

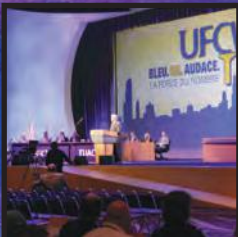
# The future of Organized Labor

See photos on Pages 8-9

## Pomp & Circumstance

*Chicago was the scene for UFCW's 7th International Convention.*

**Page 7**



## Fun & Games

*Orange County's union families celebrate at annual Labor Day Picnic.*

**Pages 8-9**



## Rock & Roll

*By day he writes about unions; by night he brings down the house.*

**Pages 12-13**

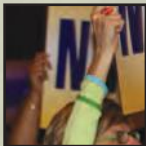




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Professional Division faces many new challenges.



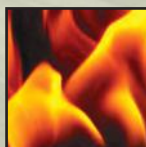
- 6** | **Yesterday's News**  
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- 7** | **Internationally Known**  
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**Editor:** Todd Conger  
**Asst. Editor:** Mercedes Clarke



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Monday-Friday

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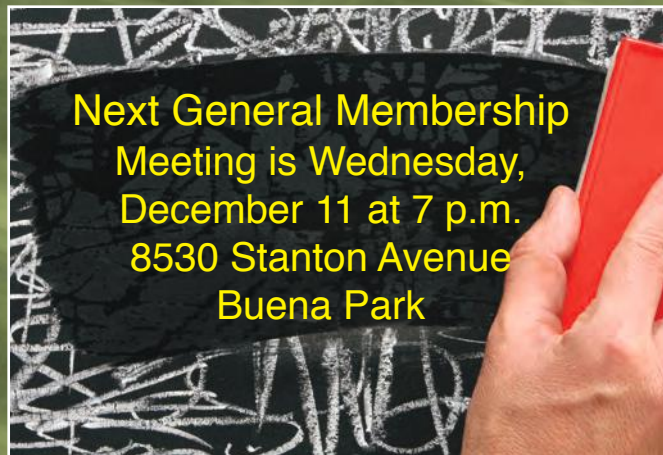
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## INTERNATIONAL DUES INCREASE EFFECTIVE OCTOBER 1, 2013

At the August 2013 Seventh Regular International Convention, the delegates voted on a dues increase per member per month which will become effective for Local 324 members November 1, 2013. The amount of the increase will vary depending upon classification but not exceed \$3.00.



☐ 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!

## Technology will never replace the power of a handshake and a 'thank you'

Today's digital age gives organizations such as unions a great many more options to communicate with their members than ever before. Our International Union, for example, is set up to instantly disseminate important information to the leadership of its Locals nationwide.

Likewise, local 324 is similarly able to hit a single button and shoot a text message or email to every union steward in the Local -- unless you are one of those who has not yet updated your contact information with us.

Without question, the technological breakthroughs that have defined the Information Age have made it immensely easier to maintain a well-informed membership.

As our union reviews other technological innovations to supplement our already comprehensive communications machine: mobile apps, digital newsletters, blogs, sometimes, it seems as though we are faced with an overwhelming number of options. But, as summer winds down, I have reflected upon the experience of two events I have long considered vital to the progress of our union -- one is the International Convention that recently concluded in Chicago and the other is our annual Stewards Conference.

Both events are examples of the power of face-to-face communications between members and among those in leadership positions and the rank-in-file. At our International Convention, delegates re-elected a slate of officers and also updated several sections of the Constitution that governs our very existence. As I look back on the business we conducted in Chicago, one could make the argument that technology has made it possible for everything to get done remotely.

A podcast or teleconference combined with an email hot list or even a central Facebook meeting room would have made it possible for delegates to cast votes and type out their thoughts on Constitutional changes. Our Stewards Conference lends itself to similar options. The speakers at our annual event could easily enter a recording studio and video tape their presentations. Technically, the information stewards leave with could have been typed out and emailed to all concerned.

Although possible, I can't imagine anyone suggesting that such options are preferable. In fact, I will go one step further by saying that our tradition

of meeting every five years for our International Convention and our annual Stewards Conference are both essential to the health of our Union.

The personal relationships forged among delegates at the International Convention who

may see one another only once or twice a decade allows attendees to absorb the lessons learned by others and apply them locally. Those experiences come from personal exchanges over coffee at breakfast or during the occasional breaks in the program.

At our Stewards Conference, the question and answer session provides as much valuable insight into our challenges as a local union as does the time spent 'catching up' that so many stewards engage in waiting for the program to begin.

