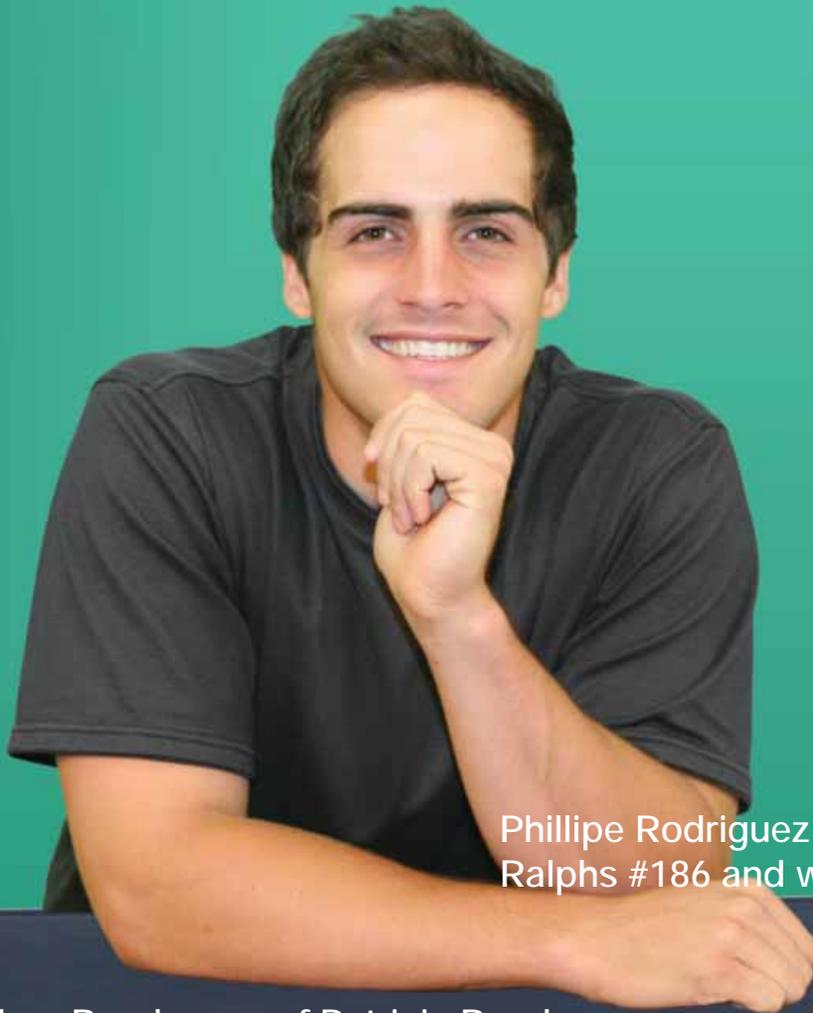


Local Students Hit Scholarship Jackpot



Phillippe Rodriguez son of Rafael Rodriguez
Ralphs #186 and winner of \$10,000 Scholarship



Johnathan Brooks son of Patricia Brooks
Albertsons #6110 and winner of \$10,000 Scholarship

Father & Son

Two local members set out to visit every ball-park in the major leagues.

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Cut & Dry

Member finds new outlet for excess energy as he copes with the loss of a loved one.

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Deaf & Blind

Albertsons management unable to see market trends and unwilling to listen to advice

Page 3





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If you take meds, chances are you are impacted by new rules.



5 | **Sec.-Tres. Report**
Court ruling helps in mission to extend health insurance to all.



6 | **Yesterday's News**
The story of a mother who died at the hands of anti-labor vigilantes.



9 | **Politics**
Election day a mixed bag for Labor as influence of money rises.



10 | **Scholarship Winners**
Local kids rake in record amount of cash in this years contests.



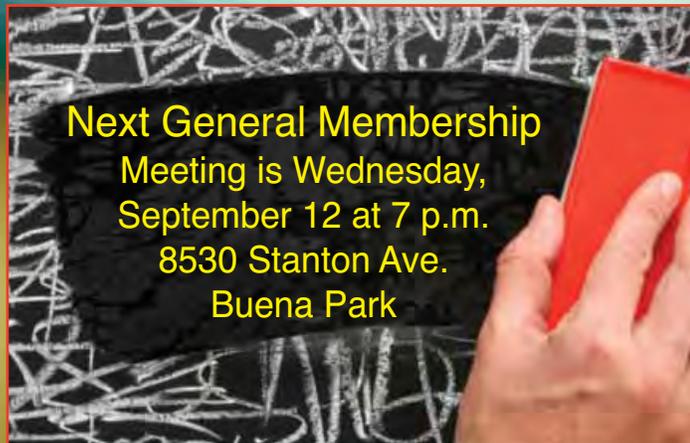
16 | **Education**
Learn about unions and earn college credit.



18 | **Word on the Street**
Kaiser members reflect on their new contract.



19 | **Off The Wall**
Our own home-grown, award winning humorist.



- 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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8 a.m. to 5 p.m.
Monday-Friday

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Mismanagement 101—Super Valu appears destined to repeat mistakes that led to layoff

Once again, the great injustice of our economic system played out for the entire world to witness—namely that those who bare the greatest fault for a company's failing performance are the ones least likely to suffer the consequences caused by that failure.

The layoff of approximately 2,500 Albertsons employees came as a surprise to all of us who expected some reasonable warning that this corporate behemoth made a business decision that would impact the lives of thousands.

Such courtesies are wishful thinking in this day and age mainly because they rely on the existence of a collective conscience on the part of upper management at a time when such a quality is seen as a weakness among its most elite.

Paradoxically, while the timing and magnitude of the action by Albertsons was a surprise, the “other shoe” has been waiting to drop since the earliest days of its acquisition by Super Valu in 2006

From the beginning, Super Valu has demonstrated a rank inability to read the Southern California retail grocery market. Business trends that could be identified by a freshman college student in any business school sailed over the heads of everyone with any ties to the new parent company.

