



Union labor keeps our 'stock market' on the rise

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Pain & Gain

Member takes spare time and energy to greater heights and joins a triathlon.

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Duck & Cover

They failed to silence us before and they are at it again. We must be prepared.

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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!

Editor: Todd Conger
Asst. Editor: Mercedes Clarke



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Monday-Friday

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President's Report

Here we go again—another attempt to shut you up via ballot initiative

Just when you thought it was safe to go back in the water . . . Such an opening line to this column may have worked 10 or 15 years ago, but sadly it no longer applies. The non-stop attacks on Organized Labor from the right wing have made it unsafe for union members to let down their guard almost anywhere.

California used to be one of the few locations where our strength was enough to make our adversaries think twice before allocating limited resources to a losing attack on Labor. One particularly galling variable that has changed the California landscape in recent years can be summed up in a single ominous title: "Citizens United."

This decision issued by the US Supreme Court last year has ensured that attacks on Organized Labor never again suffer from limited resources. In a nutshell, the ruling struck down attempts by government at any level to limit spending by private organizations on political campaigns. Accordingly the cash spent by banks and oil companies is their way of "speaking" and should therefore enjoy the same kinds of protections as an unemployed factory worker holding a sign that says "Vote the Bums Out!"

Never mind the fact that the lowly sign-bearing factory worker couldn't dream of bribing an elected official with the promise of a vacation or a car or a house or with the promise to bankroll his entire re-election campaign in the same way an oil company can.

No sooner had the ink dried on this decision than anti-union lobbyists and interest groups began raising untold mountains of money with the purpose of "speaking" loud enough for everyone in the country to require ear-drum protection. Enter Proposition whatever (they haven't yet assigned it a number).

This proposition is unlikely to raise eyebrows with its uniqueness or novelty. In fact, it is so common it's become a cliché. Whatever we choose to call this newly regurgitated con-job that claims to protect workers paychecks.

It is almost the same today as it was 14 years ago when it was Prop. 226 and six years ago when it was Prop. 75. Both were bold attempts to silence the voices of union members and lessen their influence in the political process.

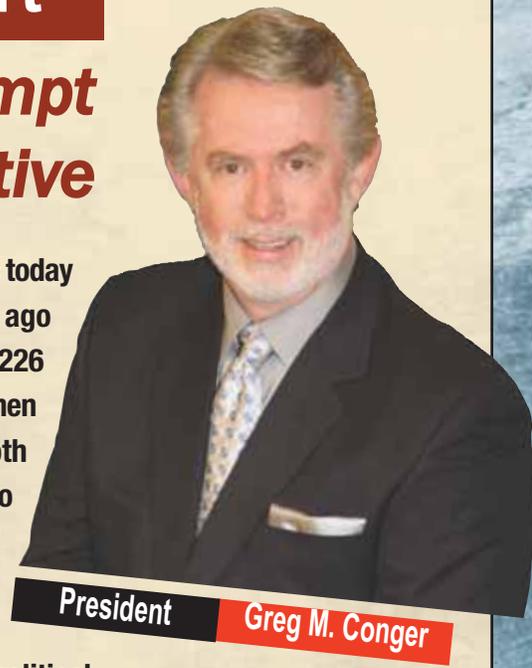
Union members spread the word about the real intent of these propositions and voters rejected them. In both cases, their defeat came only after public opinion polls predicted easy passage as both enjoyed wide popularity.

Our opponents learned from those defeats. The newest trick attempts to dress up the law to make it look like it treats employees of corporations with the same fatherly concern as it does union members.

In reality, the new initiative does nothing to limit corporations usual flow of money for politics, whether it comes from profits, investment income, franchise fees, rental income, or any other proceeds.

Corporations have never used automatic payroll deductions in the same way and for the same purposes as unions so restrictions on such behavior is an attempt to deceive the voting public.

Brothers and sisters, you will hear more from me on this subject in coming months. It's too important to keep quiet about. The most I can ask of you is a repeat performance that includes, among other things, spreading the truth about this deceptive con-job designed to shut us up.



President Greg M. Conger

A handwritten signature in black ink that reads "Greg". The signature is stylized and cursive.