In short, the value of shaking hands or embracing another person will always carry with it a power that technology will never be able to replace.

The 'positive vibe' one gets when speaking in person, face-to-face can't be duplicated in an app or even by video conferencing. Making true connections comes from spending time together, something modern technological modes of communication seemingly were designed to circumvent.

So, as the year slows to a close, I am confident we are a stronger union because of the time we spend with one another.

Some may call my sentiments outdated, nostalgia for a time long passed. I call them the enduring traditions of organizations that haven't forgotten the reason they exist is because of the people who belong to them and the people they represent.



President

Greg M. Conger

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

# Amuse Yourself...



**\$8.00**



**\$7.50**



**\$8.00**



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Adults  
(ages 10+)  
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**\$83**



Valid thru 01/31/14  
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**\$75**

Black Out Days Apply



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Children  
(ages 3-9)  
**\$120**



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

**\$60**



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

**\$69**



available only online at [www.ufcw324.org](http://www.ufcw324.org)



General Admission

**\$35**

Adults  
(ages 10+)  
**\$17.95**

Children  
(ages 3-9)  
**\$10.95**



**SeaWorld**  
Expiration Date Varies  
One Ticket Price

**\$64**

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](http://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!

# Secretary-Treasurer's Report

## ***UFCW takes action to improve working conditions for pharmacists***

Pharmacists from Rite Aid, Vons, Albertsons, Ralphs, and Stater Bros. throughout Southern California were represented at our most recent pharmacist advisory committee meeting.

The advisory committee convenes quarterly to consider all current issues relevant to retail pharmacists.

At the most recent meeting, there was much lively discussion over a bill (SB 493) that is pending in the California State Legislature. SB 493 defines pharmacists as health care professionals and providers of health services not traditionally administered by pharmacists. It has passed in the Senate and is presently moving forward in the Assembly.

UFCW represented pharmacists are concerned about the increasing workload they are experiencing as a result of recent increases to their professional scope of duties. At most companies pharmacists already administer injections and at some stores are even being trained to participate in the bio metric screening process required by many health plans. The likely passage of SB 493 has heightened the concerns of some pharmacists about their workload and continued pressure from their employers to fill prescriptions in shortened time frames.

While the UFCW supports SB 493, we also understand the importance of fairly compensating pharmacists for their extensive schooling and ever increasing responsibilities.

Likewise, we understand that the delivery of health care is changing and our pharmacist members must keep pace with the new model. This requires new training for pharmacists, but also warrants additional staffing in the pharmacies to assist with all the paper work, insurance billing, etc.

Our Retail Food Store pharmacist contract expires at the same time as our Retail Food and Meat contract in March of 2014. This will be our opportunity to

improve upon working conditions in the pharmacies just as it will be to improve upon contractual provisions that affect the rest of our members in the Retail Food stores.

With just six months to go until the expiration of our Retail Food Store contracts, preparing for and focusing upon bargaining and ratifying the best possible agreement must begin now. And, the place to begin this process is in your stores and with your co-workers. Successful contract negotiations require engagement by all our members and this begins with everyone understanding what is at stake.

Some of our retail pharmacists' key concerns this upcoming negotiations will involve their newly assigned duties as well as staffing levels sufficient to reasonably administer these duties. For the rest of our retail food store members, concerns such as job security, opportunities for advancement, and a career path including schedules that recognize the need to balance work and family obligations will likely comprise the basis of our principal contract demands. Regardless, the success of improving any contract provision will boil down to the support your negotiators get from you in the stores.

Here, at the Local, we have begun preparing. We urge you to do the same by thinking about your specific job-related priorities and actively maintaining our message of solidarity.



**Secretary-Treasurer** *Andrea Zinder*



## Claudette Colvin: A Daydream Becomes Reality

—By Matthew Hart

Few are unfamiliar with the name Rosa Parks. She is represented in our national consciousness as a symbol of boldness and freedom. She's the woman whose single act of defiance challenged institutional and cultural racism and gave birth to the civil rights movement. However, the perceptions of this moment often overshadow reality. Parks' action, while defiant and courageous, was not a singular act of civil disobedience sparked by sore feet and tired bones. More importantly, it was not the first, but rather one in a series of arrests that had taken place in 1955. One of the people overshadowed by Parks' popularity is 15-year old Claudette Colvin, who was arrested months earlier and through her actions, inspired others to engage in resistance, including Rosa Parks herself.

