



Smart Investments

From saving Africa to curing cancer, union scholarships finance aspirations of a new generation

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Meat & Eat

Members at JBS plant hold an 'open house' of sorts.

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Null & Void

Supreme Court wipes away hundreds of NLRB decisions, saying quorum was needed.

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Hope & Charity

Charity Golf Classic hits \$1.3 million mark in funds raised for women and children's shelters.

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U have to tell us!

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Elections in some states show a more militant pool of union activists

Organized Labor has, to say the least, been on the outside looking in on the machinery of government for most of the past decade. It was less than two years ago that friends of labor took office, in part, because of the tens of thousands of volunteers from labor unions.

Our role was hardly insignificant. In most states, volunteers from unions formed the majority of those who worked on the ground, taking care of such essential roles as driving voters to the polls and making last minute visits to voters' homes to be sure they don't neglect to vote.

Union members were among the loudest cheers when the millions of man hours paid off in an impressive win for pro-union candidates nationwide.

It is not at all unreasonable for Union Members to vigorously pursue changes in a federal labor code that has favored big business over unions for decades.

It is not presumptuous of us. Nor is it "pushy," even "rude" as some have suggested for union members to apply pressure to those office holders who relied heavily on our sweat to actually support us when they take office.

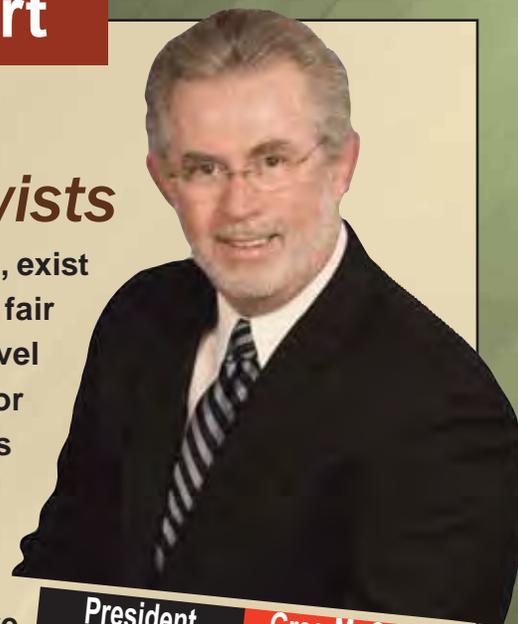
In fact, I emphatically believe that for unions at the local and national levels to do anything less would be malpractice. There is arguably no greater responsibility we have than to fight to ensure that the large corporations that employ our members are not permitted to use their greater bank accounts to manipulate the laws that govern the relationship between the two. Labor unions after all

is said and done, exist to secure a fair shake on a level playing field for the thousands who labor under our banner.

For those reasons, I believe that the decision by several labor unions to withdraw their endorsement of politicians who broke their promises was a correct one. In some of those efforts across the country the incumbent politician managed to survive a revolt by the people who were once solid supporters but who now worked tirelessly to defeat them.

It was reported that the President's own white house aides were angry with union members for persuing that course. And for those whose primary goal is to preserve allies in Congress for President Obama's wide array of policy initiatives hostile reaction is perhaps an understandable reflex.

But I believe that upon more deliberate reflection anyone who understands the role unions play for the millions we represent should not be surprised by our spirited promotion of the all-too-elusive fair shake and our disappointment at the all-too-frequent broken promises.



President

Greg M. Conger

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

Top scholar dreams of becoming a doctor and working in Africa

For most of her life, 17-year old Crystal Murrieta has been a worrywart of sorts.

She once confided in a guidance counselor that she worried people didn't like her. A few days later she was elected Student Body President.

She worried about saying yes when she got asked to the prom. The cost of the dress caused her to toss and turn at night. She entered an academic contest featuring a formal prom dress as the grand prize.

She won the prize her junior year but fretted about entering the same contest the next year out of concern that she might win again "and that wouldn't be fair."

For most of her life, Crystal has worried that her intellectual curiosities would break the family bank. She and her family no longer worry about how they are going to pay for her first year of college beginning this fall.

The contents of a recent letter from the UFCW Southern California Trust Fund has made the La Habra High School senior's first full year at UCLA a paid in full item on her overstuffed to do list.

Crystal is one of a highly select group of \$10,000 scholarship recipients whose academic prowess on an intense written exam stood out among hundreds of UFCW members and family members.

The rigors of studying

for an all-day exam is something Crystal won't miss after she walks down the aisle to accept her diploma. But

The Family Puzzle

Crystal Murrieta, right, places a piece to a jigsaw puzzle as sister Maria and father Cristobal scramble to find pieces of their own. A jigsaw puzzle is a fixture at the Murrieta home, often sitting on the dining room table for a week or two while family members add to it until the picture is complete.



the challenges a career helping Africa's impoverished millions might bring, her father cracks a slight smile and stops

himself from rolling his eyes. the stress of essay questions will likely pale in comparison to the challenges she'll find in the remote villages of Africa.

That is where Crystal sees herself in 10 years—after she finishes medical school at UCLA and secures the coveted title of "doctor."

"Sometimes people complain that we may be lacking something here in our country for whatever reason, but the contrast with Africa is so absolute" Crystal said, trying to articulate why she's drawn to the continent and its appalling human suffering.

"There are just not enough people there to take care of the needs of the people . . . It would be the best way I could make a difference in people's lives."

Crystal's \$10,000 award has brought her dreams closer to reality. It has also spawned a laundry list of "what ifs" that sat dormant as a potential source of worry.

