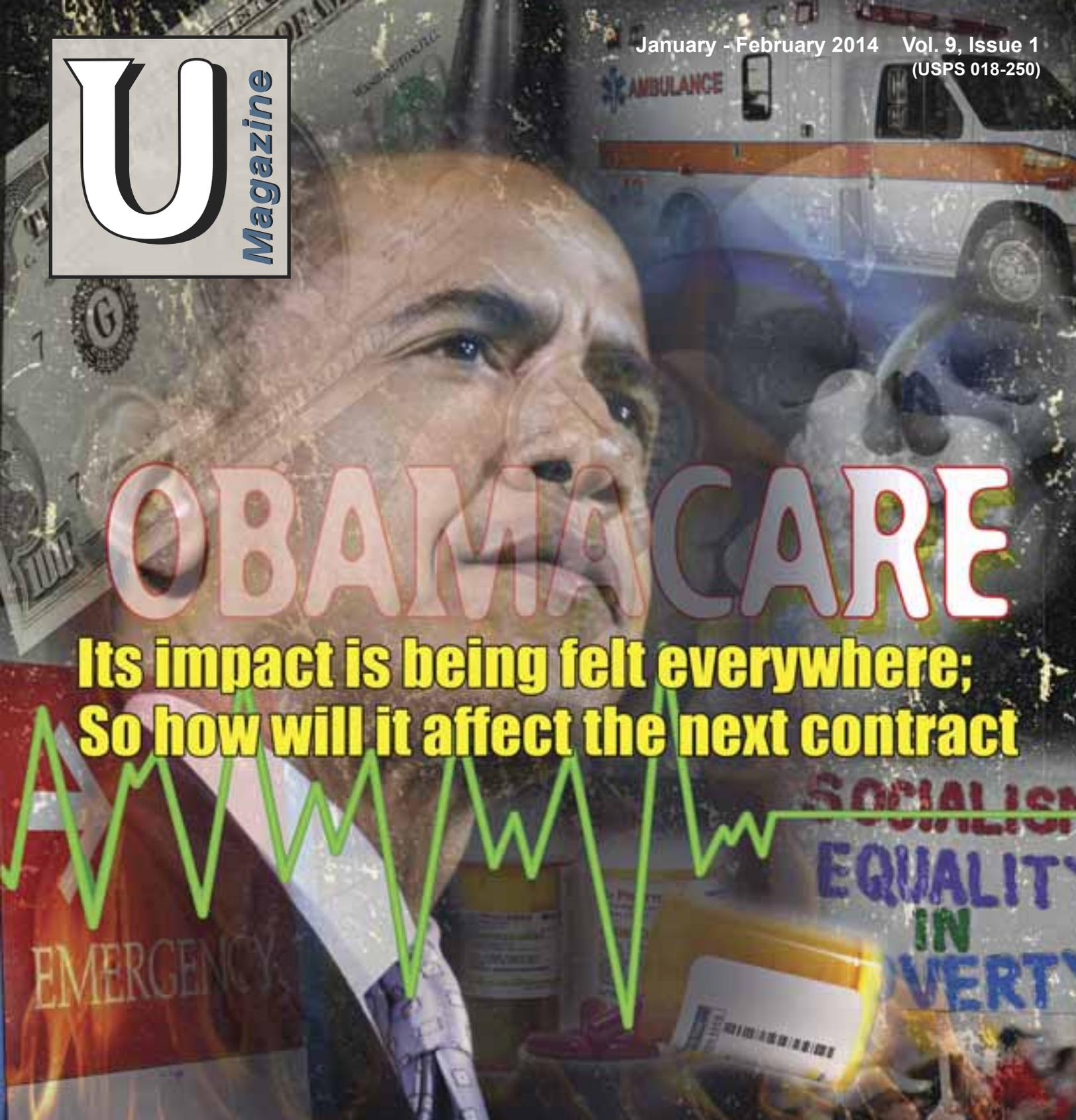


OBAMA CARE

**Its impact is being felt everywhere;
So how will it affect the next contract**



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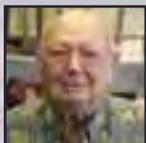
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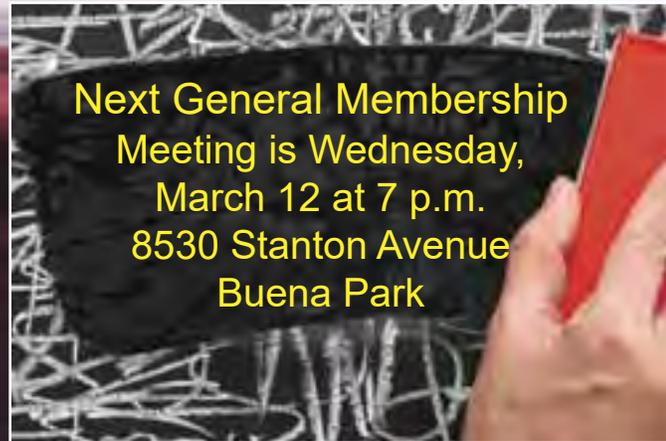
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- Withdrawal Card Request
- Change of Address Form

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



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 Monday-Friday

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Vast misinformation poisons public sentiment on 'Affordable Health Care'

Those of us who have spent a lot of time pushing for healthcare reform watched sadly as the Affordable Care Act (ACA) made its national debut last year. The website's now infamous problems are inexcusable given the amount of time they had before the Big Day. But for someone who is not particularly tech savvy, I must admit that I can't profess to know what could have been done differently to avoid the glitch.

Perhaps the bigger snafu in the overall picture is the fact that the website debacle has become front and center in the ongoing debate about healthcare reform. Opponents have seized on the unfortunate affair with their typically smug "I told you so" attitude.

Their talking point of the day suggests that hiccups on the sign-up website provide irrefutable proof that "Obamacare" is a failure. But such a patently ludicrous line of reasoning is not unusual as many of the ACA's opponents have vowed to do whatever it takes to sabotage the law. That includes grasping for any morsel of negative news surrounding the roll out and claiming it vindicates their arguments against reform.

They are succeeding in ways one would not have thought. In fact, the bargaining position of the Big 3 is taken from the playbook of anti-reform activists. It is to their advantage to spread false rumors and misinformation about the impact of the new law because it distracts from the larger picture. It is a natural human instinct that in the face of danger or a potential loss, to retreat to a defensive position. Which is what management is hoping UFCW members do.

By keeping members in a defense mode, management effectively neutralizes any momentum for forward progress on wages and benefits levels. Ultimately, those on the defense grow to become satisfied with the status quo and retreat from positions calling for improvement.

