



Stand Your Ground

Here & There

A full rundown on what has happened at the bargaining table and what is planned next.

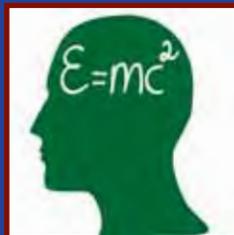
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Pencil & Paper

Smart members and their kids bring home mountains of money for college.

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Hits & Misses

Many golfers ended at or under par, but the hole in one came during dinner.

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**For negotiation updates
the minute they happen**



**Next General Membership
Meeting is Wednesday,
September 14 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!



Another Day Another Dollar

We are at a point where no rational person could argue that the Big 3 grocery chains are not engaged in a systematic campaign of delay. And why not? Not only do our pro-management labor laws allow this conduct—they practically encourage it. Hell, if I held stock in Albertsons, Ralps or Vons I might push for some delay and hope it comes back in the form of dividends, too.

The fact is that forestalling the implementation of a new collective bargaining agreement has become a highly profitable venture.

Lets do some of the math:

The biggest windfall for the Big 3 comes from the health and welfare trust fund. Currently that trust fund pays out approximately \$11 million more every month than it takes in through hourly contributions. Money *not* paid is money earned.

But contributions to the health and welfare trust fund is just one of several cash cows that has Big 3 accountants singing Happy Days Are Here Again.

The same situation applies to the trust fund that pays out our pensions. What's a few million bucks among friends, right?

If the final contract ultimately calls for a pay hike, that may not be retroactive, then the Big 3 have again realized a massive savings. This could possibly cover the full amount of Supervalu's executive salaries—always a daunting challenge, indeed.

Fouls and penalties are crucial to any sport. As long as the Big 3 continue to violate the "spirit" of negotiations (without penalty) they will continue to "save" hundreds of thousands of dollars every day.

Federal labor law must come into the modern age by recognizing modern practices and the various ways they are abused.

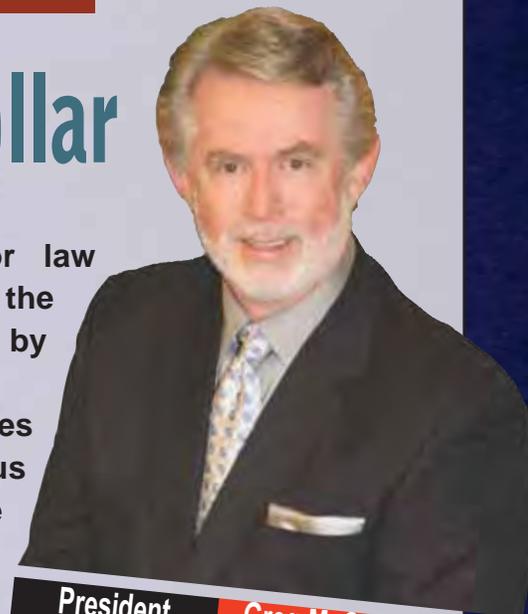
On that note, federal regulators run the risk of becoming little more than live public service announcers whose stern advice is politely acknowledged but rarely followed.

By allowing one party to postpone, stonewall, or otherwise intentionally impact the forward progression of talks without fear of any penalty of any kind, then by extension federal labor law tacitly endorses its practice.

One small step in this direction could be rules requiring retroactive funding for contract elements that are later agreed to.

Until the definition of bad faith bargaining is clarified and until consequences are in place to dissuade the worst violators, this off-Broadway production will be repeated dozens of more times with the same cast only a different venue.

Moreover, as long as delaying for dollars remains a viable option we probably shouldn't blame management for exploiting it anymore than we would blame a pitbull for biting its owner. Pitbulls are bred to bite. Corporations are bred to maximize the acquisition of money—at all costs.



President

Greg M. Conger

Not even close

Union says no to massive cost shift as healthcare remains main hurdle



At press time, negotiators for the UFCW and the Big 3 grocery chains remained at a standstill in their effort to reach an agreement on the healthcare portions of the contract.

