

El Super struggle reaches boiling point

Members answer 'last & final' offer with bold rebuff



Will & Grace

One of the unions most recognized faces recalls all the good times, the bad times, and the present.

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Loud & Clear

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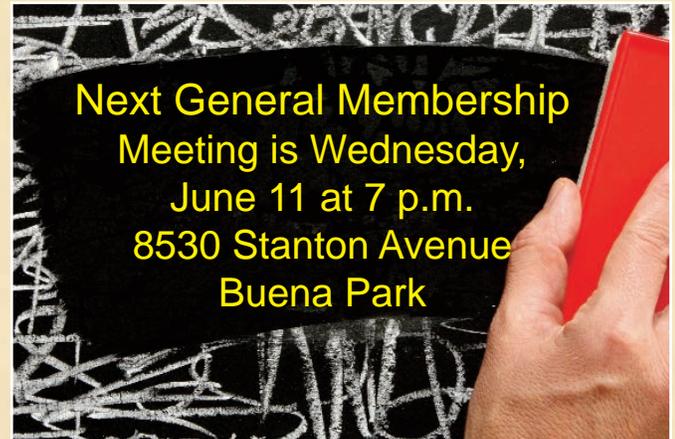
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Withdrawal Card Request

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!

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Monday-Friday

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Your willingness to fight for more comes down to one basic question...

I have noticed two distinct strategies at play in both union organizing campaigns and union contract fights.

The first involves the familiar tactic of taking employees behind closed doors under the guise that something "of dire importance" must be discussed. At this point management representatives begin the gut-wrenching mea culpa.

"I'm sorry if I made you clock out and work through lunch. I was growing as a manager too and it was a mistake..."

"I'm sorry for not giving you a day off to attend your child's graduation."

It always amazes me how thoroughly apologetic management can be when the screaming gets too loud to ignore. Unfortunately, things can get deafeningly loud without drawing the attention of some. But the minute a union begins an organizing drive at a new facility it often follows that management can't seem to apologize fast enough.

This scenario usually includes pledges that new safeguards will prevent any similar offenses from happening again. The reality is that these melodramatic apologies have a shelf life about as long as most dairy products. The true extent of management's guilt is realized within days or possibly weeks of the election to unionize. When that's all over, you can bet that management's attitude will shift. Prior to the secret ballot election on whether to join a union, your vote is a hot commodity valuable enough to the management's top brass that they sometimes may go to the extraordinary measure of learning your name before buying your vote.

When the last vote is counted, their generous offers of change are usually returned to storage alongside the ballot box and election materials.

Tactic #2 is a more confrontational response. In this case, management strikes a defiant tone, bemoaning the hardships endured to bring the company to where it is today. Every available opportunity to lay the company's demise at the feet of the workers is seized upon.

Privately, the management's top executives may take you to the side just long enough to subtly suggest that if you vote yes for union representation then the company will almost certainly crumble beneath the weight of huge new financial burdens. "Where will you work then?" is a question they hope to plant firmly in the back of every worker's mind.

With these two strategies at play for the duration of an organizing campaign, it often times seems like we are

fighting World War III with hardware from the Civil War Era.

Workers trying to secure improvements to the collective bargaining agreement are subjected to the same exact strategies used by corporations to defeat union organizing campaigns.

And why shouldn't they use the same approach? Both use fear, intimidation, uncertainty, guilt, and sympathy in sufficient quantities that they invariably succeed in creating a crowd of followers from among the once passionate pro-union rank-and-file.

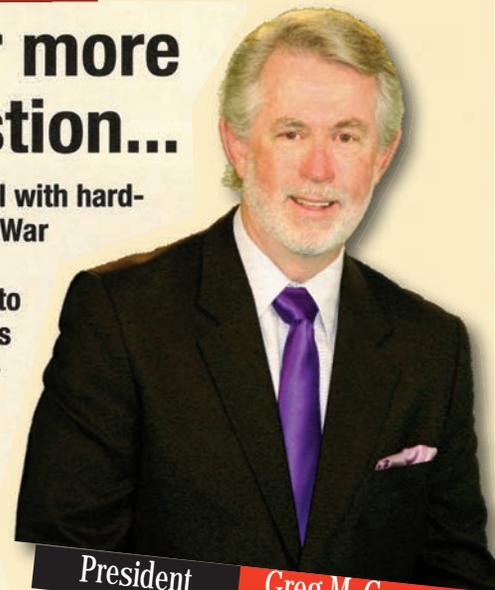
The key to any union victory in organizing or in securing a better contract, is to minimize the number of frightened workers confused by management's tactics.

