

2012

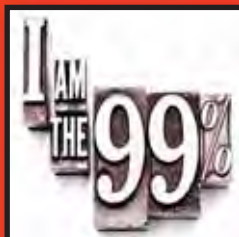
2011 proved a rough year for Labor; are things looking up?



Spark & Fizzle

'Occupy Wall Street' protests fizzle rather than flare as police clear public parks.

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Time & Effort

A union contract leaves the ultimate decision in some disputes to impartial 3rd parties.

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Editor: Todd Conger
Asst. Editor: Mercedes Clarke



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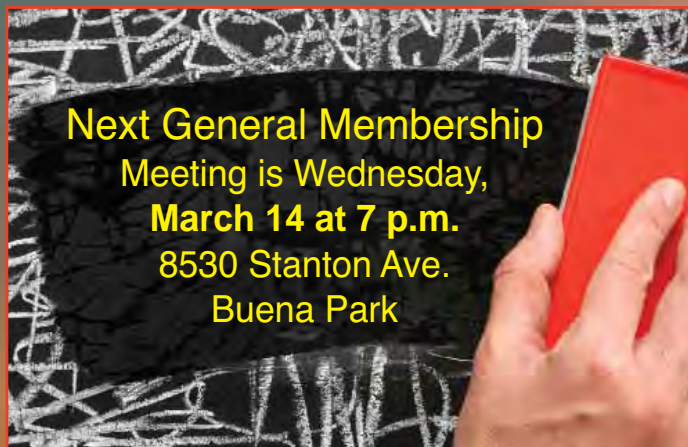
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☐ **Withdrawal Card Request**

☐ **Change of Address Form**

Member's name: _____

SSN: _____ DOB: _____

Address _____

City _____ zip _____

Phone # _____

email _____

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

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!

Occupy Wall Street: A great idea that didn't work out

I have been to enough political rallies to be certain of one fact: there are enough people in enough places with enough gripes, grievances and good sense to fuel a movement among the masses. With that said, it strikes me as unnecessary for organized Labor and its millions of followers to attach itself to the noble but wayward Occupy Wall Street movement.

I won't speak as harshly of the phenomena as the right wing windbags of talk radio. Anti-occupiers, for lack of a better phrase, site the very goal Labor has espoused since the dawn of the Industrial Revolution as reasons to oppose Occupy's march forward. They openly condemn the lofty dream of an America shared by all instead of a select few at the top. Suffice it to say, a more equitable distribution of wealth is a worthwhile pursuit that has been the driving spirit behind America's Labor Movement since it signed its first members a century ago.

Our detractors assert that such a goal smacks of Marxism, Communism, and Socialism – pick an “ism.” The reality is, of course, that pursuit of a more just society envisions a time when the homeless at the foot of freeway off-ramps are gainfully employed rather than pleading for pocket change.

A tax code much like the one that funded the nation's infrastructure, and was highly progressive, would likely cure a great many of the most challenging burdens we face. Such a solution would be more vulnerable to the argument that it is an unoriginal throwback to the Eisenhower years rather than a creative new approach to a problem.

To some degree we have been there and done that—but after all, isn't that the battle cry of the conservative movement? It is one solution that could gain momentum if only ...

My overall sentiments are unambiguous, ironically the very quality so lacking in the chaotic movement known as “Occupy Wall Street.” I whole-heartedly support the principles that motivate the majority who consider themselves “occupy” supporters. In fact, I am baffled beyond belief how anyone of sound mind can acknowledge the existence of homelessness and poverty in America and yet hold onto the morally bankrupt position that the best way to help them is to give Donald Trump another tax break. Admittedly, this means that I am also at a loss to explain the thought process that propels the half-dozen or so Republican presidential hopefuls seeking their party's nomination.

Then again, I did preface my statement with the term those “of sound mind” a condition that I am convinced applies to less than half of the players headlining the Republican religious revival now on tour.

