

No takeaways included in new 5-year deal with Disney;

Pay hikes, bonuses and benefit improvements mark the deal as members overwhelmingly ratify contract



Dollars & Sense

Now it's finally official, local credit union branch changes its name to UFCW Credit Union.

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Loved & Lost

Remembering a friend. Long time member and activist, Faye Gibson, passed away Feb. 3.

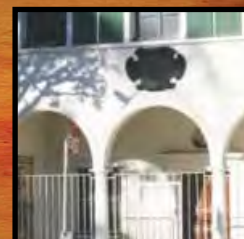
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Past & Present

Long Beach Rite Aid's members and customers feel the weight of history all around them.

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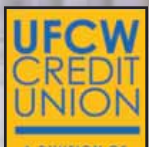
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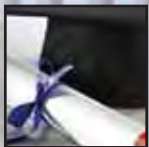
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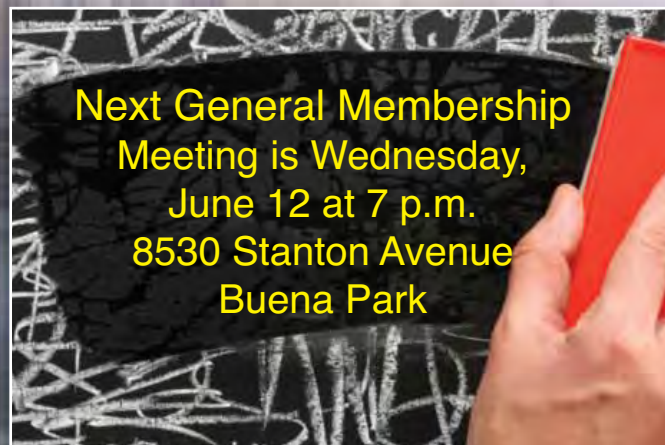
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☐ **Withdrawal Card Request**

☐ **Change of Address Form**

Member's name: _____

SSN: _____ DOB: _____

Address _____

City _____ zip _____

Phone # _____

email _____

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

If we don't know where you live or how to reach you, there's no telling what you might miss out on in the future.

U have to tell us!

Editor: Todd Conger
Asst. Editor: Mercedes Clarke



UNION OFFICE HOURS
8 a.m. to 5 p.m.
Monday-Friday

TELEPHONE NUMBERS: Orange County: (714) 995-4601 Lake Forest: (949) 587-9881: Long Beach-Downey-Norwalk Limited Area Toll Free: (800) 244-UFCW

MAIN OFFICE: 8530 Stanton Avenue, P.O. Box 5004, Buena Park, California 90622

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Is membership part of 'Who you are'?

When you are at a social function and meet new people for the first time, our culture has pretty much pre-determined what questions are appropriate for the moment.

After exchanging names, the next most common question almost always touches on your line of work. "So what do you do?" I suspect is the most frequently asked question at most parties. How we answer this question speaks volumes about how we see ourselves and ultimately provides an image to others about what we value.

When was the last time you heard somebody respond with "I work at _____ and I'm a UFCW member?"

Even writing this I feel a bit awkward—perhaps even a little corny. But, if you really think about it, the answer is completely responsive to the question posed and goes much deeper without even using additional words to do so.

The act of verbalizing one's union affiliation is, at the end of the day, a gesture. It is far more important to have a sincere appreciation for the role union membership has played in securing your position in the nation's middle class.

Academics and political junkies have long sought answers to the question why Americans lack the class-consciousness (and by extension union identity) that remains so prominent in other cultures. I believe that in part it stems from the lack of collective hardship on the part of today's American workers.

Elsewhere in the world, reckless behavior by corporate elites has resulted in the kinds of extreme common misery that fuels alliances among otherwise separate individuals. Victims of certain crimes or participants in a grueling

physical and mental challenge find a similar sense of group-identity. Cancer survivors stand out as an example.

Ask someone displaying a pink ribbon who they are and more than likely the initial response will be "I'm a cancer survivor."

Ironically, it is the success of the Labor Movement and its ability to instill in its members a sense of optimism that is at the root of our relationship with our unions and our place in them.