History has shown me that the worksites with the greatest sense of self-respect will be the ones that come out on top. Self-respect is both a sword for taking the offensive and a shield for repelling attacks.

As our contract fights on two fronts —El Super and the Master Food Agreement—reach critical mass, I am seeing Local members rise to the occasion.

At press time, we are square in the middle of our tri-annual ritual of trying to codify critical contract improvements for our hard working members. I will soon be able to report on the outcome. I am immensely proud of the courage members have shown so far. For those who will soon be paying attention with greater intensity, I urge you to follow those who have been at the front lines of our struggle for months.

They have already concluded an internal truth that I believe is at the heart of every union member's drive to respectfully disagree with the position that they do not deserve to share in the success of their labor. The most active and vocal among you long ago answered YES to the simple yet fundamental question that precedes any fight for justice. The question is "Don't I deserve better?"



President
Greg M. Conger

A handwritten signature in black ink that reads "Greg". The signature is written in a cursive, flowing style.

El Super Members speak loud and clear

Vote leaves no doubt that workers won't be bullied by company



From top to bottom: Getting the ballots, casting the ballots, counting the ballots. . .

Only a few hours before the formal vote, union officials could be seen in the upstairs auditorium preparing for a strike authorization vote by members at El Super.

The outcome will likely be a measure of strength for the union movement as it maintains its presence in the burgeoning Latino grocery market. A strike vote will be a strong sign to the Company that members are not going to back down.

Privately, some members feared that a recent PR blitz by the company's president Carlos A. Smith had weakened the resolve of a membership base that has not flinched since contract talks began months ago.

"His visit to each of the stores was designed to increase fear and anxiety on the part of members," said Executive Vice President Rick Eiden.

Smith's whirlwind tour of the seven unionized El Super stores featured mandatory closed door sessions in which he warned employees that if they opted to defy management and voted to strike that they could easily be replaced. In order to drive home the point, he pointed out that the front end was being staffed by supervisors who would easily take over their jobs in the event of a labor dispute.

Fear tactics are commonplace during negotiations for a new contract, but El Super employees had never experienced a contract negotiations cycle, with this company.



Two presentations designed to explain the company's proposal and outline why the bargaining committee was urging a rejection and strike authorization lasted nearly two hours each and were packed to capacity.

Secretary-Treasurer Andrea Zinder, who served as one of the chief negotiators for the unions, teamed up with Organizer Jose Perez and answered questions from members.

No formal surveys were conducted to measure the number of minds changed, but the meeting adjourned amidst a decidedly more upbeat atmosphere than when it began.

After voting ended, ballots were transported to UFCW Local 770 headquarters in Los Angeles where they were pooled with ballots from three other Locals. A small cadre of members was assigned to accompany the ballots.

Shortly after 10 p.m. union officials announced that El Super members, by an overwhelming margin, authorized a strike. Armed with a renewed mandate from members, union officials hope to return to the bargaining table in short order with the intent of securing more comprehensive improvements in several key areas, including wages, sick days and respect on the job.

Secretary-Treasurer's Report

El Super Negotiations Reach Critical Stage

On May 2, hundreds of UFCW members employed by El Super voted in large numbers to reject management's offer for a new five-year collective bargaining agreement. The vote was accompanied by authorization to take economic action, including a strike if needed. This was a bold move by union members who have not previously been exposed to this management tactic for seeking to weaken union workers and scare them into accepting less than they deserve.

The contract that the workers voted on did include several improvements that resulted from six months of hard bargaining and even more significantly, from rallies and other actions by workers, community partners, elected officials and local clergy. But workers, voting on May 2 believe they deserve a little more from El Super and through this strong vote, urged the negotiators to return to the bargaining table.

