



# Local students win big

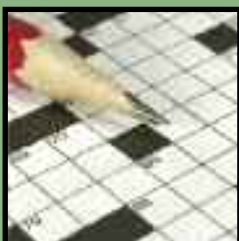
Over 80 scholars take home record amounts of scholarship cash

**Maxwell Pedroza - Albertsons 6170  
\$10,000 Award winner of the  
Food Division Trust Fund Scholarship**

## Across & Down

*How well did you absorb the fascinating facts in this issue of Umag? Play the crossword puzzle and see.*

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## Live & Learn

*Walmart's abuses surprise even those activists who have 'seen it all'.*

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## Mother & Daughter

*Local student turns down multiple scholarships, but mother isn't exactly speechless.*

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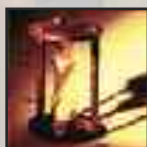




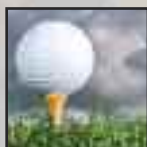
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**Editor:** Todd Conger  
**Asst. Editor:** Mercedes Clarke



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8 a.m. to 5 p.m.  
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**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!

# President's Report

## Mr. President you remember us don't you? We are the ones who elected you

About three years ago, President Barack Obama made a personal promise to the American people. I recall his words vividly. In fact, as time passed and the debate over healthcare reform grew more contentious, I would come to use his statement dozens of times as I attempted to dissuade the misinformed from believing the lies healthcare opponents were spreading.

"Now listen carefully," the President said. "If you are satisfied with the healthcare plan you have today nothing will change. You get to keep that."

Up until that point, confusion about various aspects of the Affordable Care Act were growing. At a time when right wing zealots were claiming that the legislation was actually the unpublished works of Karl Marx, Obama's words were just what supporters needed to calm those who were on the fence about the virtue of the new law. More importantly, it reassured the millions of union members across the country who enjoyed top quality healthcare plans negotiated by their union.

That was then.

We've all heard that the devil is in the details. Sadly, the devil has been highly active in Washington, D.C. ever since the Affordable Care Act, commonly known as Obamacare, passed Congress by the narrowest of margins and was signed into law.

Since that momentous occasion, healthcare reform has been moving ahead as planned, as new provisions become phased in over time. Several of which have been added to our healthcare plans to the benefit of many members and their families.

Part of that phase-in has been stretched even further by certain elements of the law that allowed the federal government, by executive order, to extend deadlines if the parties involved were having difficulties making the adjustments.

And so far —staying true to his promise not to allow healthcare reform to become too burdensome— President Obama has been liberal in doling out exemptions to parts of the bill and deadline extensions.

Unfortunately, to the dismay of his most ardent supporters, President Obama has yet to take the executive action needed to prevent millions of Americans from being adversely impacted when the law is fully implemented.

Reform critics have called this an unforgiveable deception and called for a full repeal of the legislation.

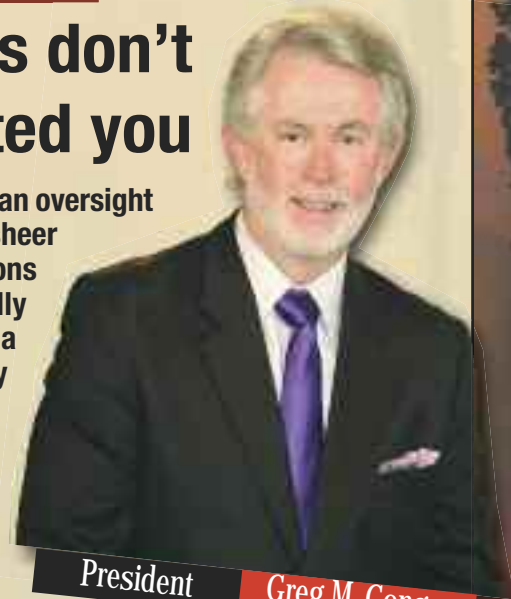
I prefer to see it, as an oversight resulting from the sheer volume of regulations required to fully implement such a sweeping policy change in a nation as large and diverse as ours.

The oversight I'm talking about involves a portion of the law that exempts companies from having to provide insurance for employees who work less than 30 hours a week. One major unintended consequence has been to encourage companies to refrain from hiring any full-time employees. Some shameless companies are even trying to position themselves for the laws full implementation by cutting full-time employees to part-time.

Another unfair part of the new system involves that portion of the law that provides federal subsidies to those part-time workers who aren't covered by the employer mandate. It stands to reason that our union employers, who have been covering part-time workers for decades, should benefit from that subsidy as they continue to cover part-time employees. If that part of the law doesn't change then future bargaining sessions are going to get even harder as employers attempt to back away from their responsibilities. One way to fix this problem is to levy a penalty on those employers that don't provide healthcare to part-timers. That would end the incentive to reduce full-time workers to part-time instantly.

President Obama knows how hard we in the Labor Movement have worked to put and keep him in office.

It is impossible for me to believe this fact will be lost on him, as the chorus from labor grows louder for him to act. It's not that he is averse to signing executive orders. He exercised that power just recently when employers complained that they were having a tough time covering all of their employees. He heard them and gave them a year extension. Now it's time for him to listen to the 14 million union members who worked tirelessly for his election.



President

Greg M. Conger

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



# Hitting the high note...

## Who knew buying bread could be music to your ears

Cathleen Cavanaugh has an interest in languages, but a fondness for music.

She can often be heard singing her daily interactions with customers from behind the bakery counter at Albertsons 6132 in Long Beach. She believes her singing takes a routine experience and makes it more enjoyable for her customers.