It is after all largely because of America's Labor Movement that millions of families have never had to experience the deprivation or suffering prevalent in such vast scales elsewhere in the world.

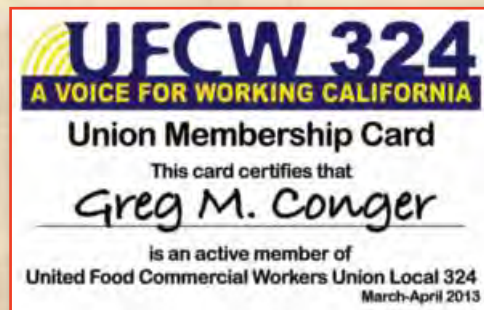
When one understands their affiliation with a labor union as a major impediment to hunger or homelessness, then it is easier to see a union as part of your history and essential to your future.

I am confident that the Labor Movement's success isn't going to disappear and suddenly give Americans a chance to experience the adversity we missed out on. Personally, knowing that the Labor Movement has my back is much of what I value today and it's impossible not to see the union as part of who I am.



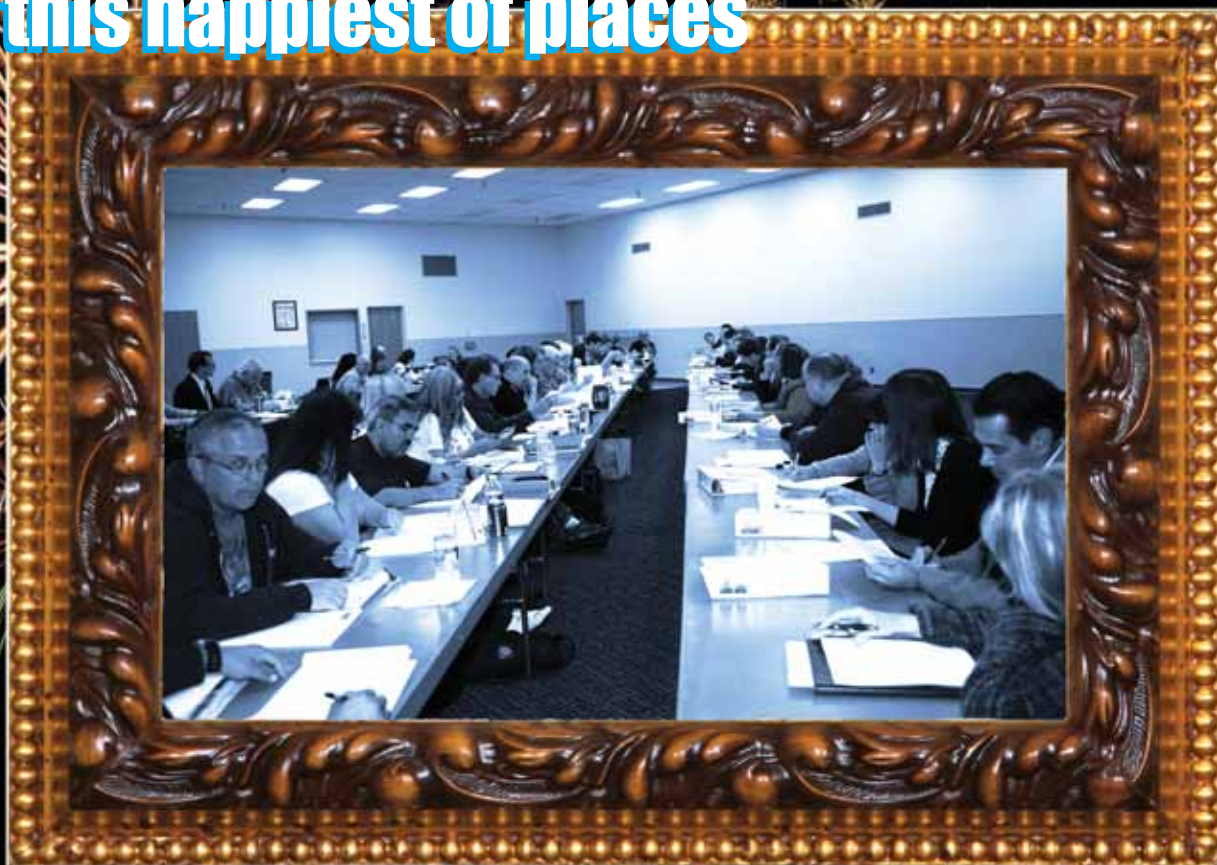
President

Greg M. Conger



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

A near picture-perfect ending in this happiest of places



Disney employees maintained their composure during the roughly five weeks of negotiations that began in late January.