This myopic clan of know-it-alls appeared to genuinely believe that they didn't even have to know the local market. That explains why they didn't even make a half-hearted attempt to seek the sentiment of what began as a vast customer base with extremely high brand loyalty.

Even the most docile trade publications today showcase the decision to change the name of Lucky Stores to Albertsons as a study in corporate buffoonery.

Let's not forget that Super Valu paid a premium for the Albertsons Southern California markets just a few short months after Larry Johnston's disastrous decision to lock out its employees for 141 days during the 03/04 strike against Vons. Johnston then bailed from the company with a \$122 million golden

parachute.

It had both the capital and the distribution apparatus to augment the lucky operation and expand its loyal customer base into neighborhoods poorly served by the regions dominant chains.

Instead, it arro-

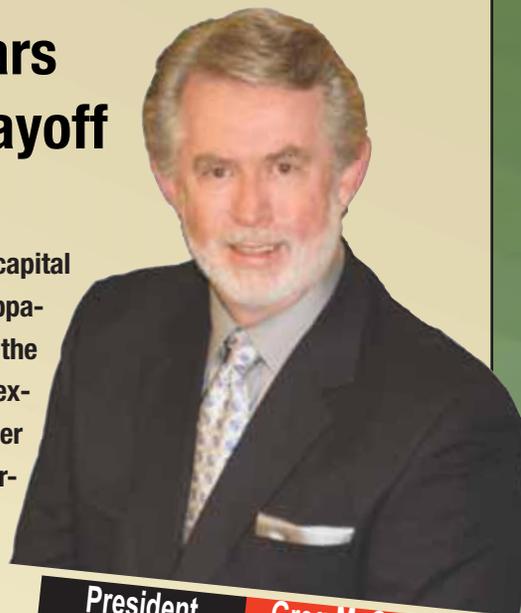
gantly tore down the Lucky signs and with them disposed of a sizeable chunk of long-term middle-income shoppers who had already shown a willingness to stick with Lucky as it struggled to make store upgrades and stay competitive.

In addition to scrapping the name, it also scrapped its predecessor's business strategy, which placed a greater emphasis on price structure as its appeal. Even as its former loyal employees struggle to pick up the pieces of their lives today, Super Valu management appears to be oblivious to the fact that customers are themselves struggling to recover from a bruising recession.

The company's declaration recently that it will succeed here by rededicating itself to top quality customer service ignores the impact its higher prices have on a frugal public that still suffers from an above average unemployment rate.

Ironically, the impact of its lay-offs will, no doubt, make their stores even less attentive to customer needs as skeleton crews struggle with greater workloads and fewer hours to complete them.

It's difficult indeed to watch a disaster such as this unfold. It is more difficult to see the same sorry team of incompetents set the stage for a repeat performance.



President

Greg M. Conger



Major changes to prescription drug plan to have widespread impact

The Benefit Fund Prescription Drug Program is changing. Effective July 2, members will be encouraged to switch to lower cost, therapeutically equivalent medications.

In an effort to control prescription drug costs, the Trust Fund is implementing a Market Price Drug program (MPD). The new program will offer Preferred Alternatives for low cost drugs.

Preferred Alternatives are drugs that treat conditions with the same results as the Market Price Drug. They can be brand name, generic, or over-the-counter. Preferred Alternatives are a lower cost alternative approved by the FDA to be equally effective and safe. Members who cannot take the preferred alternative must get an exception from their doctor. Failure to do so could result in much higher copays.

How it works:

If the cost of the medication you are currently taking is increasing you have three options.

- You can switch to a Preferred Alternative in which case you will simply pay your co-payment.
- Or, if the alternative is not right for you, you can ask your doctor to fill out an Exception Request for approval to stay on your current medication. If your request is approved, you will continue to use the drug you currently take at no additional

cost to you beyond your co-payment.

- You can continue to use the medication you are currently taking, but pay higher out-of-pocket costs. For example, If the drug you are taking (Drug A) now costs \$115 and the Preferred Alternative (Drug B) is \$35, then you will be asked to pay the difference (\$80) in addition to your co-payment (Drug A - Drug B + co-payment).

If your Exception Request is denied, you will still have the option of switching to the Preferred Alternative (Drug B) or paying the difference plus your co-payment (Drug A - Drug B + co-payment).

Exception Requests will vary depending on the drug you are currently taking, but last a maximum of 12 months. You should make sure you file a new Exception Request before your previous request expires.

Resources:

Beginning July 2, www.PrescriptionSolutions.com will host a Virtual Medicine Cabinet. Once you create an account, you will have access to tools to help you compare and calculate drug costs, check interactions, and learn more about specific Preferred Alternatives.

If you have questions regarding your prescription coverage or what effects the new program will have on you, please contact the Health Benefits Department at (714) 995-4601 x 3.



Secretary-Treasurer's Report

Ruling on national health plan a huge victory on the road to universal coverage

With the Supreme Court's June 28 ruling that the Affordable Care Act (Obama care) is constitutional, we can celebrate a great victory. First and foremost, health care will soon be affordable and available for everyone. Second, employers will have to step up and offer their employees a health care plan or pay a penalty. Finally, with this decision, the Supreme Court has validated one of President Obama's core objectives.

The Affordable Care Act is far from perfect, and one of its shortcomings is the provision that employers must only provide health insurance for full-time (defined as 30 hours / week or more) employees. This means that corporations such as Wal-Mart can continue to avoid their responsibilities and shift their health care costs onto the public by simply scheduling all or most of their employees less than 30 hours / week.

Our union plans by contrast provide benefits to employees who average 23 hours per week. It is for this reason that the UFCW's constant contract demands to maintain affordable health care for all are so important.

We are currently negotiating with Rite Aid, and the very issue of affordable health care for all is front-and-center. As of press date, Rite Aid has not made a formal proposal, even though their contract expires on July 15. Instead, they have informally suggested replacing the union negotiated health plan with a company plan, which can change any time management wishes.