"Customers and coworkers both get a kick out of Cathleen's impromptu performances," said Union Representative Maggie Land.

For her part, Cavanaugh finds rendering musical notes while decorating cakes (her specialty) and going about her job in general makes "work more fun."

Cavanaugh's father sang. He did it for fun also. He was never formally trained, but used to enjoy singing opera around the house as he went about his daily routine. She can remember following him as a child, parroting his vocals.

Then, much later, while attending Long Beach City College (LBCC), she enrolled in a music appreciation course and was introduced to new and more challenging operas to imitate.

Cavanaugh is particularly fond of singing Franz Schubert's *The Earl King* because of the different vocal ranges and rhythmic nuances the four main characters' parts require.

"Mostly, at work, when I sing, I practice my range."

It was also at LBCC that Cavanaugh started more formally taking an interest in languages, studying both German and Spanish there.

She could already speak some Dutch by way of her mother's side of the family.

It wasn't until she had been studying Greek and Latin for a few years at California State University Long Beach, however; that her fascination with languages and her attachment to music would convene.

Sometime during her acquisition of a Bachelor of Arts degree in the Classics, with a Greek Civilization option, Cavanaugh began studying Modern (or Conversational) Hebrew.

Later, upon learning that her mother's family was not actually of Dutch descent, but of Jewish ancestry, she converted to Judaism and began formally studying Ancient (or Biblical) Hebrew at the Beth Shalom synagogue of Whittier.

"Hebrew is a consonant based language," Cavanaugh said. "It takes a lot of practice to announce the vowels correctly."

The main differences between Modern Hebrew and Ancient Hebrew are that Ancient Hebrew is used almost exclusively for literary or liturgical purposes and the vowel sounds are even more difficult to vocalize.

So, in Ancient Hebrew, Cavanaugh has found one channel within which she can focus her years of linguistic inquiry and honed sensitivity to the delicacies of sound.

Also, ironically, it is at synagogue that Cavanaugh has received her only formal training in singing.

So far, to date, at no time has she been more exalted in her practice of Ancient Hebrew than when she recited Hanna's Prayer in front of her whole synagogue on the first day of Rosh Hashanah (Jewish New Year) last year.

"It was a big honor," she gushed.

Cathleen Cavanaugh has been a member of UFCW 324 for about twelve years.



# Secretary-Treasurer's Report

## *Scholarship program more important than ever after state budget cuts*

Recently, I accepted an appointment to the board for the California Council on Economic Education (CCEE). The CCEE is an organization dedicated to supporting the instruction of our state's current and future financial literacy curricula for grades K-12. In a global and credit-reliant economy, financial literacy is essential but too often overlooked as a core standard for educating our children.

An important component of our state's financial literacy curricula focuses upon budgeting and financing for postsecondary education and training.

This is no trivial subject matter. College is rapidly becoming less possible and more difficult to attain for far too many working class Americans. This is not only unfortunate, it is also unjust. Over 30 percent of all projected new employment growth over the next decade will require at least some form of postsecondary education or training (vocational certificate).

But in California, public education, like so many other worthy domestic programs, has suffered from the Wall St. /banking debacle and ensuing elitist economic policies.

Our once affordable and accessible public university system of California Community Colleges, the California State University, and the University of California has been forced to raise fees and lower or implement enrollment caps in addition to cutting course offerings.

So, college is now not only more expensive on a yearly basis, but on average requires far more than four years to complete. This phenomenon is not unique to California as student loan debt in this country has nearly reached a trillion dollars.

And, as of July this year, barring a miracle and despite the genuine efforts of US Sen. Elizabeth

Warren (D-Mass) and U.S. Rep. John Tierney (D-Mass), interest rates on federally subsidized Stafford student loans will rise, possibly even doubling. This will create even greater challenges for most working families.

Researching postsecondary institutions, beginning to save early, avoiding high-interest private loans, and applying for as many scholarships and grants as possible are all sound strategies in planning for college. But they are also under utilized and, in many cases, not fully understood.

I am proud to be serving on the board of an organization dedicated to bringing financial literacy to K-12 students and their families.

I am even more proud to be an officer of an organization able to directly help seventeen very deserving families with UFCW Local 324 scholarships and another sixty-six through the UFCW Food Employers Joint Trust Fund Scholarship program. The drive and accomplishments of our recipients provides great hope for the future.

During this negligently unregulated, overly corporatized, and austerity drunk period our country has bogged down in, we should all remain vigilant.

But, we should also never surrender our dreams. And an affordable education for all has always been a priority platform of the American labor movement.



**Secretary-Treasurer** Andrea Zinder

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





## Stop the Presses! LA Times Bombing

—By Matthew Hart

At 1am on October 1, 1910, employees of the Los Angeles Times were putting the paper “to bed” when a deafening sound was heard from the alley behind the building. Minutes later, the entire building was filled with gas and flames as about a hundred employees tried to escape. Individuals leapt out windows two and three stories up. Others were trapped in the rubble. Only a handful were able to flee unharmed. Twenty-one people died. As the smoke cleared, it became apparent the Los Angeles Times building had been bombed. The incident would become the pinnacle event in the battle between organized labor and anti-union employers that plagued the city of Los Angeles for decades.

The battle between labor and employers in Los Angeles began in the later 19th century. At the time, the city was known as an open-shop town and determined to keep unions out. Leading the charge was Harrison Gray Otis, owner of the Los Angeles Times. Otis was vehemently anti-union and used his paper and the Merchants and Manufacturer’s Association (M&M) to spearhead a 20-year campaign to rid the city of unions.