Opponents have been as skilled at not talking as they have been at fast talking. Examples abound. Over the past couple of months, the news has been peppered with stories about companies reducing their workers to 29 hours a week so that they can avoid having to offer affordable healthcare to workers.

They have seized on this disturbing practice, claiming it is another piece of evidence of policy failure de-

spite the fact that many of the reductions in hours were announced months ago and would happen with or without the ACA.

Corporate America has, in fact, shamelessly used the ACA roll out as the one-size-fits-all excuse for why they are cutting hours or laying off workers.

The reality is that the ACA has not impacted business

because it hasn't been fully implemented yet. It is in its infancy, and nothing within the new program has been around long enough for any real judgment to be passed on it. Only time will answer those questions.

Understanding the full depth of the ongoing debate requires you to stand back a little bit to gain a greater perspective. Despite the flawed opening months of the new law, the arrival of real reform and a genuine change to the system was long overdue.

And yes the problems with this new law are many... America still remains behind the rest of the industrialized world in providing healthcare to its citizens. Even with reform, there exists a gap in the system that will leave some Americans without insurance—a problem that must be solved.

The ACA lets business off lightly with a laughable schedule of penalties for non-compliers. In some areas, it is complex and cumbersome, provides inadequate incentives for participation and is too weak on business. But right now the mere fact that it is the law represents a triumph six decades in the making. It can be used as a springboard from which we should advance the cause of reform slowly at times, more rapidly at others. And ultimately, in a country where clowns in revolutionary war costumes calling for the closure of government can become a driving political force, a healthy dose of skepticism about the things you hear and read is the best way to avoid falling victim to the right wing's con job.



President
Greg M. Conger

Labor relations at Kaiser offers model for employers nationwide

The UFCW and Kaiser Permanente have a long history of working together in southern California. From the 30,000 Retail Clerks enrolled into the pre-paid program in Los Angeles in 1951 to Kaiser's extension of Health benefits for members during the Strike / Lockout of 03/04, this relationship has been mutually beneficial.

Born at Kaiser's Los Angeles Medical Center to two members of then Retail Clerks Local 770, Laura Gerber has a long history with both organizations.