In order to ensure the membership is ready, Local 324 began strike preparations starting with a May 26 meeting of picket captains. Wasting no time in shoring up support from the organized labor community, the UFCW secured the full backing of both the Orange and Los Angeles County Federations of Labor.

That announcement was made at a June 6 press conference in Los Angeles, which received statewide media coverage and catapulted the possibility of a grocery workers strike into the public view. Riding a wave of momentum, UFCW locals regionwide staged rallies outside the headquarters of the Big 3 chains in Arcadia, Compton and Fullerton. Rank-and-file members took to the podiums to showcase the devastation that would befall their families if the proposal by management is implemented. The rallies also gave community and religious leaders a chance to add their voices to the growing list of grocery worker supporters.

A positive development in the process came about in early June when both sides announced a tentative agreement on pensions. According to sources familiar with the talks, the contract language will effectively leave the current food division pension benefit intact. Since then, however, the climate has grown hostile as the media has become the venue of choice for both sides to exchange accusations that, at times, have bordered on personal insults.

Union leaders say that management's proposals would shift \$450 million onto the backs of employees in the form of higher deductibles, premiums and out-of-pocket expenses. They further contend that in light of the large profits posted recently by all three chains, the proposal is particularly offensive. "Unfortunately, the three companies have made cost shifting their main priority. That's just not going to happen," said President Greg Conger, who has been in negotiations since their onset in early February.

Conger said later in an interview that he believes the Big 3 grocery chains have already mapped out a course for negotiations from start to finish, which elevates the importance of member solidarity, participation and community support.

Meanwhile, UFCW locals continue preparations for a massive outreach to customers in neighborhoods served by the three chains. More than 500,000 handbills and door hangers will be distributed in mid-July as unions solidify their strong base of customer support.

Grocery workers don't want to strike

But they are leaving us no choice

Thank you for your support in our fight for a fair contract with Ralphs, Vons, and Foodtowns.

These highly profitable corporations are trying to add to their billions by asking you to pay for their healthcare. Management is proposing that coverage would be cut.

What is more important, her health ...

Our most important priority is the health of our employees. We are asking for a \$2,000 per year out-of-pocket cap on the cost of health insurance. We want to do the right thing.

Or their wealth?

VONS Ralphs

The next step for unions will be a series of sweeps through selected neighborhoods to inform customers about management's position and asking for their support in the event of a strike. Member testimonials are included on door hangers and handbills that include mail-in pledge cards urging the Big 3 to "do the right thing."

Big 3 strategy seeks to break you down

It is abundantly clear – delay has been Albertsons, Ralphs, and Vons tactic this year at the bargaining table. Neither contract expiration nor peace of mind for their workers has meant anything to these corporate giants. Rather, they are betting on a discouraged and weakened work force as the negotiations drag on and on beyond anyone's comprehension.

We know that our members are in favor of their leaders remaining at the bargaining table as long as necessary to negotiate a fair and equitable contract. And, if that reasonably described the scene in negotiations, we would agree. Negotiations which are productive should not automatically come to a screeching halt because of some date decided upon four years before. However, nothing could be further from the reality of this year's delay tactics by the big three.

Wasted days at the bargaining table, not enough consecutive days scheduled, and proposals so outrageous they barely deserve a response more accurately describe the scene. The issues this year are big, but no bigger than in past years. The issues are complicated, but no more so than elsewhere around the country where these same negotiators have spent months analyzing similar health and welfare trends and pension funding issues.

This long delay is simply a bargaining tactic, one intended to weaken your health benefit fund reserves.