One union that remained strong in Los Angeles was the Iron Workers, led nationally by President Frank Ryan and Secretary-treasurer John J. McNamara. In the summer of 1910, the Iron Workers struck iron manufacturers and construction sites throughout the city. Otis and the M&M were determined to break the strikes and convinced the city council to enact an ordinance banning picketing. Despite the ban and 472 arrests, the union gained ground, increasing its membership by almost 60 percent in three months. The future of the city hung in the balance.

After the bombing of the Los Angeles Times building, additional undetonated bombs were found at the homes of Otis and the Secretary of the M&M as well as at the Hotel Alexandria and the Los Angeles County Hall of Records. The two latter locations were being worked on by the non-union Llewellyn Iron Works, whose building was also bombed on December 25. The Los Angeles Times quickly accused organized labor of bombing their building, referring to unionists as “anarchic scum” and “cowardly murderers.” Labor denied any involvement.

The city of Los Angeles hired William Burns from Burns Detective Agency. Burns, who had been working for the National Erectors Association, already suspected the Iron Workers’s leadership in a series of other similar bombings. His investigation led him to Iron Worker Ortie McManigal. Secretary-Treasurer John J. McNamara and his brother James B. McNamara were later arrested and brought back to Los Angeles.

The Labor Movement hired defense attorney Clarence Darrow to defend the McNamara brothers, but he grew concerned over the evidence against them. Ortie McManigal turned state’s

evidence and was willing to testify about the Iron Workers’s use of dynamite throughout the country. Furthermore, Darrow received word that the brothers admitted guilt to muckraking reporter Lincoln Steffens. The brothers had witnessed the rich and powerful use money to undermine labor’s strength. When that didn’t work, they watched company goons, private detectives, and strikebreakers

beat and kill workers. The brothers felt they were involved in a bitter war between classes and the only language that was understood was violence.

With the case stacked against them, they agreed to accept a plea agreement of guilty. James B. McNamara admitted to the Los Angeles Times bombing and was sentenced to life. John J. McNamara admitted to the Llewellyn Iron Works bombing and was sentenced to 15 years. James B. McNamara died of cancer in San Quentin on March 9, 1941. John J. McNamara, who had been released from prison and continued his work with the Iron Workers, died two months later.

Besides the McNamara brothers, another 55 members and officers of the Iron Workers were arrested in connection with the dynamite campaign, including President Frank Ryan. Employers redoubled their efforts to break unions in Los Angeles and the labor movement collapsed. It took four decades to recover. Today, an empty lot replaces the location where the Los Angeles Times building once stood, acting as a reminder of the battles that were once waged between business and labor and the levels of violence that were reached over the future of the city.



# Student seeks to follow in the footsteps of therapist who 'changed her life'

Elaine Drexler has chosen a fast lane towards her future. The UFCW 324 Non-Food Scholarship Award recipient will take her position as a freshman this upcoming fall at San Diego State University (SDSU).

She will be pursuing a Bachelor of Arts in Speech, Language, and Hearing Sciences, having recently been accepted into SDSU's Honor's program. Drexler's acceptance into the Honor's program isn't so surprising, considering she spent the majority of her high school years taking Honors and Advanced Placement courses.

What is surprising is that Drexler turned down scholarships to Ohio State University, Pennsylvania State University, and the University of Alabama to attend SDSU. The Huntington Beach Edison high school Magna Cum Laude graduate has her reasons.

"San Diego is the perfect distance away (from home)," Drexler said with a smile. "Close enough, but not too close."

Her mother Jean laughs at her daughter's comment. Jean Drexler, a UFCW 324 member for nearly 20 years, an active participant in the Professional Division, and a Staff Pharmacist at Albertsons/Sav-On 6549 in Mission Viejo, is one of those reasons. Elaine Drexler's younger siblings Claire and Joseph are two others.

Both Claire and Joseph Drexler receive Speech therapy, and Elaine Drexler's interest in her chosen college major began this way.

She is close with her siblings and has

experienced the difference Speech therapy has made in their lives as both are autistic.

Drexler also enjoys working with people. She is currently employed as a Swim instructor at Splash Aquatics in Costa Mesa, a competitive swimming club she has swam for the past eleven years or so, providing both in and out of water instruction to children.

The two year Varsity Letterman and Junior Lifeguard isn't quite sure if she will pursue swimming competitively for SDSU in the Fall, but is already sure she would like to stay on at SDSU beyond attaining her Bachelor of Arts degree.

Elaine hopes to be accepted into the Master of Arts program in Speech-Language Pathology.

"Claire's Speech Pathologist graduated from the program (at SDSU) and recommended it to me. It is one of the top programs in the country," Elaine said.

And, another reason why Drexler chose SDSU over the other six universities that accepted her entrance applications.

Elaine's mother is pleased with her daughter's choice of major's, and not just because of the role it will allow her to play in her siblings' lives.

"I thought it would be a practical field to specialize in," said Jean Drexler.

"Often, during the I. E. P. meetings at Claire and Joseph's school, the shortage of qualified Speech Pathologists comes up for discussion."

No matter how Elaine finishes at SDSU, she is sure to make a splash in her and everybody-around-her's futures.



*Jean and Elaine Drexler*



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\* Your referral must be a member of your immediate family, or work for an eligible employer group, and not previously have been a member of UFCW CU or Rancho Federal CU.