Rite Aid's corporate plan requires employees to average 30 hours / week to qualify for benefits. This contrasts with the union negotiated plan which provides benefits to employees who average 23 hours / week. Rite Aid's corporate plan requires employees to pay about 30% of the cost of their benefits. This contrasts with the union plan where employees pay less than 10% of the cost. Unlike the union plan, Rite Aid's corporate plan does not include an HMO option.

On recent visits to their stores, Union Representatives told Rite Aid members of management's anticipated con-

tract proposal to switch from the union benefit plan to a company plan. Union members were united in their opposition. One store manager who overheard a conversation supported the Union representatives' concerns and confirmed that even he doesn't participate in the company plan because the cost is prohibitive.

We are still early in the negotiating process, and I hope that Rite Aid management reconsiders its position and presents us with a good faith proposal in the near future. Rite Aid is our only fully organized retail drug store chain in Southern California. The UFCW is much more interested in avoiding a fight and working cooperatively with Rite Aid by promoting the company and its unionized work force to our families, friends, and union brothers and sisters.

But, our Rite Aid members have sacrificed repeatedly over the years and imparting total control of their health plan to management is unacceptable. It is now Rite Aid's turn to recognize the hard work of their employees and to come to the bargaining table ready to negotiate in good faith.

In time, health care costs should level off as a result of the affordable care act and the more equal sharing of the costs of medical insurance by all. Meanwhile, union members know that their collective bargaining agreements continue to protect them and their families from the financial burdens of serious illness and injury.



Secretary-Treasurer Andrea Zinder

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



A Mother's Love Becomes Labor's Future

—By Matthew Hart

Every Labor Day in Southern California thousands come to Wilmington in remembrance of Labor's struggle.

This Longshoremen led march ends in Banning Park where people celebrate together with food and music. However, unknown to most participants, across the street at the Wilmington Cemetery rests a local labor martyr, Lizzie Sundstedt.

A mother of three, Lizzie died after a vigilante mob raided a union hall in June of 1924. The raid left over thirty people badly beaten, several children burned with scalding coffee, and Lizzie and her daughter clinging to life. This act that orphaned three children and left many others scarred would prove to be one of the most heinous against labor in Southern California's history.

For several years prior to Sundstedt's death, the Industrial Workers of the World (IWW) had been organizing on the docks of San Pedro. The civic and local business leaders responded to the IWW with blacklists and mass arrests of alleged union agitators. The conflict eventually led to a citywide general strike in 1923 and a bitter free-speech fight the following year.

As tensions grew, police and civic leaders formed alliances with

extreme groups, such as the Ku Klux Klan, to rid San Pedro of the IWW. Many began to advocate vigilantism as a way to deal with what they deemed as an unwanted element in their community. Police would often arrest IWW members for speaking in public, yet ignore acts of violence or threats made against them.

Something was certain to go wrong when IWW members were rumored to have slandered sailors who died in an accident aboard the USS Mississippi, stationed off San Pedro.

Antagonisms came to a head on June 14, 1924, when 100 vigilantes, all wearing white armbands or sailor uniforms, launched a vicious attack on the IWW hall. Armed with guns, brass knuckles, and lead pipes, the vigilantes attacked the 300 occupants who were attending a fundraiser for two workers who had died on the job.

The vigilantes broke out every window and destroyed the furniture, which they set on fire in the street. Those who attempted to

escape were met by others waiting outside. Several leaders of the IWW were loaded onto trucks and taken out to Santa Ana Canyon to be tarred and feathered. At least six children were pushed or dipped into scalding hot coffee. One child, Andrew Kulgis, had hot grease thrown on his legs as he attempted to escape the raid.

Lizzie Sundstedt and her three children were attending the fundraiser with her eldest daughter, Mae, scheduled to perform a dance when the attack took place. Lizzie was beaten severely as she attempted to protect her children from the attack. Sadly, her efforts were in vain. Both her daughters fell victim to the scalding coffee. Mae was deliberately soaked from the middle of her back to her heels with the boiling liquid. Her burns were so deep that she

lay bed-ridden for months.

After the attack and still suffering from the clubbing she received, Lizzie attempted to nurse her children back to health. Despite doctors' efforts, the mother of three passed away on August 1, 1924.

Two days after her death, several hundred people marched in a funeral procession through the streets of San Pedro to the Wilmington Cemetery.



The demonstration was as much an act of defiance as it was of mourning for the mother of three. As people gathered at the cemetery, Lizzie's children came to pay their mother respect. Lilly's legs were still wrapped in bandages and Mae had to be carried on a stretcher.

People sang labor songs and spoke about their mother's dedication to labor and her children. Her three children, however, simply mourned the loss of the woman they described as "the best friend they had in the world."

While the attack on the IWW hall destroyed the last remnants of the union in San Pedro, the children who fell victim in the attack (including Lizzie's son, Frank Sundstedt) would eventually help to build the ILWU in the city. Today, the Longshoremen's union uses the IWW slogan "An Injury to One is an Injury to All" in tribute to their forbearers whose sacrifices and names are too often forgotten, including Lizzie Sundstedt.

From mourner to master, member finds fulfilling hobby in aftermath of personal loss

For Greg Rech, it seemingly all began in 2002 with the death of his father. While still in mourning, Rech found himself taking inventory of his inheritance—a garage filled with tools. Somehow his dad’s collection and the garage where his father spent much of his free time were both more enticing to Rech now. “I would find myself out there tinkering a lot,” said Rech.

Finally, his mother recommended he take a class. Rech eventually took her advice, enrolling in an ROP (Regional Occupational Program) woodworking course in the Adult School at the ABC Unified School District. While in class, Rech realized something right away; he had a passion for working with wood.

A few ROP woodworking courses later, his uncle’s girlfriend suggested he look into the Woodworking department at Cerritos College, but only if he were ‘serious’ about working with wood. She had just recently earned her Associate of Arts degree in Furniture Making from the department.

The Woodworking Manufacturing Technologies Department (WMT) at Cerritos College also offers Associate of Arts degrees in Cabinet Making and Comprehensive Woodworking as well as vocational certificates in all three options.