Claudette Colvin grew up in Montgomery, Alabama. In 1955, she was a junior at the segregated Booker T. Washington High School. On March 2, 1955, she was riding the Capital Heights bus downtown returning home from school, thinking of an essay she had just written, ironically, about segregation. Meanwhile, several white women boarded the fully occupied bus and the bus driver ordered Colvin and another female black passenger to give up their seats for the white women. Colvin refused, stating it was



her constitutional right and that she had paid just as much for her fare. The driver called the police, who immediately placed her in handcuffs and arrested her for violating the segregation law and for assault.

The news of Colvin's arrest ignited outrage in the community. While others had previously been arrested for violation of this law, many saw their daughter or granddaughter in Colvin. Discussions for a boycott of the bus system began to circulate and the lawyers for the National Association for the Advancement of Colored People (NAACP) discussed the idea of using Colvin's arrest as a test case to challenge the segregation law. However, news of Colvin's pregnancy caused concern that an unwed mother

would attract too much negative attention in a public legal battle. The NAACP would have to find a test case in another individual. Several other women were arrested after Colvin for refusing to give up their seats, yet the leadership of the NAACP seemed reluctant to use any of the individual cases as their test case.

At the time of these arrests, Rosa Parks was working as a secretary at the NAACP. Coincidentally, she had been a childhood friend of Colvin's mother, which may have been the reason she worked so hard on Colvin's defense. Parks grew frustrated over the decision not to take Colvin's case forward and, like others, felt that more needed to be done

beyond pleading with government officials who were key in maintaining segregation. In the fall of 1955 she attended a civil rights training seminar where her belief in non-violent direct action was solidified.

The events of the previous year culminated on December 1, 1955, when Rosa Parks boarded the same Capital Heights bus that Colvin had 9 months prior. Like Claudette and the other women, she was ordered to give up her seat. Yes, she was tired from her other job as a seamstress, but guided by her convictions and the spirit and bravery of those before her, she refused. Her act would help ignite

the Montgomery Bus Boycott, propel Martin Luther King, Jr. onto the national stage and give birth to the civil rights movement. Two months after Parks' actions, those arrested the previous year for refusing to give up their seats (Including Claudette Colvin) would sign on as plaintiffs on a federal lawsuit challenging the constitutional legitimacy of the Montgomery and Alabama bus segregation laws. The case known as *Browder v Gayle* ruled that Montgomery's segregated bus system was unconstitutional. And while it is the name of Rosa Parks that inspires people to fight for social justice and freedom, we must remember that it was a 15 year old that was the spark that ignited the movement.

# Hansen re-elected UFCW International President at union's 7th regular convention in Chicago

## *Slate of re-elected International Vice Presidents includes Local 324 President Greg Conger*

The words “Blue, Gold, Bold” stood as the theme of this year’s UFCW International Convention in Chicago—an event that takes place only once every five years.

In addition to the flurry of pomp and tradition that accompanies the event, which is attended by a delegation from every local in the country, the union’s Constitutionally required business takes place, such as the election of officers.

President Joe Hansen and Secretary-Treasurer Mark Perrone both delivered rousing acceptance speeches, setting the tone for a marathon-style counter-attack on Labor’s political adversaries.

Nationally recognized political heavyweights, like House Minority Leader Nancy Pelosi, joined other selected Democratic Senators and House members in praising the UFCW’s long history of seeking economic justice.

The four-day event made national news as Hansen formally announced the UFCW’s long-awaited return to the AFL-CIO.

Hansen declared that the problems that prompted the UFCW, SEIU and Teamsters to bolt and form the Change-to-Win federation 10 years ago have been addressed under the Afl-CIO’s new leadership.



Member Javier Ybarra



AFL-CIO President  
Richard Trumka



Local 324 Sec-Tres.  
Andrea Zinder



House Minority Leader  
Nancy Pelosi



Top: President Greg Conger listens as President Joe Hansen praises his long list of vice-presidents. Bottom left: supporters of Nancy Pelosi give enthusiastic welcome. Bottom right: Presidents Joe Hansen and James Hoffa Jr. grasp hands in a show of solidarity.



# Family reunio

Hundreds of children and their unionized fri  
on Labor Day for the usual assortment of fun  
union families from miles away to observe t





n

ends or family members braved temperatures in the upper 90s to come together  
n and games. The OC Labor Federation sponsored the annual event which drew  
the holiday.





