

The background of the cover is a space-themed image. It shows a bright comet with a long, glowing yellow and orange tail streaking across a dark, star-filled sky. On the right side, the blue and white horizon of the Earth is visible. A large, semi-transparent number '32' is overlaid on the comet's tail.

# Remember all that talk about the world ending?

Now it has a name and a number—Prop. 32

## Friends & Foes

*A comprehensive listing of election endorsements spells out who likes us and who doesn't.*

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## Swift & Decisive

*More than 70 workers became Local 324's newest members in hard-fought organizing triumph.*

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*Member Joanne John Murphy becomes the most recent addition to Local 324's Executive Board.*

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How's this for preventive medicine?



- 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!

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## If Prop. 32 is allowed to pass, California can no longer call itself a democracy

Organized Labor can take some of the credit for the security we have enjoyed in California compared with unions in about 20 other states that exist under a constant state of siege. Our concerted get-out-the-vote effort in the last election helped make gains for pro-worker candidates at all levels of government.

That success has not gone unnoticed by our adversaries who will stop at nothing until we are wiped out as an effective counterweight to the power wielded by corporate interests.

Just when it appeared that we might have time to catch a breath, the anti-union activists managed to hire enough professional signature gatherers to qualify Proposition 32 for November's ballot.

It would effectively ban unions from taking part in public debates by disrupting the funding process we use to spread our message to our members and the public at large.

Proposition 32 is a cleverly crafted ploy designed to prohibit the collection of voluntary contributions from union members to special political advocacy funds, the measure seeks to deplete Organized Labor's financial resources—the primary means by which we have managed to interject ourselves into public policy (worker advocacy) discussions on any number of subjects.

As the nation's most expensive media market and the most populous state, California is famous for opening its airwaves and column inches to a select group of business elite. We have overcome that disadvantage from members who voluntarily sign up for the Active Ballot Club. Without the ability to spread the word to the public our opinion is about as valuable as that of a prison inmate.

The only way to remedy that problem would be to devote vast resources to ensure that every member of the union is contacted regularly and personally for the voluntary contribution that they previously requested be automatically withdrawn through dues checkoff. It would be almost impossible for any organization to collect that money in a cost effective manner. Any union that tried would be paralyzed with bureaucracy and paperwork to the point of being ineffective for their membership.

This is not the first, nor the second, but the third time that our detractors have attempted to contain us using this practice. Both times previous, in 1998 With Proposition 226 and in 2005 with Proposition 75 it appeared they might succeed.

Both times, the seemingly innocuous proposition began the campaign season as much as 30 points ahead in public opinion polls.

Fortunately, union members statewide mobilized to spread the word and by the time Election Day rolled around, the public was sufficiently informed that it voted down both measures. The focus and tenacity of union members can't be overstated in past campaigns.

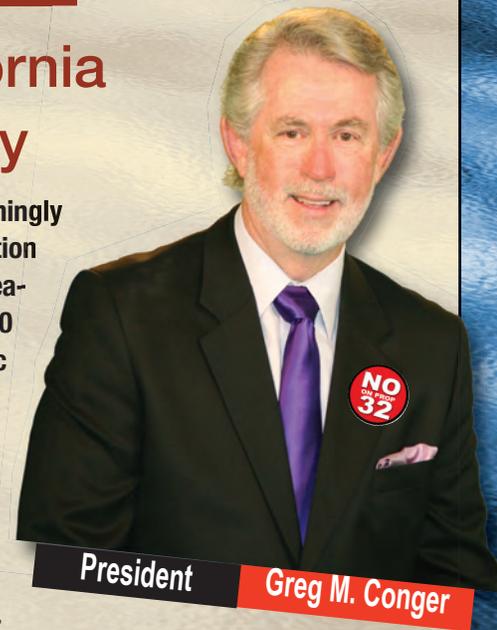
This time will require even more savvy and hard work as our opponents have massaged the wording of the measure to make it sound like it stops the flood of corporate dollars in the same manner that it stops union participation.

That would be true if corporations collected their political donations through voluntary weekly deductions from the paychecks of employees. But they don't. So the proposition has the affect of banning a practice by corporations that they have never engaged in.

It is next to impossible to identify a single element of Prop. 32 that isn't written with the purpose of tricking the voting public. Even the advertising on behalf of the measure is a lie. The commercials claim to put an end to the influence of corporate political donors when in fact it does the opposite—puts an end to their critics.

Every election is important—particularly presidential elections. Your union has traditionally spoken out during such times because the decisions made by our elected officials impact working men and women in such profound and personal ways that staying silent would amount to malpractice.

It is the essence of democracy. That's why this proposition is an arrogant, contemptuous and deplorable con job by its authors to rig the election process before a single vote is cast. Please join with me on Nov. 6 and vote NO on Prop. 32 and be sure that everyone you know has all the facts.



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

A decorative background featuring a stylized American flag with stars and stripes, overlaid on a textured, parchment-like surface. The text is centered over this background.

# A Romney presidency would force us to re-think the down side of that doomsday meteor hitting Earth

—By President Greg Conger

Since Local 324 began publishing U Magazine in 2005, we have never run more than the standard two editorials in one issue. But the thought of a Local 324 member voting for Mitt Romney because he lacked relevant facts sends shivers down my spine. This “bonus editorial” is my way of erring on the side of caution.

Unfortunately, a cursory review of each candidate’s position on vital issues doesn’t tell the whole story of who they are and what they stand for.

One reason is because of Romney’s long history of playing musical chairs with his political positions. He has taken both sides of serious issues throughout most of his career, sometimes even three or four positions. The opinion he usually settled on depended on what office he was running for at the time and what the polls suggested the electorate wanted to hear.

The one issue on which Romney has been consistent has been his uncompromising devotion to an unregulated, unchecked, “free market economy.”

He envisions a world in which Wall Street’s infamous cabal of money launderers and ponzi peddlers are free to pursue their pet projects without the nagging inconvenience of government oversight.