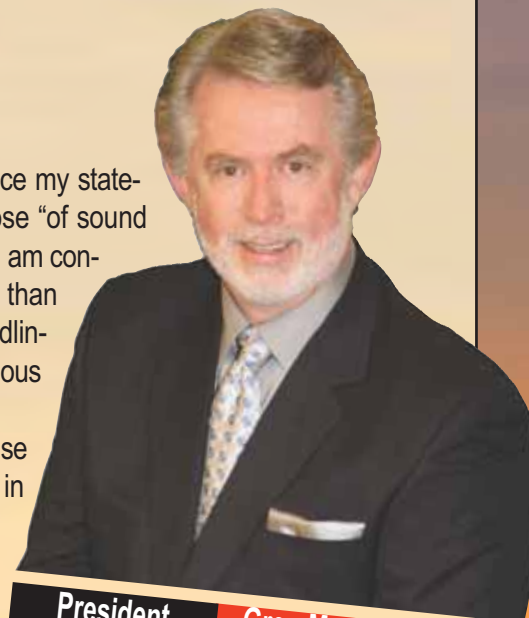
Perhaps it is because I am so passionately in favor of reforming our greed-inspired financial system that I am disheartened at “Occupy's” failure to capitalize on this rare opportunity to change it. The American public seldom coalesces around any concept that requires fundamental change to the system. However, today, the public seems focused on the need for a remedy. If only ...

Instead of harnessing the energy of change, they have alienated friends and given their enemies the ammunition needed to launch their assault. The ill-conceived demonstrations that converged on West Coast ports recently was a Christmas gift to the right-wing zealots who serve as body guards for the one percent. It was a playbook on how to snatch defeat

from the jaws of victory.

“Occupies” refusals to select high profile leaders or to codify a set of definable goals has turned a potential moment of epic change into amateur hour on display. Instead of appealing to our desire for economic justice, they convey the image of misguided activists who have set up shop in public parks across America. Having been casually introduced to hundreds of “occupy” protestors via cable television in recent weeks, I have sadly concluded that this “movement” lacks the direction and focus needed to respond to such criticism or more importantly to draft a battle plan for what happens next. One quote recently described the escapade as similar to your best friend throwing a party at your house and forgetting to tell you. Have they forgotten that Organized Labor is trying to help them?

It exposed a degree of ignorance that I truly thought unattainable to anyone outside of Rush Limbaugh's circle of friends. On what appeared to be their first field trip outside of camp, oc-



President

Greg M. Conger



(Continued on page 7)

An impartial 3rd party is the last word in many disputes between management and members

Arbitration is usually the last step in the grievance process, the final means by which the union and an employer can achieve resolution. Every once in awhile, though, arbitration can become the first step toward eliminating or settling future grievances.

Occasionally, the union will take a matter of unresolved 'contract interpretation' to arbitration to clarify or update the specific contract language in question accordingly.

Such was the case this past year when all seven Southern California locals took Kaiser to arbitration over conflicting interpretations of how to calculate personal holiday pay.

The seven Southern California locals, led by 324's litigation team, were ultimately successful and now whenever a grievance should occur over such pay, the ruling from this arbitration will be a precedent by which future grievances are considered.

Arbitrations are both costly and long drawn-out affairs. On average an arbitration can cost anywhere from \$15,000 to \$20,000 dollars a case and take up to a year-and-a-half to return a decision. Because of this, according to Chuck Adinolfi, Field Director for UFCW Local 324, "Most local unions just don't have the means or willingness to take very many grievances to arbitration."

Local 324 has both the willingness and the means and undertook fifteen arbitrations in 2011 alone, albeit that is an abnormally high number of arbitrations for the local for a single year. "Usually, we average about six or seven arbitrations a year," said Adinolfi.

Field Director Adinolfi heads the committee in charge of selecting and developing grievance cases for arbitration. At Local 324, this is where most arbitrations begin.

Adinolfi and the committee, comprised of senior Union Representatives, will gather together cases they feel merit arbitration and then sit down to discuss each case with the member(s) involved. Only after explaining the arbitration

process to these member(s) and receiving their feedback does the committee decide to pursue any particular case.

The committee at Local 324 usually advances about eighty cases a year; however, most will settle before ever reaching arbitration.