Until the final days of contract negotiations, talks progressed “eerily smoothly” according to one observer.

The lack of verbal fireworks seemed to follow the script of a Hollywood classic mystery drama as anticipation grew palpable as both sides prepared to discuss the ever contentious issue of wages.

When wage increases became the central focus of the discussions, both sides seemed to devote extra energy toward maintaining the relative harmony so far.

“That’s not to say that they were

any more willing to give respectable wage increases to cast members than they have been in the past,” said Secretary-Treasurer Andrea Zinder.

“In fact, they had to be pushed hard to concede any ground on the wage issue at all.”

In the end, Disney employees managed to win improvements throughout the contract in such traditionally contentious areas as:

- cast member parking,
- paid days off,
- attendance policy,
- the 401 K plan.

A surprise deal of a five year contract came as good news to most union members who said they welcomed the opportunity to avoid what had become

predictable periods of anxiety.

In those five years employees will receive pay hikes of 3% annual increases with a 4 percent raise in the final year of the contract.

Bonuses that, in some cases, will amount to several thousand dollars were written into the contract for 2014 and 2016 for higher paid employees.

Secretary-Treasurer Zinder attributed the positive outcome to a negotiating committee that didn’t flinch in the face of pressure.

“They stayed focused and united and I honestly believe that they showed Disney that they weren’t going to be intimidated into taking less than they deserved,” Zinder declared.

Disney’s rank-and-file members on the negotiation committee included: Dylan Burk, Laurinda Fiddler, Paul Halicus, Daniel Krafcisin, Colleen Palmer, Joan Ponitz, Charlene Tomoyasu, and Kit Wilson.

Secretary-Treasurer's Report

Disney's rank-and-file stewards can hold their heads high

On March 2, more than 2300 Local 324 members employed at Disneyland, Disney California Adventure, World of Disney, and the Disney Hotel Stores voted to ratify a new five-year contract. This new contract covers nearly 8000 Disney employees, including members of the Teamsters, the Candy Makers, and the Service Employees International Union. In the recent past, we have not successfully negotiated many five-year contracts; however, with a company that continues to earn money by marketing their unique product as "the happiest place on earth" and an opportunity for almost 8000 employees to lock in respectable wage increases for the next five years, no one was complaining.

That doesn't mean the negotiations were easy or that the company initially came to the table willing to share its good fortune. Disneyland looks more to current economic conditions and market wage rates when formulating its contract proposals than it does its own recent success. But, Disney does understand the value of a satisfied and appreciated work force. The longer contract term recognizes the value of labor peace, both to the employees and the company.

Like many major employers these days, Disneyland encourages employee turn over by maintaining low wages for new hires and by requiring them to complete almost 3 years of service before becoming eligible for most company benefits.

Changing this mind set is a struggle much larger than any single negotiation. The service industry has become a part-time industry, and as a larger percentage of the U.S. labor force is employed in service jobs, the accumulative effect of more and more non-livable wages becomes a drag upon the overall economy. Poorly compensated workers have no choice but to spend less, and in turn, the recovery slows and the economy grows more uncertain. As more companies model their labor structure by looking over their shoulders, the possibility for

workers of earning a livable wage or procuring full-time hours becomes increasingly less. Raising state and federal minimum wages is the only way to guarantee all workers the means to adequately provide for themselves and their families.

As a union, it is our goal in every negotiation to improve conditions for new hires. But, in each new negotiation, it is only one of many issues we must address. In our most recent contract with Disney, we successfully negotiated increased wages for new hires and re-procured paid time off for part-timers (a benefit that was taken away in 2006). We also obtained a commitment from the company to provide more full-time opportunities during the life of the contract.