El Super is the United States banner for the very large Mexican grocery chain – Grupo Chedraui. Grupo Chedraui operates approximately 45 stores in California, Arizona and Nevada, but only seven of these stores is currently covered by the Collective Bargaining Agreement. In 2013, Grupo Chedraui reported that it had sales of \$5.8 billion and earned profits of \$131 million. 20% of these sales and profits came from their U.S. operations. This company is wealthy, profitable and successful and continues to grow in the United States. Workers, who have been instrumental in this success, are demanding a fair and equitable contract.

Through these negotiations, El Super has agreed to two days of sick leave for their union employees once the contract is settled. Currently the employees are not eligible for any sick pay and have a very difficult decision to make any time they or one of their children is sick. In addition to falling short of the number proposed, the two days of sick leave have conditions attached which will act as a barrier to workers actually receiving pay for the days.

Full-time employees at El Super are currently only guaranteed 32 hours of work per week. One of the important proposals for these negotiations is a 40 hour guarantee for full-time workers. El Super has rejected

this demand, even though many employees do in fact work 40 hours per week. Since the additional hours are often given in four-hour shifts, workers are often required to work six days just to earn 40 hours of pay.

El Super has proposed a five- year contract. Through their very strong rejection vote, workers have voiced their opinion that this is too long, unless there are significant improvements included in the contract. In unity, through their vote, members have asked El Super to reconsider and avoid any further labor unrest.

Recently, news reports have focused on some of the unethical practices of El Super. Selling out of code products appears to be widespread and the health departments in several counties are currently conducting investigations. A community group – the Coalition for a Better El Super – is demanding answers. El Super has been welcomed into areas where nutritious and affordable food is not widespread. The health department's investigations and the community group's findings have been disturbing.

The Coalition for a Better El Super is concerned that a pattern exists of abusing workers and abusing consumers. Hopefully, El Super will focus on the importance of good community and worker relations and return to the bargaining table with the intention of finding common ground on the few remaining issues.

Local 324 is extremely proud of our hard working El Super members. They have remained strong and united during these difficult negotiations. We know that we are stronger together, and united we will prevail.



Secretary-Treasurer *Andrea Zinder*



Truck Drivers of the Port of LA Unite!

—By Matthew Hart

On April 28 of this year, more than 100 truck drivers in the port of Los Angeles-Long Beach engaged in a two-day strike against three of the trucking companies that operate on the port docks. The strike symbolized the three-decades long battle over whether the drivers should be classified as “independent contractors” or “employees.” Hidden underneath this public battle over terminology lays the reason why this battle has claimed such importance: whether the truck drivers (commonly known as “troqueros”) have the right to organize to form a union. Recent local victories for the troqueros may have shifted the winds once and for all and could determine the future of the industry nation-wide.

The conflict over the classification of port truck drivers traces its roots to the top Motor Carrier Act of 1980 and the subsequent deregulation of the trucking industry. Prior to this, the International Brotherhood of Teamsters organized and bargained for most of the port truckers.

However, with deregulation, new companies entered the industry, taking on a new business model by hiring owner-operators as independent contractors. Drivers were no longer paid hourly and were instead paid on a per-load basis. This also meant the companies had no responsibility for workers’ compensation, social security, and unemployment insurance.

Drivers, however, were obligated to pay for road licenses, taxes, insurance, gas, maintenance of the vehicles, including covering the costs of fitting the trucks with EPA regulated emission control devices to reduce heavy diesel engine emissions. These costs were accrued whether the trucks were owned by the drivers or leased from companies. With an annual income of \$28,000 per year, the added costs caused a mass exodus of drivers who could not make a living as owner-operators. They were replaced with a mostly immigrant workforce, which has traditionally been viewed as an easily exploited group.

However, by the summer of 1988, port truck drivers began resisting their conditions by engaging in a series of mass strikes. Despite the organized actions, discussions to unionize were thwarted by federal anti-trust laws that prevent independent con-

tractors from engaging in collective bargaining that could lead to representations.