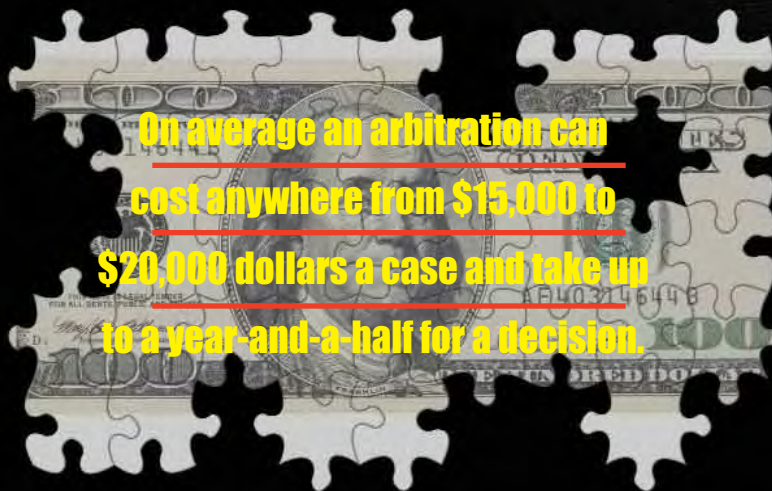
Because of the cost and time involved, arbitration favors the employer, and management knows this. Therefore, they will allow some grievances to remain unresolved all the way up to the point where an arbitration is scheduled before deciding to settle.

That is the normal for every Local 324 employer other than Kroger (i.e. Ralph's and Food 4 Less). "We go into arbitration with Kroger about three times more than all our other employers combined," said Adinolfi.

While the arbitration process might favor the employer, the outcomes or decisions have certainly been favoring the union and its members. Since the Strike/Lockout of 2003/04, Local 324 has won about 80% of its arbitrations.

Without doubt this is in no small amount due to the committee at Local 324 and its litigation team including our attorneys, Gilbert & Sackman, but Adinolfi believes that the country's current economics and a noticeable shift in the way arbitrators are deciding cases has a lot to do with it also. "It used to be that an arbitrator's decision was considered a win/win for both parties involved if there were no losers."

Of course, that approach meant that the arbitrator's decisions couldn't always uphold the full merits of a case. Currently, arbitrators are less concerned with a win/win and more comfortable judging solely upon what's actually been presented to them.



(Continued on Page 7)

Courage and unity among members at Food 4 Less pays off

After several months of uncertainty, Food 4 Less members will start off 2012 knowing that "Solidarity works". Similar to its sister company Ralphs, Food 4 Less management underestimated the strength and solidarity of its employees. Like the Big 3, Food 4 Less learned the hard way that UFCW members will not back down.

In late November, Food 4 Less presented the union with a comprehensive offer, which included devastating changes to the meat department guarantees. These changes would most likely result in job reductions, hours lost, and unsafe working conditions. The offer also afforded Food 4 Less members lower wage increases and bonuses than those agreed upon by Albertsons, Ralphs, and Vons, even with Food 4 Less's positive sales and profitability.

Food 4 Less members throughout Southern California attended meetings and voted in excess of 90% to reject the offer and authorize a strike if necessary. Clergy and community groups immediately stepped up to the plate and asked how they could help. Handbills highlighting the profitability of Food 4 Less and their unfairly substandard offer were distributed at stores throughout the month of December.

At a meeting in late December, Food 4 Less reversed its position and agreed to withdraw harmful contract changes. Management also offered a wage and benefit package exceeding the Big 3's offer earlier in the year. Sales at almost every Food 4 Less store are up significantly from 2007, and Food 4 Less's employees role in this success was ultimately recognized. Food 4 Less members voted to ratify their final contract

settlement Jan. 10.

Local 324 will be negotiating many contracts in 2012, including Kaiser, Rite Aid, CVS, Day-Lee, and the Food Trust Fund.

It appears that 2012 will continue to be a tough economic climate for nego-

tiating, with unemployment remaining high and medical costs rising. Our successes in 2011, which resulted in our members maintaining excellent medical benefits and contract protections in spite of the dire warnings of their employers and California's current economic climate, will be our guide and inspiration for 2012. We can be encouraged that our communities support hard working employees and when presented with a choice will insist on fairness.