Also, as well as annual wage increases, the new contract includes: the opportunity for current employees to participate in the company 401(k), with an annual match by the company, in addition to their existing defined benefit pension; continued medical benefits for employees averaging 30 hours or more; and extra compensation for all employees on days they are required to park at satellite locations.

Working at the "happiest place on earth" has its own set of challenges. But job security, labor peace, and annual wage increases should make it just a little easier. Congratulations to all Local 324 Disney "cast members" and a special thanks to our union stewards who worked hard to ensure that the voices of members from all corners of the resort were heard.

Secretary-Treasurer **Andrea Zinder**





Hit the Big Boss for a Raise

—By Matthew Hart

It has often been rumored that hidden messages lie within the artwork of Disney films. While many purported instances might be easily dismissed, there is one movie whose hidden message is without dispute. Fans of the film “Dumbo” may be surprised to learn that a sequence in the film was added in retaliation against cartoonists who had walked out on strike over union recognition. So, while the film may be a timeless reminder of childhood innocence, it is also a reminder of labor’s never ending struggle for respect.

Throughout the 1930s, Hollywood’s flourishing entertainment industry experienced an increase in unionization. Stagehands, actors, directors, editors and writers all successfully formed unions. By 1938, animators in Hollywood had established a branch of the Screen Cartoonists Guild (SCG). Within three years, the SCG obtained contracts with every major animation studio in the area, except Disney.

Disney was the largest studio in the area, employing over 800 animators or seven times more than the entire membership of the local SCG branch.

Disney’s animators were well paid, but several issues fueled discontent among them. The first was inequality in pay. Compensation ranged anywhere from \$500 a week for a top animator to \$12 a week for a cell painter. Another issue was Disney’s renegeing of bonuses and pay raises for cartoonists who had worked on “Snow White.” While the film was released to much critical acclaim and great financial success, the cartoonists, instead of receiving their promised compensation, were met with layoffs. Many of those laid off were SCG members or identified as ‘troublemakers.’ Lastly, animators were not individually featured in the credits of the film; instead, all the credit was given to Walt (Disney) himself.

Early in 1941, the SCG appealed to the National Labor Relations Board to recognize the Disney unit and censure Disney for fostering a company union, the Federation of Screen Cartoonists. A Disney cartoonist, Art Babbitt, had been the president of the Federation of Screen Cartoonists, but resigned because he

believed the union was not free from Disney’s control. He soon joined the SCG and encouraged others to do the same. After meeting with the SCG, Disney laid off twenty-four cartoonists, including Babbitt and other members of the union.

Within days of the terminations, SCG members voted to strike in demand of union recognition. On May 28, 1941, hundreds of Disney cartoonists walked off the job. The walkout split the studio, with approximately half the cartoonists walking out. Large picket lines were maintained outside company gates and were joined by Warner Brothers cartoonists, who at one point dressed as French Revolutionaries in light-hearted solidarity. During their hours off, unionized chefs from nearby restaurants cooked for the picketers. Resentment between striking cartoonists and those who crossed the picket line increased quickly.

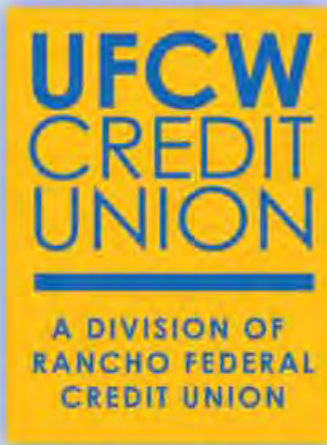
The strike lasted five weeks and began to take its toll on Walt personally as Disney’s studio production slowed greatly. Following the advice of friends, Walt left for a tour of Latin America. In his absence, a mediator was able to settle the strike, ruling in favor of the SCG on every issue. Many cartoonists received pay increases of nearly 50%. Those who were fired after the SCG meeting were allowed

to return to work with the exception of Art Babbitt, who was forced to pursue legal avenues before being allowed to return.