He has even waffled on the question of whether the most insidious behavior by Wall Street scoundrels should be criminally prosecuted or simply chalked up to experience and forgotten about.

In many ways, one can’t fault Romney for not knowing how or what approach to take when faced with how to help the “victims.” It’s just not in his nature.

At one point—before realizing it wasn’t helpful to his campaign, Romney advocated allowing the auto makers to collapse without government intervention. The “free market,” he reasoned, would ensure things worked themselves out in the end.

Of course on those issues that may require some sort of government action to alleviate suffering, he was unusually candid when speaking with reporters. That was the day he said he “didn’t care about the poor.” They had enough programs to guaran-

tee their survival. He was, he said, concerned only with the middle class—a segment of the American population that he has as much in common with as a Japanese sumo wrestler.

His frequent missteps have gone a long way in exposing himself as an out-of-touch business tycoon who hasn’t a clue how “the other 99% lives.”

The business deals that inspired him to get his picture taken with wads of hundred-dollar bills falling from overstuffed coat pockets remain subjects of pride for Romney to this day.

He describes the era as one marked by “success” and lambasts those who point out that these “successes” resulted in the export of thousands of jobs overseas. The examples are jaw dropping:

- Bain acquired a medical technology firm in 1994. The company had been profitable since 1955 but had racked up \$1.5 billion in debt. The company fired 1,700 U.S. workers then went bankrupt in 2002. Bain ultimately earned \$342 million when all was said and done. (as published in the special election 2012 issue of Time Magazine)

- In 1992 Bain took control of American Pad & Paper. After the company acquired a factory in 1994 it laid off 200 union workers and then hired most of them back and demanded that they take pay cuts and pay their own medical benefits. The workers struck and Ampad shut the plant and filed for bankruptcy. Bain managed to make \$100 million on the deal. (as published in the special election 2012 issue of Time Magazine)

Perhaps most disturbing has been Romney’s out-of-hand condemnation of President Obama for his appointments to the NLRB. It stands as the most far reaching benefit Labor has gained from the Obama presidency. Romney called the actions “cronyism” and described the appointees as payback to “union bosses.”

I could go on and on reciting examples of why any union member planning to vote for Romney should re-consider, but I won’t. Instead, I’ll end with an earnest plea for members to examine the facts closely. If you do, then working men and women have nothing to worry about.

# Secretary-Treasurer's Report

## Obama's re-election a must as we strive to secure our 'fair share'

**A**s a union member and advocate for working people, I am proud to support President Obama's reelection. Local 324's endorsement of Barack Obama is based on concrete accomplishments during his four years of Presidency.

This contrasts starkly with Candidate Romney's disdain for government regulation and his opposition to protections for working people and the safety net they have struggled to achieve.

After 8 years of anti worker, anti union, anti average American policies under President Bush, Obama entered office with a full plate of demands and goals.

These have been a difficult four years as Republicans have sought to block every one of Obama's agenda items. Nonetheless, Obama has made huge strides in improving the quality of life for working families in our country. President Obama's more noteworthy accomplishments include:

- SIGNING The American Recovery and Reinvestment Act of 2009 that created 2.8 million jobs through investments in education, infrastructure, and clean energy.

- RESCUING the U.S. auto industry from demise, saving 1 million jobs

- SIGNING the Lilly Ledbetter Fair Pay Act, which ensures equal pay for equal work.

- EXPANDING healthcare coverage to 32 million Americans under the Affordable Care Act.

- ENDING DISCRIMINATION against Americans with pre-existing conditions, through the Affordable Care Act.

- IMPROVING the Medicare prescription drug program for our seniors by closing the donut hole.

- APPOINTING fair-minded, progressive judges, Sonia Sotomayor and Elena Kagan to the Supreme Court.

- SECURING PASSAGE of the most significant financial reform

law since the Great Depression so Main Street is protected from Wall Street.

- FIGHTING for comprehensive immigration reform which includes a path to citizenship for undocumented workers.

- BRINGING MORTGAGE RELIEF for families in danger of losing their homes through no fault of their own.

In his first term, President Obama has started to rebuild the middle class. He has shared a vision that includes equal opportunity for all and help for those struggling to get by.

His opponent has openly attacked unions and collective bargaining rights. Romney, a business man, is an ally of Wall Street and believes that our country will succeed based on the values of corporate executives whose sole focus is to satisfy shareholders, almost always at the expense of their workers.

On November 6, re-electing President Obama for a second term is absolutely critical to moving our country forward.

*Your vote does make a difference.*



Secretary-Treasurer **Andrea Zinder**

*Andrea*



## A Mill Mother's Lament

—By Matthew Hart

On September 14, 1929, members of the National Textile Workers Union (NTWU) were driving to a union meeting in Gastonia, North Carolina, when they were stopped by an anti-union mob. They attempted to flee as the mob attacked their vehicle, but soon found themselves being chased by a carload of vigilantes who forced them into a collision with another vehicle. The vigilantes exited their car and began shooting into the union members' vehicle, striking Ella May Wiggins in the chest. The woman, who once remarked: "They'll have to kill me to make me give up the union," now sat there slowly dying as she uttered these final words, "Lord a-mercy, they done shot and killed me."

The murder of Ella May Wiggins took place within the context of a bitter strike in the North Carolina textile industry. Textile workers were facing horrid working conditions: 12-hour days, six days a week, for \$8 to \$10 in weekly pay, amid filthy and unsafe working conditions and the "terrible din of machinery in temperatures near 85 degrees." In an effort to further maximize profits, mill management throughout the region began increasing workers' hours without raising wages, a practice known as 'stretching out.'

In response to these conditions, the NTWU began an organizing campaign in Gastonia, and by April of 1929, over 1,000 workers in six textile mills had walked off the job.

Emotions in the community were inflamed when attempts were made to redbait the union. State and local authorities clashed with picket lines, leading to the wounding of dozens of strikers and several officers and the death of Gastonia's police chief. A full-page ad in the Gastonia Gazette declared the purpose of the strike to be the "overthrowing of this Government and destroying property and to kill, kill, kill."