No pain No gain

Local member channels spare time conquering new challenges

An overabundance of spare time and a gregarious 20-something is usually a disastrous combination. One local mother-daughter team is assessing how its own experience with too much spare time and the obsession that continues unabated to this day.

What makes their story different is that the daughter's obsession is the insatiable need to run, jump and swim. Her mother's soul search is a quest to figure out what went right.

To hear Maggie Land's 24-year old daughter Andi, member of Stater Brothers 134, talk about how her excess spare time led to her current obsession can easily make a parent ache all over—particularly in the lower calves.

Andi and her friends decided to do a mini sprint at their local YMCA which is half the distance of the triathlon. They liked it so much, Andi decided to embark on a course that would result in more aches than just the legs.

"Triathletes, after all, have more than just a 10K run to focus on. That's just a third of the back-breaking, muscle-molding endurance test that becomes all-consuming for those with enough confidence to think that they too could one day be counted among the elite athletes to finish a triathlon.

And it actually comes last after a 1 mile swim and 40K bike ride.

A lot of parents would wince at the prospect. Some would smile in amusement knowing full well that such a declaration would

soon fall by the wayside in favor of the next teenage project dejur. Not in this case.

Maggie Land, who has worked for UFCW Local 324 as a union representative since 2000 knows not to doubt her daughter when she sets her mind to something. That would explain her reaction when Andi first announced that she intended to become a triathlete.

"Are you out of your mind," Maggie reported saying. Whereas many parents might feign half-hearted encouragement, they will also admit to hiding the wink and the nod that comes from knowing, like other fads, "this too shall pass."

But Andi's mother knows best or at least she knows Andi best. "I didn't just nod and say that's great honey because I know her and when she says she's going to do something she's damn well going to do it," Maggie said, with an air of resignation and pride.

She was right. It took only a few months for Andi to build her way up to successfully completing her first triathlon last September. That was an important milestone not because she attained yet another goal in her life, but rather it marked the beginning of the real work. "I'm not just in this to finish," Andi said, adding "Although that's good for some people." Andi is in this to win. She is now training competitively with the goal of finishing on top some day—not just finishing.



Andi Land

Union seeks to bolster service to pharmacists in bold new initiative

In the upcoming months, Local 324 along with the rest of the Southern California locals will be engaged in several activities to better serve our pharmacist and pharmacy staff members. This program was launched on March 6th, after an advisory committee of Pharmacists and Union Representatives met and discussed how to best address the concerns of our professional members in this evolving age of health care delivery.

The UFCW professional division web site www.ufcwrx.com is being updated, and continuing education, legal updates, and news about the growing number of professionals in unions will be featured more prominently. In addition to our sponsorship of mail and online continuing education, on site CE opportunities are also being planned.

A UFCW member has served continuously on the California Board of Pharmacy since 1999. As board members, we have provided a voice for working pharmacists when new regulations are promulgated and legislation is contemplated. As board members, we have also been involved in reviewing discipline cases. This is never enjoyable, but it does familiarize your union with the process itself and the mistakes pharmacists commonly make. As members of the Board of Pharmacy, we can better aid pharmacists who are concerned that their working conditions are susceptible to error or inadequate patient care.

As union members, pharmacists have rights on the job that they are often unaware of or reluctant to assert. Pharmacists are professionals first and patient care should always be the priority. But our pharmacist members all work for big corporations whose primary motive is profit. Unionized pharmacists have job protections, and educating our members about these protections and their rights on the job is your union's number one priority.

Our negotiation cycle is often 3 to 4 years. The years between contract negotiations are as important as the months leading up to contract expiration. Make sure you

are receiving the proper compensation and your working conditions are in compliance with the provisions of the Collective Bargaining Agreement. Rite Aid and CVS pharmacy contracts will be renegotiated this summer; the Albertsons, Ralphs, and Vons pharmacy and the Stater Bros. contracts were settled last year.



Secretary-Treasurer Andrea Zinder

When it comes to contract negotiations, your strength is derived from your willingness to stand up for your rights. This is demonstrated every time you insist that your contract provisions be honored.