2012 will be a pivotal year in many ways. We must restore good jobs and continue the struggle to close the income gap. Maintaining solidarity with our union brothers and sisters in all industries and spreading the word that there is strength when we stand united does make a difference. I am hopeful that at this time next year, we will again be proud to be part of a union that stands tall and united even in the face of adversity. Thank you for all you have done and continue to do to make this a reality.



Secretary-Treasurer Andrea Zinder

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



Toledo Auto-Lite Strike

—By Matthew Hart

In May of 1934, the city of Toledo, Ohio found itself choked for five days by tear gas as National Guardsmen and company police battled local residents and striking workers. The city streets were littered with smoldering canisters, bricks, stones, and broken glass as workers from the Auto-Lite plant literally fought for their right to organize. In the end, two men were dead, thousands injured, and leaders from both sides of the battle would find themselves behind bars. Although the strike began on April 12th and continued to June 3rd, it was these five days in May that would forever forge the strike into Toledo's psyche, haunting the city with its ghosts.

The 1930s were a tumultuous time for labor. The country was in the midst of the Great Depression with unemployment over 20%. A worker's right to organize was being shaped into federal laws and the labor movement was on the verge of major growth. The American Federation of Labor (AFL) had set its eyes on the growing automotive industry.

The AFL, traditionally a union dedicated to the principles of craft unionism, approached the auto industry differently.

It used the formation of Federal Labor Unions (FLUs) to organize auto plants. FLUs were temporary unions which organized workers on an industrial basis, then once the campaign was successful, the FLU would be dismantled and the workers would be divided into the various AFL craft unions. By 1934, the AFL had successfully organized 32,500 auto plant workers using this model.

During that year, workers in FLU 18384 began organizing in Toledo, Ohio for union recognition and higher wages. On February 23, 1934, the Auto-Lite members engaged in a recognition strike and a demand for a 10% wage increase. Lasting only five days, the strike ended with both parties agreeing to continue negotiations over wages and conditions. However, both parties were unsuccessful in reaching an agreement and on April 12th, the workers struck a second time.

Other organizations joined the workers on the picket line, successfully sealing off the factory. In response, the employers convinced a judge to order an injunction prohibiting more than 25 pickets at each entrance. Pickets ignored the injunc-

tion and several were arrested.

The Auto-Lite company hired strikebreakers, armed guards and funded the payroll for newly deputized county sheriffs. They purchased tear and vomit gas munitions and stockpiled them in the plant. Pickets responded by reinforcing the line with an additional 6,000 to 10,000 people.

On May 23rd, Lucas County Sheriffs beat an elderly man on the picket line, resulting in a scuffle with outraged picketers. Infuriated, the crowd began throwing stones, bricks, and bottles. The police responded with bullets. Then for seven hours, workers and police battled in the streets. The next day, 900 National Guardsmen were called in to squash the worker's rebellion. During the conflict, guardsmen shot and killed two supporters of the strike, Frank Hubay and Steve Cyigon.

Throughout the next three days, running battles ensued between National Guardsmen and workers. The air was so thick with tear gas that local residents began attacking National Guardsmen demanding they stop gassing their city. The Auto-Lite president was ar-



rested after residents filed complaints stating he had created a public nuisance by allowing guards to bomb their neighborhoods with tear gas. Several union leaders were also arrested for breaking the judge's picket injunction.

The battle finally subsided when Charles Taft, son of William H. Taft, brought all parties to the table to negotiate. On June 2, 1934, Auto-lite and FLU 18384 reached an agreement, with a 5% wage increase, a minimum wage of 35 cents an hour, and union recognition. The following year, FLU 18384 became United Auto Workers, Local 12.

The victory by FLU 18384 led to the widespread unionization of Toledo. Today, Toledo remains one of the most unionized cities in the United States. In May of 2001, almost forty years after the plant closed, the city dedicated a memorial on the site of the factory to commemorate the 1934 strike. The site was turned into Union Memorial Park, and two life-sized bronze statues of picketers were placed in a plaza made of bricks salvaged from the original auto-plant. Now, while children play, ghosts of Toledo's labor martyrs watch over them.