# Get Down!

- Get Your Loan Rates **Down**
- Get Your Loan Payments **Down**
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Save bread  
and get \$200?  
You jivin' me?

No way!  
It's for real...  
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# Hot Topics

Words of wisdom to help you keep your job

## Emergency Leaves and Funeral Leave Pay (Food Division)

—By Field Director Chuck Adinolfi

Some of the most stressful times in our lives can be when we experience a critical illness or injury, or death in our immediate family. When these misfortunes occur, members do not always know the correct process to follow or even their contractual guaranteed rights for time off from work.

In the case of critical illness or injury, or death in the employee's immediate family, the employer shall grant an automatic emergency leave of absence, if so desired, not to exceed two weeks. When possible, the employee shall request such leaves of absence in advance by notifying their store manager. If this is not possible, the employer shall be notified within 24 hours of the beginning of such leave. Any period in excess of two weeks shall require the written consent of the employer. This is usually done by completing a leave of absence request form and turning it in to your company's Human Resources department.

Funeral leave shall be provided for the purpose of arranging for and attending the funeral of the employee's immediate family. Pay for such leave shall be at the straight time rate for the hours scheduled for each workday lost because of such absence. Paid funeral leave shall be confined to three calendar days within a period of 14 days beginning with the date of the death. Verification for time required for such leave shall be supplied to the employer by the employee if requested.

There has been a lot of confusion by members regarding proper pay for funeral leave. Many times, a member notifies their store manager about specific days they need off to attend a funeral prior to their schedule being posted and the days off granted. The surprise comes when they receive their paycheck the following week and find that they received either partial pay or no pay for the days off they requested. This is because the member did not miss any scheduled shifts to attend the funeral.

If their work schedule had been posted prior to their requests for scheduled workdays off to attend a funeral, then they would be contractually entitled to pay for those days missed. The key provision is that "the employee will receive pay for hours scheduled for those work days lost."

Immediate family is defined as the employee's spouse, registered domestic partner, child, mother, father, brother, sister, mother and father of current spouse, grandparent, grandchildren, or any other relative living in the employee's home.

If you have any questions about scheduling funeral leave, funeral pay, or emergency leave of absence, you should contact your union representative or the representative on duty at the union office to ensure that you get the time off and pay you are entitled to. Hopefully this information regarding your negotiated contractual benefits will be helpful if it ever becomes necessary to use.

## Join the Retiree's Club!

- \*Monthly Luncheons
- \*Semi-Annual Pancake Breakfasts
- \*Annual Fashion Show
- \*Annual Indoor Picnic

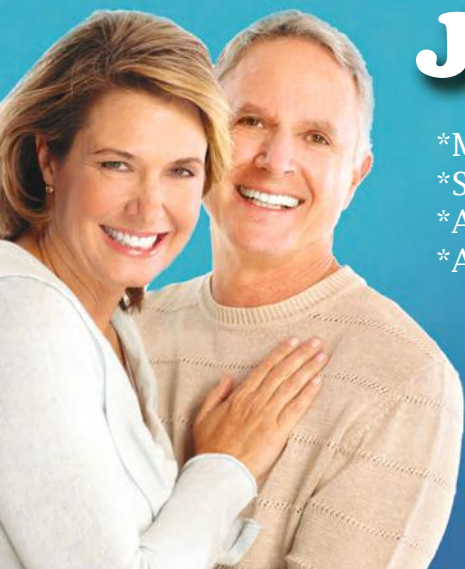
- \*Regular Bingo
- \*Party Bingo
- \*Bowling
- \*Reduced Travel Trips

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](http://www.ufcw324.org/retiree_club.aspx)

September - October 2013 11



# Identity Thief

## Member's 'tribute' and sound of heavy

Some people head to a favorite bar or nightclub when the rigors of their daily grind require blowing off some steam. UFCW Local 324 member Frank Casciato has a slightly different approach. He travels back in time.

His journey, however, involves only about 30 years to circa 1980 when big hair and heavy metal music were flavors du jour on the American pop culture scene.

If you have managed to glimpse him lately, it's somewhat evident where his modern-day energy has been channeled. From the skintight leather chaps and vest to the sunglasses that stay in place even in the darkest of indoor concert halls, Casciato has assumed the identity of a Rock 'n' Roll superstar from head to toe.