The UFCW professional division also works closely with the California Pharmacist Association (CPhA) on legislative issues. We contribute to the CPhA Political Action Committee because we know pharmacists' role in the health care delivery system is changing and your responsibilities and duties are constantly expanding. We support the role pharmacists are given; however, we know the importance of assuring laws are in place to protect you.

We look forward to hearing from our professional division members as we fulfill our commitment to involve more pharmacists in an advisory capacity. Our goal is to serve the many needs of our members during negotiations, but also between contracts as we tackle the many challenges pharmacists face on the job as professionals working for large retail corporations.

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



The Bisbee Deportation

—By Matthew Hart

In the early hours of July 12th, 1917, 2,200 men wearing white armbands gathered in Bisbee, Arizona. At 6:30 am, on the sheriff's command, these newly deputized vigilantes rushed through the desert mining town detaining all men thought to be union sympathizers. Hours later, 1,286 men were loaded onto manure-coated cattle cars to be transported 200 miles and 16 hours through the desert heat. The men were abandoned in the small town of Hermanas, New Mexico, without food, water, or shelter. The incident, known as the Bisbee Deportation, would be one of the largest vigilante actions against organized labor in American history.

In 1917, the town of Bisbee was dominated by the copper mining industry. Phelps Dodge, the leading mining company in the area, owned much of the town including the hospital, library, only department store, largest hotel, and local newspaper. On account of World War I, the price of copper had nearly tripled, allowing the companies to reap tremendous profits. However, the mining and living conditions were poor for the 5,000 workers employed by the mines. Previous attempts to unionize were met with the termination of union sympathizers.

But in 1916, the International Union of Mine, Mill, and Smelter Workers (formerly the Western Federation of Miners) successfully organized 1,800 miners in the area. Early in 1917, the Industrial Workers of the World (IWW) formed the Metal Mine Workers Union No. 800, organizing mostly among the lowest paid workers, immigrants from Mexico and Southern Europe.

The IWW presented the companies with a list of demands, which included improvements to working conditions, an end to discrimination against union members, equal treatment of immigrant workers, and a flat wage system to replace the sliding scales tied to the market price of copper. The company refused every single demand.

On June 26th, the IWW called for a strike and more than 3,000 miners answered their call. Although the strike was peaceful, local and state authorities requested that federal troops break the strike, purposely misrepresenting the workers' actions as pro-German and anti-American. The federal government refused.

Prior to the Bisbee strike, IWW workers also struck Phelps Dodge mines in Jerome, Arizona. With the cooperation of the sheriff there, vigilantes kidnapped more than 100 men and jailed them.

Sixty-seven of these men were then placed on a train and deported to Needles, California. The Jerome deportation proved to be a test for Bisbee.

On July 11th, Phelps Dodge executives provided the sheriff with a list of men who were either on strike, refused to scab, or were union sympathizers. Led by local businessmen and pro-company miners, two groups were formed: the Citizen's Protective League and the Workman's Loyalty League. These groups helped gather 2,200 local citizens who were deputized to assist in the deportation. The following day, over 2,000 men were detained and under the threat of armed guards and a belt-fed machine gun, they were marched two miles to Warren Ballpark. The men were offered release only if they denounced the union and returned to work. Seven hundred



men (none of whom were union members) agreed to the terms.

At 11:00 am, 23 cattle cars belonging to El Paso and Southwestern Railroad arrived to deport the remaining 1,286 men. As the train traveled along the guarded tracks, the temperature rose to 95 degrees. Over ten hours later, the train arrived at its destination in Columbus, New Mexico, but was turned away because the town could not accommodate the men. Rather than returning with its unwanted cargo, the train traveled to Hermanas, New Mexico where it dumped the men, penniless and without food, water, or shelter. While local residents fed the men, they were left in the desert sun until federal troops arrived to escort them back to Columbus, New Mexico.

Meanwhile, Bisbee authorities stationed guards on all roads into town to ensure none of the deportees returned. The Citizen's Protective League controlled the city for four months and with the Sheriff, established a kangaroo court. Hundreds of citizens with union sympathies were tried, deported, and threatened with lynching if they returned.