Among the striking workers was a 29-year-old mother, Ella May Wiggins. Wiggins was an ardent unionist who had a reputation for not backing down from a fight. For her, the fight was much deeper than just wages; for her, it was about the loss of her children due to an unreasonable employer. Wiggins had nine children, four who died at the same time from Whooping Cough. Her attempts to rearrange her schedule to care for her

sick children were met with resistance from her boss. She quit to care for them, but then had no money for medicine. Her children soon passed. Abandoned by her husband and needing to care for her five remaining children, Wiggins returned to the mills prior to the strike, making a mere \$9 a week as a spinner at American Mill, No. 2.

She quickly learned organizing and strike tactics and soon became the union bookkeeper. In addition, she began writing ballads about the strike. Wiggins would serenade the families of strikers in the tent colony they established after being evicted from company housing. Her most popular song was simply called, "A Mill Mother's Lament."

Wiggins also felt strongly about the need to have African-American and Whites organized into one union, an idea that was controversial in the labor movement as well as the South. She helped to push a vote admitting African-Americans into her NTWU local. She continued to push the boundaries of policy and cultural norms throughout the union. It has been said that during a union meeting she stepped over a rope separating African American and White workers and sat with the African Americans, a clear act of defiance at the time.

After her death, five anti-union mill employees were charged with her murder, but were acquitted after less than 30 minutes of deliberation in a Charlotte courthouse the following year. Her remaining five children were sent to live in orphanages.

The textile campaign continued. Five years later, a general strike spread through the industry. Over 180,000 workers in the South and 400,000 nationwide went out on strike. However, after seven striking workers were shot to death in Honea Path, South Carolina, local, state, and regional authorities aligned together with industry leaders, the press, and local hooligans to stop the Southern labor movement in its tracks.

Ella May Wiggins was buried in the Bessemer City Cemetery. In 1979, the AFL-CIO expanded her marker, making it one of the biggest in the cemetery. Inscribed on it are the words, "She died carrying the torch of social justice." Three of her children were later buried by her side.



# Workers at Fullerton-based door & window company vote to join Union

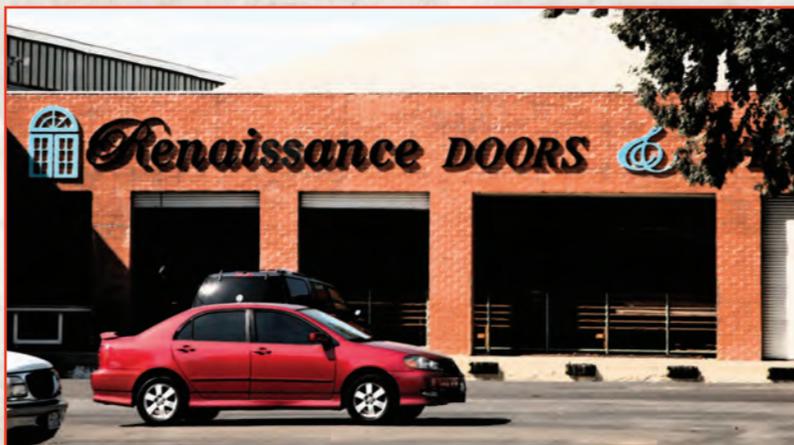
*Employees took matters into their own hands, securing a rapid victory*

For the second consecutive year, Local 324 won an election against a local employer whose treatment of workers sparked a full-scale rebellion from within and produced a text-book-perfect organizing drive.

Approximately 65 workers from Fullerton-based Renaissance Door and Window voted 43-11 June 29 in favor of union representation. The moment the NLRB-monitor announced the outcome of the secret ballot; it became the high water mark in a campaign that spanned less than 100 days from the beginning to end.

“They reached out to us prepared to do whatever it took to get a union,” said Organizing Director Gilbert Davila. “And they did everything that we asked of them without hesitation.”

Although the list of offenses by the company included many examples, the two most incendiary issues involved management’s decision to slash employee pay by nearly 20 percent on two separate occasions. Management’s announcement came with no advanced warning, no exceptions, and no process for appeal and with virtually no explanation, according



to long-time employees.

The bargaining unit consists of workers whose jobs run the gamut from manufacturing the custom doors and windows to their on-site installment. When demand is high and production cranked up, the physical demands of the job can make for a grueling day. That fact made the arbitrary pay cuts all the more insulting, said Organizer Jose Perez.

The hyper-speed in which the facility was organized is roughly equal to the lightning pace set by Jatar workers in Long Beach last year.

One strategy that appears to have neutralized company pressure tactics was virtually every worker’s steadfast insistence that he was a company supporter. The nearly universal tactic was so effective that workers close to upper management report that the company’s top brass was so confident on election day they even snickered as ballots were dumped out of the box to be counted.

Perez said that communication among workers helped identify tactics that worked best to pacify aggressive managers who used one-on-one interviews to argue the company’s case.

“They discovered pretty early on that if they just said they were anti-union and promised to support the company in its fight that the one-on-one meetings and other pressure tactics would stop,” he said.



*Organizing Director Gilbert Davila, Organizers Jose Perez and Maria Rosa Ibarra-Lopez meet with the steering committee to discuss union priorities for a contract as well as other issues related to recent organizing victory.*

# THE PAST

## Stewards travel back in time

Almost 400 union stewards from throughout the Local's jurisdiction gathered for a collective field trip of sorts Aug. 17.

The day's itinerary passed up the usual obligatory tourist destinations that most Orange County visitors see from the window of a tour bus.

Instead, this trip jumped back and forth from the past to the future and back again in sightseeing whirlwind that aimed to investigate the factors that helped Organized Labor reach its historical high water mark in overall union membership.

The journey was part of the union's annual Stewards Conference and was titled Back to the Future—the title of the box office hit by that name starring Michael J. Fox in the mid-1980s.

Organizers of the event used the theme to drive home the point that the union's forward progress was being hampered by the proliferation of non-union grocery chains.