Regardless, unions, such as the Teamsters, the Communication Workers of America and the Industrial Workers of the World, continued to assist the drivers in their attempt to challenge the effects of being labeled as “independent contractors.”

Over the years, the port truck driver movement has grown with increased strikes and direction actions, including abandoning trucks on the freeway during rush hour traffic in protest of high gas prices. In 2006, in support of the May Day march in Los Angeles, these truck drivers shut down the ports, reducing the transportation of goods by 90 percent. Drivers have also challenged their independent contractor status by bringing more than 500 wage and hour complaints to the Division of Labor Standards Enforcement (DLSE) against 13 trucking companies. As it stands today, the DSLE has ruled in 32 cases, with every decision de-

claring the drivers as employees. As part of the rulings, the state has awarded over \$3.8 million in back pay to the port drivers.

These DLSE decisions have paved the way to further victories that have challenged the classification of independent contractors. As part of this, truck drivers at Toll Group have organized with the Teamsters and have successfully obtained a contract with the company. This is the first union contract for the port truck drivers in 30 years.

However the most significant victory for the port truck drivers was a National Labor Relations Board decision against Pacific 9 Transportation. In the decision the Board determined that the drivers have been misclassified and are, in fact, employees. It is believed that this Board decision, supported by the DLSE victories has ended the 30-year debate over this issue of classification and could affect port truck drivers nation-wide.

While the final chapter of the port truck driver’s story has yet to be written, the impact of their actions have already been acted on by the legislature. California is now one of an increasing number of states that have more strictly defined the “independent contractor” label.



Member recalls decision that opened the flood gates on Leukemia research

To the best of his recollection, it was 1985 and the Christmas holidays were just around the corner and a quick check line was backed all the way to one of the card displays.

The stubborn line stood still long enough for Mark Hoshide to find temporary diversion in the greeting card display that stood prominently alongside the mass of customers waiting in line to pay for their items.

The cards were slick brightly colored Holiday scenes that opened up to a tasteful tag line about the courage of cancer survivors. "It was brought to us by the Pediatric Cancer Research Foundation of Orange County."

The message was profoundly personal. Only three years earlier, Hoshide's daughter Dana was diagnosed with Leukemia. She was given only nine months to live by doctors at Children's Hospital in Anaheim.

The situation offered little room for optimism as scant research was being done on Leukemia at the time.

But doctors at the renowned medical facility were unwilling to accept the status quo. Doctors urged Hoshide to turn the affair into something positive by allowing Dana to take part in new research they hope would bear fruits fast.

All of this was to be done under the auspices of a new non-profit organization named the Pediatric Cancer Research Foundation of Orange County.

His daughter Dana, after all, was the prime example of courage lauded on the inside of the greeting cards.

She had recently endured a grueling regimen of chemotherapy that doctors said would probably help to extend her life by only a few months.

That was 30 years ago when his

six-year-old daughter's struggle with Leukemia was an all-consuming, life changing event that would forever color someone's world outlook.

Research initiated by the foundation has been at the root of epic breakthroughs in Leukemia. For example, from 1950-1963, the survival rate for those diagnosed hovered at roughly 14 percent.

"There really aren't too many families still around today who started the program when we did," Hoshide remarked. "Most people just didn't survive that long."

Today the survival rate is 56 percent and climbing.

Dana, for her part flourished under the treatment regimen. The once pale and often lethargic little girl beamed with color and energy. She never looked back.