Rech has been enrolled in the WMT at Cerritos College and an active member of CSAW (Cerritos Students Association of Woodworkers) since 2005. He is working his way towards a certificate in Cabinet Making, but is in no hurry, taking his time to absorb as much as possible from the twenty instructors and forty different courses the department has to offer.

“I usually try to take a course or two a semester and maintain a few hours in the lab,” Rech said. “That way, if any outside opportunities arise, I have access to whatever equipment I need.”

The lab Rech is referring to is the 27,000 square foot, state-of-the-art wood shop the WMT is developed around, and the ‘outside opportunities’ are various woodworking projects that have come Rech’s way. As of late, he has been busy custom building

high-end cutting-boards.

“Lately, the way things have been going for me, with the woodworking, it almost doesn’t seem real,” mused Rech.

If working with wood feels a little like a dream to Rech, it’s because it is. Rech’s father, it turns out, had this very same dream. But, with a family to feed and already living paycheck to paycheck, Rech’s dad never felt comfortable leaving his position as a receiving clerk at Excellon Automation Co. to pursue a career in carpentry.

“I always knew he was a tool guy,” said Rech. “But, not until I was already enrolled at Cerritos did I learn that it was my father’s dream to someday practice carpentry”.

The Catalog

One particularly difficult semester at Cerritos, Rech was struggling for ideas to complete the final project of a course in Cabinet Vision, a carpentry software program. He was supposed to design a complete floor plan for an entertainment area, but was coming up empty.

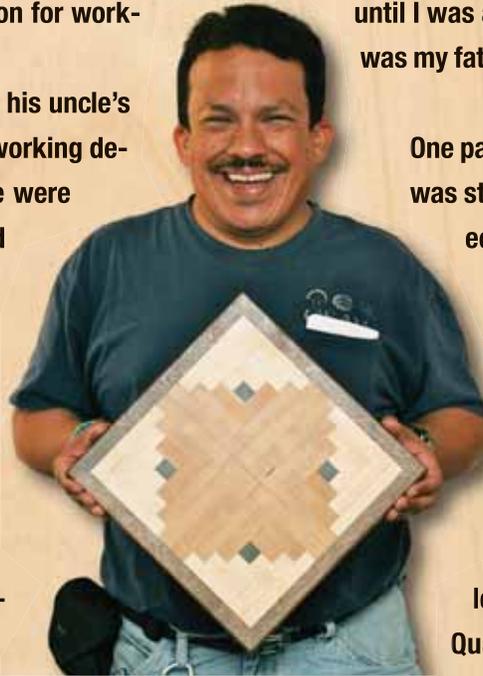
He was still unsure how to proceed when a large manila envelope addressed to his father arrived in the mail. His mother wanted him to open it. Inside, a letter read: ‘Thank you for your interest in Quality Cabinets. Enclosed is a catalog of our various styles and finishes ...’

Paging through the many different models and arrangements this catalog intended for his father had to offer was just the inspiration Rech needed to move forward on his floor plan design.

“I still almost can’t believe it,” puzzled Rech with a contagious smile. “It was what I needed, when I needed it, addressed to my father who had been in heaven then for ten years.”

When Rech is not at home in the garage or at Cerritos College, he can usually be found at Vons (Pavilions) 2203 in Long Beach, where he is closing in on his twentieth year as a 324 member.

If interested in having a cutting board made or other woodworking requests fulfilled, contact Rech at sawdustsymphony@yahoo.com.



Union mobilizes to soften blow for Albertsons members

UFCW Local 324 can assist members during this difficult time. The following list of services and benefits is provided to help members through this hardship.



FOOD BANK— From 8 AM to 5 PM Mon-Fri, non-perishable foods are available at the Local 324 Food Bank in Buena Park.

FOOD CARDS – Food assistance certificates will be available at Local 324's Buena Park office. Members must have photo id.

DISCOUNT MEDICAL/PRESCRIPTION BENEFITS – Well Cards are available with the Union Representative and Local 324 offices. Members can visit the web site at www.wellcardhealth.com. Members will be able to login and view the various discounts.

RENT AND MORTGAGE ASSISTANCE - May be available in the month of August.

UFCW CREDIT UNION (RANCHO FEDERAL CREDIT UNION) - Affected members will be eligible for a three month "Loan Extension" on any auto, home mortgage or personal loan they currently have with the Credit Union.

EDD ASSISTANCE – Representative from EDD held workshops for members on Friday, June 22 and Friday, June 29 at 10 AM or 2 PM at Local 324's upstairs auditorium. These workshops assisted members in applying for unemployment, food stamps or Medi-Cal and answer any questions the members may have. In addition, EDD provided information regarding job training and other programs available for our members.

CALIFORNIA SOCIAL SERVICE ASSISTANCE – UFCW 324 staff will assist members in the following Social Service Programs: CalWORKs provides temporary financial assistance and employment related services to families with minor children, and CalFRESH (formally known as Food Stamps). In addition medical benefits are available through Medi-Cal.



Above: President Greg Conger and Exec. VP Rick Eiden load boxes of food into a van headed for the union's food bank.

Right: UFCW Local 324 accountant Louanne Punsalang stocks shelves at the John R. Cortez Food Bank located in the union's Buena Park headquarters.



Below: Member listens intently to the main speaker June 22 at an event held by UFCW Local 324 for displaced Albertsons members. Among the topics covered were discussions about how to apply for government assistance as well as tips for finding a job in this economy.



Pro-labor candidates battle big money donors in state primary

In an election cycle in which campaign cash was the most visible of all contenders, pro-union candidates for office won some and lost some in June.

Results set the stage for a general election in November that will see spending sprees the likes of which voters have never seen before.

Political analysts attributed Tom Daley's victory in the 69th Assembly District to name recognition. As former mayor of Anaheim, Daley started off with a name ID advantage that his opponents could not overcome.

Executive Vice President Rick Eiden credited an avalanche of spending from corporate interests on Daley's behalf with making the difference in the campaign.

Union-endorsed Julio Perez came only 150 votes short of capturing second place which would have set up a November runoff with Daley.

Newly established primary rules in the state require a runoff between the top two vote getters in the general election—regardless of party affiliation.