# Golf tourney raises more than \$140,000 for domestic violence victims; total raised tops \$1.5 million



Above: Sharon Wei tells attendees about the work Interval House does for victims of domestic violence and thanks them for their continued support.

Sharon Wei, Program Director of the Interval House, introduces Elvia to a crowd of about 150 gathered at the Tustin Ranch Golf Course for Local 324's Annual Golf Classic after a day of spirited competition.

Elvia was the featured speaker at the event after raffle prizes were distributed and President Greg Conger (right) announced the total amount raised this year.

Participants helped raise over \$140,000 that was later disbursed among four local area battered women's shelters in the LA/Orange County area.

Elvia, whose last name was withheld by request, told a poignant story of desperation and fear as she recalled the events that brought her to the Interval House more than 14 years ago.

Interval house was central to her overall transformation, which began as she fled the torment of a violent ex-husband.

She proudly recalled coming through the doors of the facility feeling numb with despair and having no reason to believe her fortunes would turn around any time soon. At the time, Elvia had only a third grade education and did not speak any English, but now boasts a college degree.

She managed to parlay her academic success in school to the workforce and today is an outreach coordinator for the facility based in Long Beach.

Elvia's participation in the event continues a recent tradition in which survivors of domestic violence share their experiences and recount how they managed to get through their ordeals.

Shelters like the ones that Local 324 help support can be critical in helping abused women and children escape situations so volatile that they require anonymity for a while.

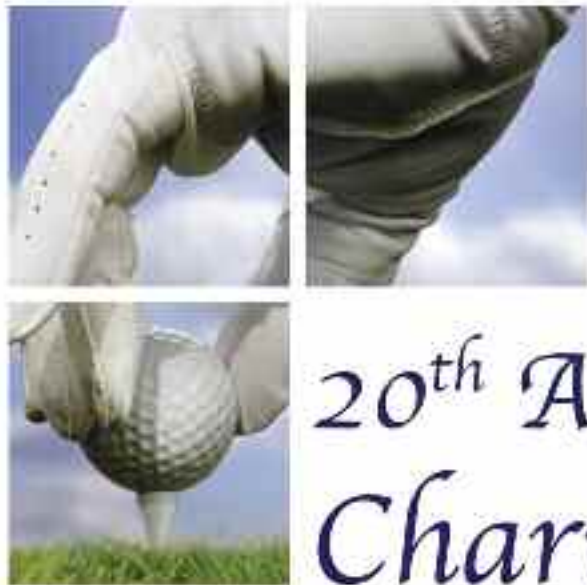
The week following the tournament a delegation from Local 324 dropped off a check to Interval House. To their surprise, Program Director Wei had organized a meeting in which about 20 men and women shared their positive experience of the facility.

"Sometimes the look on their faces says everything," said Local 324 employee and event coordinator Diana Huffman.



The Local's annual tournament has raised substantial amounts of money from businesses' both local and national since the first tee off 20 years ago. This marked the first year that every major sponsor was recognized with a small cardboard 'Tee sign' placed at one of the 18 holes.





# 20<sup>th</sup> Annual Charity Golf Classic

UFCW Local 324 has been raising funds to help victims of domestic violence for over 20 years. Because of our supporters, together we have helped countless families to safety and raised over \$1,500,000. These donations will be used to further the charitable purposes of the UFCW Local 324 Charity Golf Classic. We are proud to assist various charities in Los Angeles and Orange Counties in sheltering victims of domestic violence along with providing encouragement, healing and education.