Speakers throughout the day touched on how relatively small shifts in union density ultimately has trickle down affects that impact workers in ways no one might have predicted.

On a similar note, several speakers referenced political struggles of decades past and the uncanny similarity with which they played out as long ago as 60 years.

Zinder, for example, recalled the momentous legislative fights between Congress and President Harry Truman as the country transitioned from a wartime economy to a peacetime economy.

The infamous Taft/Hartley Act, which continues to provide the



## Reminiscing...Reassemble



Special Stewards Conference

# to see how Labor progressed so far so fast

legal cover for anti-union activists to attack the Labor Movement, was passed over Truman's veto. The provisions in that law handed over control of a lot of Labor law from the federal government to the states—thus giving birth to "Right-to-Work" laws.

Truman also proposed the nation's first ever-comprehensive healthcare program. The proposal in 1998 became the focus of one of the most intense lobbying crusades in the country's history—eclipsed since then by the two major pieces of healthcare legislation proposed since that time. President Bill Clinton proposed those initiatives in the early 90s and now President Barack Obama.

Ironically, the theme Back to the Future was selected more than a year ago; it was an apt sentiment directed at the event's other unofficial catch phrase—Vote No on 32.

The ballot initiative seeks to neutralize Organized Labor's political influence in California by targeting its financial resources. Proposition 226 in 1998 and Proposition 73 in 2005 had the same goal in mind but a massive union information campaign helped both overcome huge deficits and ultimately defeat both.

Poll data in both elections showed both propositions headed for landslide victories with strong public support. But massive voter information campaigns and an unprecedented cooperation among unions statewide helped defeat both. Labor officials statewide are punting to those victories as evidence that Californians are receptive to Labor's message. They are hoping that, like in years past, they will hear it again and vote the measure down.



...Reproducing...

conference coverage



# Dan Flynn named 'Steward of the Year'

Those who know Dan Flynn best are rarely at a loss of words when asked to describe the 49-year-old Albertson's grocery clerk.

They're quick to point out his jovial, eager-to-help friend and co-worker is always eager to go one step beyond what is expected of him.

Former Albertson's co-worker Corie Thomas recalled the morning of the conference as a typical Dan Flynn effort. He arrived before the doors opened in the morning and began passing out lapel pins that read "Proud to be a Union member."

"He did this at no one's prompting, at his own expense and expected nothing in return," Thomas said.

Flynn rarely misses an opportunity to show up when the call goes out for members to join a rally, precinct walk or phone bank—a character trait that seems to defy his soft-spoken



demeanor.

Some suggest his hyper-mellow attitude provides the perfect cover for a steward tasked with being an on-site advocate for his co-workers.

"He truly cares about his co-workers and possesses the compassion, strength and integrity that is necessary to deal with management," President Conger said as he introduced

Flynn, a Local member since 1979.

Flynn appeared surprised and overwhelmed at the same time, a vintage display of his famous modesty.

"I want to thank everybody in this room. You are all awesome," Flynn said after receiving the award on stage. Most of the room stood for a sustained ovation.

## Recent political battle over healthcare dates back 60 years to Harry Truman

After light-heartedly demonstrating Einstein's Theory of Relativity, Secretary-Treasurer Andrea Zinder took to the stage only to take the stewards back with her in time. Once there, she spoke of a few "core American values;" values that have always been fundamental to organized labor and from which this country's middle class was built.

Invoking President Truman and his economic bill of rights, Zinder reminded all that America was best when it practiced the principles that no American should ever lack the most "basic human needs" and that "an honest day's work" should be fairly compensated.

The 'human need' Zinder focused in on was healthcare, from Truman's attempt to

establish "a single, comprehensive national health-insurance plan" to Obamacare and the effects of spiraling medical costs upon employee compensation.

Zinder wrapped up her speech--much to the crowds delight--by excoriating the executives at Rite Aid for not honoring their employees' hard work and previous sacrifices and for attempting to coerce them "into accepting a concessionary contract" while "continuing to draw huge salaries and bonuses" themselves.

She then urged everyone to join her in the streets and "at the voting booths in 2012" to fight "to restore dignity and middle class values for all."



# Leaders field tough questions from audience

President Greg Conger and Sec.-Tres. Andrea Zinder took the floor in the afternoon for a Q&A—a part of the conference that has grown in popularity.

This year's exchange will be known largely for its candor as the two delivered responses to questions submitted by stewards.

For example when asked about the future of the meat-cutting trade, Conger surprised many by conceding that the future looked bleak for meat cutters.

"It's an answer that we don't like to give but the fact is that someday we will be replaced by pre-cut meat," Conger said. "That day will come when your employers think that customer service doesn't mean anything anymore."

Until that time comes, however, he urged meat-cutters and other employees to report violations of the contract to union representatives—that currently includes pre-packaged, pre-cut meat items.

Commenting later, several members expressed shock at the response but also said they appreciated the "straight forward," answer.



# Conger cautions stewards against complacency as election nears

In a rousing 14-minute address that touched on all the major human emotions, President Greg Conger kicked off the Conference with a challenge to stewards to protect the political gains made in the last election.

Conger's keynote speech has assumed the unofficial role of tackling national politics and the trends that threaten to interfere with some of Labor's most ambitious agenda items.

Given the dramatic break between California's election results and those of the rest of the nation, it is easy to see why he had little time for nuance and subtlety.

Instead, Conger launched into a full assault on Republican rivals at all levels of government. He condemned the Tea Party as "pawns of the haves" and called efforts to spread economic sacrifice as deceptive.

"But they damn well know as they look us in the eye and repeat over and over from state house to state house across the country that this simply is not true," Conger said.

He added that politicians today are lying when they say that shared sacrifice in the form of lower wages and benefits are "for the greater good."

"That simply is not true," He said matter-of-factly as he accused corporate interests of creating a climate of crisis so that Americans would embrace the slow erosion of their middle class lifestyle.