President Woodrow Wilson set up the Federal Mediation Commission to investigate the deportation. The US Department of Justice ordered the arrest of 21 Phelps Dodge executives and several local politicians and law enforcement officers. However, since no federal law was violated, the charges were eventually dropped. The state of Arizona took no action against those involved in the deportation.

Local 324 Election Endorsements

Local 324 in conjunction with the Orange and Los Angeles County Federations of Labor asks all candidates regardless of party affiliation to complete a detailed questionnaire. These questionnaires require candidates to respond to issues that directly affect union members and all working families.

Formal interviews are conducted with each candidate to discuss their positions on pivotal issues affecting UFCW members. The following candidates support our members and their families. Local 324 is proud to recommend them to our membership

United States House of Representatives

- District 38 Linda Sanchez
- District 39 Jay Chen
- District 40 Lucille Roybal-Allard
- District 44 Laura Richardson
- District 45 Suhkhee Kang
- District 46 Loretta Sanchez
- District 47 Alan Lowenthal



California State Senate

- District 33 Ricardo Lara
- District 35 Roderick Wright



California State Assembly

- District 53 John A. Pérez
- District 57 Rudy Bermudez
- District 58 Luis Marquez
- District 63 Anthony Rendon
- District 64 Isadore Hall
- District 69 Julio Perez
- District 70 Bonnie Lowenthal



Whittier City Council

- Nick Donovan
- Lupe Garcia-Sahagun
- Craig Lebow



Endorsements can be found under the political section at www.ufcw324.org. There is also a button on our home page. **Remember to VOTE June 5th**.

Shelf Life:

Anyone who has ever set foot in a Southern California Albertsons store has come face-to-face with their handiwork. In fact, it would be almost impossible to avoid making a purchase that didn't pass through the hands of the crews at the Albertsons Distribution Center in Fullerton.

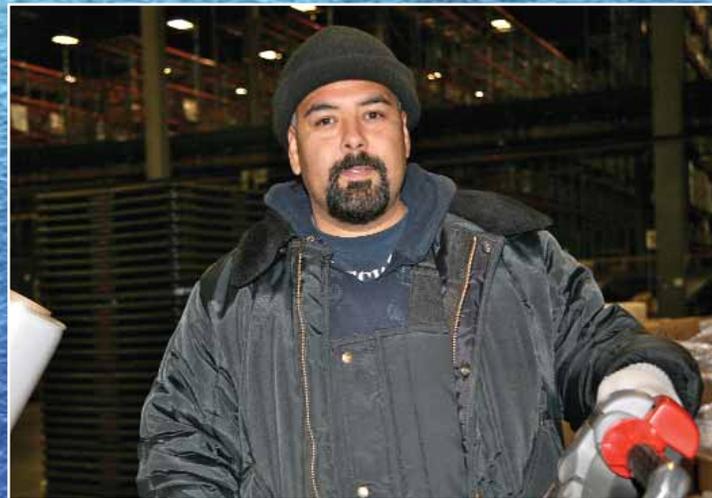
The sprawling 1.3 million square-foot compound employs about 110 UFCW members and a small contingent of Teamsters. Each of the buildings resembles a giant Hollywood-style sound stage that are fitted with floor to ceiling



Meet the members who do the grocery shopping for Albertsons

shelves that require more than a step ladder to reach the top-try a couple hundred step ladders, that is. They hold virtually every piece of merchandise that Albertsons will ever sell. All of which have been strategically placed on the shelves so that each store's checklist can be rapidly packed onto a crate, wrapped tightly with clear plastic wrap and delivered to receivers at the retail end of the chain.

In the past decade, technological advances and streamlining of procedures has made these jobs especially unique. That uniqueness has contributed to an air of confidence that some members say makes identifying warehouse workers easier than stocking the bread aisle



Perez not afraid of being tagged as 'Labor's man' in the legislature

Julio Perez is a collision of opposites that he insists will set him apart from other politicians whose core convictions shift with the wind. A policy analyst of the highest order, colleagues say his opponents are hard pressed to find an issue in which he isn't in command of the facts.

He is part smooth talking politico, a side revealed when he's shaking hands and kissing babies along his slow stroll to the podium at campaign rallies.