As Crystal contemplates some of

According to both daughters, their soft-spoken father Cristobal Murrieta and five-year union member doesn't worry—or at least he doesn't show it.

In fact, Crystal recalls only one time in her whole high school career that her father ever openly worried enough to let it show.

"I was waiting until the last minute to turn in the application for the union scholarship and the deadline was maybe two or three days away," she said.

"It was a Friday night and he actually said that I couldn't go out until I finished the application. He even called home that night to be sure I didn't skip out without finishing it."

Crystal looks at her father and both share a chuckle.

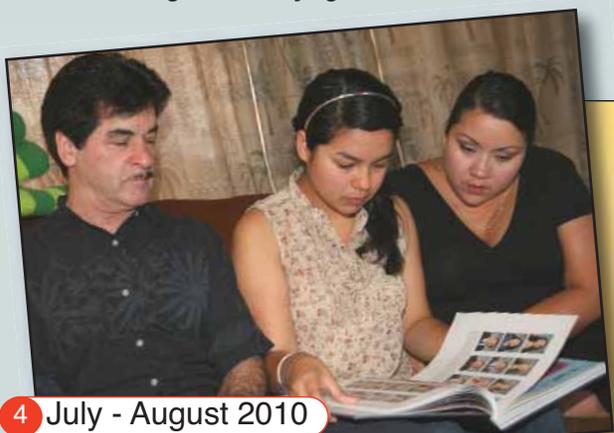
"So see, all that worrying wasn't necessary at all," she said with a grin that seemed to concede the statement was meant more as advice to herself than to her father.

pages ahead. In contrast, Cristobal maintains a curiosity nearly as strong, but makes an effort to hide it, lest he appear too eager. Any casual observer who spends time with the family is likely to identify the scene as a visual metaphor for the family dynamic. It is Crystal's life rolled into a single photo.

Worth a thousand words . . .

Crystal Murrieta flips through her high school yearbook as her sister Maria and father, Cristobal, look on with varying degrees of interest. Maria, who claims to be living her life vicariously through her sister, thumbs anxiously through the book, even darting ahead of her sister all the while predicting what she'll see in the

pages ahead. In contrast, Cristobal maintains a curiosity nearly as strong, but makes an effort to hide it, lest he appear too eager. Any casual observer who spends time with the family is likely to identify the scene as a visual metaphor for the family dynamic. It is Crystal's life rolled into a single photo.



For pro-union candidates to win, pro-union voters have to vote-It's that simple

If the most recent California Primaries taught us anything, it is that if those who labor for a living do not get out to vote in the upcoming elections in November, then those who exploit the labor of others will dictate the results. This conclusion is based upon precinct-by-precinct analysis of working class neighborhoods in Orange County where voter turnout for the June Primary elections was remarkably low. Especially, since overall voter turnout for the County was 30%, a significant figure for a primary election.

It may seem too early to be thinking about November, but with so much at stake and so many more millions of dollars certain to be spent, we cannot afford to delay. Our choices are clear, but unless we educate our friends, family, and co-workers, we stand to lose even more than has been taken from us during the previous eight years under pro-business – anti-worker administrations.

Meg Whitman will spare no expense to become Governor of California. In the June Primaries, she spent more than \$81 million to gain the right to run as the Republican candidate in November. This is certainly only a pittance compared to the sums she will spend in the coming months to mislead Californians about her record and priorities.

Many people know Whitman has not cared enough about the democratic process to participate much, voting in only eight of the last nineteen elections. What most do not know is the significant role she played in the recent economic meltdown and ensuing job crisis.

While Whitman served on the board of directors for Goldman Sachs, which is currently under investigation from the SEC for questionable practices contributing to the housing collapse, she was appointed to the compensation committee, the advisory body responsible for administering executive pay and bonuses. During her time on the board at Goldman Sachs, this committee handed out over \$179 million to top executives prior to the firm needing a \$10 billion dollar federal bailout.

Unlike Whitman, Jerry Brown stands on his record. As Governor of California from 1975 to 1983, he established

the right: for teachers, school employees, and other state workers to collectively bargain; for firefighters, police, and other local government workers to collectively bargain; and for farm workers to join unions and collectively bargain.

Other highlights from his previous tenure as

Secretary-Treasurer **Andrea Zinder**

Governor include signing a law to protect workers from toxic substances in the workplace, increasing unemployment benefits for laid off workers, and increasing workers' compensation for those who are injured on the job.

Those who labor for a living cannot afford to take any risks this November. The fiscal problems our state faces cannot and must not be solved upon workers' backs. Authorizing outrageous executive compensation packages is the basis for Whitman's claim that she can run a business. Legislating methods for workers to bargain collectively to better themselves is Brown's way of changing the status quo.

Also, this upcoming November, running for the U.S. senate against our friend Barbara Boxer is another corporate executive with a record of extreme mismanagement, job outsourcing, and indifference to the democratic process.

Carly Fiorina's record speaks for itself. Prior to her termination as CEO of Hewlett Packard, she laid off 30,000 American workers, sending their jobs overseas to China. Currently, she has strongly opposed the economic recovery act, which has created or saved more than 150,000 jobs in California alone. Fiorina also cut workers' salaries at HP by \$130 million while receiving \$90 million in compensation herself. During her reign at Hewlett Packard, the com-

(Continued on page 19)



The rich history of the Po-Boy

—By Matthew Hart

Submarine sandwiches have become a staple of American lunches. Depending on the region, these sandwiches may be called by various names: Grinder, Hero, Hoagie, Torpedo or simply Sub. All have their own subtle qualities and history, but one variation of the Sub should spark an interest to every friend of labor – the Po-boy. Born in New Orleans, this sandwich was developed by Bennie and Clovis Martin during a bitter streetcar strike to feed striking workers. For four months, thousands of Po-boys were made free of charge to any striking worker looking for a square meal.