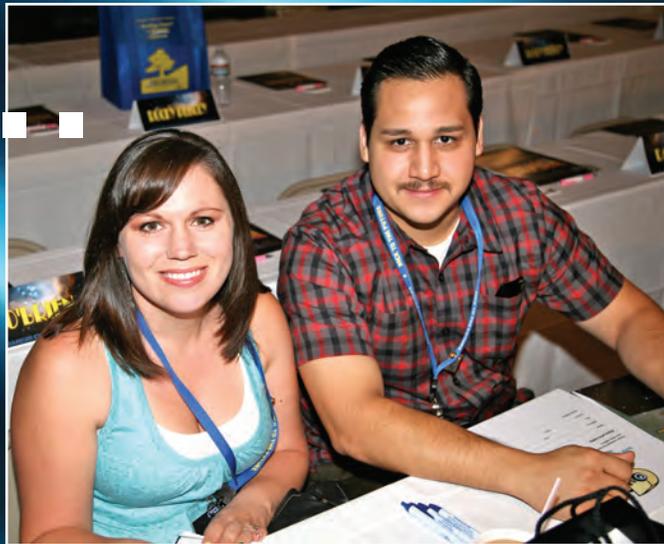
He said that he has never been one to live in the glory days of the past, but said that recapturing the power once yielded by a large and focused Labor Movement was essential if average Americans hoped to return to the wealth and safety they once enjoyed.



# Everyone who



# was anyone . . .



**NO  
ON PROP  
32**

# Rock, paper, scissors . . .

## You name it and Peter Macaulay has given it a voice through his art

Peter Macaulay possesses a perspective on life beyond his twenty-seven years. Possibly, this perspective is the byproduct of a tumultuous childhood or simply the fruits of a life spent probing the impressions left by others, those with whom he has connected.

“Every once in awhile, I’ll try to capture a moment, to reproduce it. Mostly, my art depicts people who are important to me, family, friends. There is usually a connection.”

Macaulay has always drawn, even as a child. When in his teens, he began to paint. Now, as a student of fine arts at Long Beach City College he also sculpts. Someday, he would like to formally share what he has learned about art as a junior college professor teaching drawing.

Figure drawing with charcoal on vellum or drawing paper is Macaulay’s preferred method for practicing art. “Charcoal just feels natural. It’s organic, malleable, easy to spread, smear, add to, and erase. It’s really just a burnt stick.”

Sometime in 2008, Macaulay decided he wanted to improve upon his drawing techniques, so he registered for a drawing course at Long Beach City College (LBCC).

This experience convinced him of the importance of education. Soon after, Macaulay enrolled himself into the High School Diploma Program at the Long Beach School for Adults.

For about the next two years, Macaulay concurrently worked toward his diploma, continued to hone his art at LBCC, and held down his job as a floating Meat cutter for Vons 2803.

He currently is two semesters away from completing his Associate of Arts degree in General Fine Arts from the Art department at LBCC and in the process of applying to the Bachelor of Fine Arts program in Drawing and Painting at California State University Long Beach’s School of Art.

### Gypsy Venus

While occasionally crossing paths with the homeless is not so uncommon these days, for most it is a nuisance, at best an uncomfortable moment. For Macaulay, living in Long Beach, the experience is more frequent and much more personal.

“Knowing what my mother went through when she temporarily ended up on the streets, and that my aunt could soon be next, whenever I see a homeless women, I get very emotional.”

The Gypsy Venus is Macaulay’s way of working through these moments, of sorting out his emotions while also expressing his empathy for all women suffering this same plight.

Ultimately, artistically, Macaulay hopes to empower such women with his sculpted tribute to them.

“Sometimes, you fall down in life, make mistakes, but you have to get up, to keep going ...”

The Gypsy Venus is a life-sized concrete effigy decorated with acrylic and oil paints and concrete stain. Macaulay wanted the piece to appear life like, but also to resemble a natural rock form. He chose concrete because it exemplifies the urban reality of his theme.

Peter Macaulay can be reached for charcoal portraits and other artistic commissions at [macaulaypeter@yahoo.com](mailto:macaulaypeter@yahoo.com). The Gypsy Venus is currently showing at the Rock Garden, located on 2722 Nipomo Ave, Long Beach.



## Joanne John Murphy Joins Local 324 Executive Board

Joanne John Murphy hales from the Caribbean island of Trinidad and Tobago. Those familiar with the region would instantly recognize that it is where Murphy traces her roots, as she exudes that unmistakable island style: she has presence, but is unpretentious; she is passionate, but in no way hurried; and she communicates with a civility and grace common to small communities.

Despite the relaxed pace of the Caribbean, Murphy is not one to linger while time slips by. She is concurrently a 324 Shop Steward, working towards her Associate Arts degree in Labor Studies through LA Trade Tech College here at Local 324, organizing as a SPUR for the Our Wal-Mart campaign and now serving as the newest member of Local 324's Executive Board.

Of her many commitments, Murphy said, "You get out of life what you put into it."

She enjoys her studies, especially the Trade Tech courses taught locally by instructors Chuck Adinolfi and Matt Hart and desires to someday earn a Bachelor of Arts degree in Labor Studies from Cali-

fornia State University Dominguez Hills.

"The information I have learned in class has given me a sense of empowerment. I am always professional with management, but still stand up for myself and my co-workers."

Murphy is quick to praise fellow Steward and co-worker Martha Hernandez for acquainting her with both Trade Tech's Labor courses and 324's Steward Program and for supporting her participation in both.

"When I first started taking classes at 324, I didn't even have a car. Martha used to drive all the way across town to pick me up after we both got off work; otherwise, I could have never attended."

Murphy sees her own role in the Our Wal-Mart campaign in much the same vein. "When I see the lights dim in my associate's eyes, the way they went off in mine with Martha, I feel like I am just paying it forward."

She is referring to her associates owning their own initiative, whether it is talking amongst themselves, taking their issues out into



the public, or achieving actual differences within their stores.