Currently, your medical benefits are provided based upon the contributions your union negotiated on your behalf four years ago. At that time, no one anticipated the recession or the decline in hours each company has experienced. The amount negotiated in 2007, was less than the unions proposed for the final year of the contract, but it should have been adequate to cover ongoing medical expenses. It however is less than the current cost of your benefits. The difference is made up by the trust fund's reserves, which were equal to approximately six months

worth of benefits when negotiations began. Each day, the amount of reserves declines just a little as it supplements current payments into the fund. The lower the reserves become, the less certain it is that there will be money to pay your benefits. Management is using this as a tactic to force you to accept a sub par contract.

Another reason for the delay is management's hope that you will lose interest and accept less the longer you wait. We know this is not the case, but it is clearly a strategy the big three are testing. We have all heard management say – what's the rush? This is their way of saying – trust us, don't get too involved or concerned, just be patient. Pretty soon, they hope you'll forget that your future is at stake.

Your union negotiators must determine when to bring the negotiations to a conclusion. We have been and continue to be available to meet every day of the week until an acceptable settlement is reached. But, we will not continue to allow unnecessary or unreasonable delays. Negotiations are scheduled to continue for the next several weeks. After that, both sides will need to determine what is best for you and your future.

Your continued strength and solidarity do make a difference at the bargaining table. With your help, we will continue the fight at the bargaining table and through community action to secure a contract that rewards your labor fairly. You deserve nothing less.



Secretary-Treasurer Andrea Zinder

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



A Song for an Unsung Hero

—By Matthew Hart

Tom Morello is known by many as the guitarist for the band Rage Against the Machine. However, in recent years, Morello has also become known by his alter ego, the Nightwatchman, a modern day, labor-inspired Johnny Cash. His songs have become the soundtrack to the labor movement, from the grocery strike of 2003 to the current battle in Wisconsin. And although his songs inspire the current labor movement, it is labor's past that inspires Morello. On his album *The Fabled City*, Morello dedicates the song "Night Falls" to Steve Sutton and the tragic events that led to his death.

In 1932, labor troubles were brewing along the Illinois River as union and non-union workers fought over jobs on a federal and state funded waterway project. The bid to build a dam near the city of Marseilles was granted to two out-of-state companies, Miller-Hutchinson Construction and Stephens Construction. Both companies consistently hired non-union workers.

On July 18, a delegation of unemployed union workers gathered together from local cities near the Illinois River to march to the dam to demand work. As they approached the site, they were turned away. Undeterred, they arrived again the next day to picket the site.

Unbeknownst to the union, the companies had anticipated their return and armed the non-union workers with shotguns, pistols, and sticks of dynamite. They had also formed a barricade around the worksite.

A meeting was scheduled that same day between representatives of the unions and Herbert W. Miller, the superintendent of Miller-Hutchinson Construction. At around noon, Miller approached the worksite in his car. Word had not yet reached the dam and union picket line that Miller had just sat down with the unions and capitulated to their demands to organize the non-union labor force. As he approached the line, the unemployed union workers stopped Miller's car. According to their own testimonies, they stopped the car only to confer with him.

The non-union workers saw Miller surrounded by picketers and assumed he was being attacked. They rushed from behind the barricade armed with the employer-provided weapons

and attacked, firing bullets, buckshot, and slugs into the crowd of picketers. The union workers responded with rocks and clubs.

For a half-hour a brutal fight ensued. In the end, two-dozen union men were hit with buckshot and another score of both affiliations were battered by clubs and stones. Three union men were critically wounded from buckshot wounds.

Steven Sutton of Joliet, Ill., was fatally hit with 50 to 60 buckshot pellets to the head and abdomen. Sutton, known to his friends as "Big Steve", was asked to go to the picket line to make an impression on the non-union workers. After the fighting subsided, he was taken to the hospital, where he died a short time later. According to an autopsy, the unemployed steelworker's