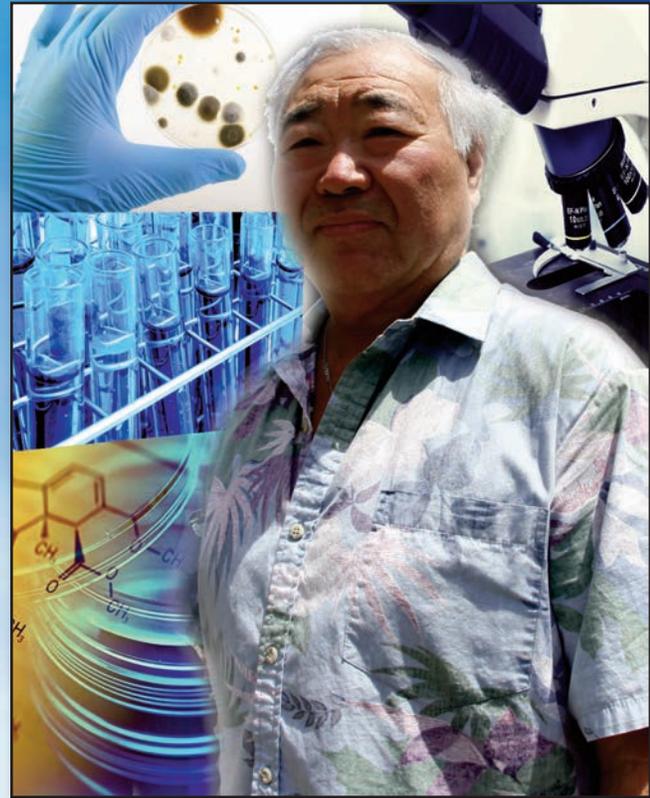
After defying doctors' early predictions that she would live only nine months, Dana continued to rack up triumphs no one saw coming.

Her reaction to various new drugs and other approaches to the treatment of Leukemia became the subject of intense scrutiny. Her progress was mapped by researchers who discussed it in medical journals and international conferences.

Thanks, in no small part, to the data gathered from Dana's experience, today's survival rate has climbed to more than 56%.

Returning to the afternoon when Hoshide found the checkout line backed up to the greeting cards.

He said that he noticed the slick



professional look of the cards was a sign that the foundation he was an original founder of was flourishing.

When he went out on a limb and shared the story of his connection to the foundation, he was shocked to discover that he was speaking with a doctor at Children's Hospital.

When the two exchanged names, the doctor lit up with excitement.

"We learned all about what you people did to get this group off the ground and you should be proud," the doctor said to Hoshide, who currently works as a produce Clerk at Vons 2332 in South Orange County.

The two spoke about some of the breakthroughs in recent years, much of which the doctor credit to the early families who promoted the research.

When the line started moving again, Hoshide recalls feeling strangely upbeat, having found a spiritual lift in the unlikeliest of places.

Stewards Conference aims to counter g

From the earliest days of the Republic, Americans have embraced union members and the Labor Movement they represented with tempered enthusiasm. Even before the assembly lines of the Industrial Revolution introduced the country to suffering en masse, the United States has maintained a collective reverence for corporations, extending to them greater protections and more freedom than any other country in the world.

Attitudes about corporations and unions have evolved over the years, riding crests of popularity and enduring intense periods of the opposite as well. By most accounts, today's public perception is negative toward both. Corporations are at an unusual low, having emerged from years of headlines that seemed to document a new affront to public morality every week.

But Unions, according to the latest research conducted on several fronts by different groups, asserts that the same public distaste for organized Labor is also on the upswing.

That applies to attitudes among people in geographic areas of the nation that were once rock solid bastions of union activism

This point was best exemplified by the recent legislative defeat in Michigan resulting in that state becoming the 26th to become Right-to-Work, handing anti-union activists perhaps their

greatest trophy yet.

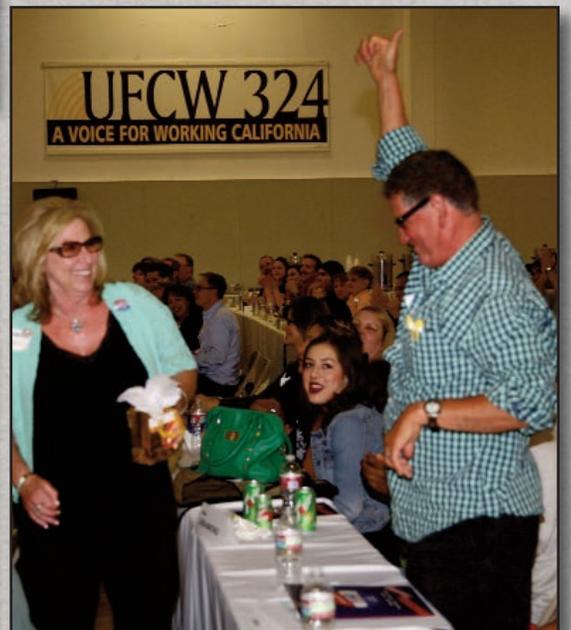
With this in mind, the UFCW International Union as well as other major Labor groups has embarked on an ambitious campaign to change public perceptions.