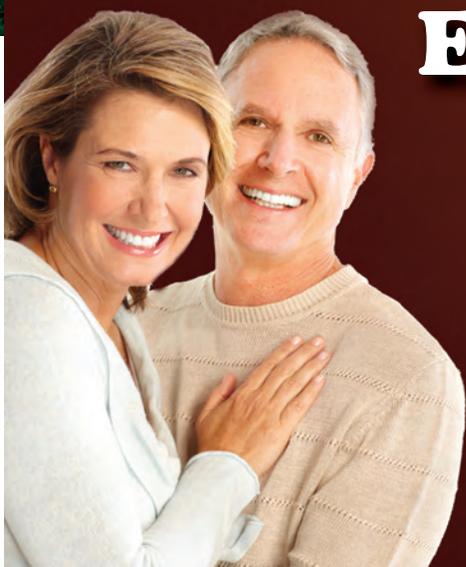
Murphy finds organizing workers exciting. She equates it to the feeling you get when "you plant something and watch it grow."

Eventually, she would like to pursue a career in labor. Again, Murphy is quick to praise another, acknowledging Local 324 Representative Maggie Land's support and mentoring of her as a SPUR.

About Land, Murphy said, "the respect she has given me ... she is someone I don't ever want to disappoint or let down."

Murphy considers her appointment to 324's E-board both a blessing and an honor. About union membership in general she has this to say, "If all you do for your union is pay your monthly dues, you probably aren't going to get much out of it."

When Murphy isn't serving as a SPUR, she is an Administrative Assistant for Central Parking System in Long Beach.



## 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
- \*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



# Watching yo



**Mitt Romney**

**Barack Obama**



*Gov. Mitt Romney and President Barack Obama have dramatically differing views about which policies are best for the country. We believe that—on the bread and butter economic issues we face—President Obama will advance policies that help the middle class and therefore deserves your vote for re-election.*

<p>Said that allowing the auto industry to go bankrupt was preferred. Advocates cuts in social programs that most economists say would increase unemployment. Favors retaining tax breaks for the mega-rich.</p>	<p><b>Jobs</b></p>	<p>Signed American Recovery and Reinvestment Act, which saved 3.6 million jobs. Since taking office, nearly 3.6 million jobs have been added to the economy.</p>
<p>Called Obama's NLRB appointments "Labor stooges." Calls for national "Right-to-Work" laws.</p>	<p><b>Workers' Rights</b></p>	<p>Has appointed the most pro-worker members to the National Labor Relations Board than any president in history. As a result, elections for union representation are more fair than ever before and workers with legitimate grievances can get a fair hearing.</p>
<p>As governor of Massachusetts, he signed an almost identical bill as the Affordable Healthcare Act. Then he ran for the Republican nomination for president and opposed it vehemently.</p>	<p><b>Healthcare</b></p>	<p>Signed the most sweeping reform to the American healthcare system ever, which will provide insurance for 33 million Americans and has provided preventive care for 54 million at no out-of-pocket.</p>
<p>Supports massive overhaul to the system. Vouchers would replace current system which would force seniors to purchase their own insurance. Some estimates say that his budget proposals could result in a 40 percent reduction in Social Security funding.</p>	<p><b>Social Security/ Medicare</b></p>	<p>Supports strengthening current system. Has advocated expanding Medicaid to cover groups of uninsured. His administration has granted states the right to avoid some federal regulations in an effort to streamline efficiency and test new procedures and treatments.</p>
<p>Advocates repeal of financial industry reform law. Has said that the financial crisis was not the result of lax regulation and would rely on the honor system or "self-regulation" within the financial industry to prevent future meltdowns.</p>	<p><b>Wall Street Reform</b></p>	<p>Although many have advocated much more aggressive regulation, President Obama's reforms to the financial industry stands as the most comprehensive since the 1930s.</p>

**For Local races see [ufcw324.org](http://ufcw324.org)**

# our back!

## Ballot Propositions

<p><b>Prop 30</b> Temporary Taxes to Fund Education. Guaranteed Local Public Safety Funding</p>	 <p><b>Yes</b></p>
<p><b>Prop 31</b> State Budget. State and Local Government</p>	 <p><b>No</b></p>
<p><b>Prop 32</b> Special Exemptions Act</p>	 <p><b>No</b></p>
<p><b>Prop 33</b> Changes Law to Allow Auto Insurance Companies to Set Prices Based on Driver's History of Insurance Coverage.</p>	 <p><b>No</b></p>
<p><b>Prop 34</b> Death Penalty Repeal</p>	<p>No recommendation</p>
<p><b>Prop 35</b> Human Trafficking penalties. Sex Offender Registration</p>	 <p><b>Yes</b></p>
<p><b>Prop 36</b> Three Strikes Revision. Sentencing for Repeat Felony Offenders</p>	 <p><b>Yes</b></p>
<p><b>Prop 37</b> Genetically Engineered Foods. Mandatory Labeling</p>	 <p><b>Yes</b></p>
<p><b>Prop 38</b> Tax for Education and Early Childhood Program</p>	 <p><b>No</b></p>
<p><b>Prop 39</b> Tax Treatment for Multistate Businesses. Clean Energy and Energy Efficiency Funding</p>	<p>No recommendation</p>
<p><b>Prop 40</b> Redistricting State Senate Districts</p>	 <p><b>Yes</b></p>

### State Assembly

- 53- John Pérez
- 58- Cristina Garcia
- 63- Anthony Rendon
- 65- Sharon Quirk-Silva
- 66- Al Muratsuchi
- 70- Bonnie Lowenthal

### State Senate

- 29- Greg Diamond
- 33- Ricardo Lara

### US House of Representatives

- 32- Grace Napolitano
- 37- Karen Bass
- 38- Linda Sanchez
- 39- Jay Chen
- 45- Sukhee Kang
- 46- Loretta Sanchez
- 47- Alan Lowenthal

### US Senate

Diane Feinstein

# Word on the street



## Why are you voting No on Prop 32?



Because it eliminates the power of working people. We need to fight against special interest groups that take away workers' rights.