Walt felt betrayed by the striking animators. Years later, during his testimony in front of the House on Un-American Activities (HUAC), he accused them of being radicals. Subsequently, many of the striking animators were blacklisted. At the time of the strike, “Dumbo” was in production. In response to the striking cartoonists, those who were loyal to Walt added a new sequence to the film. It depicts drunken clowns (representing the striking cartoonists) trying to take credit for Dumbo’s success as they march off to “hit the big boss for a raise.”

Despite Disney Studios contentious labor history, animators there still remain unionized today. In fact, since the 1950s, Disneyland has continued to be one of the most unionized amusement parks in the country, with 31 unions—including Local 324—representing Disney employees.





We Take Care of Our Own

Welcome New Members!

Recently we've had the pleasure of welcoming hundreds of new members to the UFCW Credit Union family. We want to be sure that you know that UFCW Credit Union is the perfect place to do **ALL** your banking.

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- And much more!

Make the switch today! Simply call or come by to set up direct deposit, and while you're at it, apply for an auto loan or credit card!

Not a credit union member? As a member of Local 324, you qualify for Credit Union Membership! Why not join today?



We're all on the same team!



8530 Stanton Avenue
Buena Park, California 90620

*APR = Annual Percentage Rate

**Come by the local or
call the Credit Union
at (714) 995-4601 x6.**

What's in a name?

After debating the merits, powers that be settle on a new one—name that is

What's in a name? If you posed that question to Branch manager Susie Martinez of the newly heralded UFCW Credit Union at Local 324, you would likely hear the number 704. That's the number of brand new accounts Local 324 members opened during the month leading up to Rancho Federal Credit Union's formal name change—now the UFCW Credit Union.



Nikki Elizarres prepares paperwork for a new account.

The name change is part of a new promotion by the credit union designed to draw members' attention to the many services it has to offer them.

"Well, we've always been the credit union for UFCW members throughout Southern California. This just makes it a little more official," Martinez said. "We hope members will see us as part of the union family, extending help to them when they need it rather than outsiders offering a product or service purely for profit."

Union officials have embraced the ambitious push to sign up new depositors because it is viewed as a comprehensive union benefit that remains underutilized.

The primary incentive for the new drive is a \$25 deposit into all new checking accounts—an amount that has no restrictions after remaining in the account for six months.

The cash reward represents the most generous incentive ever offered by the institution, and union officials hope it will alert members to a benefit that has become even more valuable in recent years.

Future articles in Umagazine and at UFCW324.org will highlight some of these services as well as some of the members whose lives have been changed as a result of joining the credit union.



Credit Unions beat banks on all fronts

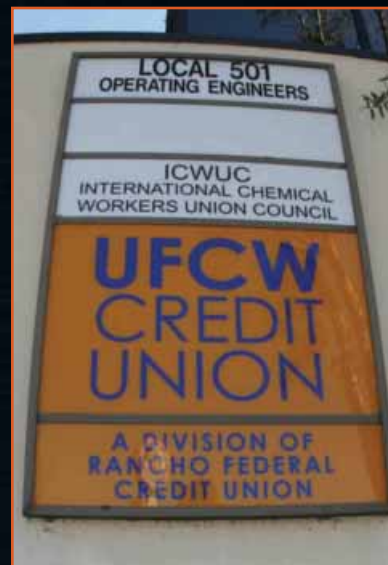
Federal prosecutions have begun against several major banks. Some states are pursuing their own set of charges against these same entities stemming from their handling of mortgage foreclosures. Many of these banks have already retained lawyers with criminal defense expertise. Having never been the target of law enforcement authorities, UFCW Credit Union officials would be at a disadvantage if they were forced to find a dream team of attorneys on short notice.

Another example born from the collapse of the housing market and ensuing recession has cost the big banks billions and that number will only grow. Hence the other area where the credit union's experience is dwarfed by the 'Too Big to Fail' banks—borrowing money from taxpayers to cover bad business decisions. The federal bailout is likely to haunt the large banks for years to come, even those banks that boast about their early payoffs.

"One of the ways the banks have dealt with this is to cut back on issuing loans," said Greg Halibozek, Treasurer, Board of Directors, UFCW Credit Union. "The credit union has more flexibility in deciding who qualifies for a loan. Whereas a grocery clerk is not likely to be considered for a mortgage or new car loan based upon his or her income alone from a traditional bank, we have the legal right to consider other factors—factors that can lead to a more favorable outcome."