Late in the evening on July 1, 1929, leaders of the Carmen's Union, Division 194, called on all streetcar conductors and motormen in the city of New Orleans to cease working.

By 5:20 am, as the last streetcar pulled into the barn, the strike order was in full effect, impacting 1800 employees. For several months, the union and the New Orleans Public Service Inc. attempted to resolve their differences with little success. The union wanted higher wages and shorter hours, and the company refused to even recognize the union.

On a national level, 1929 ranked as one of the most violent years of labor strife in history, and transportation strikes across the nation provoked emotional displays of public support.

This strike was no different. Within the first week, on July 5th, union men on strike and their sympathizers clashed with police as the company brought in scabs from New York to run the cars. Several streetcars and their storage barns were set on fire, rails were blocked with timber and blocks of concrete, and scab drivers were attacked with paving stones and bricks. Police retaliated by firing into the crowd, killing two union men. Tactics would escalate as the strike continued, with the company using court injunctions and police violence. Union sympathizers resorted to the use of dynamite to destroy streetcars.

Streetcars that were not destroyed still found it difficult to find passengers willing to ride with scab drivers. It was common to see the streetcars driving around empty with the exception of the scab driver and the police protecting them. Support letters flooded the local, including one in particular from Bennie and Clo-

vis Martin promising, "Our meal is free to any members of Division 194." Their letter concluded: "We are with you till h--l freezes, and when it does, we will furnish blankets to keep you warm."

Bennie and Clovis Martin were former streetcar operators and members of the street railway employees' union who had opened the Martin Brothers' Coffee Stand and Restaurant in the French Market in 1922.

In order to hold true to their promise, the brothers met with John Gendusa, a local baker, to develop a 40-inch loaf of bread. The loaf was cut in half or smaller and filled with roast beef, slathered with mayonnaise, and dripping with gravy.

"Whenever we saw one of the striking men coming," Bennie Martin later recalled, "one of us would say, 'Here comes another poor boy.'" The sandwiches took on the name of "Poor boys" which overtime, due to dialect, became "Po-boy."

On October 29th, the stock market crashed leading the world into a decade-long depression. Shortly after this event, the New Orleans Public Service Inc. refused to even bargain with the union, despite the union having accepted their last offer.

Ultimately, the Depression benefited the employers, and the Carmen's union lost their battle. Most of the striking men found themselves unemployed, their jobs permanently taken by scab drivers. The sabotage of streetcars driven by scabs continued until April of 1930.

However, the continued generosity of the Martins as well as the size of their sandwiches proved to be a wise business decision that earned for them a good standing with the public and hundreds of new customers. As the Depression worsened, many New Orleanians took advantage of the oversized Po-boys to feed themselves and their families. Over time, the nation recovered and began to prosper, yet the Po-boy remains a staple of blue collar America.

There are few foods that bare the distinction of being the dish of the downtrodden or the meal of the meager. Certainly, no other variation of the Submarine sandwich has the luxury of being born from a labor battle. Only the Po-boy holds this great honor. So, while some call this type of sandwich a Hoagie or Torpedo, perhaps unionists should only refer to it as a Po-boy.



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Some Union Reps take on new



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SUPER A FOOD 4
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Hot Topics

Words of wisdom to help you keep your job

Maintenance Forms (Ralph's)

—By Field Director Chuck Adinolfi

If you are using a maintenance form at work to record your time punches, you are putting your job in jeopardy. For those members that are not familiar with the term maintenance form, it is a hand written form used to record time punches instead of using the time clock. Some of our other union employers may use similar forms to record missed punches, but we have noticed an increased amount of terminations from Ralph's for alleged falsification of time records.

There are many legitimate reasons for not using the time clock. It could be that you are unable to punch in early, or you are working a different shift, or there is a late meal period just to name a few. So in these cases the member may be blocked out from making a normal punch. Sometimes the punch may need a manager's override and there may be no one available with a key. In that case, you should proceed with extreme caution.

The number one reason for concern is that your manager or loss prevention may compare the time you wrote in on the form to the time that appears on the surveillance camera. If this time is different, they will jump to the conclusion that you have falsified your time so that you could benefit in some way. Even if the time is off by just a couple of minutes. When confronted with this discrepancy, it



is impossible for you to defend yourself because the punch in question was a couple of weeks back. It can be just as difficult for your union rep to try to explain the difference in the time recorded and the video.

The best advice I can give you to help from getting in trouble with maintenance forms is:

1. Always have a manager or person-in-charge verify the time that you record and ask them to initial the form as a witness.
2. Use the time clock as your official start and stop time.
3. Be as accurate as possible with the times, do not round off.
4. If you do not remember the time or if you are not sure, ask the store director to check the video.

You may think that this advice is being too overly cautious and that you are a good employee that always follows the rules. Or maybe you feel like you do not have anything to be concerned about. Let me assure you all that I wouldn't be warning you about this if we didn't have a great number of terminations over this issue. Although we will do everything we can to represent you, your company has prevailed in arbitration on numerous occasions in falsification of time records.

Enjoy Your Retirement!

For fun and friendship join the UFCW Retirees' Club!

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- *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



Scholarship



Christina Pieper, future Chef and winner of \$1,500. Daughter of Vickie Pieper of Rite Aid 5739.

Deniece Vargas, future Court Reporter, Member at Disneyland.