Gerber began working for Kaiser at its Anaheim Medical Center as a Clinical



Laboratory Scientist in 1982. At that time, its employees were not yet covered by a collective bargaining agreement.

One of the major differences Gerber can recall between Kaiser in its infancy as a union shop and the days prior is that "management became accountable to the contract."

"I can remember when Kaiser first became union, my reps were these really wonderful old-school longshoremen kind of guys, and they absolutely had my back in a pretty difficult situation. It's in no small part because of my many union reps and the contract that I was able to achieve the position I have today," she said.

Gerber would transfer to the Kaiser Euclid Medical offices in 1987. After working at Kaiser Euclid some 20 years,

she applied for a management position, but lost out to someone more experienced.

She was then approached by Union Representative Debbie Watts about becoming a shop steward. Gerber accepted and began taking courses to prepare for her new responsibilities.

Local 324 along with 25 other union locals from across nine states and the District of Columbia (known as the Coalition) and upper management from Kaiser together com-

I am proud both to be a UFCW member and to work for Kaiser,

—Laura Gerber

prise the Labor Management Partnership (LMP).

A relationship formed in 1997 with the aim of developing a culture of mutual respect from the common goals of both the Coalition and the non-profit healthcare provider, the LMP is a throwback to the relations between the Walter Reuther ran United Auto Workers and the major American auto makers.

Unit Based Teams (UBTs) at various worksites throughout the company are responsible for implementing the LMP ideals.

Similar to the European Social Democratic "Work Councils" that exist across Germany, UBT's are a vehicle for fostering frontline labor and management cooperation.

Gerber would again transfer locations in 2007, taking up residency at the

newly built Irvine Medical Center prior to its being opened to the public.

She would be made Lead Clinical Laboratory Scientist (CLS), the only such Lead in all of Orange County, and help to piece together Irvine's state of the art lab, along with coordinating the training

of the lab's staff on this new equipment.

Once Irvine opened, Gerber on behalf of the worker

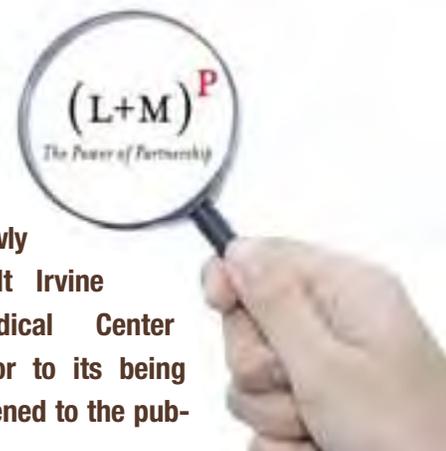
representative group would co-lead the inaugural UBT for the lab alongside Charles Park, the management representative group's co-lead.

Park would eventually become the Director of Operations for the Clinical Laboratory at Irvine.

Gerber and Park actually took their co-lead training together, and this shared experience, their time co-leading the lab UBT together, and the environment of cooperation the LMP fosters has helped to cultivate what Park refers to as "a very productive and healthy working relationship."

She agrees, "Charlie and I have a great working relationship."

About the two organizations Gerber has always been associated with, she has this to say: "I am proud both to be a UFCW member and to work for Kaiser."



Secretary-Treasurer's Report

Labor Movement boasts proud history of supporting minimum wage increases

In July of this year, the minimum wage in California will rise to \$9 an hour. This is long overdue. It will then rise again to \$10 an hour in January 2016. These increases are great news for working people and will prove beneficial for the overall economy, as it has been well established that low wage earners spend almost their entire income.

So, not only will this increased purchasing power improve the living standards of working folks, but such increased spending will also create jobs in local communities across our state.

The California labor movement was instrumental in securing both of these minimum wage increases. Prior to their passage last year, California had not raised its minimum wage since January 2008. Although many union members either make more than the minimum wage or have defined wage progressions, which guarantee a higher wage over time, the labor movement is always the chief proponent for increases in the minimum wage.

There are several reasons for this, but mostly it is because the minimum wage is a floor, and unions will always seek to achieve higher than this floor for our members. Another reason is to maintain wage equity (level the playing field) as much as possible. Unions always have many things to offer their members – job security, seniority, benefits and pensions, and established grievance and arbitration processes.

Wages are just one of the overall contract provisions, and with an increasing base to negotiate from, many of the other very important provisions can receive more attention. In addition, almost all of Local 324's contracts include "minimum wage" language. This language provides that any time the minimum wage increases, all entry-level wages go up by a greater amount.