"It's not about what you said last night at the bar when you got into an argument about unions with a stranger," said President Greg Conger. "It's a lifetime of what you say when you meet people in general.

Tracy Zeluff has been traveling the country explaining the predicament Labor finds itself in for months. It was the stewards of Local 324's turn to hear the plan to change everything at the annual Steward Conference on April 20.



growing anti-union public sentiment



Conference helps members better defend Labor Movement

(Continued from page 7)

According to Zeluff, success will depend far less on winning arguments during dinner parties. It will begin with the language itself. Buzzwords that inflame vs. calming or less threatening language can make all the difference in how one shapes somebody else's beliefs.

Zeluff conceded that changing the tide will take at least a generation and must be disciplined and consistent if it has any chance of making inroads.

The conference topic dominated the day, leaving no time or anything else. Stewards appeared to gain from the topic, many saying they have a new arsenal of weapons to aim at the opposition.

Jose Ortiz of Albertsons 6556 said he is more confident that he can counter anti-union feelings than he was before.

"A lot of the facts were not new but how to present them was. I think it was extremely helpful because we can't continue to lose ground," Ortiz said.

Originally, the conference was scheduled to be much more of an event. Almost 350 stewards had been assigned busses,

placards and petition papers with marching orders to canvas neighborhoods around selected markets.

Only a month before the conference convened, however, union and company officials announced that a temporary contract extension had been signed.

Officials feared that staging such a massive job action at a point in the negotiations in which the parties remained cordial may have had a negative impact on the talks and ordered the events halted.



Anaheim referendum quietly shaping up to be one of the most watched contests in the state

A lawsuit filed by community activists in Anaheim three years ago received little press attention at the time, but may soon be the spark that caused a political explosion in Orange County this fall.

The lawsuit claimed the city of Anaheim was violating the Voting Rights Act by using an unfair voting system that denied Latinos the right to elect a Latino to the city council.

The city resisted but negotiated with the plaintiffs. Ultimately agreeing to hold a citywide referendum if the plaintiffs dropped their lawsuit.

Two questions will be posed to voters this November: First, should the city establish a voting system in which city council members are elected by district, instead of the current at-large system. If approved should the city increase its city council from four to six members. Though proposition does not yet have a number, if it passes, Anaheim may soon be known as merely the epicenter of an event that spawned a sea of change in electoral politics throughout the Western

United States.

One local labor leader said privately that the proposition could mean the end of Republican rule in Orange County.

The prior system has traditionally produced a crowded free-for-all election day among all declared candidates for local office. The top vote getters win the seats up for grabs and take their position on the council.

The alternative system would replace the existing process with voting districts that represent geographic areas of Anaheim, each comprised of approximately 20 percent of the city's residents. Election days would likely still include a free-for-all contest among many declared candidates but that is where the similarities change.

If no candidate gets more than 50 percent of the vote a runoff will be held between the top two candidates.

Most cities in Orange County use the at large voting system and will be watching the referendum closely. Local incumbent politicians may look to the results of the referendum as a sign of things to come in their own cities, not the least of which could be their own ouster from office .