Halibozek also pointed out that hidden fees and other service charges are the primary method the major banks now employ for recouping their losses from recent years.

"If forced to choose between cutting executive bonuses or passing the expenses on to the public, it is not hard to figure out which choice carries the day."



Working in history's shadow

Rite Aid's downtown location boasts a rich and proud past

Most members employed in the retail drug industry work in traditional suburbia-inspired stores: commuter convenient and functional, but lacking any semblance of unique character or design. However, the Local 324 members who work at Rite Aid 6346 on Cherry Ave in downtown Long Beach are not most retail drug members. Their store, where at one time half the residents of Long Beach were supposedly born, is also known as the Harriman Jones Clinic building.

Designated a historical landmark by the city of Long Beach, the building's Italian Renaissance villa composite period revival style was the self-acknowledged crowning achievement and first solo project by renowned architect Kenneth Wing.

The clinic was known in its day as much for its

Shop Steward Tammy Vigneault who works in the pharmacy is very knowledgeable of the building's storied past.



Shop Steward Sheryl McCabe.

architecture as for its cutting edge approach to health care services. Dr. Harriman Jones personally commissioned Wing to design a building that could accommodate a variety of health specialists and services, including a fifty-bed hospital and a pharmacy complete with a soda fountain bar, all under one roof. The clinic featured such amenities as rooms replete with heaters, carpeted floors, and beds with wooden headboards and a central library for patients, a two story waiting area with a fireplace and Grand piano flanked by twin interior open air patios for guests, and a newsletter, the 'Heraldectomy', for the surrounding



community. Despite the extravagance of the clinic, its full range of health services were available to the poor and funded by a trust established specifically for such purposes.

According to George Badenhause, the administrator of the clinic for nearly 40 years, "Dr. Jones was a humanitarian" and "made sure the clinic never turned down anyone who was sick and couldn't afford to pay for medical care."

The clinic first opened its doors in 1930, discontinued its hospital operations moving its staff and patients to Long Beach Community Hospital in 1964, and finally closed its doors in 1972, permanently relocating its staff and services to a larger building to better accommodate its growing practice. Both the Harriman Jones Medical Clinic and the Long Beach Memorial Hospital are still in operation today.

Rite Aid moved into the Harriman Jones building in 2001, and much of the original exterior architecture remains, including its original arched portico and escutcheon.

A few of its patients and staff still live in the neighborhood as well.

"One of the managers from the Belmont Shore store (Rite Aid 6219) used to come to the clinic as a child," shared Shop Steward Sheryl McCabe.



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Children
(ages 3-9)
\$109



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(available online only)

\$69

Black Out Days Apply



(2 day 1 park pass)
Expire 12/10/13

\$60



(Two Day 3 park Hopper)
Expire 12/10/13

\$69



Valid thru 09/29/13
General Admission

\$35



available only online at www.ufcw324.org

Adults
(ages 10+)
\$17.95

Children
(ages 3-9)
\$10.95



\$63

Tickets are on sale now in the General Office of Local 324,
at our Branch Office in Lake Forest and online at www.ufcw324.org

Prices are subject to Change and Availability
NO RETURNS OR EXCHANGES

Tickets are for Southern California Local 324 Members Only



... at a discount price!

Hot Topics

Words of wisdom to help you keep your job

Strict Rules Govern Clerk's Helpers Working in Higher Classifications

—By Field Director Chuck Adinolfi

The contract language in our Master Food Agreement with Albertsons, Ralphs and Vons (Article 6J) along with the language in our agreement with Stater Brothers and Gelsons (Article 6K) allow for the use of a Clerk's Helper or Combo Clerk work in a higher classification.

What is a Combo Clerk? A Combo Clerk is a Clerk's Helper that works a portion of his or her shift as either a General Merchandise (GM) Clerk or a Food Clerk. The contract allows this as long as the Clerk's Helper receives proper pay and credit for such work in the higher classification.

The maximum number of hours per store in one week that Clerk's Helpers may work in a higher classification shall not exceed 15 percent of the total number of hours scheduled in the Clerk's Helper classification for the week.