Eric Pearson, future Civil Engineer and winner of \$2,500. Son of David Pearson of CVS 8841

Salpi Yaghoubian, future Pharmacist and winner of \$2,000. Member of Kaiser 59.

Briana Le, future Dermatologist and winner of \$2,500. Daughter of Christina Pham of Pavilions Pharmacy 2210.



Amanda Roddy, future Anthropologist and winner of \$1,000. Daughter of Allan Roddy of CVS 9485.



Aline Derk, future Pharmacist and winner of \$2,000. Member of Rite Aid 5739.

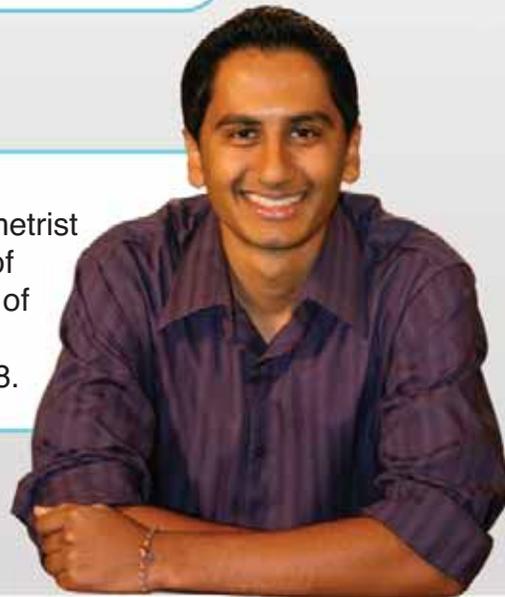
Awards

Leslie Rodriguez, Business Major and winner of \$2,000. Daughter of Luisa Ortega of Food 4 Less 508.



Adrienne Remigio, future Pharmacist and winner of \$2,000. Daughter of Susan Remigio of Rancho Federal Credit Union.

Shalin Patel, future Optometrist and winner of \$1,000. Son of Rita Patel of Rite Aid 5768.



Tammie Liu, future Nurse and winner of \$2,500. Daughter of Nina Quintana of Vons Pharmacy 69.



Emily Springer, winner of \$5,000 from the UFCW Food Benefit Fund. Daughter of Jacqueline Springer of Vons 3076.



Kalostian, Pharmacist and winner of \$2,000. Member of Kaiser 5733.

NOT PICTURED:
Henry Hua, Winner of \$2,000.
Member of Kaiser 354.

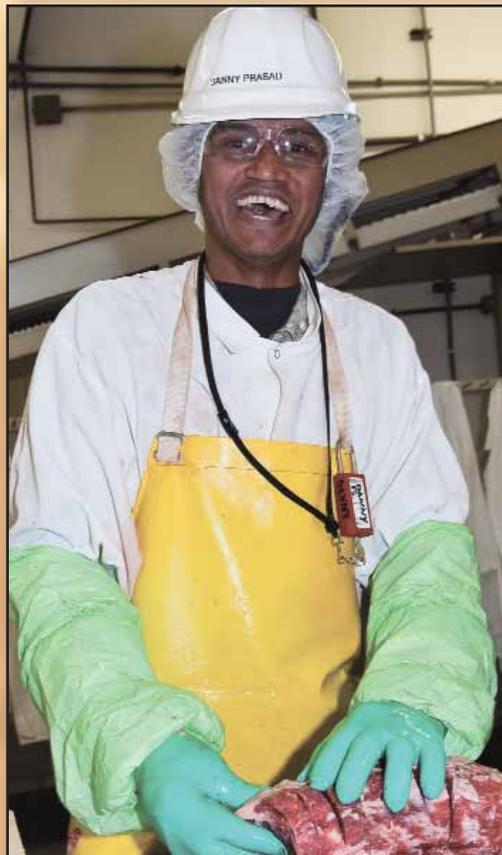
Members at JBS create model for

Located in Santa Fe Springs, the JBS Meat Processing plant employs 90 UFCW members, who work one of the most efficient assembly lines in the industry. They pack meat products for various companies that contract their services. A recent infusion of capital investment from JBS, has earned widespread praise from union



processing plants nationwide

members who are elated to see the increased attention lavished on the facility. The plant has been union since 1993 when it was organized under the previous owner and known as Swift. JBS bought the facility in 2009.



Grocery, Drug Industry employers



are down.

But, the food and drug store industry has remained buoyant--the six major employers of UFCW members in Southern California locals notably so.

Secretary-Treasurer Andrea Zinder conceded that statistics alone don't give a complete picture of how companies as large as these fared during the recession. But, she noted, the overall health of local union employers is supported by more than one method of measurement.

In fact, data from several sources provide ample evidence that the recession of the past two years hit some retailers harder than others.

"Those that managed to survive did so because their employees have succeeded in developing a relationship with a customer base. In other words, people have reasons to go to the store other than the merchandise alone," Zinder said.

The reputation that union members have helped their companies forge is credited by many for the surprisingly solid market positions maintained by the six companies.

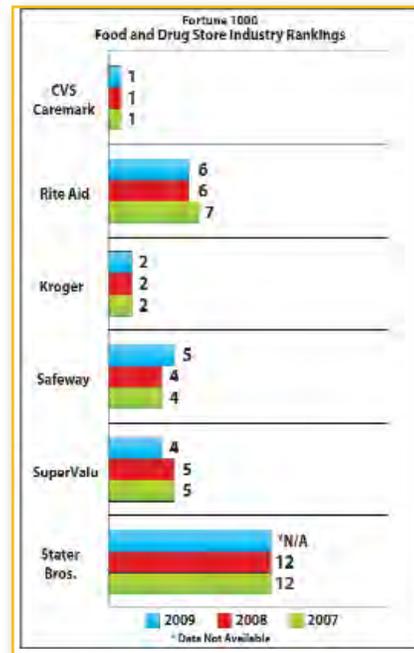
Five of these employers rank

In the last two issues of *U Magazine*, the staff studied the plights of members from UFCW's six Southern California locals through the current economic climate.