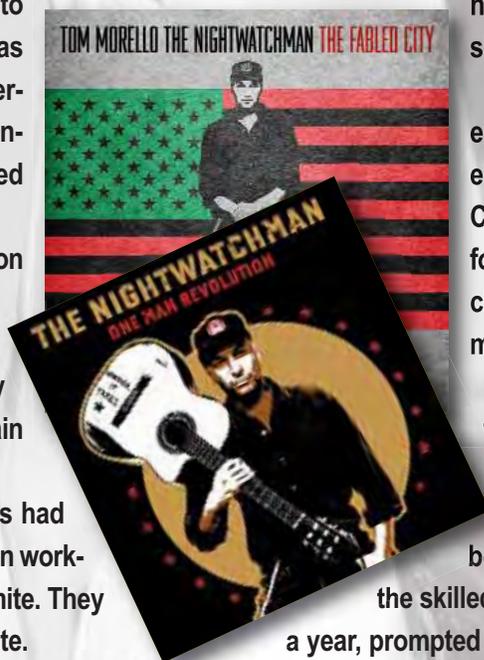
heart and lungs were riddled with buckshot.

Police detained 125 non-union workers to investigate the shooting. All but eight were released. One man, James Collins, was charged with manslaughter for the death of Sutton. Seven others were charged with attempted murder after admitting to firing the weapons.

The state militia was called in to calm the situation and within days the company announced that it had agreed to replace the unskilled, non-union laborers with union members and to allow

the skilled, non-union laborers to unionize. Within a year, prompted by the events of that fateful day, the Laborers' Local Union 393 was born, formed from the workers on that site.

When asked why he chose to write a song about an incident and a man long forgotten, Tom Morello spoke about how he was from that small town. His great grandparents had moved to Marseilles, Ill., from Italy and worked in the town's coalmines. Years ago, when the city celebrated its 150th anniversary, Morello came across a news article about that tragic day, and the story struck a chord with him. In what seemed to be more than just happenstance, Morello's family doctor happened to be a relative of the fallen labor martyr. It seems Morello was determined to tell the story of "Big Steve" Sutton, and through his song, he has ensured that the local hero's name will be sung, not forgotten.



Members stand firm under pressure; Customer support growing daily

Delay tactics by Albertsons, Ralphs and Vons have forced union members to take their case to the public. A June 28 rally outside of Albertsons' Fullerton headquarters coincided with rallies in front of Vons and Ralphs headquarters in Los Angeles County. The day-long menu of activities received extensive media coverage, which union officials hope will inspire the public to pressure the Big Three to do the right thing.



Scholars With Distinction

2011 Scholarship Program Awardees



Amanda Roddy
\$2,500



Tyler Boogar
\$1,000



Johnathan Brooks
Winner of \$10,000
from
UFCW Trust Fund



Carmen Cervantes
\$2,000



Annie Liu
\$1,000



Alexandra Kim
\$1,000



Eric Pearson
\$2,500



Christina Nguyen
\$1,000



Leslie Rodriguez
\$2,000



Lisa Chhin
\$1,000



Ronald Cervantes
\$1,000



Zainab Hameed
\$2,000



Lauren Wert
\$1,000

rk paid off! Congrats! Have
Wow! You did it! So proud of you!
Congrats!
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Amuse Yourself...



\$7.50



KRIKORIAN

\$7.50



REGAL
ENTERTAINMENT
GROUP

\$7.50



Valid thru 12/23/11

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Children
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\$66



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(One Ticket Price)

\$64

This ticket is a 3 day pass!
Black Out Days Apply



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\$92

Children
(ages 3-9)
\$84



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(Two Day Hopper Price)
Expire 12/31/11
\$84



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Junior
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Valid 5/14/11 - 9/11/11

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SeaWorld
Valid thru 2/29/12
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Tickets are on sale now in the General Office of Local 324,
at our Branch Office in Lake Forest and online at www.ufew324.org

Prices are subject to Change and Availability
NO RETURNS OR EXCHANGES

Tickets are for Southern California Local 324 Members Only



... at a discount price!