This means that whether or not your contract is renegotiated prior to July 2014, you may receive a

wage increase at the time that the minimum wage goes up. As we begin negotiations with the major retail food employers, we understand the importance to all our members of earning a respectable wage.

We also recognize the importance of health care, pensions, sufficient hours, acceptable schedules, and job security, in addition to many other shared concerns. Contract negotiations provide our members with the opportunity to improve upon their current contracts and to lock in terms and conditions for a set length of time.

This security and the strength that results from standing united with fellow workers is the only way to assure fairness and equity from managers who are evaluated solely on the basis of sales and profit margins.

A lot of information will be shared in the next several months as negotiations get underway. Remember to always verify rumors and management's claims and to stay as informed as possible. This includes making sure your union has your most up to date contact information, including cell phone numbers and email addresses.

Check your union bulletin boards and talk to your union stewards and representatives about any concerns you may have. Our success at the bargaining table depends entirely on you and your actions in support of achieving the best possible contract.



Secretary-Treasurer Andrea Zinder

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



Preparedness Day Bombing: A Double Tragedy

—By Matthew Hart

On the humid afternoon of July 22, 1916, thousands of spectators gathered to watch the Preparedness Day Parade along San Francisco's Market Street. The event had been organized by the Chamber of Commerce and conservative business leaders to galvanize public support for the United States' entry into the First World War. The parade was the largest ever held in the city, with over 51,329 participants, including 2,134 organizations and 52 bands.

However, a day that was predicted to be joyous turned tragic when at 2:06 pm, about a half hour into the parade, an abandoned suitcase exploded on the corner of Steuart and Market Streets. Shrapnel tore through spectators as bodies were thrown back from the blast. The cement was painted with the blood of the victims, including a young girl whose leg was blown off. In total ten would die, with over forty injured. What was the largest parade in the city's history would also become the site of its largest and bloodiest terrorist attack. However, the tragedy of the day would claim two more victims, Thomas Mooney and Warren Billings. Both men found themselves sacrificial lambs at the altar of justice, and it would take over two decades to clear their names as the Preparedness Day bombers.

After the bombing, a public outcry was heard throughout the city to capture those responsible. Civic leaders immediately turned their attention to local radicals and militant labor activists, who had been vocal opponents of the parade and the U.S. entrance into the war. The attorney general hired Martin Swanson of the Pinkerton Detective Agency to capture the bombers, but Swanson already had suspects in mind. He had been working for the Public Utilities Protective Bureau, investigating a series of bombings connected with the Pacific Gas & Electric strike in 1913. He suspected Mooney and Billings of the previous incidents and was certain, despite a lack of evidence, that they were responsible for the parade bombing.

Despite alibis, police arrested Mooney and Billings, along with Mooney's wife Rena and Ed Nolan and Israel Weinberg, two friends. Mooney and his wife were on a rooftop a mile away at the time of the explosion. Billings claims he was

several miles away vandalizing cars with paint remover in response to scab labor being used in auto factories. Despite a lack of evidence and strong alibis, a grand jury charged the accused with eight counts of murder, the number of victims who had died at the time.

Mooney and Billings were both found guilty. Mooney was sentenced to be hanged; Billings was sentenced to life in prison. Rena Mooney and Israel Weinberg were acquitted; Ed Nolan's charges were dropped. However, as soon as the trials



had finished, the evidence built around Mooney and Billings' convictions began to crumble. It was discovered that witnesses provided perjured testimony that was critical to the convictions. It was also discovered that Swanson had intimidated witnesses who could have exonerated the two convicted men. Several photographs were

discovered showing the Mooney's on the rooftop at the very time of the explosion.

Information regarding the perjured testimonies even led to the presiding judge and jury members in the case to advocate for the release of the two men. Despite the growing pressure, other than the reduction of Mooney's sentence to life in prison, the men's convictions would remain for two decades. In 1939, Governor Olson finally pardoned Mooney. That same year, the Supreme Court voted to free Billings without a pardon. In 1961, Governor Edmund G. Brown pardoned Billings as well.

The injustice in San Francisco shares at least two elements that remain present to varying degrees even today: a powerful mob mentality and an authority figure convinced his own intuition is a better gage of truth than the evidence collected. The addition of a third component tends to produce an outcome that is every bit as unpredictable as it is toxic. That ingredient is the fear of terrorism.