For the most part, the studies showed that these members employed in the food and drug industries have fared well.

It stands to reason then, that their employers have done so also.

No doubt the current recession is still impacting the national economy, and overall sales in most industries



within the top one hundred companies in Fortune Magazine's Fortune 500 rankings for 2009, and Stater Bros., the only regional entity among the six, ranks a respectable 538 within the broader Fortune 1000.

Fortune Magazine also offers industry specific rankings. To date, for 2009, only companies from the Fortune 500 are accounted for by specific industry.

The five national employers of UFCW's members stand accordingly within Fortune 500's Food and Drug Stores industry rankings for 2009: (1) CVS Caremark, (2) Kroger, (4) SuperValu, (5) Safeway, and (6) Rite Aid.

So, even though the economy is down, the major employers of UFCW's Southern California membership, are still generating huge revenues and dominating their respective industries.

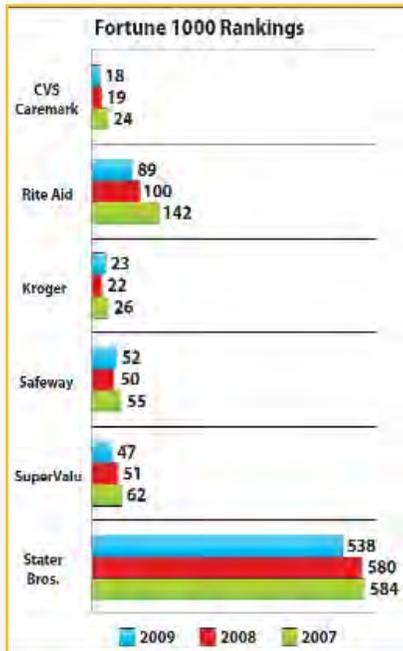
Revenues in the food store industry are slightly down from 2008.



hold steady during bad economy

But, in a period when daily headlines seem to report the failure of familiar companies every week, losses by big name grocery stores could be called mild.

According to the *Supermarket News*, total revenues in 2009 for the top 75 food distributors, retailers and wholesalers, in North America were down by 0.2%. The Supermarket News also estimates that total revenues for the top 10 of these com-



panies diminished by 1.2% in 2009. The top 10 food distributors account for 68% of the total revenue

generated by the top 75 for 2009.

The Supermarket News tracks the top food distributors in the United States and Canada yearly with its Top 75 Retailers ranking.

Here is how the Food employers of UFCW's Southern California membership rank for 2009: (2) Kroger, (4) SuperValu, (5) Safeway, and (36) Stater Bros.

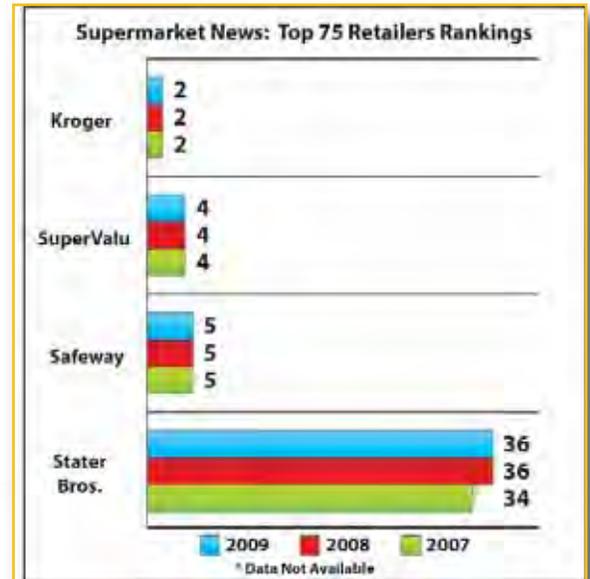
So, not unlike their employees, members of UFCW's six Southern California locals, CVS Caremark, Rite Aid, Kroger, SuperValu, Safeway, and Stater Bros. have stayed far away from the current economic quagmire.

How'd They Do It?

The phrase "people still gotta eat" is often invoked by industry experts when they are queried about why grocery retailers survive economic downturns.

The cliché is true to an extent. The public, at large, tends to cut out luxury expenses such as eating out at restaurants when times are tough.

Grocery stores are the natural



beneficiaries of such changes in retail patterns as people buy and prepare their own meals instead of eating out.

But this recession, unlike others, has seen the rapid rise in store-brand products. The cheaper knock offs of major brand labels sold under the grocery retailers own label are far more profitable than the average name brand equivalent, according to Supermarket News.

That trend helped Kroger post profits at a time when its closest competitors were losing money.

Whether that trend continues when times are good again remains to be seen, but the overall health of local employers appears beyond doubt.

President Greg Conger summed it up by saying:

"It looks like the day is fast approaching when grocery chains will continue the practice of measuring profits in the billions while claiming to be on the brink of bankruptcy."



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Local raises over \$100,000 at golf tournament, bringing total to over \$1.3 million



Eli Home Director Lorri Galloway thanked the union for their vital support.

Nearly a 150 golfers took to the greens June 23 in Tustin to help Local 324 raise a record \$135,000 for battered women and children's shelters throughout LA and Orange County.

The Annual Golf Classic can now boast that its loyal sponsors have raised upwards of \$1.3 million for the cause.