Hot Topics

Words of wisdom to help you keep your job

Labor Studies Classes Offered at Local 324

—By Field Director Chuck Adinolfi

About three years ago, I was contacted by Los Angeles Trade Tech College and asked if our local would be interested in hosting labor classes in Orange County. It was a no brainer and we quickly agreed to use our union hall as a site where these classes would be held but with one request, we teach the classes. These classes have been taught by Union Representative Matt Hart and myself. With this agreement in hand and the blessings of our President, Greg Conger, our labor studies program at Local 324 began.

We have just completed our 5th semester of studies with the completion of the Grievance and Arbitration class. This class was designed to prepare union stewards, activists and new union representatives to properly fill out grievance forms, investigate grievances, gather evidence, hold meetings with company representatives and prepare for arbitration. We also reviewed several real arbitration cases as well as conducted a mock arbitration from opening statements to closing arguments.

We studied state and federal laws that protect our members on the job and identified the proper agencies that investigate and process violations of the law. We reviewed steward's rights on the job and the importance of

an educated advocate who can resolve issues at the lowest level in the workplace.

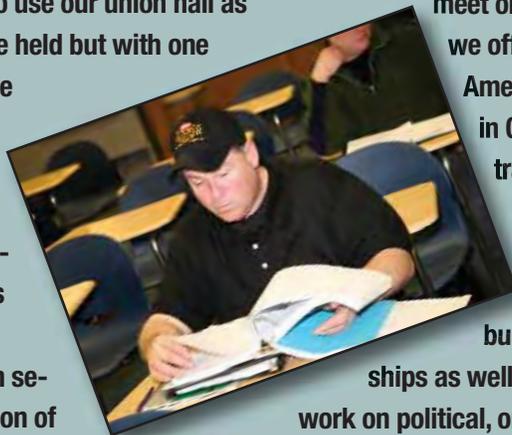
These are full semester classes worth three units that meet one night per week. Other classes that we offered were: U.S. Labor History, Labor in America, Building Strong Unions and Labor in Cinema. Many of these classes are transferable to other colleges in the area.

In the fall we will teach Union Leadership which will focus on internal organizing, effective leadership skills, building political and community partnerships as well as mobilizing the union membership to work on political, organizing campaigns and contract campaigns. The class will feature guest speakers as well as a great deal of class participation.

These classes are available to all UFCW 324 members as well as anyone who would like to attend. Tuition for union stewards and activists is covered for all Local 324 members.

Classes run every Monday from 6 to 9pm starting Aug. 29 and end Dec. 12. For more information and a registration packet, please call the local at (714) 995-4601 x264 and ask about the labor studies program.

We look forward to seeing you there.



Enjoy Your Retirement!

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

Rancho Federal

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12 July - August 2011 Yield, minimum Share Certificate deposit of \$1000



Golf Classic: Many moved to tears as battered victims share how local shelter saved their lives

About 75 hard core golfers joined an equal number of aspiring golfers in Tustin on June 22 to help Local 324 surpass \$1.2 million in total money raised for battered women and children's shelters in Los Angeles and Orange Counties.

By most accounts the palpable unease about ongoing contract negotiations with food employers posed a small distraction. It dominated most of the day's fairway conversation—especially for the foursomes comprised of previously unacquainted players.

Everyone agreed that the golf tournament and awards banquet was unlike any others.

In fact, most of the participants and staff volunteers said that the evening's featured guests from Colette's Children's Home, made the event one to remember.

2011 marked the first year that beneficiaries of the fundraising shared their personal stories. Organizers hoped it would provide some insight into how the money is spent and, more importantly, how it impacts real people.

Nineteen-year-old "Stacey" led

the small delegation from Colette's Children's Home. She recalled that only a few months earlier she was homeless and faced a dwindling menu of options. Every day she called a handful of shelters to ask for assistance only to be told that they couldn't help her.

She choked back tears to cap a harrowing story of how Colette's Children's Home provided an answer at the very time that she was losing any hope of finding help to improve her life. Stacey's poignant account of her challenges helped clarify some of the mystery

that naturally grows around people and places whose mission demands anonymity.