He is the consummate insider, an asset gained from working in his community with labor, business, political and civic groups to bring jobs to the area.

Finally, he is the untamed maverick who minces no words when he vows to establish a new tradition for the 69th Assembly District by following through on his campaign promises. It is ironic that the maverick side of his personality is what has earned him the enthusiastic support of UFCW Local 324.

Why would such a venerable institution like Local 324, with a history that spans more than 70 years and roots in every city of Orange County be championing the candidacy of a local boy who rocks the boat as often as Perez?

For one thing, Perez has been a member of Local 324 for several years, serving as the political director for the Orange County Labor Federation.

The answer can be found in a single overriding sentiment that Perez shares with the union's local leaders and a handful of union stalwarts from Hawaii to Maryland. Simply put, many within the Labor Movement are tired of supporting Democrats who campaign for union support but vote against unions on pivotal legislation.



Julio Perez

That sentiment was rarely heard above a whisper a decade ago when unions nationwide were desperate to gain traction against the Republican juggernaut. Veteran activists wore out the soles of their shoes in support of any Democratic Party

nominee who was expected to live beyond Election Day.

President Greg Conger is just one of a growing chorus of Labor Leaders who say it's time that Labor hold politicians accountable. He believes Perez will be one whose loyalty to the causes labor holds dear is genuine as evidenced by his own personal history.

"Even before he was old enough to vote, Julio was in the trenches fighting for the same kind of change we are fighting for today. He knows where

we are coming from," Conger said.

"I want to be the shop steward for Organized Labor on the Assembly floor," said Perez.

But clever politicians are adept at sounding empathetic to a group of supporters. Discussion of the issue raises Perez's blood pressure as he describes members of his own party as being two-faced with the very people who put them in office.

The intensely competitive nature of contemporary American politics has made candidates more desperate for money and—by extension—are willing to say anything to get it, he laments. He is particularly galled by the willingness of elected Democrats to abandon the party's core principles in favor of a pro-big business agenda that has skewed the process more in favor of the mega-wealthy.

Electing Perez to the Assembly, therefore, will be sending a message to the party elite that taking unions for granted will have its consequences.

Political insiders such as Executive Vice president Rick Eiden explain that this particular Assembly race provides the perfect opportunity for Labor to send such a message.

The district is one of only a handful of legislative districts designed to include a majority of Latinos, thus giving the traditionally underrepresented demographic group a better chance at electing a Latino to represent them.

Consequently, the district's voter registration is heavily Democrat meaning that the winner of the June 5 Primary is a shoe in for victory in November.



69th Assembly District

Hot Topics

Words of wisdom to help you keep your job

Minimum Hour Guarantee Waiver (Food Contract)

—By Field Director Chuck Adinolfi

The Minimum Hour Guarantee Waiver recently went into effect in the Retail Food and Meat Agreement. This allows employees to temporarily waive the minimum hourly guarantees that are spelled out in the current collective bargaining agreement. This waiver can be done in any week if mutually agreeable between the employee and the employer. In the event the waiver exceeds four (4) consecutive weeks, then the employee, employer and the union must mutually agree in writing with the understanding that the union will not unreasonably withhold approval. The employer will immediately provide the union with a copy of the signed agreement which will specify the period that the minimum hours are waived. Such agreements may be revoked in writing by the employee at least one week before the schedule is posted.

This new language can be a useful tool for some of our members. Take for example students that need reduced hours in a particular week to study for finals, do a term paper or participate in school or sport programs. Any employee can take advantage of this new provision on any given week as long as the provisions of the contract are followed.

As we see more and more members taking advantage of this new waiver, we are beginning to see some problems and potential abuses by management. There are some things that you should keep in mind when using this waiver.

1. Your medical benefits are directly impacted

by working less than the minimum monthly hours necessary to qualify for health coverage. If you do not work the required hours there may be a lapse in benefits and you could incur costly Bills and or COBRA premiums.

2. Your vacation pay and sick pay are calculated using hours worked in the anniversary year. So you may see a reduction in these payouts.