Lorri Galloway, Director of the Eli Home one of the event's longstanding recipients, described the donation as a "miracle" that has been pivotal in keeping the facility open during hard economic times.



Jose Rubalcaba, David Valades, Steve Manzanares & Daniel Vejar of Ralphs 40



"The ongoing support of our sponsors has made our event a real part of the community's effort to combat domestic violence by giving women choices they otherwise wouldn't have." —President Greg Conger

Electing pro-union people to office requires your participation in the process

(Continued from page 5)

pany's stock dropped a staggering 60%.

Barbara Boxer, on the other hand, has proven herself over and over again the past twenty-seven years in office as author, sponsor, and cosponsor of numerous bills, as chairwoman and member of committees and subcommittees, and as a trusted friend of the UFCW, voting along side of us 100% of the time.

During the 2009 legislative session alone, Boxer cosponsored: the Employee Free Choice Act; the Healthy Families Act, a bill that expands coverage from the Occupational and Safety Act; and a bill to prohibit employment discrimination on the basis of sexual orientation or gender identity. In addition,

she voted on the side of those who labor for a living on every other piece of pertinent legislation.

With our current economic crisis, budget deficit, and continuing high levels of unemployment, what California needs are proven leaders and not corporate profiteers.

So, possibly more than any before, this election requires each and every one of us voting. Remember that the difference between the cliché "every vote matters" and the power of "every vote matters" is the act of voting.

Ande

August 2, 2010

Official Notice of Nominations

The offices of President, Secretary-Treasurer, Recorder and Vice Presidents 1 through 12 inclusive are open for nomination for election to three-year terms of office. Each of the 12 Vice Presidents is numerically designated for nomination and election purposes (for example, Vice President #1, Vice President #2, etc.).

This shall serve as official notice to the active membership of UFCW Local 324 that nomination petitions for any of the above offices must be submitted in person, by U.S. Mail or other carrier no later than 5:00 pm August 31, 2010, at the main office of UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, to the attention of Louanne Punsalang, General Chairperson. **Signatures of no less than 448 active members in support of said nomination are required.**

The name of the member who is being nominated and the specific office for which he or she is being nominated must appear at the top of each and every page of the petition. The nomination petition must contain information sufficient to permit the Election General Chairperson to verify the identity of the signatories thereto. For that purpose, in addition to the signature, each member should print their full name. Social Security Numbers also assist in verification.

Procedures governing nominations, as set forth in Article XII of the UFCW Local 324 Bylaws are as follows:

Section A. All officers shall be elected by secret ballot of the membership, and their term of office shall be for three years, commencing February 1, 2011. Terms of office shall expire on January 31, and the terms of newly elected officers shall commence on February 1.

Section B. Nominations and elections shall be conducted during the last six months preceding the expiration of the term of office.

Section C. Not less than thirty (30) days prior to the deadline for the receipt of nominations petitions, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations, the actual number of signatures required for nomination petitions, the deadline date for the receipt of petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain.

Not less than 15 days prior to election, notice shall be made by the Local Union to each member at the member's last known home address, setting forth the times, dates, and places for conducting the elections.

Notice of nominations and election may be combined into a single notice, which shall be mailed in accordance with the time requirements specified in the first paragraph of this Section.

Section D. No person shall be eligible for nomination or election to any office unless such person is:

1. An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs, or;

2. An active member in the Local Union who has been an active member of the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs.

Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

Section E.

1. Nominations shall be conducted by petition. Nomination of a member for a specific office shall require the signatures of two percent (2%), of the average monthly active membership of the Local Union based on the number of active members on which the Local Union pays per capita tax to the International Union for the twelve-month period ending with the next to the last month prior to the month in which the notice of nominations is mailed to the membership; provided that the required number of signatures does not exceed 500.

2. Each petition shall indicate the member who is being nominated and the specific office for which he or she is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which he or she is being nominated. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office and that office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name, and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.

3. Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.

4. If a signature on any petition is not accompanied by a printed name or the other identifying information required by the general chairperson, but the identity of the member can be determined from the signature, the signature shall be deemed valid and shall be counted.

Section F. No member may run for more than one office in any election and no member may hold more than one elected office at any one time. The regular employees of the Local Union shall not constitute more than fifty percent of the membership of the Local Union Executive Board.

Section G. Any active member in the Local Union, as defined in Article 4(B) of the International Constitution, shall be eligible to vote in the Local Union's election.

Section H.

1. The elections shall be conducted at such times and places as will afford all active members a reasonable opportunity to vote.

2. The President shall select a general chairperson, who shall be a member of the United Food and Commercial Workers, to supervise the conduct of the nominations and election and not less than three members to act as election judges to assist the general chairperson. The general chairperson and election judges, who together shall constitute the election committee, shall not be candidates for Local Union office. The general chairperson shall establish the applicable dates, times, places, manner, and procedures for the nominations and elections. The election committee shall maintain custody of all ballots and election registers during the conduct of the elections. Where multiple polling places are used, at least one election judge or the general chairperson shall supervise the election at each polling place.

3. Each eligible member desiring to vote shall sign an election register authorized by the general chairperson of the election. The voter shall be given a ballot authorized by the general chairperson and shall be provided an opportunity to vote the ballot in secrecy. Ballots shall bear no number or marks which might identify the voter. After marking his or her ballot, the voter shall fold and place it in a secured ballot receptacle provided by the election committee. Alternative procedures for voting by machine, adequate to ensure the secrecy of the ballot, may be provided. Candidates may have observers, who shall be active members of the Local Union. Adequate safeguards to ensure a fair election shall be provided by the Local Union officers and election officials.