'Occupy' protest fizzles into history

(Continued from Page 3)

Occupy protestors condemned the lack of resources being channeled to the middle class. They are right. The capital that finds its way to the average American's pocket book should flow like a river not trickle like a leaky faucet. However, the way to address this is not to cut off the trickle.

Occupy protestors walked right by unionized dockworkers in an attempt to slam the door to America shut. If successful, (which they weren't by a long shot) nothing gets in and nothing goes out, ensuring that whatever minimal wealth is getting to the middle class dries up quickly.

American businesses that sell foreign made products (and we all wish there were fewer of those) would be punished almost as much as American workers who make products sold overseas.

Their failed goal was to blockade ports in Seattle, San Francisco and Los Angeles -a strategy so devoid of common sense that one must wonder what they are thinking.

The Labor Movement's proud history of struggle deserves better than to hitch a ride on the back of a frustrated psych major who dreams of being the next Jane Fonda.

The decision on the part of Labor's senior leadership in Washington to endorse the Occupy Wall Street movement and to encourage union members to support its lofty goals was an innocent miscalculation. It was the result of an honest desire on the part of good people to harness the energy of a populace that deserves better. The more I see and hear of today's Occupy demonstrators the more I am convinced that we do, indeed, deserve better. If only...

Greg



Local 324 wins 80% of arbitration cases

(Continued from Page 4)

This has translated into more noticeable rewards in back pay. "In the past, after a successful arbitration, it was common for a member to be returned to work, but with no back pay. Now, arbitrators are more willing to award back pay, even full back pay, which almost never happened before," said Adinolfi.

Another thing that almost never happened before with an arbitration was for either party not to accept and comply with the arbitrator's decision. As both the union and the employer agree upon an arbitrator prior to arbitration and as their common contract stipulates that such arbitrator's decision is final and binding, non-compliance and refusal to accept an arbitrator's decision used to be extremely rare.

Lately though, Kroger has decided not to honor the finality of an agreed upon arbitrator's decision. Currently, Local 324 has a couple of cases pending that were already settled in arbitration, but that Kroger refuses to fully comply with. These cases have had to endure the redundancy of being re-arbitrated and now are again waiting the decision of the same arbitrator who decided upon the initial arbitration.

One in particular comes to mind. Local 324 member Amanda Trevino, an employee of Food 4 Less, had flown