**Linda Peterson**  
Albertsons 6525

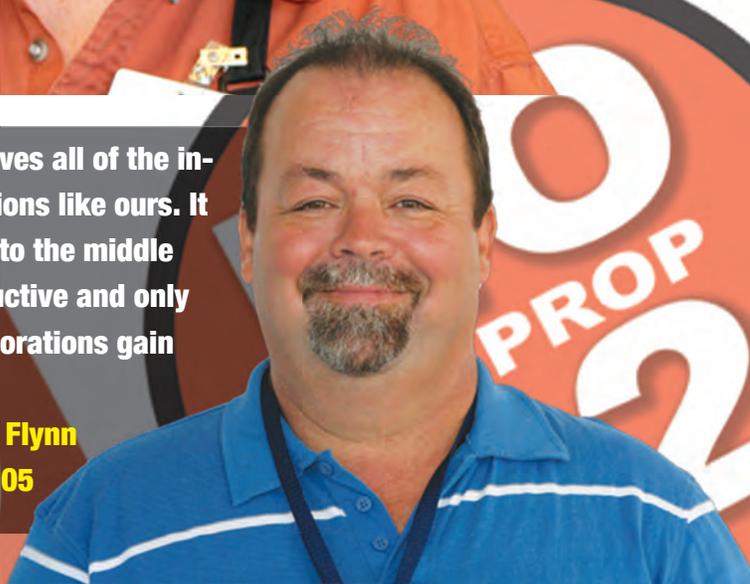


To assure *and* insure my voice is heard through my union. I like knowing that if I want to contribute to a cause, I can .

**Martha Frausto**  
CVS 9738

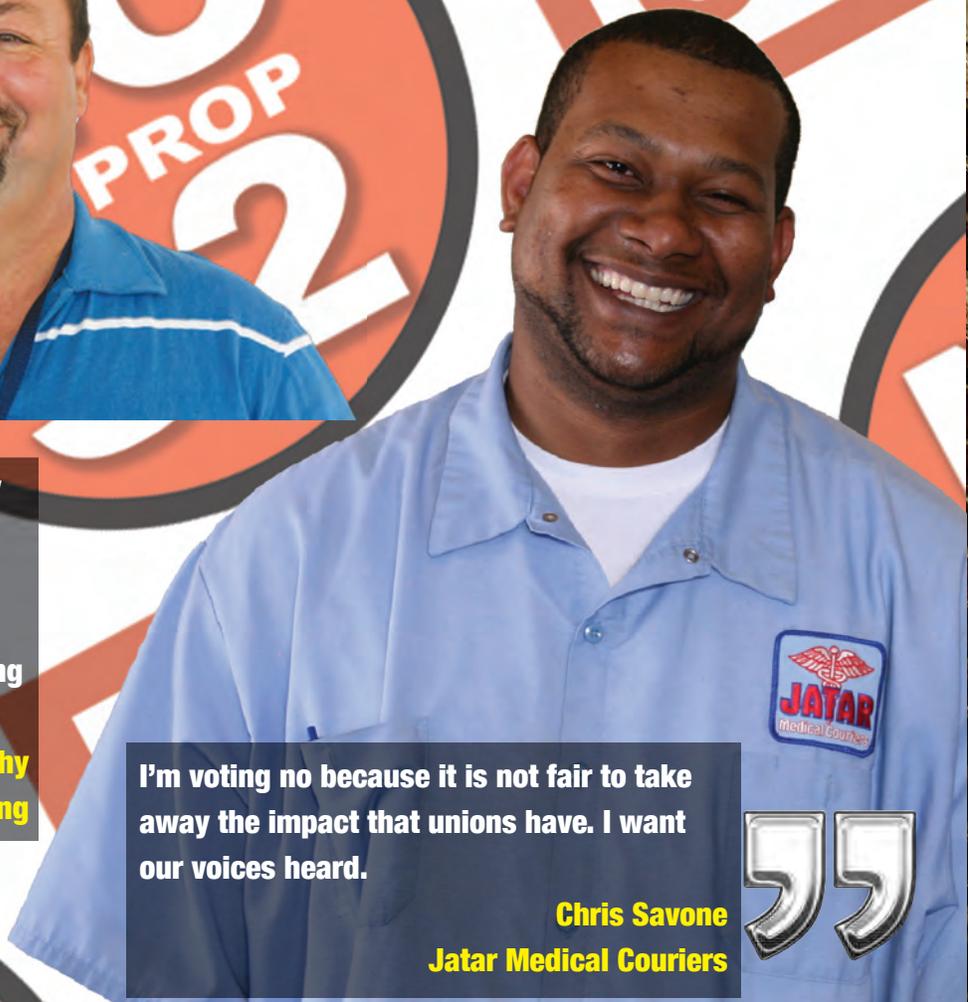
Because it removes all of the influence from unions like ours. It is another blow to the middle class. It's destructive and only helps large corporations gain more power.

**Dan Flynn**  
Albertsons 6105



Because this is another way corporations are trying to disable unions. 32 allows them to spend what they want and only limits working people.

**Joanne John Murphy**  
Central Parking



I'm voting no because it is not fair to take away the impact that unions have. I want our voices heard.

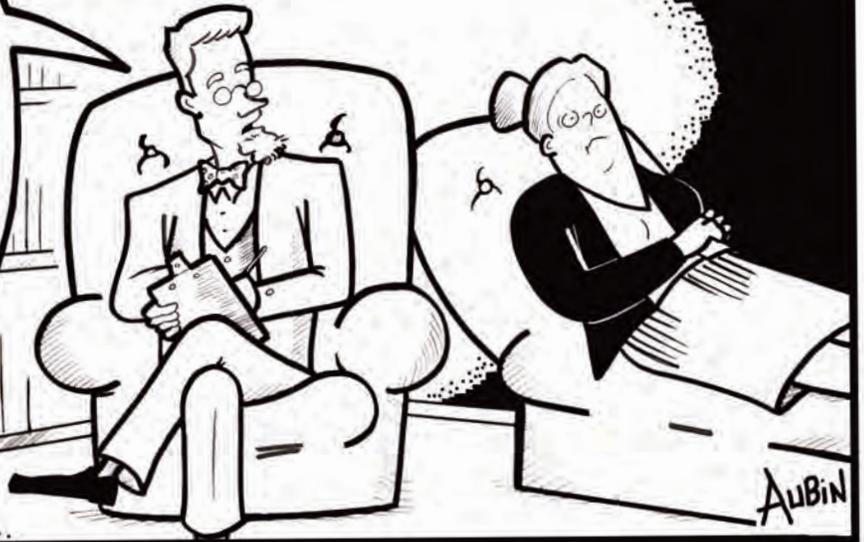
**Chris Savone**  
Jatar Medical Couriers