But, for those familiar with the Age of Metal and the influences that shaped it, Casciato's shaved head, thick goatee, and imposing posture aren't the traits of just any average head-banger. Indeed, without trying Casciato is often mistaken for Heavy Metal icon Rob Halford of Judas Priest. With little effort, he manages to duplicate the look with an almost eerie precision. Add to that, a natural ability to reach vocal heights that rattle windowpanes half a block away, and Casciato

has covered all the bases needed to recreate the look and style of the legendary British rocker—except a band. Enter the kind of coincidence usually ascribed to divine intervention.

"I was flipping through the newspaper classifieds one afternoon and came across a Heavy Metal band that was looking for a lead singer," he recalled. Their chemistry was high from the first few notes and rapidly set the groundwork for the band 'Just Like Priest' and solid personal relationships that are still going strong.

"It's what I love to do. I'm at home out there when the lights are on me and the mic is in my hand," Casciato said, reliving the moment as he tries to explain the rush he gets when the crowd roars its approval.

And roar they do. Casciato and his crew of Judas Priest look-a-likes enthrall the crowds they perform in front of whether it's a dingy neighborhood dive in Reseda or a top-notch rock venue like The House of Blues.

Just Like Priest's rapport with the hundreds of revelers who pack the venues wherever they headline is as impressive as the megastars they emulate. Sometimes they are hardcore followers of Judas Priest, but sometimes they aren't.

"These guys got energy," declared Jonathon Bree, an enthusiast who attended a performance at the Slidebar Rock 'n' Kitchen in Fullerton. "You can't sit still especially when you know all the songs they are covering."

It certainly helps that the material they perform has already been market tested and earned hit status. In fact, Judas Priest has sold over 50 million albums since their formation in 1969. They also have the distinction of being one of the most "covered" bands around.

There again, Casciato and his crew distinguish



# band mimicks look metal icons

themselves by insisting they are no 'cover band.'

"We are a tribute band," Casciato says, with a seriousness that takes over his natural demeanor. Cover bands, he explained, simply perform the songs of the band. A tribute band "becomes" the other band by mimicking not only their sound, but also their look and feel.

Few would argue that Just Like Priest hasn't succeeded in that overall goal.

The growing circle of friends and colleagues who have seen Casciato's performance certainly won't produce any critics. Most leave with their jaws hanging open in disbelief that the Casciato they just saw on stage is the same one they know socially or on the job.

The Frank Casciato who serves as Executive Vice President of Bleiweiss Communications Inc. (BCI) is about as stark of a contrast as one could ever find.

It took Ellen Anreder, President of BCI and an associate of Casciato's of about 15 years, close to eight years before she finally made it to one of Just Like Priest's headline performances. She closes her eyes as if to summon the right words to describe the experience of seeing Casciato for the first time.

"I was absolutely blown away," she said.

"I also didn't realize he had such a great voice," said Anreder, revealing one of the elements that is sometimes lost amidst the comparisons and commentary.



## Night and Day

**Frank the rocker and Frank the family man/PR professional are about as similar as a hand grenade and a cantelope. But DNA testing has proven they are the same person.**

In his role with BCI, which boasts that it is the only 100 percent union PR firm in the coun-

try—all members of Local 324, Casciato writes, edits, and even designs publications for union clients. Several clients grew curious enough that they took in a Just Like Priest performance.

Maggie Land, Casciato's Union Representative saw a recent show in Fullerton and had the same reaction as most. "I couldn't get over his onstage transformation," she said.

"He is a very talented performer."



**Will the real Judas Priest please stand up**



# Word on the street

Q

What is your favorite hot dog? It's likely  
UFCW made.

“



I like Nathan's, I didn't know that they weren't union made, but Hebrew National's are and they are just as good.

**Cindy Chateau**  
Ralphs 71

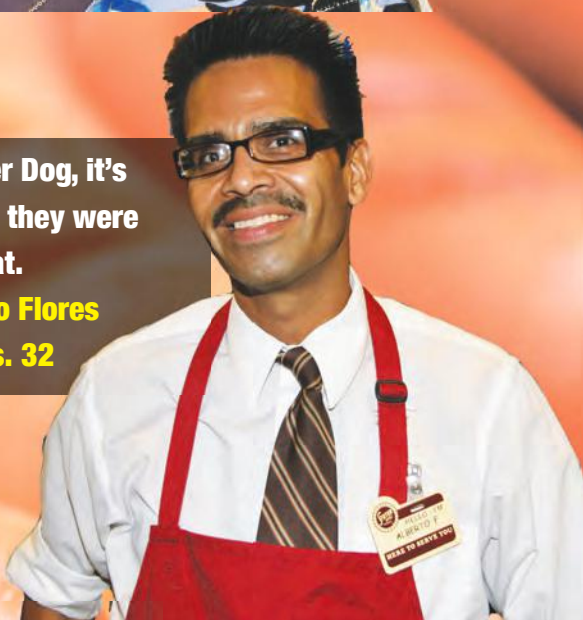


I guess Ballpark, they taste best.  
Union made? Wow.