4. Where the election is conducted at a single polling place, the results shall be tallied and recorded by the general chairperson of the election and the election judges at the close of the voting.

5. Where the election is conducted at multiple times or polling places, the general chairperson of the election and not less than three election judges designated by the general chairperson shall meet not later than the second day following the last day on which the election was held and at a time and place to be specified by the general chairperson to tally and record the results of the election. As may be determined by the general chairperson prior to the balloting, the ballots may be counted at the close of each polling place, provided that the general chairperson or at least one election judge is present, and provided further than the general chairperson and not less than three election judges designated by the general chairperson shall tally and record the final results of the election as provided above in this paragraph.

Section I.

1. In lieu of or in addition to the election procedure provided for above, the general chairperson of the election may determine to conduct the election by a mail referendum in its entirety or in outlying areas.

2. An election by mail referendum shall be conducted as follows:

a. The election general chairperson and election judges will send by first-class mail to each active member of the Local Union eligible to vote by mail ballot the following: (1) instructions, which may be printed separately or printed on the ballot as to the procedure to be used by the members in casting their secret ballots by mail; (2) one official ballot; (3) one envelope bearing the words "Secret Ballot," with no identifying number or marks; and (4) a ballot return envelope which shall contain a label with the member's name and address or clearly ask the member to print his or her name and address and which shall be pre-addressed to a post office box obtained solely for the purpose of the mail referendum.

b. The Local Union election general chairperson shall establish a deadline for the receipt of return mail ballots, which shall be no earlier than 15 days or later than 30 days after the date upon which the ballots are mailed to the members; provided that, if separate notice setting forth the manner and the dates that the ballots will be sent to the membership and that the return mail ballots must be received has not previously been mailed to each member at his or her last known home address, the receipt deadline shall be no earlier than 20 days after the date upon which the ballots are mailed to the members. If only a portion of the election is conducted by mail ballot, the receipt deadline shall be within the limits provided above and, in addition, the same as the date established for the close of voting in the non-mail portion of the election.

c. On the day of the receipt deadline, after 12:00 noon, at least two members of the election committee shall together pick up the mail ballots and return them unopened to the place specified by the general chairperson, and thereupon the election committee shall open and count the ballots. The general chairperson and the election judges shall remove the Secret Ballot envelope containing the ballot from all ballot return envelopes verified to have been sent by eligible voters. After all the Secret Ballot envelopes have been separated from the return ballot envelopes, they shall be opened and the votes tabulated by the general chairperson and election judges. If only a portion of the election is conducted by mail ballot, the election committee shall open and count the mail ballots following the close of voting in the non-mail portion that day.

d. Adequate safeguards to ensure the secrecy of each voter's ballot and the fairness of the mail referendum shall be provided by the Local Union officers and election officials.

e. In all other applicable respects, the provisions of the International Constitution and these bylaws relating to the election of Local Union officers shall govern.

Section J. Write in candidates and proxy voting shall not be permitted.

All questions concerning the nomination process should be directed to Louanne Punsalang, UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, (714) 995-4601.

Completed nomination petitions must be received by Election General Chairperson Louanne Punsalang at the UFCW Local 324 main office, 8530 Stanton Avenue, Buena Park, CA 90620 no later than 5:00 pm on August 31, 2010.

Word on the street

Q

- What role did you play in helping your
- company weather the recession?

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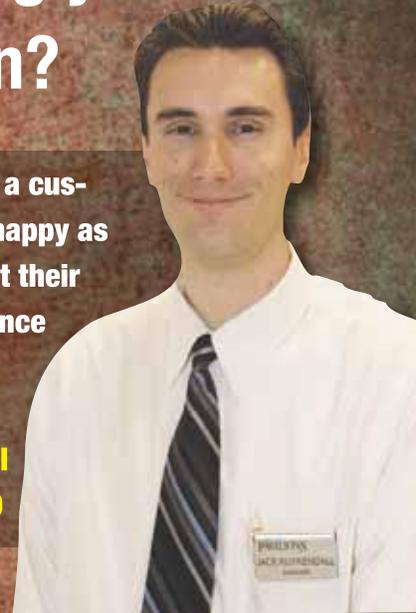


I have made sure that items are fully stocked and signed properly. That way a customer can be sure we have what they are looking for.

Lori Borland
Ralphs 99

Making sure that a customer leaves as happy as possible. We want their shopping experience to be the best it can be .

Jack Kuykendall
Pavilions 2210



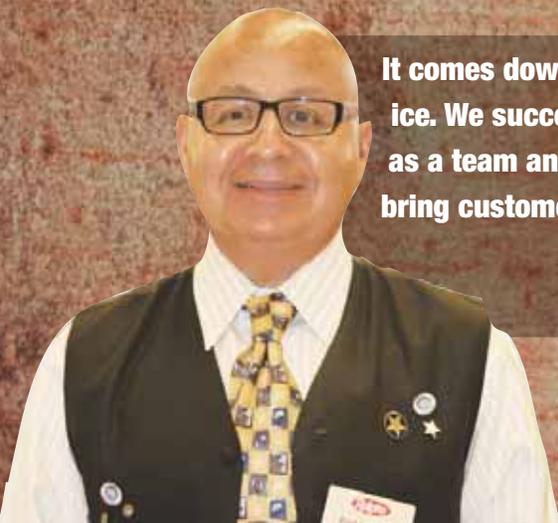
Tried to help customers especially in floral; making them think they can afford it though it isn't a necessity.