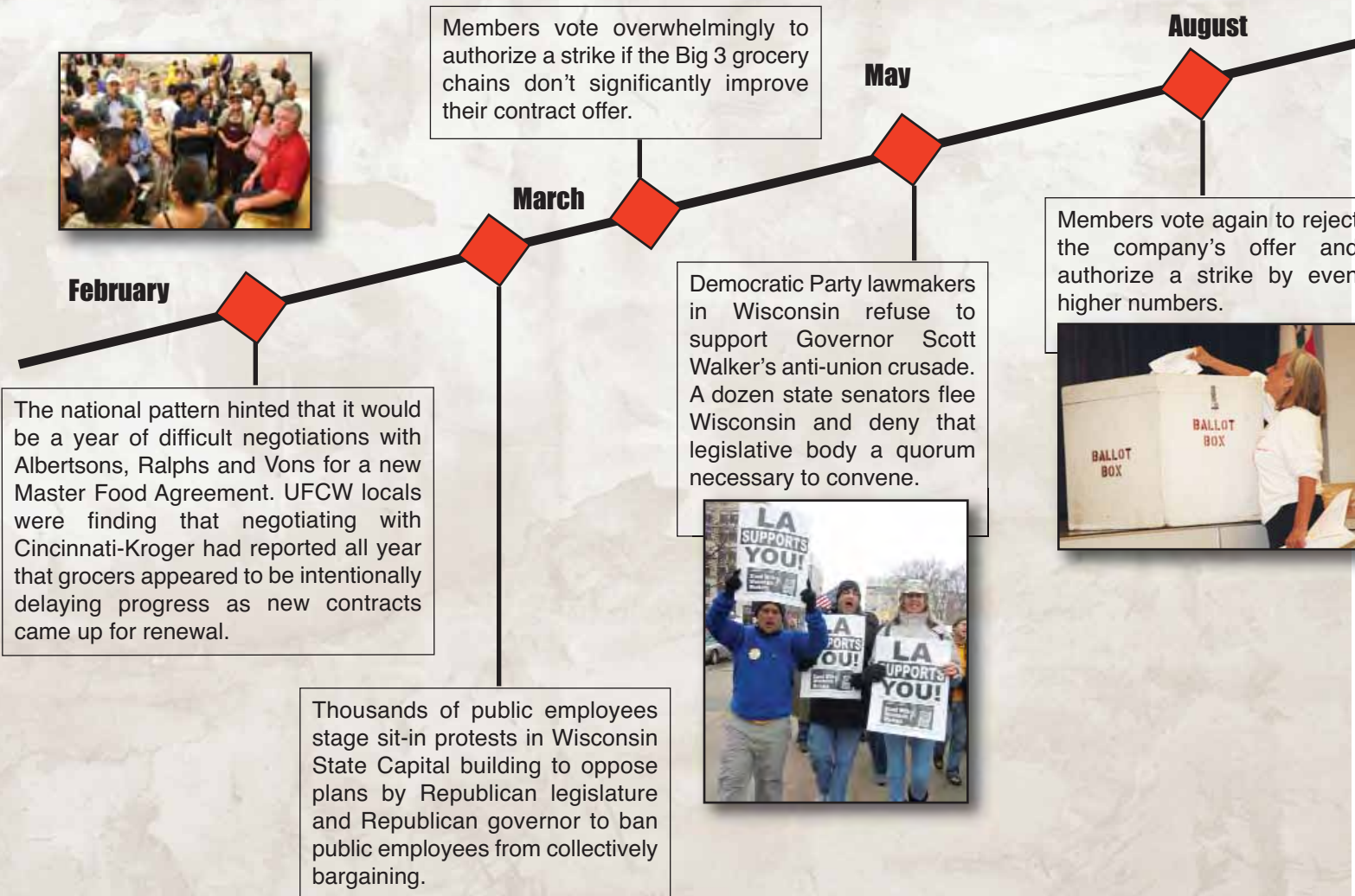
to southern Mexico to visit a sick parent. The airlines she flew on, the only airline readily servicing that part of Mexico went out of business while she was there. The most immediate alternative flight home available to Trevino was a week beyond her previously scheduled vacation but went ahead and booked her return. Once home, Trevino was fired for 'job abandonment.'

Kroger does not dispute the arbitrator's decision to return Trevino to work, nor does it dispute the arbitrator's reward of full back pay. Instead, Kroger argues that the reward of full back pay should be less the income it believes Trevino should have earned in the interim while her grievance was making its course to arbitration and up until the arbitrator's eventual decision.

Despite the current state of the economy, despite records of Trevino's unemployment insurance, Kroger firmly believes Trevino should have been able to earn a significant chunk of the back pay owed to her.

To quote the Company's attorney: "We have the newspapers ... and Walmart was clearly hiring during that time ..." Arbitration is costly and time consuming, but an invaluable tool in the union's fight to protect its members' rights.

2012



The attacks against Union members in 2011 were vicious.

California was no exception



September

States with newly elected Republican governors and/or majorities in state legislatures simultaneously introduce new laws to limit collective bargaining, curtail free speech and hinder organizing efforts by public employee unions. Efforts are mostly successful, although Ohio voters manage to overturn anti-union laws through statewide ballot measure.

Albertsons, Ralphs and Vons push UFCW to the edge, refusing to make even minor concessions. Companies wait until union members across Southern California are 10 minutes away from walking off their jobs before agreeing to fund healthcare for members and their families for the life of the three-year contract. With their leaders recommendation, union members ratify new three-year deal.