Only one ballot proposition—Prop. 28—was watched closely by Labor supporters. It passed narrowly, effectively tweaking the state's term limits law by allowing



Union Rep. Dan O'Brien and his son Conor discuss some of the important issues facing working men and women this election.

public officials to serve a sum total of 12 years in the state legislature. The proposition alters the law to permit all 12 years to be served in either the Assembly or State Senate.

The most hotly anticipated contest was fought outside of California. Union activists across the country hoped Wisconsin Gov. Scott Walker would suffer the consequences for his anti-union crusade last Spring that left public employees stripped of all collective bargaining rights.

The election drew a record number of voters to the polls, but not enough to unseat Walker who received more votes in the recall election than he received in the general election that put him in office.



From left: Union Rep. Debbie Watts, Sec. Tres. Andrea Zinder, Exec. VP Rick Eiden and volunteer Abigail O'Brien call hundreds of registered voters to remind them that election day is coming and their votes are needed.

2012 Scholars



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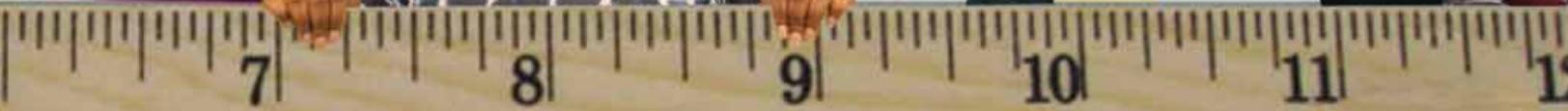
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Focus: ANTHROPOLOGY
LARSON, HOSTETLER, EDWARDS
CALCULUS
OF A SINGLE VARIABLE
EIGHTH EDITION

hip Awards



Continued on Page 12



2012 Scholarship Award Winners

1. Regina Ang Lee daughter of Romeo Ang Lee Rite Aid #5732 \$1,500
2. Breanna Beare daughter of Gina Monge Espinoza Rite Aid #6333 \$1,000
3. Austin Nguy son of Tan Nguy Vons #1911 \$5,000
4. Aaron Suchitphanit son of Aanop Suchitphanit Vons #3069 \$5,000
5. Donna James The Market #2280 \$1,000
6. Zainab Hameed daughter of Shaheen Hameed Rite Aid #5743 \$2,000
7. Madeline Chavira daughter of Claudia Chavira Kaiser #52 \$1,000
8. Jasmine Young Food 4 Less # 379 \$500
9. Christina Stam daughter of Diane Stam Kaiser #985 \$1,500
10. Corissa Heins Vons #2176 \$5,000
11. Elizabeth Hernandez daughter of Norma Hernandez Stater Bros #66 \$5,000
12. Vincent Narvaez Kaiser #52 \$2,000
13. Madison Desler daughter of Vickie Desler Vons #2277 \$5,000
14. Yosouf Tawfiq son of Mahbou Saferzadeh Ralphs #161 \$5,000
15. Jake Cross son of Denise Cross Rite Aid #5742 \$1,500
16. Jessica Ornelas daughter of Consuelo Ornelas Day-Lee Foods \$1,000
17. Cody Viers son of Julie Viers Vons Pharmacy #216 \$500
18. Ashlee Cato daughter of Kimberly Cato Ralphs #139 \$5,000
19. Shalin Patel son of Rita Patel Rite Aid #5768 \$1,500

Not Pictured:

Leslie Rodriguez daughter of Lucia Ortega
Food 4 Less #508 \$1,000

Matthew Pearson son of David Pearson
CVS #8841 \$2,000

Kimberly Bowes daughter of Mitchell Bowes
Albertsons #6102 \$5,000

Melanie Wong daughter of Cathryn Chow
Vons #2210 \$5,000

Jeffery Kang son of Raphael Kang
Ralphs #18 \$5,000

Shannon Kopoian Vons #2217 \$5,000

Arthur Tharp son of Iris Mcintosh
Ralphs #192 \$5,000

Edmund Pacleb son of Amante Pacleb
Ralphs #605 \$5,000

Victor Quach son of Duke Quach
Albertsons #6415 \$5,000

Xiao Fan Wang daughter of Ya Ling Yan
Ralphs #161 \$5,000

**Additional Award Winners are listed on our website
www.ufcw324.org/scholarship_winners**



Been there, done that

Father and son one year closer to visiting every ball park in Major League Baseball



Kevin and his father Rocky Pebley have seen more strikes in more American cities than all the unions in the country combined. With the help of discount cards and rewards points, the two hope to use their next two summer vacations to see even more.

But unlike the picket lines both have walked as Local 324 members, the strikes they have traveled far and wide to witness, are called by a single umpire and never subject to a majority vote.

The two have embarked on a mission to visit every stadium in Major League Baseball. Their union jobs provide enough vacation time to make the dream within reach. Kevin works as a sales manager at Ralphs 296 in Anaheim and Rocky as the union representative for UFCW members at Disney Resort.

For those not keen on baseball's ins and outs, that number is 30. Given the timing of league's recent expansions, it's safe to say that the vast majority of major league baseball players, coaches and managers can't even claim to have set foot in all 30.

They have relied on trains, planes, automobiles and even a riverboat to shuffle between cities collecting snapshots and souvenirs that have their own stories to tell.

Their journey began two years ago tucked in a Hallmark greeting card congratulating Kevin on graduating from college.

"It was two tickets to the Yan-

kee game in New York," Kevin recalled, his voice trailing at the end as if to hand the story to his father.

The gesture was one the two shared almost instinctively as they recalled highlights of each city. Their interaction suggested that their shared experience—a rarity within families today—brought the two closer together just at the time many drift apart.

The comparisons among venues is a coffee table travel guide waiting to be written. It would come complete with thumbs up or down reviews of each park's do's and don'ts with a comment or two on the city's themselves.

Who has the best food? Answer: The Texas Rangers bacon wrapped hotdog took the cake. Fenway Park in Boston had the loudest fans while Oakland's Alameda County stadium featured the quietest fans. The friendliest ballpark has been in Dallas while the least friendly was New York.