For example, there is a total of 200 hours of Clerk's Helpers scheduled to work for the week. Fifteen percent of 200 hours is 30 hours—that number represents the maximum number of hours Clerk's Helpers in that store may work in higher category. This includes all GM department work: such as but not limited to service deli, bakery, stocking GM products, GM price changes, Starbucks and service desk. It also includes all Food Clerk work: such as but not limited to cashier, dairy, produce, stocking food products and doing food price changes.

There are very tough penalties for stores that exceed the 15 percent. These penalties include pay for GM and Food Clerks that worked less than 40 hours during the week. In addition to the pay, three violations of this provision in any one store within any 90-day period shall result in that store being prohibited from using Clerk's Helpers in a higher classification for a period of 90 days.

In the event of a violation, the most senior part-time employee in the classification(s) in which the majority of that work was performed, shall receive pay for the number of additional hours worked over the 15 percent up to 40 hours. If any balance of hours remains, it is then paid to the next most senior employee until that balance is exhausted.

It is important for all GM and Food Clerks to monitor the use of Clerk's Helpers working in higher classifications. Remind them to clock over or fill out the proper forms to get paid correctly, and report any abuse of this program to your Union Representative.

Remember, these penalties were negotiated to preserve your jobs and ensure that you are working the hours you deserve. This language also protects Clerk's Helpers from being under paid and stuck in a lower paying classification without the opportunity for promotion.

Join the Retiree's 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) 991-5278 Diana Eastman (714) 528-6720, or Marion Jones (714) 536-7315

Be Sure to check out the website for more info!

www.ufcw324.org/retiree_club.aspx

How To Apply For A Non-Food Scholarship Award

(Disney, Food 4 Less, Rancho Federal Credit Union, UFCW Credit Union, CVS, Rite-Aid, Kaiser Permanente, The Market, Day-Lee Foods, Bridgford and Pharmacists at Albertsons, Stater Bros., Ralphs and Vons)

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

Incomplete applications will not be accepted. All applications and accompanying documentation must be postmarked no later than May 10, 2013 in order to be eligible for consideration.

1. Member's Information

Member's Last Name		First Name		Middle Initial	Social Security Number (last 4)
Mailing Address		City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer		Work Telephone Number		Union Local 324

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

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

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

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

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

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

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

School or Schools you plan to attend:

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

3. Documents you must attach to your application:

a. Transcript

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

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

b. Teacher's Appraisal Forms

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

Instructions for Written Portion of this Application

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

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

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

REMINDER – Be sure to include:

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



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

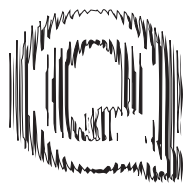
I/We hereby certify that all information supplied above is true and correct to the best of my/our knowledge.

Member's Signature

Applicant's Signature

March - April 2013 **13**

Word on the street



With all of the places to bank, why do you bank with UFCW Credit Union?

I opened an account today. My friend told me the staff are members of the union too, and that they are really good to bank with.

Juana DeLeon
Food 4 Less 310

It's a little further from home, so it helps me save.

Maritza Hernandez
Ralphs 224

I came here to work on my credit. They had faith in me when the 'big banks' didn't. I recommend them to everyone I know.

Maria Rivas
Food 4 Less 310

I keep my 'fun-money' here.