3. Holiday pay may be affected, due to a reduction of days worked prior to a contractual holiday.

4. A reduction in hours can make you ineligible for FMLA (Family Medical Leave Act) or CFRA (California Family Rights Act).

5. If you are in the process of earning full time status and take a reduction in hours you will have to start the process over.

We are monitoring possible management abuses of this waiver and you should report any misuse to the union immediately. As a union member you are entitled to your weekly guarantee unless you temporarily give up that right. If you are provoked, asked to sign such a waiver by management that you did not request, notify your union in order to protect your rights.

Use this waiver sparingly and wisely. Take note of the possible impact that this reduction may have on your wages and benefits before making the decision to waive the minimum hours that are guaranteed.

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



Retirees' Club Swears in New Officers



Do you solemnly swear . . .

From left: Marian Jones, Treasurer; Barbara Hamilton, President; Bonnie Ladbury, Member-at-Large #2; Tom Alderson, 2nd Vice President; Carole Peterson, Member-at-Large #1; Lvonne Hubbs, Member-at-Large #3; and Ed Camire Sergeant-at-Arms #1, take the oath of office from Executive Vice President Rick Eiden as newly elected members of the UFCW Local 324 Retirees Club. In prepared remarks delivered after the swearing in, Hamilton noted that the growth of the Local Retirees Club has been a hallmark of its success over the years. But, she lamented, that growth has reversed itself in recent years, Today the club boasts 1,100 active members, still the largest in the UFCW by far.

Do you have health benefits through the Drug Trust Fund?

That could change if you haven't filled out enrollment forms.

Open Enrollment packages were mailed to members December 1st.

Drug Trust Fund member coverage may be **terminated** if enrollment forms are not filled out and returned to the Trust Fund Office.

IF YOU HAVE NOT FILLED OUT AND MAILED IN FORMS CONTACT THE BENEFITS DEPARTMENT IMMEDIATELY.
Do NOT wait!

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

**Indemnity PPO Medical Plan Participants:
Complete Your Health Risk Questionnaire (HRQ) NOW!
Deadline: May 31, 2012**

HRQ

What is the HRQ? The HRQ is a CONFIDENTIAL QUESTIONNAIRE about your health and what you are doing to stay well. After completing the questionnaire you'll receive a free HEALTH RISK ASSESSMENT REPORT that shows you how your lifestyle and your biometric "numbers" can affect your health.

What do I get if I fill it out? Extra money is added to your HEALTH REIMBURSEMENT ACCOUNT (HRA) for use on deductibles, co-insurance, or prescriptions (if you opted for prescription reimbursement). Platinum and Platinum Plus Participants will receive **\$200**; Gold and Silver Participants will receive **\$50**. If your enrolled spouse or domestic partner fills one out, your HRA gets **another \$50**.

What is the HRA for? Each year you are enrolled in the Indemnity PPO, the Fund office adds money to your HRA. When you have a covered medical expense, the Fund uses the HRA to help cover your share of the expense. More money in your HRA means **less out of pocket for you**. At the end of the year, any unused HRA funds will roll over to the following year. Your Explanation of Benefits (EOB) can help you keep track of your HRA balance.

REMINDER: Reimbursement for prescription drug co-pays is not automatic. You **must** "opt-in" to set this up. If you haven't submitted a Prescription Drug Copayment HRA Opt-In Form to the Fund and you want your HRA to help pay your share of prescription drug costs, contact our benefits department at the Fund Office.



How do I get the HRQ? It's easy! The HRQ is available online at www.2012HRQ.com as well as a link on www.ufcw324.org. You can also call HMC at (888) 901-0477 and ask for a form, or answer the questions with an HMC representative.

If you have questions call the fund office at (714) 220-2297 or (877)284-2320 ext 424

Word on the street

How are your customers reacting to the ban on plastic bags?

Most of the people I talk to know that it's good for the environment and are OK with it.

Abigail Burkhard
Stater Bros. 160

A lot of people would rather take a basket full of items to their car and bag it themselves than spend a dime on a paper bag. They don't like it.

Krysi Harris
Albertsons 6154

They really don't like it. Some will actually drive all the way to Lakewood just to avoid bringing their own bags or paying 10 cents for paper.