# Off the wall

EVERYTHING YOU SAY IS CONFIDENTIAL BUT I MUST WARN YOU THAT IF YOU INDICATE INTENTIONS TO HARM YOURSELF OR OTHERS OR TO VOTE FOR MITT ROMNEY I'LL HAVE TO REPORT YOU TO THE AUTHORITIES

Preventive Medicine



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speak to someone about joining today!*

[RanchoFCU.org](http://RanchoFCU.org)

(866) 855-9050

(714) 995-4601 x6

## Please Help our Brothers and Sisters

All donations to Local 324's food bank will be greatly appreciated to help 324 members who have been laid off, had their hours reduced and/or wages cut. Our food bank needs additional donations to help our members get through the holidays. Please drop off your donations at the Buena Park or Lake Forest Office or call your union representative so they can arrange pick up. Please no perishable items. We thank you and our members thank you. For a list of additional items needed contact the office at (714) 995-4601 x4.



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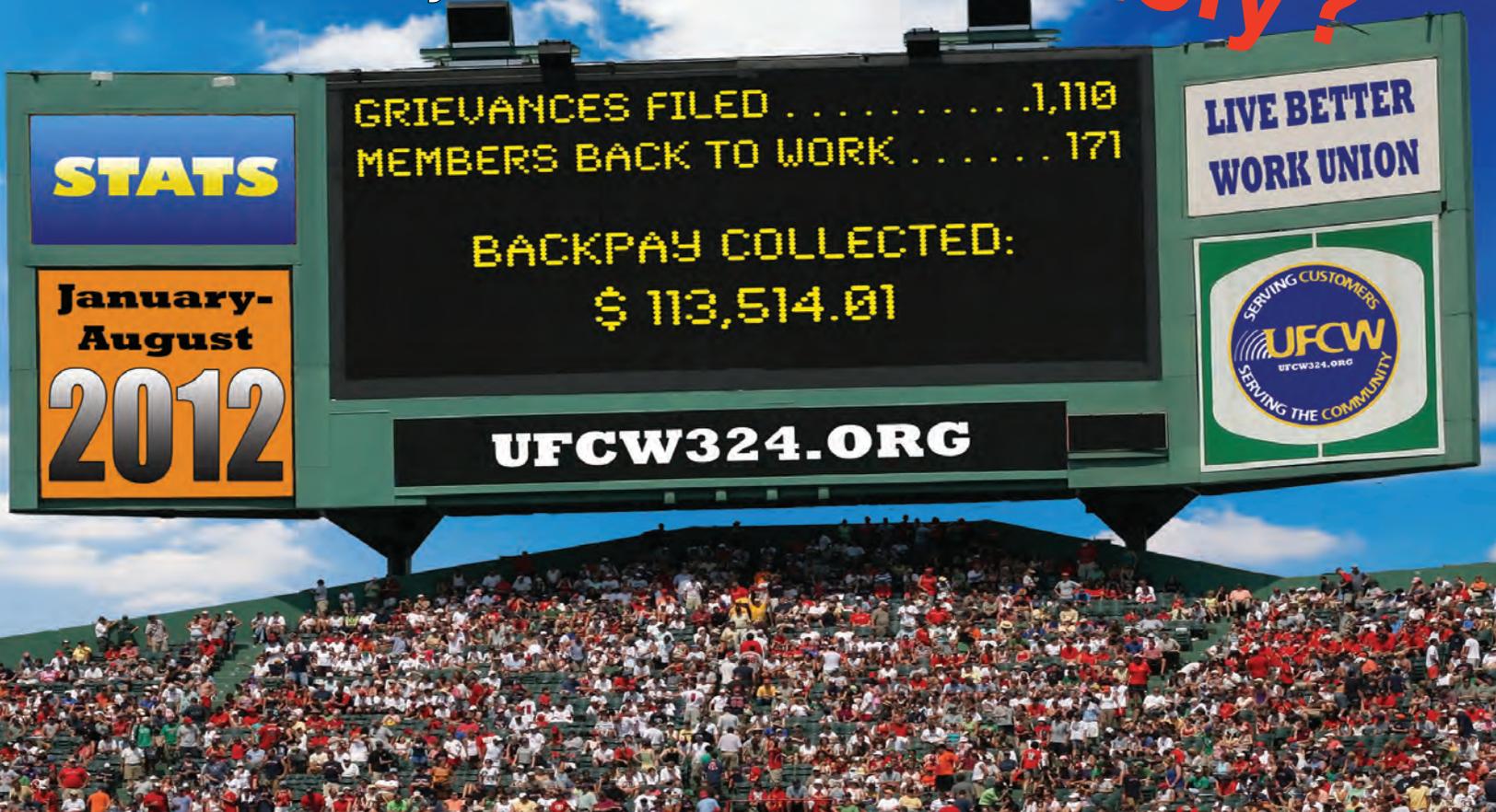


8530 Stanton Avenue  
P.O. Box 5004  
Buena Park, California 90622-5004



PERIODICAL  
POSTAGE  
PAID

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



**STATS**

January-  
August  
**2012**

GRIEVANCES FILED . . . . . 1,110  
MEMBERS BACK TO WORK . . . . . 171  
  
BACKPAY COLLECTED:  
\$ 113,514.01

**UFCW324.ORG**

**LIVE BETTER  
WORK UNION**