According to President Greg Conger, the event had long maintained a strict policy of not divulging information that might compromise the identity of a resident of a shelter or the like.

But residents of CCH have been privy to the facility's financial hardships and belt tightening amidst the poor economy. Stacey and her cohorts felt that the best thing they could do for CCH was to be living examples of a compassion they once despaired of ever finding.

Stacey concluded her story, wiping away tears. When she spoke her last words, the podium remained vacant long enough to draw attention to a sound rarely, if ever, heard at the usually rowdy and festive event—the sound of silence.

The rumble of sustained applause spoke volumes, reminding all in attendance the reason they showed up on a day dwarfed by the gravity of the unfinished work that remains ahead.



Since the first tee off 18 years ago, more than \$1.2 million has been raised to support battered women and children's shelters.

Word on the street



- How will customers react if you were to go on strike?

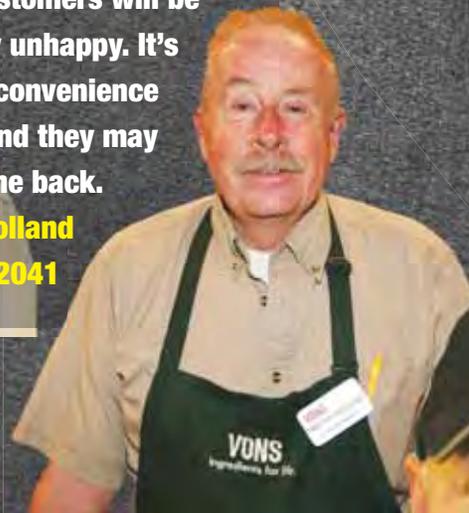


They'll back us. They have already told us that.

Doris Barlow
Vons 2041

I think customers will be extremely unhappy. It's a huge inconvenience to them and they may never come back.

Tim Holland
Vons 2041



I think they will respect the line though I don't think they'll be as compassionate as last time.