The footnotes that mark up their itineraries could double as a spread sheet of baseball trivia. They have visited the sport's oldest parks—Fenway Park and Chicago's Wrigley Field and some of its newest—Minnesota's Target Field and the new Yankee Stadium.

Every destination featured some memorable sight or event. Like when Rocky made a call to a former colleague from Disneyland who he hoped to see while in Cleveland. He and Kevin anticipated a brief courtesy call over a cup of coffee. Instead, they got a whirlwind tour of the city's nightlife and a hangover to boot.

Fenway Park left them with lingering back pain and muscle aches—the result of its infamous wooden bench seats that offer less leg room than a domestic airline flight. But the history that has been made in the shadow of its famous outfield wall known as “the Green Monster,” gave the small stadium a sense of gravity that its counterparts lacked.

Chicago's Wrigley Field had a similar impact. It was there that Kevin's observation shifted from cultural and architectural interests to an appreciation of the club's fans.

“To be so devoted and passionate about the game even though your team has never in its history won it all is something you have to admire,” Kevin said.

With only nine turnstiles left to pass through, the two have already started researching some of what awaits them in the final innings of the mother of all roadtrips.



President Conger named Labor Leader of the Year

President Greg Conger received the Cesar L. Chavez Labor Leader of the Year Award before a standing room only crowd of more than 700 union leaders and activists in Anaheim May 10.

The Award is presented annually by the Orange County Federation of Labor to recognize Labor leaders who have distinguished themselves.

The tumultuous Strike/Lockout of 2003/4 was cited by supporters who spoke about his history and accomplishments as an example of the daunting challenges Conger faced in his early presidency.

Kelly Pierce, Albertsons member who currently holds the title of Steward of the Year for Local 324, told a story about how President Conger called her the night her daughter Krista was having open heart surgery.

“For me, the definition of leadership is Greg Conger,” Pierce said, as she held back tears.

Upon accepting the bronze bust of the venerable farm worker, Conger thanked the Labor Federation and



After delivering a rousing introduction, Orange County Labor Fed Exec. Director Tefere Gebre presents Local 324 President Greg Conger the Cesar Chavez Labor Leader of the year Award.

guests in attendance, and extended a special thanks to senior staff members who were in attendance.

“The members of Local 324 who every single day show strength and solidarity that I believe to be unrivaled in much of today’s Labor Movement.” Conger said.

New contract earns high praise from local kaiser members

Approximately 800 Local 324 members at Kaiser Permanente gave overwhelming approval to a new contract that includes three percent raises in each of three years and fully maintains all health, and pension benefits.

The terms of the contract far exceeded the expectations of many members who monitored negotiations between Kaiser management and labor representatives beginning in early March and concluding in mid May.

The talks involved as many as 140 active participants in the process, many of whom took part in discussions, strategy sessions, brainstorming free-for alls and panels, that sought to lay the groundwork for labor/management relations beyond the written agreement.

According to Union Rep. Debbie Watts, who served as a delegate at the the talks, the atmosphere at the meetings was at times intense but maintained a cooperative spirit that seemed to surprise both sides but was welcomed nonetheless.

As with virtually every labor agreement in the country, the burgeoning cost of healthcare benefits stood as the most contentious issue on the agenda and posed the greatest threat to a cordial outcome.

Disagreements over proposed cost shifting by the company remained unresolved until the final hours when union negotiators advanced a proposal to improve employee health care with broad new preventative efforts and even an incentive for employees who demonstrate success.



Above: Claudia Mayorga, Brian Lee and Denise Hawk.

Below: Karen Allen, Toki Rubio, Helen Villegas, Laura Gerber and Ida Arias. All were delegates to the series of meetings that produced a new contract.





Local 324

Eye Care Minute

Recent news of the FDA's new sunscreen labeling requirements has made headlines on television shows such as The Doctors, in magazines and on the national news. By the end of the year sunscreen labels will have new "broad spectrum" label designations if the cream protects from both UVA and UVB ultraviolet rays. Often we think about the harmful effects of the sun on our skin, however equally concerning is the irreversible damage the sun causes on our eyes. In fact, 30 million Americans suffer from cataracts and macular degeneration, which result from ultraviolet radiation. Furthermore, the sun causes yellow growths on the white of our eyes that can cause the eyes to be chronically red and irritated. Considering the prevalence of sun damage, everybody should be wearing 100% UVA and UVB protecting sunglasses including fixed-tint sunglasses, adaptive lenses and polarized lenses. Your optometrist can examine you for sun damage and educate you on which lens type suits you best.

Did you know? Utilizing your vision care benefit with a union optometrist guarantees a complete eye examination and pair of glasses from the membership collection at no charge. Additionally, all frames, lenses and sunglasses are priced at wholesale cost. Get ready for the summer sun; visit a union optometrist for your annual eye examination.

Huntington Beach-Dr. Fennema (714) 841-5051
 Norwalk/Downey/Cerritos-Dr. Crismon (562) 864-6535
 Long Beach-Long Beach Optometric (562) 595-5662
 South Orange County-La Paz Optometric (949) 586-8200
 Tustin/Irvine-Drs. Bender & Kaye (714) 832-1288

Orange-Dr. Fennema (714) 997-1091 (714)547-8278
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LABOR STUDIES CLASSES

FALL 2012

Start August 27 and End December 13, 2012 (16 weeks)

All Labor Studies classes are transferable to CSU and National Labor College.

3-UNIT EVENING CLASSES 6:00 to 9:10PM

Off campus classes in union halls, free parking

MONDAYS

LS 7 – Labor and Political Action Section 3250

Politics is critical to labor's survival. Covers skills needed to tackle political issues affecting your members, including lobbying, electioneering, member mobilization, monitoring legislation and campaign laws.

Instr: Chuck Adinolfi/Matt Hart, UFCW Local 324,
UFCW Local 324, 8530 Stanton Ave., Buena Park 90622

TUESDAYS

LS 2 – Collective Bargaining Section 3251

Effective bargaining techniques and strategies: preparation of demands, costing out, offers and counter-offers, settlement techniques, contract campaigns and mobilizing members; includes mock bargaining.