The on-again-off-again Stewards Conference finally took place September 10. Although it was dramatically toned down—minus the strobe lights and ceiling-mounted teleprompter, the event still managed to set a record for most number of Local 324 Stewards ever to gather at a single event.



On March 14 JATAR joined the ranks of UFCW Local 324 when the Long Beach-based medical delivery company's employees voted Yes. The entire efforts took roughly two months, stunning speed for a process that often takes three times as long. The same group of employees ratified a contract that included raises less than two months later.



Kaiser stewards convene as upcoming contract talks dominate discussion

Organizers of the Kaiser Stewards Conference constructed an agenda jam packed with topics guaranteed to pique the interest of almost any conscientious union steward.

A record number of Kaiser Stewards listened intently as speakers addressed such venerable topics as the new dangers posed by the social media explosion... union stewards and their leadership roles...next year's presidential campaign and its potential impact on the health-care industry.

Seasoned industry veterans touched on the evolution of Kaiser Permanente's relationship with Labor and how that has become known as the "partnership" and where it might be headed.

Additional topics included workforce development that led discussions about how stewards can further their careers at Kaiser through various educational services such as tuition reimbursement and career

counseling.

By day's end, it was clear that the eager group of stewards was taking full advantage of the event to stock up on skills that will ultimately make them better communicators and more familiar with language contained in their current collective bargaining agreement.

Ultimately, however, the time allotted to contract negotiations and the union's strategy for securing improvements over the current contract seemed to light a fire beneath the group.

Armed with real-time information about how union negotiators intend to press for contract improvements appeared to be exactly what most in attendance was hoping to hear.

Union Representative Debbie Watts, one of the conference's chief organizers, thought that the event met its most ambitious goals.

"At every conference we try and set the bar a little higher because our stewards are that much more involved in their roles," Watts said. "This year Kaiser Stewards have a lot going on and they showed they are up to the task."



"A lot of us were a little nervous about what was going on in contract talks with Kaiser management. But I feel a lot better about where we are after hearing the presentation today."

—Jessica Freedham, Ventura Kaiser Pharmacy



"It was very informative. Prior to today, I didn't really know much about the bargaining process. I'll be able to explain a lot to the people I work with."

—Tomas Fuentes, Kaiser East Los Angeles



"I learned a lot. I think the conference did a lot to clarify what our goals are in contract negotiations and what we are planning to do to achieve them."

—Lupe Rueda, Bakersfield Call Center



"It was a very good experience. I think that just getting together with everybody helps the cause of solidarity at an important time."

—Ida Arias, Garden Grove Pharmacy

Follow Company Policy and Save Your Job

—By Field Director Chuck Adinolfi

Every company has numerous company policies that members are expected to have read and are required to follow. These policies are handed out at various times from management along with a sign-off page that will go into your personnel file. These policies may vary among departments and some, such as time and attendance, may apply to all employees.

Most of our members may be familiar with the policies to apply to their normal duties, but are lost when they are asked to work in other departments to fill in as needed. Some of our members who should be aware of the specific policies relating to their job duties are tempted to take shortcuts due to the limited time scheduled to get the job done.

It is extremely important not to guess at what the policy is or to not take shortcuts that are in violation of your company's policies. For instance, sampling product in the service deli/ bakery or marking down damaged or short coded merchandise at a deep discount that is higher than your company allows is a serious violation. There are policies regarding the purchase of merchandise (other than for your break) while on the clock and also for setting products aside in the back room for a later purchase. Accepting free merchandise from a vendor or keeping coupons that were left behind is also a violation.

There are many safety policies that are specific to slicers, grinders and saws that may require safety gloves or specific training. Proper procedures for completing inventories, sweep logs or temperature logs must be followed, and violation of these policies continues to be a source of discipline. These are just a

few of the many policies that our members are expected to know and follow.

Members are disciplined, suspended and terminated every day for violating these and other company policies. When you are given a policy to read and sign, make sure that you are allowed ample time to read it before signing it. You have the right to have sufficient time to do this before you are required to sign off on a policy that you have read and understand it.

For instance, if you are handed a document while in the check stand and you feel that you are being rushed, ask to wait until you can thoroughly read it without distractions. Ask questions if you are not sure.

