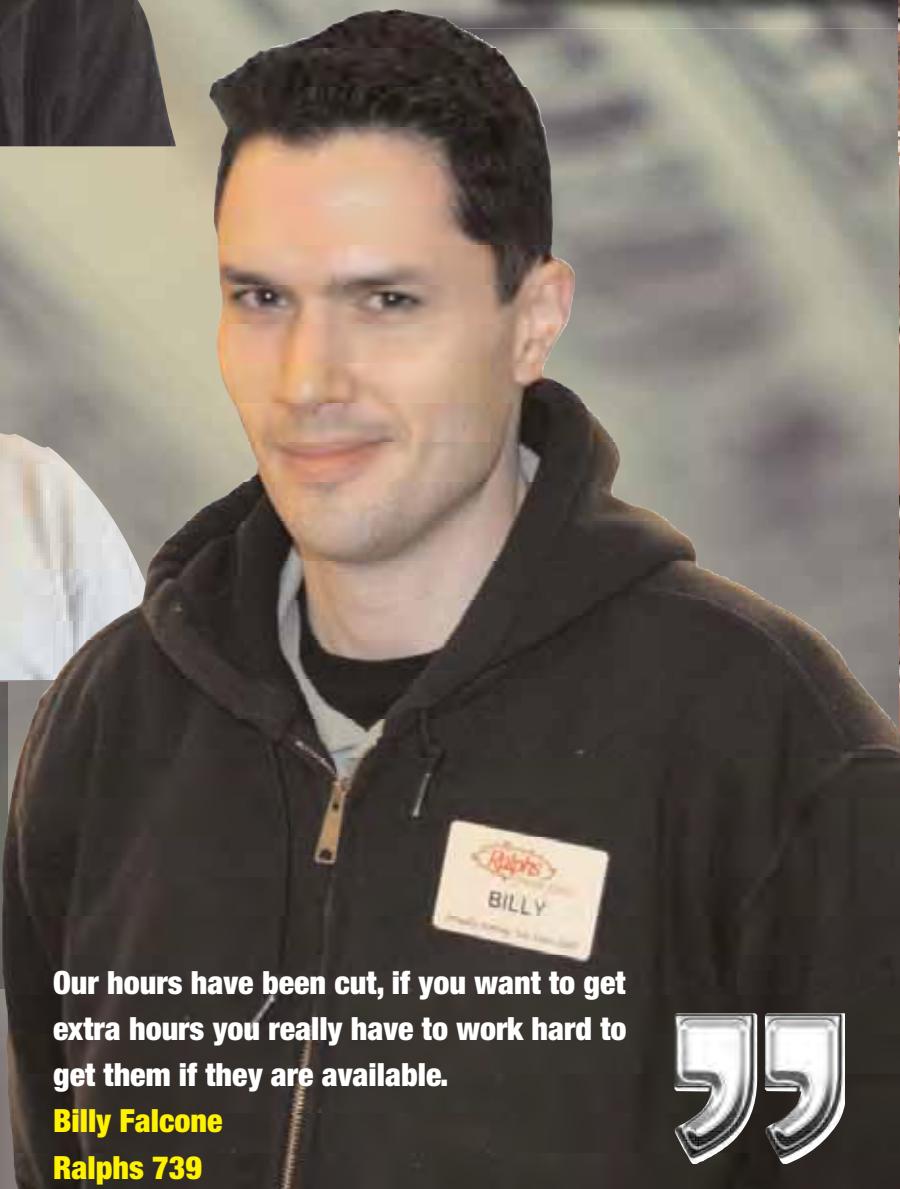
I have received more hours and work 6 days a week. The retail food industry hasn't been hit as hard as other industries.

**Phil Benavides**  
**Ralphs 188**



It's been perfect, No reductions in hours, in fact I work 44-48 hours a week.

**Justino Mojica**  
**Ralphs 34**



Our hours have been cut, if you want to get extra hours you really have to work hard to get them if they are available.

**Billy Falcone**  
**Ralphs 739**



# Off the wall



Amuse Yourself...



REGAL  
ENTERTAINMENT  
GROUP



LEGOLAND  
CALIFORNIA

SEA-LIFE

AMC  
THEATRES

KRIKORIAN



Six Flags SeaWorld

Attraction

Disneyland

Adult Price

\$68

Children Price

\$60

Disneyland Park Hopper

\$73

\$65

Seaworld

\$51

\$45

Universal Studios

\$59

\$59

Legoland

\$50

\$50

Legoland Park Hopper

\$61

\$61

Six Flags Magic Mountain

\$25

\$15

Movie Tickets

AMC

\$7.50

Regal Entertainment Group

\$7.50

(Regal-Edwards-United Artists)

Krikorian Theaters

\$6.50

...at a discount price!



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Buena Park, California 90622-5004



PERIODICAL  
POSTAGE  
PAID

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

**STATS**

January  
February

**2010**

GRIEVANCES FILED ..... 241  
MEMBERS BACK TO WORK ..... 40

BACKPAY COLLECTED:  
\$ 32,310.20

**UFCW324.ORG**

**LIVE BETTER  
WORK UNION**

Finally.  
It's all starting to click.

**WWW**  
ufcw324.org