Instr: Jody Klipple, SIEU Local 721,
SIEU Local 721, 1545 Wilshire Blvd., L.A. 90017

WEDNESDAYS

LS 9 – Organizing Strategies and Techniques Section 3252

Basic skills and techniques to organize new workers and mobilize members to build and strengthen your union; includes relevant laws and winning strategies.

Instr: Jackie White, NALC Branch 24
NALC Branch 24, 774 Valencia St., Los Angeles, CA 90017

THURSDAYS

LS 4 – Labor in America Section 3253

The role of unions in creating and maintaining the middle class standard of living for all workers. Labor's impact on issues such as wages, benefits and job security, and economic justice issues such as progressive taxation, public education and social security.

Instr: Esmie Grubbs, AFT Local 1475
L.A. County Fed of Labor, 2130 W. James Wood Blvd., L.A. 90006

Labor Studies classes resume in August

Local 324's Buena Park office is the setting for an ongoing series of Labor Studies classes through LA Trade Tech.

Field Director Chuck Adinolfi and Union Rep. Matt Hart have been instructors for the program since the school moved beyond its Los Angeles campus to reach a larger pool of students.

Budget cuts have since forced the school to scale back or even eliminate much of its off-campus instruction in recent years.

The popularity of the local curriculum is the primary reason it has managed to avoid the fate of others.

Adinolfi encouraged those interested in the featured topics to enroll now and not delay.

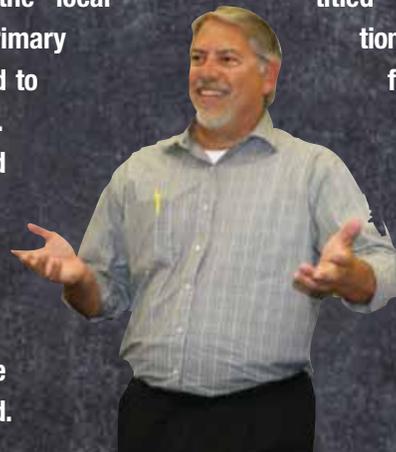
"This opportunity simply may not be around forever," he said.

Classes are open to the public but active members of UFCW Local 324 can have their tuition costs fully reimbursed.

Recent streamlining of coursework at the school made pursuing a degree in Labor Studies somewhat simpler. Credits earned at the school are usually transferable to California State University programs and have been accepted by many private and public university systems as well.

The next class to be offered locally is titled "Labor and Political Action" and will meet Mondays from 6 to 9:10 p.m. at the Upstairs Auditorium of Local 324 headquarters.

For more information or to receive a free information packet, call Cindy at 714-995-4601 Ext. 264.



Field Director Chuck Adinolfi



LA Trade Tech's "Collective Bargaining" course introduced students to the contentious and volatile world that takes place behind closed doors and often impacts the lives of tens of thousands of workers and their families. Many of the students had personal experience negotiating contracts for their unions, adding a component to the instruction that isn't generally available in similar programs. Pictured above and to the left, small work groups of students negotiate terms of a contract as part of a classroom exercise.

Arbitrator rules that CVS unfairly fired 10-year pharmacy tech., but says member didn't do enough to help herself

Union officials believe that the facts in this case are important enough to share with the membership. But in an effort to spare the member in question any embarrassment, identifying elements such as her name and store location have been omitted.

A veteran pharmacy technician, with more than 10 years in the union won an arbitration over her employer, CVS, that includes a return to work order and a check for over \$33,000 in backpay.

Union officials, however, have had to contain any celebration while they try and convince our member not to send the check back to CVS uncashed and unendorsed.

“All I can do is shake my head,” said Union Rep Dario Rodriguez who services the CVS store where our member worked for the past decade.

Her position on accepting the payout has been unshakable. Field Director Chuck Adinolfi oversees grievances brought by the union on behalf of active members.

As one of the chief architects of the union's legal strategy, Adinolfi points out that the overriding precedent that comes from the arbitrator's written decision should be the center of focus.

“Sure, we are absolutely interested in securing justice for a member we feel has been wronged by an employer,” he said, “but the cases that proceed to the arbitration stage are rarely so individualized or unusual that larger lessons can't be learned from their disposition.”

In this case, those lessons were multi-faceted and applicable to a number of situations that occur in the drug industry daily.

To summarize: she was fired from her job at CVS after she came to work during a day off to place a supply order for the pharmacy.

She claimed that the work she performed took roughly five minutes. When CVS management discovered that she had not clocked into work during this time, they instructed her to go home pending a final decision on whether to terminate her employment.

The union claimed that the punishment far exceeded the severity of the offense. In addition the union argued that the practice was inconsistent with the company's standard oper-

ating procedure and, therefore, unfairly singled out the member.

Union attorneys cited the common practice of phoning pharmacy staff if there is any question about the filing of a medication dropped off the night prior—even if the staff member is not on the clock. CVS does not enforce a policy of paying hourly wage rates for such brief consultations and, therefore, unfairly singled her out by punishing her and nobody else.

Another precedent-setting angle to the case came from the arbitrator's decision to reduce the total backpay award be-

cause she had “failed to mitigate the damage” to her finances by actively seeking a job during the time it took to arbitrate the case.

This victory is particularly ironic, given the subject matter. UFCW Local 324 has been one of the country's most vocal critics of employers that flaunt labor laws by allowing employees to work while technically off the clock.