The tragedy of the Preparedness Day Bombing transcends the injustice surrounding Billings and Mooney. It lies in the fact that the names of the incident's innocent victims have been relegated to anonymity, replaced by the names of two men who weren't even at the scene.

UFCW Local 324's

Scholarship Awards Competition

UFCW Local 324 is proud to announce its scholarship program for the academic school year 2014-2015. Those eligible to compete are current members of Local 324 working at Disney, Food 4 Less, UFCW Credit Union, CVS, Rite-Aid, Kaiser Permanente and Pharmacists hired prior to October 2011 at Albertsons, Stater Bros., Ralphs and Vons; affiliated and paid-up life members, their spouses, their dependent children and stepchildren, unmarried and receiving financial support from parent(s) who are claimed as dependent(s) with the Internal Revenue Service. Not Eligible to compete would include sisters, brothers and grandchildren. Food contract members, Albertsons, Ralphs, Vons, Stater Bros., Gelsons, and Super A Foods are not eligible for this scholarship award because they may participate in the million dollar Scholarship Award and Tuition Assistance Programs offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

Applicants must establish basic eligibility by applying for a scholarship award and completing the "Local 324's Scholarship Award Application." Applications are available at Union office and on our website www.ufcw324.org/Local_Scholarships/. You may also call Lynn Nelson at 714-995-4601 ext. 209 to obtain an application by mail.

Winners are selected by the Scholarship Committee based on:

- Academic Record • Leadership Record • Personal Achievement
- Community Service and Volunteer Activities

Awards are contingent upon the student being accepted by and registering at an accredited school.

Awards are determined at the discretion of the Scholarship Awards Selection Committee and its decision is final and binding.

Late applications, incomplete applications and those missing required documentation will not be considered after May 9, 2014.

Despite claims to the contrary, the Affordable Care Act should have negligible impact on final contract



Three years after its historic passage, the Affordable Care Act (ACA) is being implemented. Opponents of “Obamacare,” as it has become known, see its arrival as nothing less than the beginning of the end of mankind. Supporters insist the disastrous first few weeks of the new system mark an epic change in government policy and must be given some time to work out the kinks before any judgment is passed.



Perhaps the single element on which both sides appear to agree is that the new law is highly complex.

It includes new regulations and sweeping mandates that will soon become common practice. It introduces a new vocabulary to millions of doctors and patients alike, establishing new policies and practices that all parties are learning together.

A lack of experienced personnel staffing customer help lines has been cited as a primary factor in the slow pace of early sign ups, leaving the impression that some flaws still need to be worked out.

According to Sec.-Tres. Andrea Zinder, large U.S. companies are capitalizing on the myths, rumors, and talk radio banter surrounding the new law to deflect attention from their own desires to cut costs.

“Corporate America’s instinct to save money at the expense of workers is not something newly created by healthcare reform—it is a pre-existing condition,” she said.

She went on to urge members not to succumb to management’s effort to

spread confusion and anxiety.

“This is a time-honored tradition right before contract talks,” said President Greg Conger. “If it wasn’t ACA, it would be some other red herring designed to create enough fear that members become satisfied with keeping what they have rather than pushing for improvements.”

In the weeks leading up to early bargaining sessions, employers have claimed that the new law “changes everything” and that the only solution is a radical restructuring of their current health plans and more belt tightening.

Zinder reiterated that staying focused on what is known is key, as negotiations get under way.



“While it is true that ACA’s implementation does increase some costs for our trust fund, it is not possible to know by how much at this stage,” she said.

“What we do know is that these cost increases are not enough to merit any losses or downgrades to current benefits and levels of service.”

In short, the UFCW does not intend to allow major national grocery chains to use the ACA as an excuse to dismantle years of work spent crafting our current healthcare plans.

Some members have raised questions about union strategy at the bargaining table after hearing that UFCW members in the Northeast ratified a contract that moved part-timers from a company plan onto individual states’ health exchanges.

Segal Consulting, the company tasked with analyzing demographic shifts and their effects upon healthcare costs, has scrutinized the impact ACA reforms have had upon UFCW members so far. Segal provides an impartial judgment to joint UFCW and retail food employer trust funds as well as drug trusts in Southern and Northern California.

Senior analyst Joe Sweeney said that comparing the recently ratified collective bargaining agreement in the Northeast to the one about to be negotiated locally would be like

comparing apples and oranges. “In the Northeast, part-timers were never fully covered under their contract, making the bargaining dynamic a radically different exercise.”