Randi Sandoval
Albertsons 6154

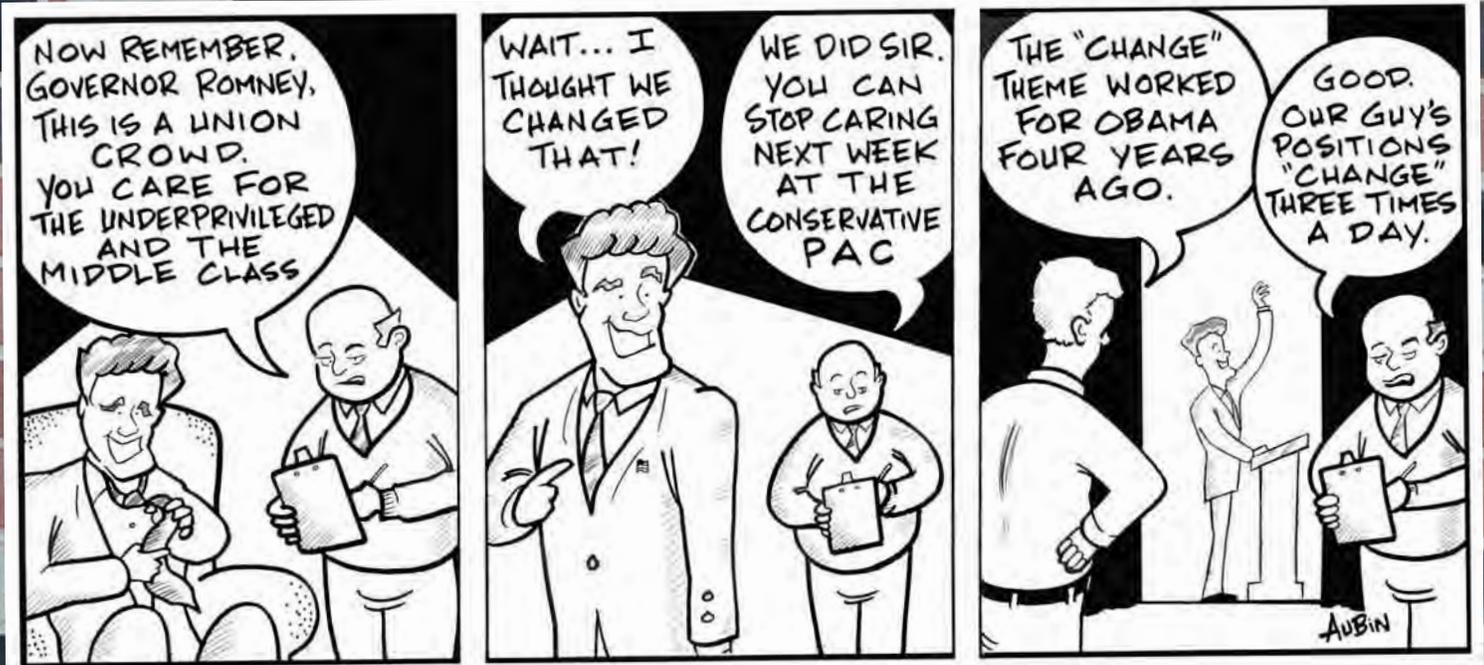
Reactions have been mixed. I think most people see the environmental benefits. we get a few here and there who are irritated but most of that has died down.

Rhonda Robinson
Stater Bros 160

Most people have gotten used to it by now. At first people were a bit hesitant to embrace it, but that has changed.

Manny Muro
Stater Bros 160

Off the wall



Rancho Federal
CREDIT UNION

Your UNION Credit Union

Union Members • Union Banking • Union Business

*Rancho Federal Credit Union is the UFCW Local 324 Credit Union.
This is your Credit Union working for you!*

RanchoFCU.org • (866)855-9050 • (714)995-4601 x6

The Primary is June 5th
Register to vote by May 21, 2012
YOUR VOTE COUNTS!