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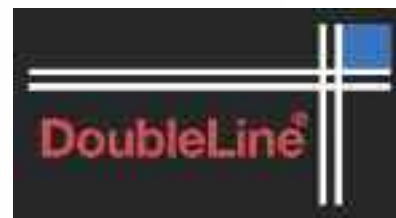
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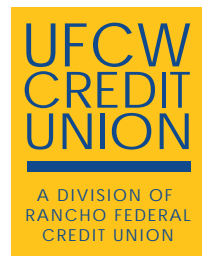
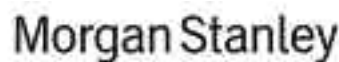
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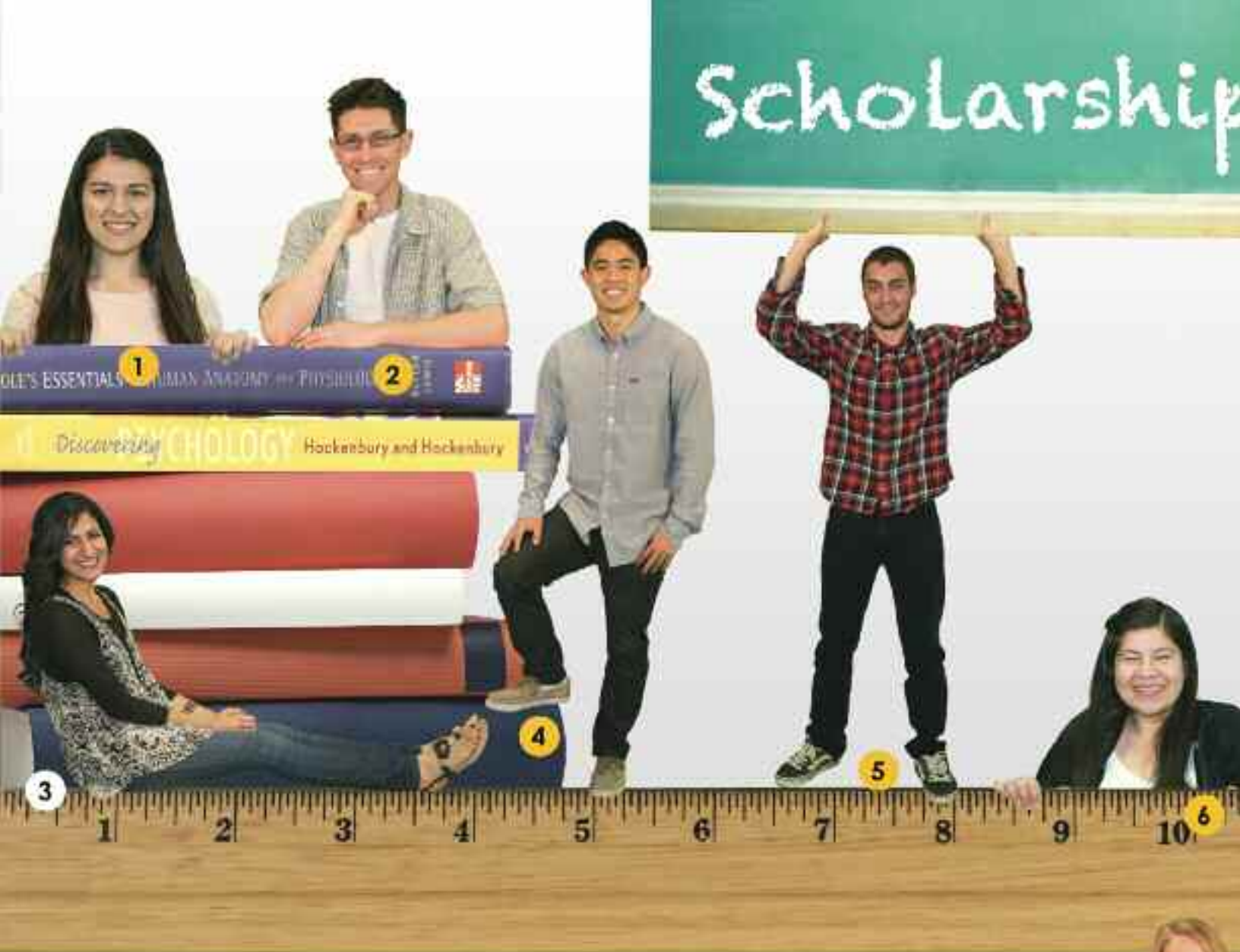


## Additional Sponsors



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# Awards





# 2013 Scholarship Award Winners

1. Esma Djokovic daughter of Munevera Djokovic Vons #2508 \$5,000
2. Peter Macaulay Vons #2206 \$5,000
3. Zainab Hameed daughter of Shaheen Hameed Rite Aid #5743 \$2,500
4. Michael Narita son of Kinya Narita Albertsons #6140 \$5,000
5. Jared Logier son of Ron Logier Vons #2090 \$5,000
6. Hilda Anguiano daughter of Julio Anguiano Albertsons #6157 \$5,000
7. Johnathan Brooks son of Patricia Brooks Albertsons #6110 \$10,000
8. Christian Anguiano son of Maria Anguiano Downtown Disney \$1,250
9. Elaine Drexler daughter of Jean Drexler Albertsons #6598 \$2,500
10. Kiera Barnes daughter of Lakesia Graham Food 4 Less #379 \$2,000
11. Juan Gonzalez son of Virginia Gonzalez CVS #8849 \$500
12. Sergio Cervantes son of Miriam Cervantes CVS #8867 \$1,250
13. Juandel Ailu Santiago daughter of Leisan Taylor The Market #2280 \$1,250
14. Sara Guibert daughter of Beverly Guibert Disneyland \$750
15. Bryan Le son of Christine Pham Vons #210 \$2,000
16. Ashley Casanover Stater Bros. #134 \$5,000
17. Meredith Canfield daughter of Thomas Canfield Albertsons #6510 \$1,250
18. Crystal Kim daughter of Steve Kim Disneyland \$1,250
19. Duc Nguyen Vons #2091 \$1,250
20. Vighnesh Iyer son of Parvathy Narayanan Rite Aid #5496 \$2,000
21. Michael Flores son of Tita Flores Kaiser #985 \$1,250

## Not Pictured:

- Matthew Pearson son of David Pearson  
CVS #8841 \$2,000
- Erica Ornelas daughter of Consuelo Ornelas  
Day-Lee Foods \$1,250
- Kellee Fiddler daughter of Laurinda Fiddler  
Disney \$500

**Additional Award Winners are listed on our website  
[www.ufcw324.org/scholarship\\_winners](http://www.ufcw324.org/scholarship_winners)**



# Hot Topics

Words of wisdom to help you keep your job

## Working off the clock may cost you your job

—By Field Director Chuck Adinolfi

As Union Reps, we constantly lecture and warn our members not to work off the clock. The term “work off the clock” simply means that you are working for free. Working off the clock is not new to our industry. There were always those few members who thought they had to stay over, off the clock, to get more work done and look like heroes. Lately, we have seen an increased amount of discipline, in the form of suspensions and terminations, to our members for working off the clock.

Members work off the clock for various reasons. Sometimes, they are so overwhelmed with work, that the only way to complete their daily tasks is to work beyond the allotted time. That would be fine if the company were willing to pay them for the extra work they are performing.