Kim Stromen
Ralphs 115



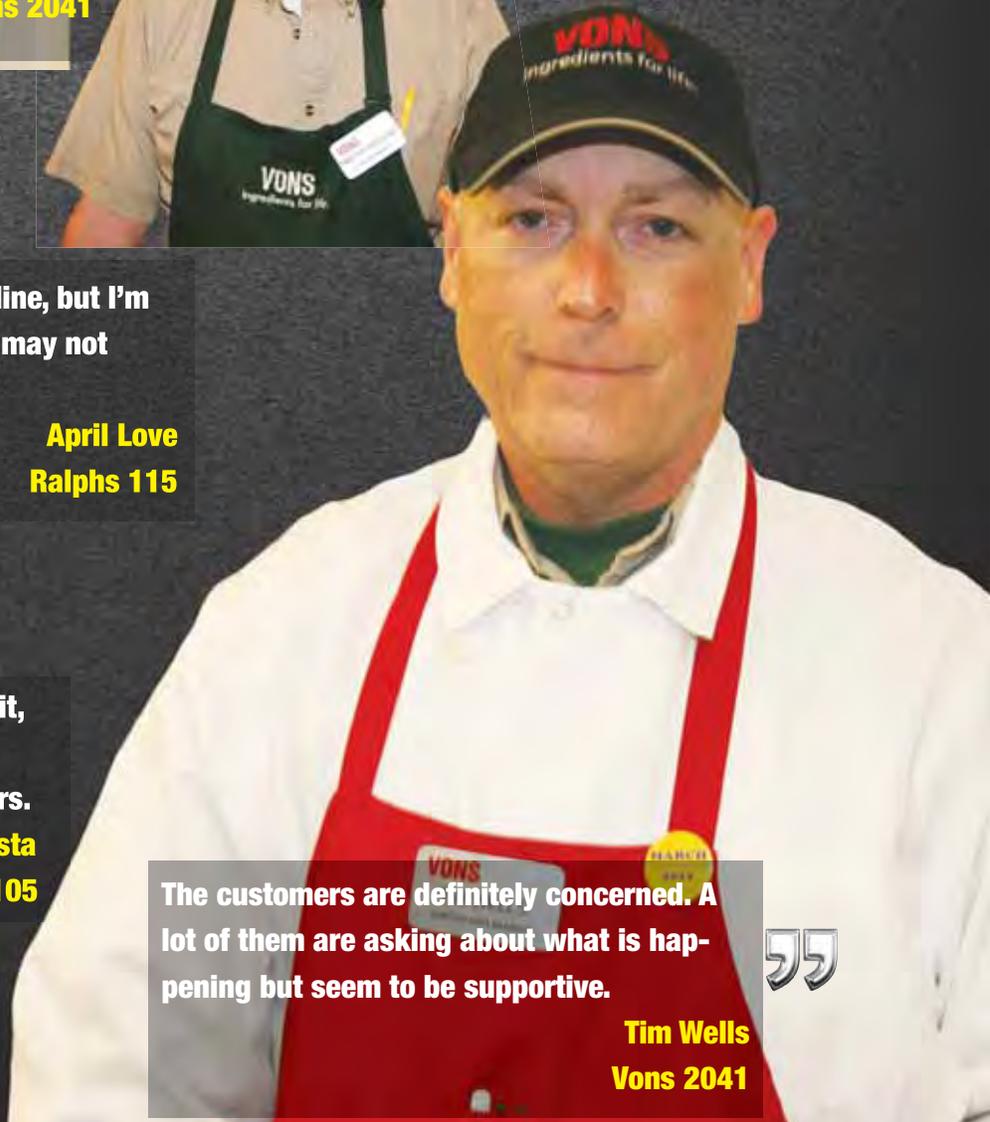
They'll respect the line, but I'm afraid that they may not come back.

April Love
Ralphs 115



I don't think they'll like it, and I am pretty sure we may lose some customers.

Valdo Acosta
Albertsons 6105



The customers are definitely concerned. A lot of them are asking about what is happening but seem to be supportive.

Tim Wells
Vons 2041



Off the wall



Remember when teachers, public employees, Planned Parenthood, NPR and PBS crashed the stock market, wiped out half of our 401Ks, took trillions in taxpayer funded bail outs, spilled oil in the Gulf of Mexico, gave themselves billions in bonuses, and paid no taxes? Yeah, me neither... Pass it on

Supreme Court tosses Walmart bias suit

The U.S. Supreme Court invalidated the largest class action lawsuit in American history June 20, provoking a groundswell of anger stretching from coast to coast.

"Today's decision is deeply disturbing. The highest court in our nation has turned its back on a collective remedy for workers facing widespread injustices," said UFCW International President Joseph Hansen in a written statement released shortly after the ruling.

Breaking down specific elements of this case and applying new precedent has been difficult, given the court's decision to issue two separate rulings stemming from this one lawsuit.

Walmart critics and equal rights advocates took some solace in the fact that the decision was not a ruling on the merits of the discrimination case itself. Legally, each of the 1.6

million women represented in the class action may sue Walmart individually on the same charge.

But given the disparity in resources between one litigant and the largest company in history makes winning eminently more difficult, according to legal experts. The silver lining in this cloud became visible several years ago, according to one camp of Walmart critics. They believe that the lawsuit's existence was a powerful tool for change even if it never made it to a courtroom.

They say that shortly after the lower courts certified this case, Walmart began hiring and promoting more women, essentially putting into practice the very solutions sought by the lawsuit.

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Buena Park, California 90622-5004



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



STATS

January-
June
2011

GRIEVANCES FILED 881
MEMBERS BACK TO WORK163

BACKPAY COLLECTED:
\$ 93,294.67

UFCW324.ORG

**LIVE BETTER
WORK UNION**