Sweeney said that the recently ratified collective bargaining agreement in Seattle is a more appropriate comparison. Negotiations there between UFCW locals and employers led by the t Co. nearly ended in a strike.

“As far as I can tell, in Seattle, the final contract did not make any substantive changes to healthcare benefits and left everything pretty much intact,” President Conger said.

Retail food employers there claimed that ACA’s new requirements made healthcare coverage too expensive and unpredictable, thus requiring a dramatic overhaul to members’ healthcare benefits.

But union members stood solidly behind their leaders and a last minute agreement preserved their current plan with no significant changes.

c o m -



Old School

Retiree John Hutch was like being one

On August 31, 2013, John Hutcherson celebrated his one-hundredth birthday. “Bob” to his friends, family, and former colleagues, Hutcherson is a living record of the population explosion and urban growth in southern California.

A beneficiary of that growth, Hutcherson was elected to one of four new Business Agent (union representative) positions created in 1962 by then Retail Clerks Local 324 to accommodate the rapidly developing Orange County retail grocery industry.

“I had been on the executive board about two years when the Local decided to increase its staff of business agents from eight to twelve,” he said.

Hutcherson served Local 324 as a Business Agent from 1963 to 1976, but his relationship with the Local dates much further back.

Arriving to California from Alabama at the age of twenty-four, Hutcherson began working as a grocery clerk for Swenson Markets of Long Beach in 1938. He immediately joined Retail Clerks Local 324, whose original Retail Clerks International Protective Association charter from 1936 covered only the city of Long Beach.

“Back then, I made \$22.50 for a forty hour workweek and my (union) dues were \$1.50 a month,” said Hutcherson.

Then, in 1942, he took a Withdrawal card from his union, briefly becoming a produce manager for Swenson’s. But, with

World War II well underway, Hutcherson left his management position that same year to become an arc welder working in the shipyards for Wilmington Consolidated Steel.

“It was World War II, and either you helped with the national defense effort or you joined the military. I was already a father then and didn’t want to go

overseas,” he said.

After the war, Hutcherson briefly owned his own produce business, which he ran from a space he leased inside of an independent grocery store in Wilmington.

Eventually, in 1949, he rejoined local 324, taking a job as a pro-



1963



2014



From left to right, Secretary-Treasurer Arthur Z. Berland, Local 324 member Jean Simpson, and Bob Hutcherson.

erson celebrates 100 years, recalls what it of the first members of Local 324

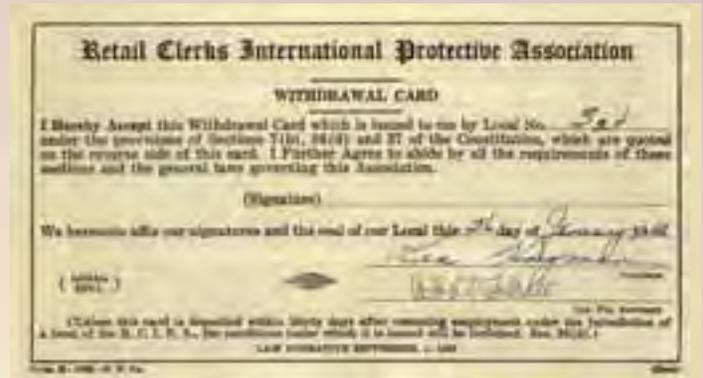
duce department head for Highway Pork Markets in Long Beach.

“In those days, almost the entire industry was organized, even the independent grocers, and they were all pretty much covered under the same collective bargaining agreement,” he said.

Hutcherson would work for Highway Pork, surviving multiple changes in ownership, until 1963, when his tenure as a Local 324 business agent began.

John “Bob” Hutcherson is the proud father of three children, five grandchildren, and six great grandchildren. He is also the most senior member of the 324 Retirees’ Club.

And, to date, he is the only known living person to have set foot in all four of Local 324’s main offices: the shoe box sized 2nd floor office in the Adair building at 206 E. 4th St. in downtown Long Beach, the converted house at 1137 Pacific Ave. in Long Beach, the newly constructed headquarters at 2484 Pacific Ave. in Long beach, and our current location on Stanton Ave. in Buena Park.



Actual withdrawal card from 1942 (top).