But, members are generally told by management that there is no overtime allowed and that they need to finish all their work before they go home. So, if overtime is not allowed and all the work must be completed, many members conclude that they must stay and work off the clock to keep from getting in trouble. It is extremely rare that a manager will ask you to stay and work off the clock.

The classic example of working off the clock is either starting work early before clocking in or staying after you punch out for the day. Another example is punching out for lunch and going back to work or working through breaks.

Any way that it is done is wrong and a violation of the contract and wage & hour laws. Members are

usually disciplined for falsifying time records and if there is no employer knowledge of the falsification, then the employee may be summarily discharged.

Violations of this nature are very serious. It is much easier for the Union to defend members who did not complete their work assignments and receive written warnings than it is for those who falsify time records.

For those of you who find yourself pressured to work off the clock, our advice is as follows:

1. Keep a journal of the day. Note anything that may have kept you from getting your job done on time. For example, someone called in sick, the load was late, or you were asked to check or unload a truck.
2. Let management know when you need help.
3. Inform management that you need more time and offer to stay “on the clock” to get the job done.
4. Work smart and prioritize. It may be impossible to get everything done, but if you prioritize you just may get the most important things done.

If you receive a written warning for job performance, take it seriously. Sign it under protest and file a grievance with the Union, so the warning can be officially protested through the grievance procedure spelled out in your contract. This will allow your Rep to help argue the validity of the written warning. Your notes from your journal will be especially valuable during this process.

Remember, working off the clock is never a good plan. It might just get you fired.

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Marion Jones (714) 536-7315

Be Sure to check out the website for more info!

[www.ufcw324.org/retiree\\_club.aspx](http://www.ufcw324.org/retiree_club.aspx)





August 19, 2013

### Official Notice of Nominations

The offices of President, Secretary-Treasurer, Recorder and Vice Presidents 1 through 12 inclusive are open for nomination for election to three-year terms of office. Each of the 12 Vice Presidents is numerically designated for nomination and election purposes (for example, Vice President #1, Vice President #2, etc.).

This shall serve as official notice to the active membership of UFCW Local 324 that nomination petitions for any of the above offices must be submitted in person, by U.S. Mail or other carrier no later than 5:00 pm September 17, 2013, at the main office of UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, to the attention of Louanne Punsalang, General Chairperson. Signatures of no less than 410 active members in support of said nomination are required.

The name of the member who is being nominated and the specific office for which he or she is being nominated must appear at the top of each and every page of the petition. If any member signs two petitions for the same office, both signatures will be voided. The nomination petition must contain information sufficient to permit the Election General Chairperson to verify the identity of the signatories thereto. For that purpose, in addition to a legible signature, each member must print their full name and include their last four (4) Social Security Numbers for verification.

The following are Local 324's rules for nomination:

Section A. All officers shall be elected by secret ballot of the membership, and their term of office shall be for three years, commencing February 1, 2014. Terms of office shall expire on January 31, and the terms of newly elected officers shall commence on February 1.

Section B. Nominations and elections shall be conducted during the last six months preceding the expiration of the term of office.

Section C. Not less than thirty (30) days prior to the deadline for the receipt of nominations petitions, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations, the actual number of signatures required for nomination petitions, the deadline date for the receipt of petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain.

Not less than 15 days prior to election, notice shall be made by the Local Union to each member at the member's last known home address, setting forth the times, dates, and places for conducting the elections.

Notice of nominations and election may be combined into a single notice, which shall be mailed in accordance with the time requirements specified in the first paragraph of this Section.

Section D. No person shall be eligible for nomination or election to any office unless such person is:

1. An active member in the Local Union, who has been an active member in the Local Union , or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs, or;

2. An active member in the Local Union who has been an active member of the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs.

Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

#### Section E.

1. Nominations shall be conducted by petition. Nomination of a member for a specific office shall require the signatures of two percent (2%), of the average monthly active membership of the Local Union based on the number of active members on which the Local Union pays per capita tax to the International Union for the twelve-month period ending with the next to the last month prior to the month in which the notice of nominations is mailed to the membership; provided that the required number of signatures does not exceed 500.

2. Each petition shall indicate the member who is being nominated and the specific office for which he or she is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which he or she is being nominated. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office and that office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name, and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.

3. Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.

Section F. No member may run for more than one office in any election and no member may hold more than one elected office at any one time. The regular employees of the Local Union shall not constitute more than fifty percent of the membership of the Local Union Executive Board.

All questions concerning the nomination process should be directed to Louanne Punsalang, UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, (714) 995-4601.

Completed nomination petitions must be received by Election General Chairperson Louanne Punsalang at the UFCW Local 324 main office, 8530 Stanton Avenue, Buena Park, CA 90620 no later than 5:00 pm on September 17, 2013.



# For Javier Ybarra, keeping up the struggle is as important as the outcome



Javier Ybarra understands retaliation. He also believes in standing up for what's right.

In the Labor Movement, "we're not going to win every struggle. For some, that is too much to deal with. For me, it doesn't change a thing."

Things did change for Ybarra, however, during the infamous Strike / Lockout of 2003-2004. Prior to then, he never shied away from protecting workers' rights, but he did so as an individual, as a member enrolled in a union.

Then, out there on the line with his co-workers in 2003-2004, he changed his approach and began standing for the same issues as part of a group collectively, as a member of a union. "For me, things just really coalesced during the strike."

Ybarra was physically barred from reentering his store and even the initial transfer store within the immediate vicinity after the conclusion of the 2003-2004 strike / lockout. Retribution handed out by management for his leadership and commitment to the nine-month struggle.