Find a link on our home page www.ufcw324.org

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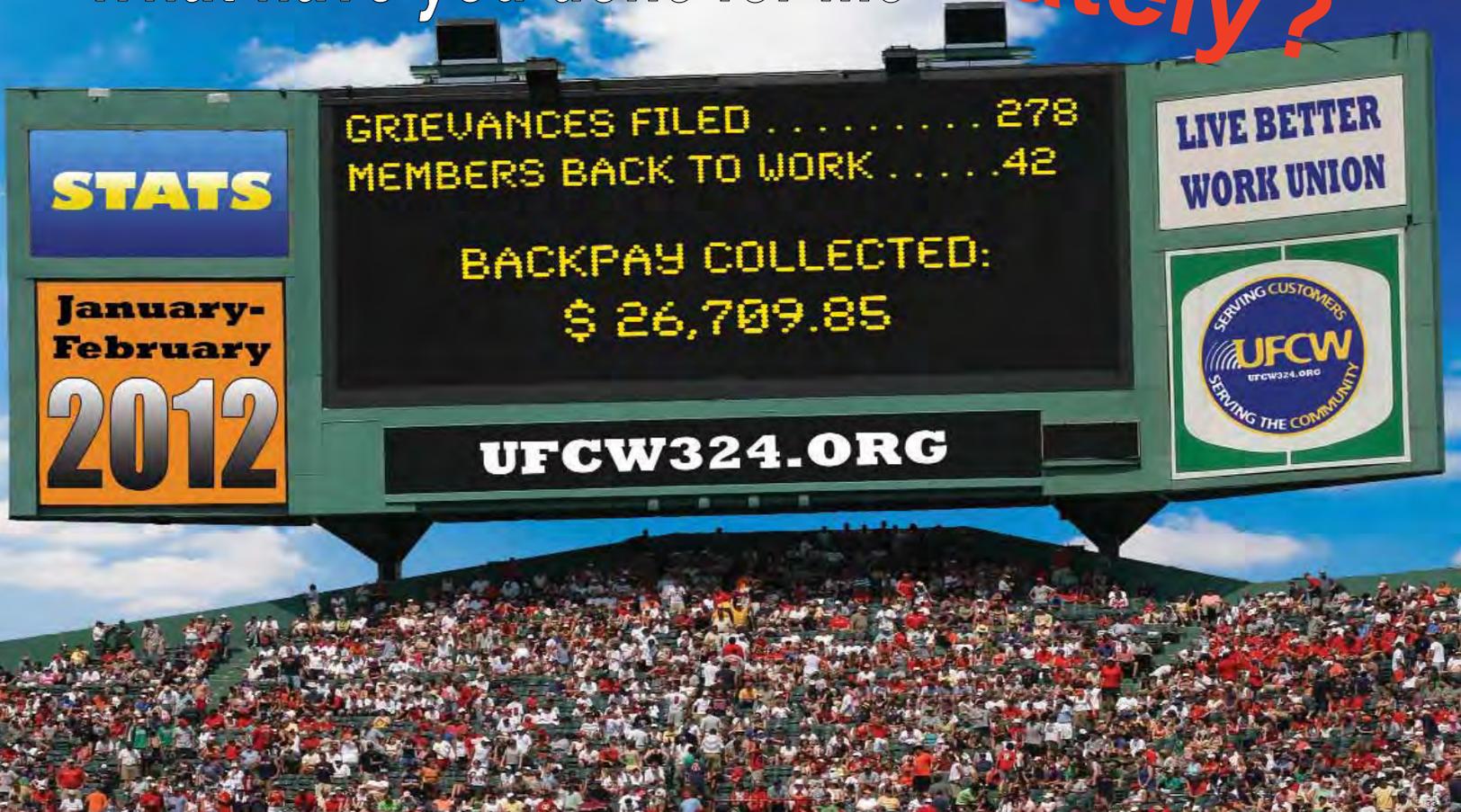


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Buena Park, California 90622-5004



PERIODICAL
POSTAGE
PAID

What have you done for me *Lately?*



STATS
January-February
2012

GRIEVANCES FILED 278
MEMBERS BACK TO WORK 42

BACKPAY COLLECTED:
\$ 26,709.85

UFCW324.ORG

**LIVE BETTER
WORK UNION**