SPECIAL PAYMENTS		REGULAR PAYMENTS	
AMOUNT	DATE	AMOUNT	DATE
		1.00	Jan 1942
		1.00	Feb 1942
		1.00	Mar 1942
		1.00	Apr 1942
		1.00	May 1942
		1.00	Jun 1942
		1.00	Jul 1942
		1.00	Aug 1942
		1.00	Sep 1942
		1.00	Oct 1942
		1.00	Nov 1942
		1.00	Dec 1942

Dues payments were recorded by hand in payment books



Bob Hutcherson, 3rd from right, Swenson's Market, Long Beach, 1938.



Business Agents Bob Gunton, left, and Bob Hutcherson with the winners of Alpha Beta's Checker of the year contest, 1969.



Local 324 food drive, circa 1965. Downstairs auditorium, 8530 Stanton Avenue, Buena Park.

Be sure to update your contact information You could be missing out on something vital

With food negotiations right around the corner, it is very important for members to make sure we have your most up-to-date contact information including current home address, cell and home phone numbers, and email addresses.

This will be vital in allowing us to keep you informed regarding negotiations.

There are many ways you can do this: Use the form on our web site, call or write our office (714) 995-4601 ext. 4, or give the information to your Union Representative and let them know you just want to up-date your contact information.

The Information Changes Form can be found on our website: www.ufcw324.org/forms
or write to us at: 8530 Stanton Avenue, Buena Park, CA 90620-5004



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is paying heavy bread
to move an auto
loan again!

Far out! That
could mean \$200
more for me!



We're Ba-ack!

AND SO IS YOUR CHANCE
TO **POCKET UP TO \$200**
JUST FOR SLIDIN' AN AUTO
LOAN OVER TO THE CRED-
IT UNION! JUST MOVE AN
AUTO LOAN FROM ANOTHER
LENDER AND WE'LL HAND YOU
SOME HEAVY BREAD - UP
TO \$200! AND YOU'LL SAVE
INTEREST EVERY MONTH!
ISN'T THAT FAR OUT?

Visit The UFCW CU Office For Details

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Hot Topics

Words of wisdom to help you keep your job

Members should keep a work journal

—By Field Director Chuck Adinolfi

It is extremely important that all members keep a work journal containing their weekly schedules, total number of hours worked per week, any special requests made to management for time off and such, and all events that are out of the ordinary, just to name a few essential entries.

On a weekly basis, you should reconcile your paycheck stub to the actual hours you have recorded in your journal. It is very common to work different hours than the schedule that was posted, such as when you are asked to work longer than scheduled, your schedule is changed due to a sick call, you have transportation problems, and for plenty of other reasons. We expect management to pay you correctly, but mistakes are made regularly on payroll and your records will make it much easier for you to receive the pay you deserve. Also, if it becomes necessary to file a grievance, your records will prove indispensable to winning your case. Those employees on direct deposit should request and examine their paystubs regularly.

Members who are trying to establish full-time status need consecutive weeks of 40 hours in five days. A journal recording hours worked has been the difference in many cases where the employer has paid such members incorrectly. Their records allowed us to prove that there was a mistake made in payroll and to correct the records, securing the full-time status for the member.

Customer complaints can be investigated by management days, even weeks after the actual incidents have taken place. Many employers have websites or phone numbers where a customer can

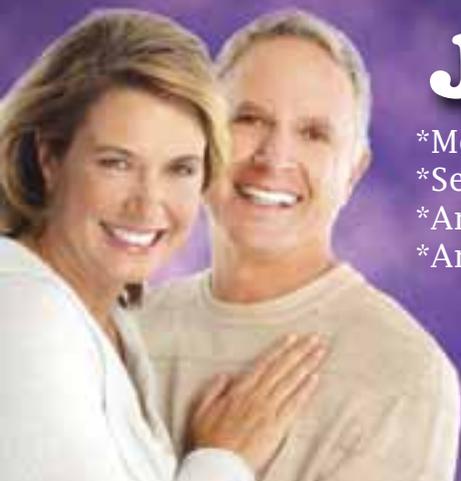
visit or call to register a complaint about the service they received and also about members. Often, it is the customer's word against yours and keeping a journal documenting any incidents can be a great defense if discipline is given by management. Just a short paragraph along with dates, times, and any witnesses' names can sometimes be enough to help your Rep fight a written warning or suspension.

A work journal can be used to document work-related instructions and requests given by management. These notes are especially important if asked to do something that may be in violation of company policy or different from instructions given by other members of management. We see discipline, including termination, in cases where the defense is that the member was



following the directions given by management. In these cases, it is important to document the date and any witnesses who were present. If you are unsure about a set of instructions, ask questions and do not hesitate to ask another manager for clarification, then document these conversations as well. Your Union Rep is always available if you need advice on how best to handle any management instructions or requests that you feel could get you into trouble.