"I really got to know some people well during the strike. Made some strong relationships. Other

than being physically separated from these new friends, I don't regret any of it," Ybarra said.

Ybarra has been an employee of Albertsons and a 324 member for twenty-six years. He currently serves on the executive board for Local 324 and as a SPUR assisting OURWalmart (Organization United for Respect at Walmart) with improving the lives and working conditions of Walmart workers.

This is his second stint as a SPUR (Special Project Union Representative), something Ybarra feels passionately about.

"It's important work. It's inspiring to see Walmart workers stand up and be willing to risk it all. Sometimes, you have to be willing to put your livelihood on the line for things to change," Ybarra said.

Having originally served on the Fresh & Easy campaign as a SPUR, Ybarra acknowledges that his time spent organizing helps him and his coworkers as much as it helps the workers of the campaigns he serves on.

"Everything you learn from being a SPUR you bring back into the store with you, and it helps you and your coworkers to take ownership as a group."



*Javier Ybarra, Albertsons*

## Ride-4-Respect

Recently, Ybarra participated in OURWalmart's Ride for Respect, a many legged caravan delivering about 100 striking workers and their numerous supporters

from locations across the country to Bentonville, Arkansas, for Walmart's annual shareholder meeting.

The caravan, modeled after the 1961 civil rights movement freedom rides, is the first ever prolonged strike by retail workers at Walmart, with some workers staying out on strike from their stores for up to two weeks.

Dan Schlademan, Director of the Making Change at Walmart campaign and a key strategist for OURWalmart, referred to the caravan as "a massive education program meant to educate Walmart workers and communities about



*Carlton Smith, Walmart Paramount*

the issues of Walmart.”

The caravan was also a massive response to Walmart’s retaliation against and firings of worker-activists from OURWalmart, such as Carlton Smith from the store in Paramount, who was a leader of the OURWalmart delegation at last year’s annual shareholder meeting and has faced retaliation ever since.

Erin Johansson, Research Director of American Rights at Work/Jobs for Justice and author of *Fighting for a Voice*, a recent report detailing 150 incidents of retaliation and intimidation by both upper and lower management at Walmart, had this to say:

“Evidence suggests that Walmart managers disguise acts of retaliation against workers as legitimate discipline or routine enforcement of company policy.”

Ybarra was on the Southern California leg of the caravan,

the Paramount store, the Regional office in Irvine, at a warehouse facility in Mira Loma,

and then at the La Quinta store in California, and at stores in Tempe, Arizona; Clovis, New Mexico; and Tulsa, Oklahoma; en route to Walmart’s headquarters in Bentonville, Arkansas.

Ybarra was inspired by the many actions he took part in, but also greatly distressed by all the stories workers shared with him on the trip.

“It was a pretty transformative experience. After hearing all the stories the workers share with you, you can’t help but be affected.”

One story in particular stood out for Ybarra: A single mother whose young daughter is epileptic and was having surgery to treat her epilepsy, needed to take some time off to look after and be with her daughter.

**(Continued on page 23)**

alongside Carlton Smith and other fired and striking workers and their supporters, about 60 riders in all.

The Southern California leg began with a rally and action at the Pico Rivera store on May, 30, and then made stops and held actions at



*Strikers and supporters from the Southern California leg of the Ride for Respect caravan, May 30 rally, Pico Rivera, Calif.*



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**\$10.95**



**\$64**

Tickets are on sale now in the General Office of Local 324,  
at our Branch Office in Lake Forest and online at [www.ufew324.org](http://www.ufew324.org)