If you are asked to perform work that is new to you, let the manager know that you have not been trained and that you are not familiar with all the policies related to that job. Don't guess and don't be embarrassed to ask your manager for guidance or direction when you are not sure what the policy is. Don't take shortcuts around company policies just because you are short on time. It would be better for you to protest a written warning for missing a sweep or forgetting to take a required temperature than to be faced with a possible termination for falsifying a company document.

Many employers reissue company policies at the beginning of each year. Sometime these policies contain changes. Make sure to pay attention and read the policy thoroughly. Make sure to get your questions answered and that you understand the policy before signing. It just may save your job someday.

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, Diana Eastman (714) 528-6720, or Marion Jones (714) 536-7315

How To Apply For A Non-Food Scholarship Award

(Disney, Food 4 Less, Rancho Federal Credit Union, CVS, Rite-Aid, Kaiser Permanente, and Pharmacists at Albertsons, Stater Bros., Ralphs and Vons)

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

Incomplete applications will not be accepted. All applications and accompanying documentation must be postmarked no later than May 4, 2012 in order to be eligible for consideration.

1. Member's Information

Member's Last Name		First Name		Middle Initial	Social Security Number
Mailing Address		City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer		Work Telephone Number		Union Local 324

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

Applicant's Last Name		First Name		Middle Initial	Social Security Number
Mailing Address (If Different From Above)		City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer, if currently employed		Work Telephone Number		Union Local 324

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

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

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

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

Do you have a bachelor's degree? ☐ Yes ☐ No

School or Schools you plan to attend:

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

3. Documents you must attach to your application:

a. Transcript

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

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

b. Teacher's Appraisal Forms

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

For questions regarding Rules & Eligibility contact the Scholarship desk: (714) 995-4601 ext. 209

Instructions for Written Portion of this Application

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

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

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

REMINDER – Be sure to include:

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

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

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

Member's Signature

Applicant's Signature

Date

Obama makes 3 new NLRB appointments

Has President Obama finally found his comfortable pair of shoes?

On Jan. 4, President Obama revived the National Labor Relations Board (NLRB) by appointing three nationally respected labor lawyers: Richard Griffin, former general counsel to the Operating Engineers International Union in Washington, D.C.; Sharon Block, former Dept. of Labor official; and Terence Lynn, Chief Counsel to current NLRB member Brian Hayes.

The appointment of a third board member, Terence Lynn, was seen as an effort to maintain a bi-partisan balance. Lynn is a Republican.

The President initially nominated both Block and Griffin, both strong supporters of Organized Labor, to the board in December but GOP senators vowed to block any nominations with the goal of rendering the NLRB inoperable.

With Craig Becker's term expiring on Jan. 3, the board was down to two members, one short of the quorum deemed necessary by the U.S. Supreme Court in 2010 for it to legally decide cases.

The appointments were immediately praised by Labor leaders nationwide, including UFCW International President Joe Hansen.

He said that preventing the shut down of the NLRB would help workers who are seeking to hold unscrupulous employers accountable.

Republican senators have been keeping the senate in perpetual pro forma session to prevent the President from making any recess appointments. The President's legal team does not consider these tactics to be legally valid.

White House Communications Director Dan Pfeiffer explains, "Gimmicks do not override the President's constitutional authority to make appointments to keep the government running."

In a widely read blog (Motherjones.com) Kevin Drum likened the filibustering of the



President's nominees to pre-Civil War tactics of 'nullification' practiced by the Southern states:

"Republicans make no bones about why they're doing this. ... they're afraid the NLRB is about to make rulings they dislike, so they're using the filibuster as a way of shutting it down by denying it a quorum," Drum wrote.

Republican Mitt Romney, the current front runner for the GOP Presidential nomination, called Obama's actions "chromism" aimed at benefiting "union stooges."

The former governor of Massachusetts referred to the NLRB as a "unaccountable and out-of-control agency," claiming that an operable NLRB will ultimately harm "millions of middle class families across the country."

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Do NOT wait!**

If you have questions please contact the Health Benefits Department. (714) 995-4601 option 3

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