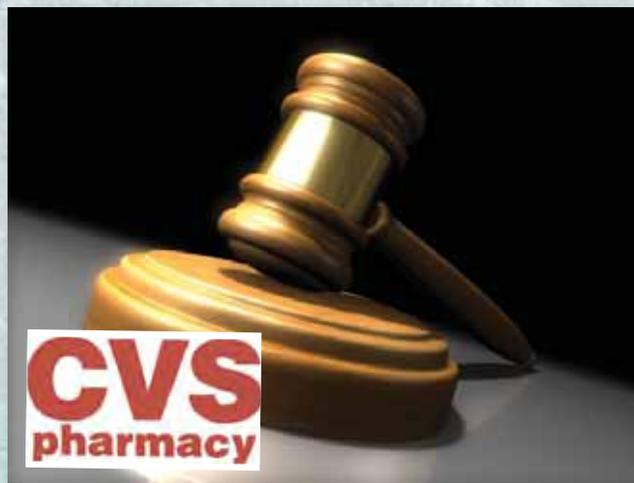
“Our position on the issue hasn't changed,” explained

President Greg Conger. “But unions exist to fight for fairness on the job and the fact is that firing a 10-year employee for a five-minute violation flies in the face of fairness.”

For her part, she believes that accepting the backpay check from CVS will forfeit her ability to sue the company down the road.

That argument has no basis in law, according to those involved in the case. In fact, according to Labor attorney Lester Aponte, who has spent much of his career litigating on behalf of corporate clients, the opposite is true.

He said the state supreme court several years ago specifically addressed a similar controversy by stating that union members do not surrender their Constitutional right to redress grievances in court if they also use the process set forth by a collective bargaining agreement.



Word on the street

Q . What do you think of your new contract?



It's wonderful. No take-aways which is what everyone was hoping for. I'm thankful for everything we got.

Devi Snyder
Kaiser Pharmacy-Downney

I feel a huge victory and a sense of pride in our LMP. Despite the economy we are able to come together and produce an agreement like this one.

Rosy Manusov
Kaiser Pharmacy-Santa Ana



I'm very pleased with what happened. I was confident that it would be ok, and am thankful that there were no take-aways. I'm very happy with it.

Ida Arias
Kaiser Pharmacy - Garden Grove



I like it, it's great especially with the economy. I'm very blessed.

Claudia Mayorga
Kaiser Pharmacy-Downey



I am pleased. In this day and age employers cut corners at the cost of benefits for the employees and Kaiser has shown that they support our hard work. It really is the best place to work.

Sylvia Flores - Kaiser Pharmacy-Anaheim



Off the wall



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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

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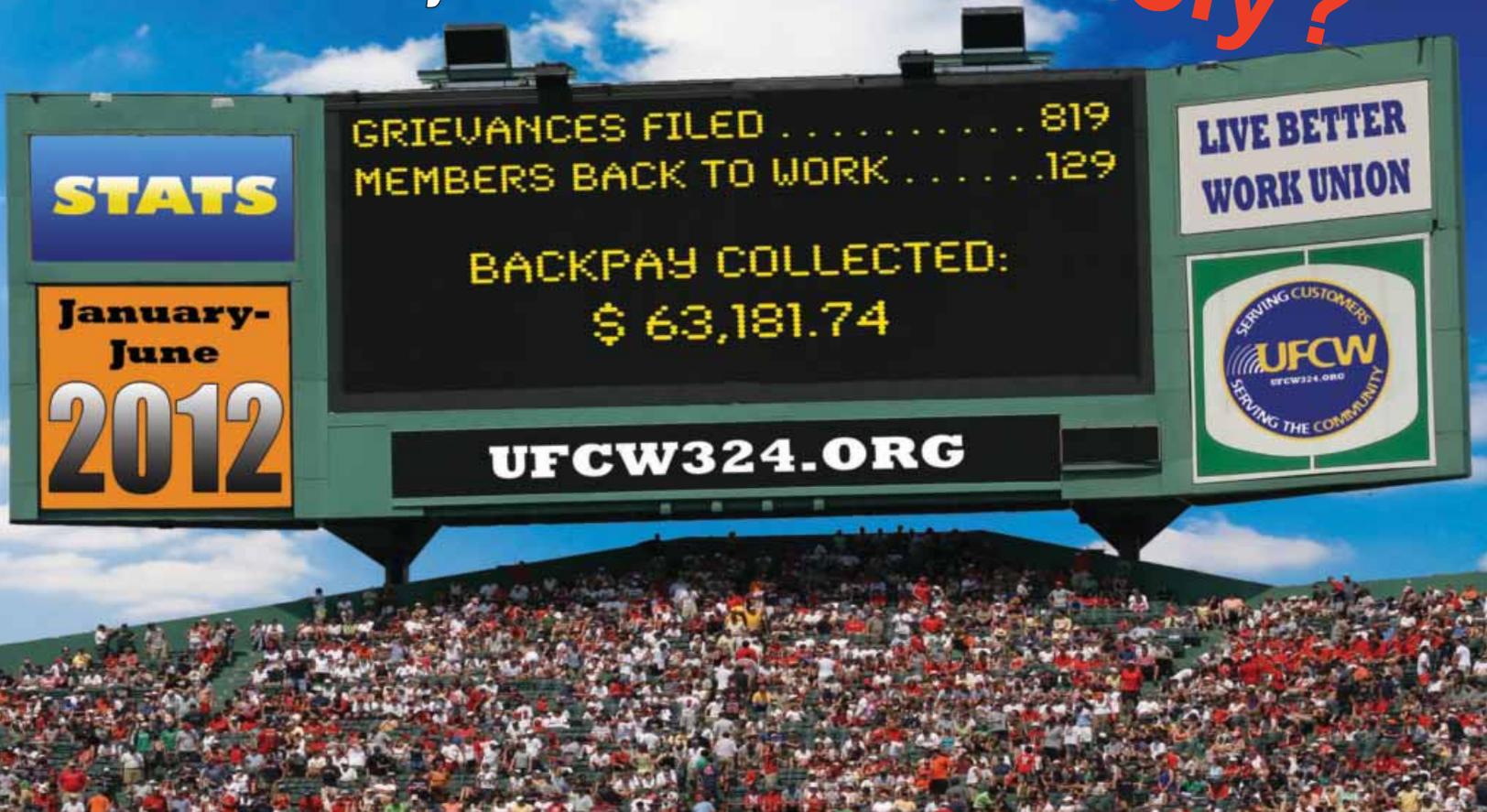


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