Many members carry a small calendar or notebook that also functions well as a work journal. Keeping a journal may seem like an unnecessary burden to some, but a journal documenting hours worked and dates, witnesses, and key facts from out of the ordinary can be the difference between being paid correctly or not, while also serving as invaluable job protection.



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) 431-7545, Diana Eastman (714) 528-6720, or Marion Jones (714) 536-7315

Word on the street

Q

How has the Affordable Care Act effected you or someone you know?

“



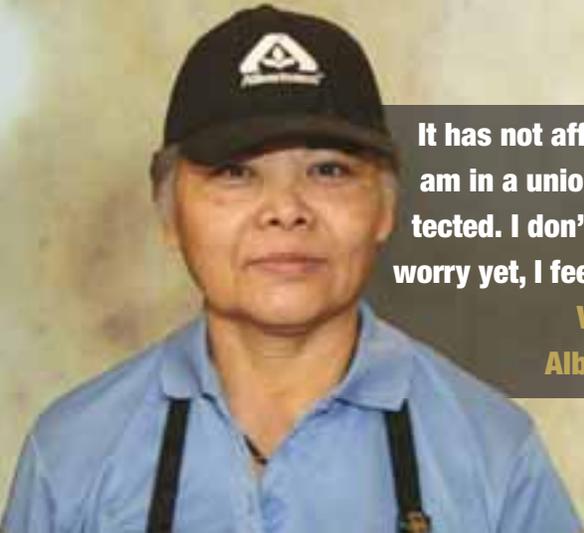
It has made coverage affordable for some of my family. They are now able to get issues they have been dealing with taken care of. This will greatly improve a lot of people's quality of life. Being healthy and staying healthy are super important, and this has helped my family a lot.

Andi Bell
Albertsons 6194



Not at all. The Affordable Care Act hasn't affected our family at all.

Debra Miles
Albertsons 6194

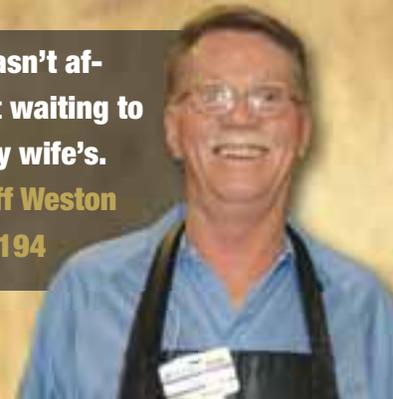


It has not affected me. I am in a union and protected. I don't have to worry yet, I feel secure.

Vicky Na-Ubol
Albertsons 6194

Still waiting to see. It hasn't affected my coverage, but waiting to see how it will affect my wife's.

Jeff Weston
Albertsons 6194



My parent's coverage rates went up. Their employers are charging a lot to maintain their coverage.

Kellie Reiter
Ralphs 116



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Off the wall



Walmart charged with violating federal law for firing workers in retaliation for speaking out

The National Labor Relations Board has filed a formal complaint against the nation's largest employer, charging that Walmart broke federal labor laws by firing employees in retaliation for criticizing the company.

- During two national television news broadcasts and in statements to employees at Walmart stores in California and Texas, Walmart unlawfully threatened employees with reprisal if they engaged in strikes and protests.

- At stores in California, Colorado, Florida, Illinois, Kentucky, Louisiana, Maryland, Massachusetts, Minnesota, North Carolina, Ohio, Texas and Washington, Walmart unlawfully threatened,

disciplined, and/or terminated employees for having engaged in legally protected strikes and protests.

- At stores in California, Florida, and Texas, Walmart unlawfully threatened, surveilled, disciplined, and/or terminated em-

employees in anticipation of or in response to employees' other protected concerted activities.

"This is another example of

why it is so important that we elect the right people," said President Greg Conger. "Walmart is as big a lawbreaker today as it was 10 years ago. The only difference between now and then is we have a pro-union president appointing the people who enforce the law.

According to an NLRB spokesperson, the investigation into charges that it illegally fired outspoken employees concluded several months ago but were held back as the agency discussed possible settlement options with Walmart lawyers.

Those talks bore no fruit, however, prompting the Board to act as it did in filing the complaint.



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BACKPAY COLLECTED:
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