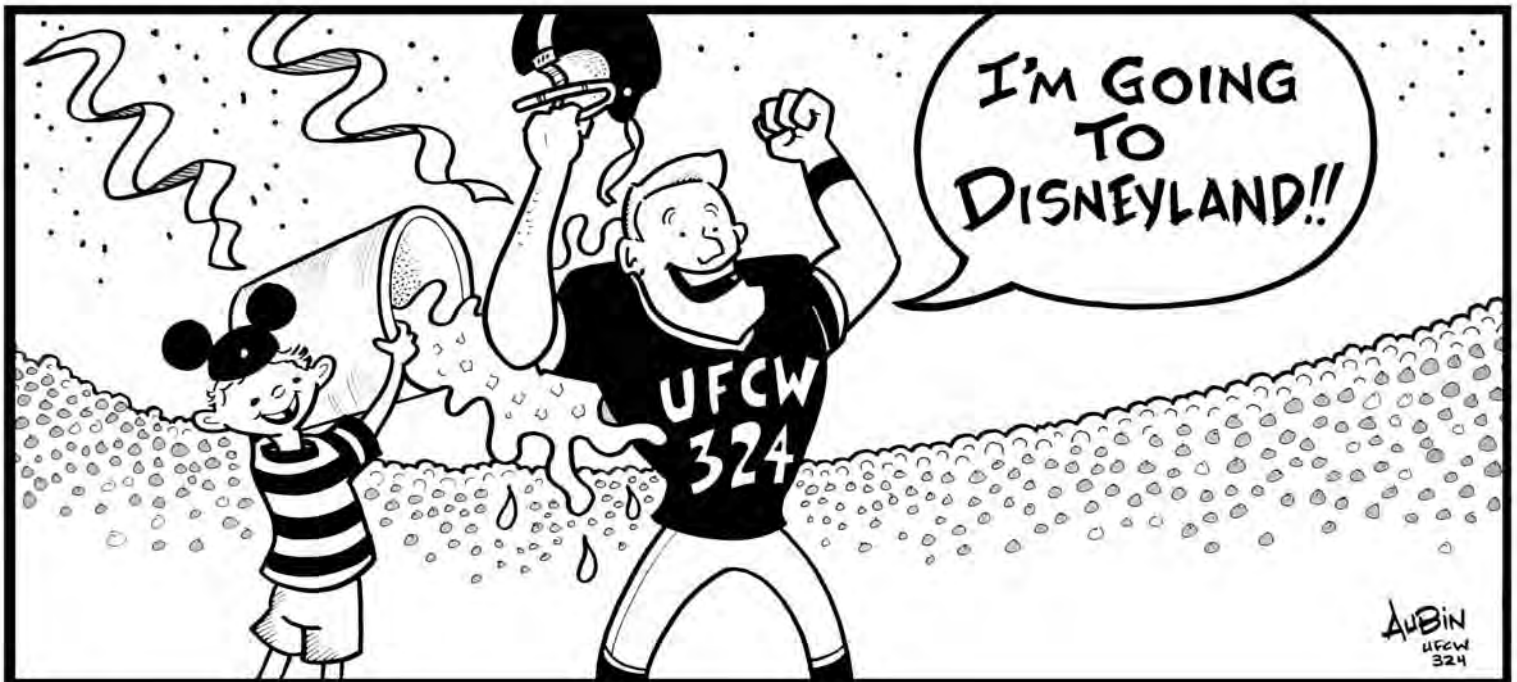
Myrna Peterson
UFCW Food Trust Fund

I have my loans here because the rates are great, my savings because it's easy to save here, and the Christmas club to make present buying less of a hassle.

Janine Trott
Albertsons 6110



Off the wall



Lillie 'Faye' Gibson, union stalwart, 5/4/54 - 2/3/13

Lillie "Faye" Gibson, mother of Keaisha, 25, and staff member of UFCW Local 324 passed away Feb. 3, leaving behind friends, family and colleagues who were overwhelmed with grief.

A contingent of nearly two-dozen family members traveled from Louisiana on Feb. 15 to attend a memorial service held at the Union's Buena Park headquarters.

The affair drew a standing-room-only crowd and served to highlight Gibson's impact on the people who knew her as one-by-one people took the podium to share personal stories about how she touched their lives.

Gibson worked as a meat wrapper for Ralphs Grocery Company for most of her 30-plus-year career in the retail grocery industry. She became a staunch union activist during the Strike/Lockout of 03/04 and even testified in federal court on the impact of Ralphs's fraudulent activities.

She served on the Local's Executive Board from 2005 to 2007 and left that position when she joined the Health Benefits Department as an employee of UFCW Local 324.



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PERIODICAL
POSTAGE
PAID

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

STATS

January-February 2013

GRIEVANCES FILED 300
MEMBERS BACK TO WORK 40

BACKPAY COLLECTED:
\$ 57,356.16

UFCW324.ORG

LIVE BETTER BANK UNION

UFCW CREDIT UNION
A DIVISION OF RANCHO FEDERAL CREDIT UNION