**Roland Nguyen**  
Stater Bros. 32

I am a fan of the Dodger Dog, it's my team! I didn't know they were union made, that's great.

**Alberto Flores**  
Stater Bros. 32



I'm not a big hotdog fan, but if I had to choose I'd say ballpark. I had no idea they were union, but that's very good!

**Robin Kingston**  
Rite Aid 5739



Hebrew National are union made too?  
I had no idea.

**Andrea Johnson**  
Ralphs 71

”

## Local 324's own Tefere Gebre Elected VP of AFL-CIO

Before a standing room only crowd at the LA Convention Center Sept. 10, Local 324 member Tefere Gebre took part in a ceremony he said he never imagined "in my wildest dreams" could happen to him.

The wildly enthusiastic crowd of more than 3,000 delegates from union locals and Labor federations across the country gave him an extended ovation, allowing him a chance to soak up the moment.

He then thanked the crowd that had just elected him Executive Vice-President of the AFL-CIO by acclamation. His speech was decidedly personal as he recounted his history as an immigrant that began when he fled an op-

pressive military government as a child. "Thirty years ago, as a 14-year-old Ethiopian child, not only did I dream of America, I started a journey to live out my dreams," he said.

Gebre has been the point man for the AFL-CIO in Orange County since assuming the role of Executive Director of the Orange County Labor Federation in 2006. Since that time, the organization has seen a resurgence in union activism and a rise in participation among union locals in the county.

Those successes have translated into a surge of volunteers, which Gebre attributes to recent electoral triumphs such as the resounding defeat of Prop. 32 in 2012.

Gebre's selection by Trumka to serve in the role came in part because of his success in transforming the Labor Fed, but also because of his personal style. Gebre has earned a reputation for being starkly honest in his assessments of ground-level challenges when reporting to superiors—a trait Trumka reportedly said he was seeking in a vice-president.

President Greg Conger praised Trumka's selection: "Tefere Gebre is one of the most innovative and progressive labor leaders and political strategists in the entire country."

## How 'Union Made' was your Labor Day?

### Hot dogs:

Ball Park\*  
Boar's Head\*  
Foster Farms\*  
Hebrew National\*  
Hofmann\*  
Oscar Mayer\*  
Hormel\*  
Alexander & Horning  
Butterball  
Empire Kosher  
Johnsonville Brats

### Sausages:

Farmland  
Koegel's  
Gianelli\*

Kroger brand\*  
Saag's Sausage  
Omaha Steaks\*

### Condiments:

French's and  
Guldens Mustard\*  
Heinz Ketchup and  
Catsup\*  
Lucky Whip  
Hidden Valley Ranch

### Buns:

Sara Lee\*  
Oroweat  
Arnold  
Stroehmann

### Soda & Bottled Water:

\*Barq's Rootbeer  
Coke\*  
Sprite\*  
Pepsi  
American Springs\*  
Poland Springs  
Water\*  
Pocono Northern  
Fall's Water

### Beer:

\*Bud Light  
Budweiser  
Michelob  
Miller  
Milwaukee's Best

Rolling Rock  
Goose Island

### Snacks & Desserts:

Breyers\*  
Good Humor Ice  
Cream\*  
Flipz pretzels  
Frito-Lay Chips

### Supplies:

Solo cups  
Weber Q grills  
Igloo coolers

*\*UFCW made products*

There are **many** union made products, more than we could ever list. If you are interested in finding additional Union Made products, check out UFCW's pinterest page [www.pinterest.com/ufcwintl/union-made-products/](http://www.pinterest.com/ufcwintl/union-made-products/) or the list at: [www.labor411.org/](http://www.labor411.org/)

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

**STATS**

**January-August 2013**

GRIEVANCES FILED ..... 1,106  
MEMBERS BACK TO WORK ..... 165

BACKPAY COLLECTED:  
\$ 171,298.97

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SERVING THE COMMUNITY