Prices are subject to Change and Availability

NO RETURNS OR EXCHANGES

Tickets are for Southern California Local 324 Members Only

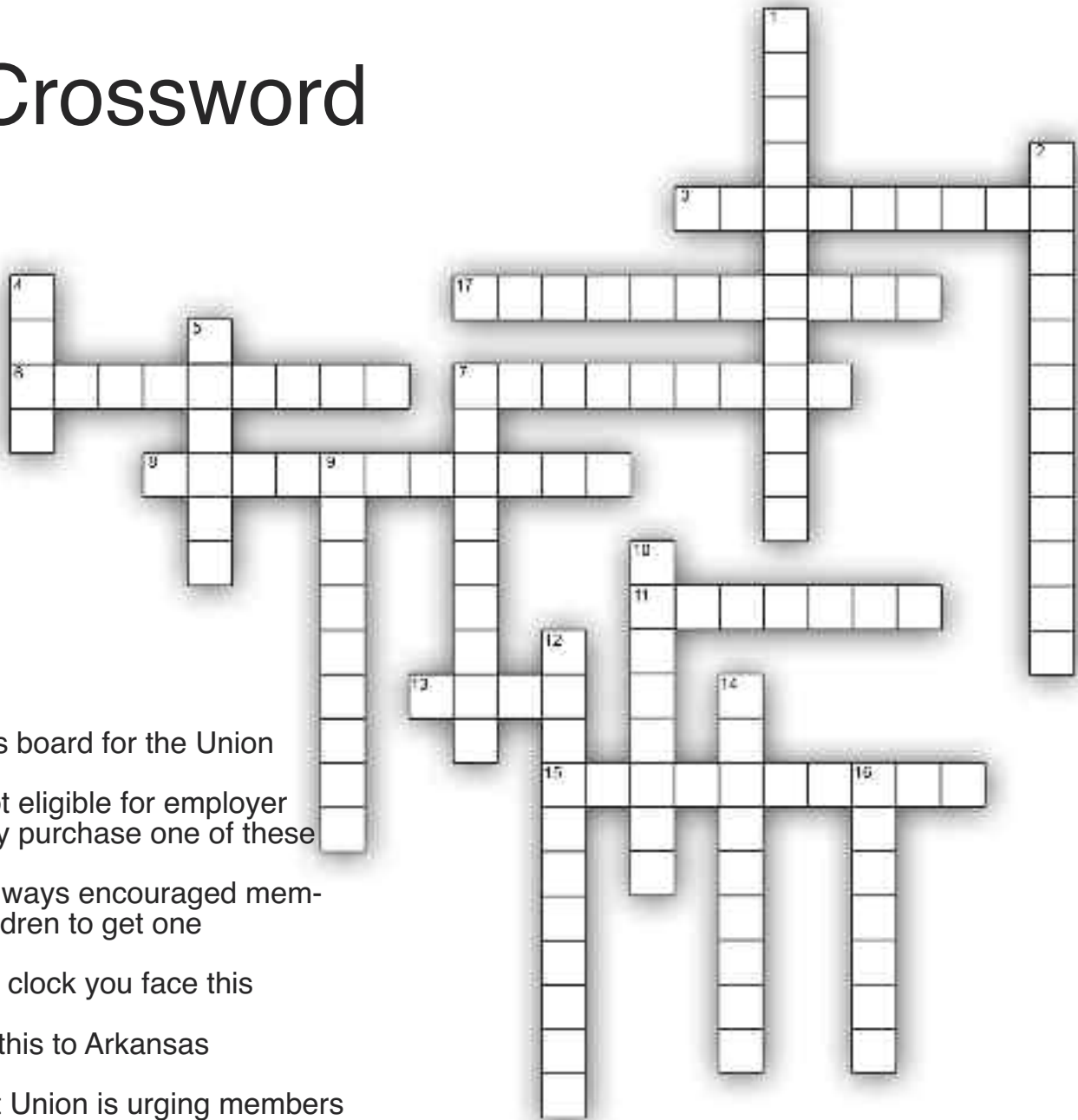


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# Crossword

## Across



- 3 Ybarra Sits on this board for the Union
- 6 Those workers not eligible for employer provided care may purchase one of these
- 7 The UFCW has always encouraged members and their children to get one
- 8 If you work off the clock you face this
- 11 OurWalmart took this to Arkansas
- 13 The UFCW Credit Union is urging members to share this
- 15 This hotel had an undetonated bomb found on its property
- 17 UFCW members can earn one of these if they want to go to college

## Down

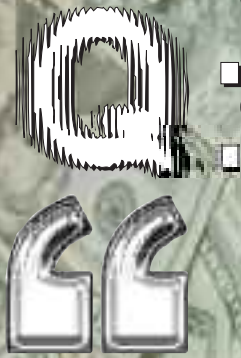
- 1 Jean Drexler has been a member of this division of the UFCW for 12 years
- 2 Elaine Drexler turned one of these down
- 5 If you work off the clock you are working for this
- 7 President Obama recently gave US employers one of these
- 9 Ybarra found OurWalmart workers to be this
- 10 Cavanaugh is fond of a composition by this artist
- 12 Walmart is accused of engaging in this when dealing with striking workers
- 14 It has become popularly accepted slang for the Affordable Care Act
- 16 You don't have to be this to join the Retiree's Club

(answers can be found on the website in the Umag PDF)



# Word on the street

## Q What does the scholarship mean to you and your family?



It's a financial relief. I'm glad that my union is able to help me finance my daughter's education.

**Lakesia Graham**  
**Food 4 Less 379**

It means everything. It helps a lot with sending my daughter to school. We are so glad that she was chosen.

**Munevera Djokovic**  
**Vons 2508**



First, my daughter won 5 years ago, and now my son. We couldn't be happier.

**Maria Anguiano**  
**Downtown Disney**

We are so thankful. This scholarship helps so much.

**Parvathy Narayanan**  
**Rite-Aid 5496**



It means being able to send my son to the school he wanted and he doesn't have to take loans out. I cry every time we open the letter to see if he has won. It's been amazing.

**Patricia Brooks**  
**Albertsons 6110**



All these years, I have looked at the scholarship winners in Umagazine and always hoped my daughter would someday be honored with such an award. We are both very grateful.

**Jean Drexler**  
**Albertsons 6598**





# Off the wall



## Walmart's rebels take their case to Arkansas

(Continued from page 19)

When she returned to work, her hours were cut in half as punishment for having taken too much time off. No longer working full-time hours, she then lost her medical coverage.

One action also stood out for Ybarra as particularly moving: About 200 green shirted members and supporters of OURWalmart stood single file along the sidewalk across a narrow driveway that runs past the front doors of Walmart's main offices, connecting the main street to the parking lot.

While the protestors stood with their backs to the front doors, the executives were protected by a chain-linked fence, security, and police.

The protestors all wore tape over their

mouths and stood in complete silence for upwards of 40 minutes. They all then turned at the same time, tearing the tape from their mouths and excoriating the Walmart executives "to stop silencing Walmart workers for trying to make positive improvements to their working conditions," Ybarra recalled.

After, the protestors broke into two picket lines, chanting "whose Walmart, our Walmart. Whose Walmart, our Walmart."

"The silence was eerie, but powerful," Ybarra said.

At the time this article was written, 10 participants from the Ride for Respect had recently been fired and at least another 25 had suffered retaliatory disciplining.



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