Wendi Street-Rundell
Ralphs 79



It comes down to Customer Service. We succeed as a team or fail as a team and good service will bring customers back.

Paul Lopez
Ralphs 99



Customer Service. If people are going to spend fewer dollars we should do our best to make sure they spend them here.

Mercedes Gomez
Ralphs 79



”

Off the wall



Court voids hundreds of NLRB decisions

In a 5 to 4 decision that sent shockwaves through the offices of labor unions nationwide, The U.S. Supreme Court voided as many as 600 of the decisions issued recently by the National Labor Relations Board.

The move came in response to lawsuits filed by a handful of litigants whose cases were reviewed by the board and who protested bitterly that the Board did not have the legal authority to act when it had only two members.

Disputes between Democrats and Republicans in Congress delayed the replacement of three board members since President Barack Obama took office in 2009.

Rather than allow itself to be idled completely during the political infighting, the two active board members agreed at

the time to continue the board's work.

The court ruled that federal law required that the NLRB have at least three members present for a quorum before it can act in its capacity as the regulatory agency tasked with resolving disputes between organized labor and management.

Many legal experts remained unclear as to whether the sweeping nullification of cases applied to every decision issued by the two-person board or if it applied only to those cases in which one side formally protested the authority of the two-person power.

Labor organizations such as the AFL-CIO were quick to criticize the decision. They claimed that the court has effectively delayed justice for those involved in the



voided cases.

But President Greg Conger and many other labor leaders nationwide expressed the optimistic view that the NLRB's anti-labor record makes it likely that some of the more onerous decisions in recent years could now be re-heard before a new pro-labor NLRB.

Out of frustration that Congress was unjustly holding up confirmation of his nominees President Obama made two appointments to the NLRB while congress was in recess.

The action brought the number on the board to four.

Umagazine is published by

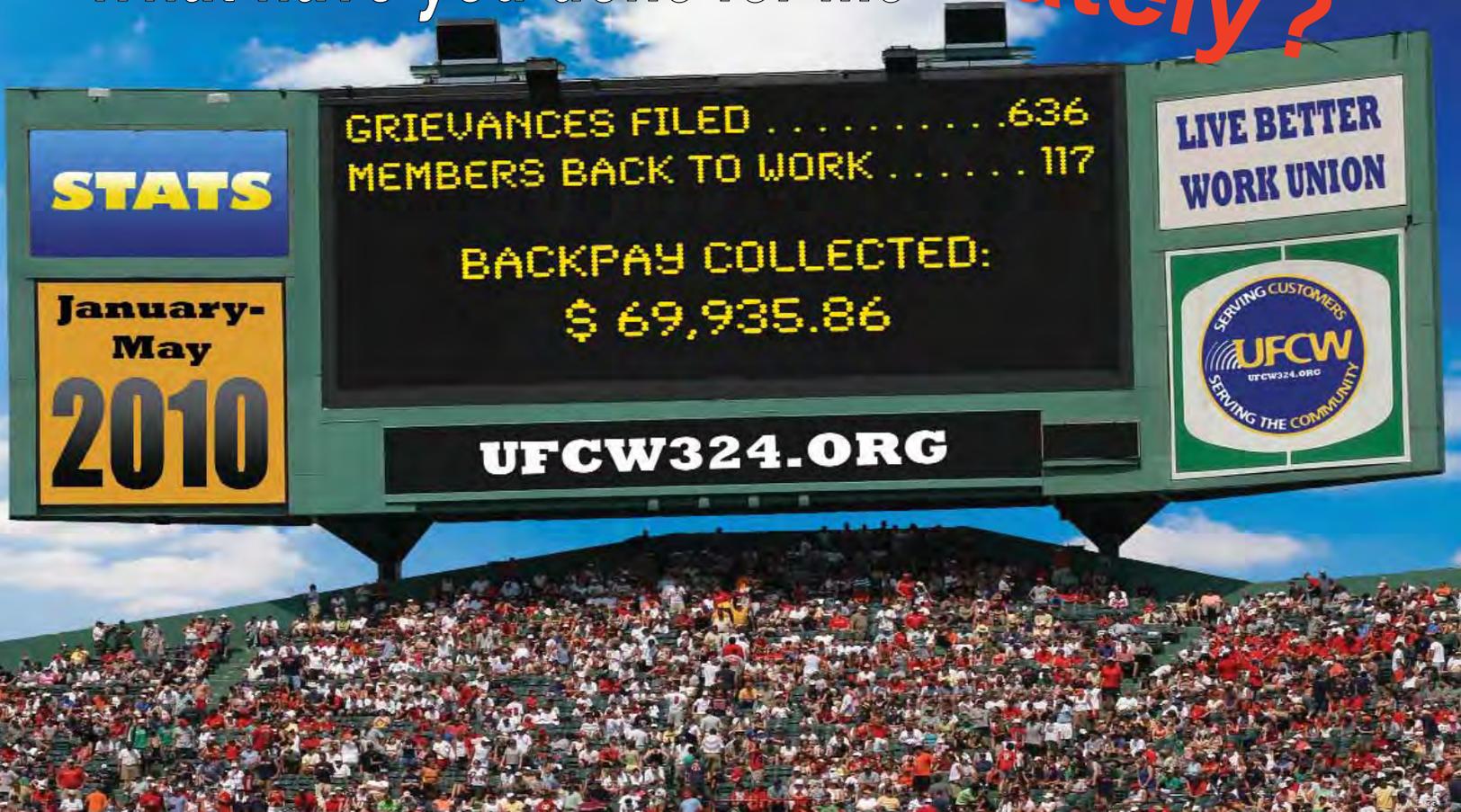


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