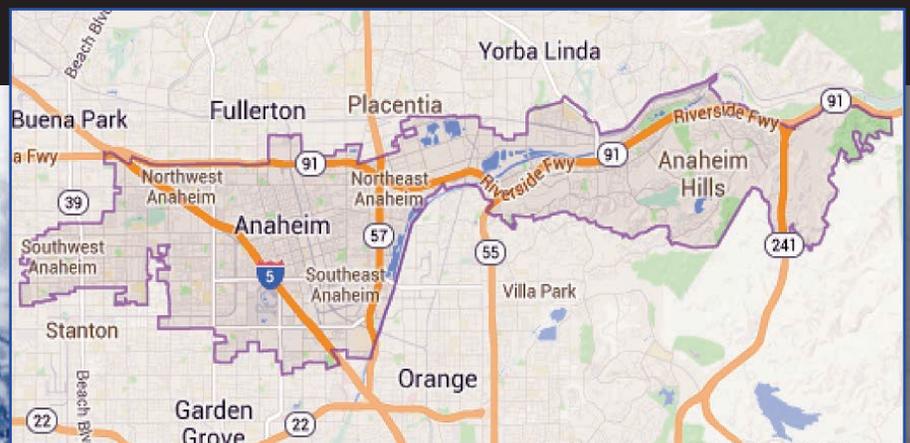
Why will so much be affected by this? Critics believe that the at large voting system tends to favor affluent, white and

conservative candidates who are elevated to office and re-elected by high propensity upper-middle class households with a vested interest in maintaining the status quo. Critics say, why else would Anaheim elect an all-white city council when a plurality of its residents is Latino.

"The current system has produced a council that is not representative of the residents of Anaheim and that is the root of our concern," said Julio Perez of the Orange County Labor Federation Labor Unions and other community activist groups in Anaheim originally petitioned the City Council to impose the system by simply changing the law through city ordinance but the council declined.

The impact for Labor could come, as the makeup of the council swings from conservative pro-corporate to more Latino and Labor-friendly.

Perez also argues that a larger council with district elections will be more responsive to the people by making elected representatives more accessible and closer to the street-level challenges faced by a city of Anaheim's size. Perez is cautiously optimistic about the referendum's chance for success, but warns that corporate interests are already lining up against it.



Back in the Day . . .

Union veteran Doris Barlow Looks bac

Some people claim to wear many hats within their organization. Doris Barlow could open a boutique full of hats for all of the roles she has played

leader, an auditor and caretaker of the Local's quarterly budget.

Those who have served with her in that capacity will attest to a work ethic that won't rest. "Her position as an E-board member receives her full attention. In a way, she sees her job as a representative of the rank-and-file seriously", said Greg Halibozek, who has served for 20 years on the Local's E-Board alongside Barlow.

Executive Board meetings that convene just long enough to enter a bank balance into the official record have never been common.

After a year, Barlow took her Withdrawal card, left Market Basket and California for the Bahamas and a three-year stint as a bartender.

Local 324 Executive Board Vice President Greg Halibozek said it was easy to visualize her behind a bar. "She has the personality for it and the gift of gab". His comments echo those of others who have worked with her, many saying that the talents that kept the drinks flowing and customers happy in the Bahamas are on display in her check stand daily.

After working at Market Baskets in Riverside and then Newport Beach, Barlow transferred to the Fountain Valley store where—as fate would have it—she met her future husband.

as an active member of UFCW Local 324.

To begin, she is often looked to as a historian.

"Whenever anyone wants to know how things have changed in this industry over the years they look to Barlow. She can tell you what happened, why it happened and the consequence of it. "She's a library of wisdom," said Secretary-Treasurer Andrea Zinder.

She has played the role of a Steward, rallying the faithful when the times called for action and channeling information to co-workers when facts need to be shared.

As a 24-year member of the Executive Board she has been a



Work on a career marked by constant change

"I married a Meat Cutter," she said shaking her head in amused disbelief. "They're a breed apart you know? And I still did it, even though I swore I would never marry anyone in the business."

Barlow said that her five decades at the check stand have come at a transformative time for the industry, "Back then the employers believed in customer service and made an effort to staff properly, unlike today."

Discussing the topic in depth leads some to mistake Barlow's passion for bitterness or even hardness.

She minces no words when she excoriates management for stalling negotiations and for turning a once highly sought after career into a backbreaking chore.

But her continued activism over the years exposes that dash of optimism that she tries to keep hidden. She's not convinced that the union



can reverse the trend but "if anyone's going to make a difference, it's going to come from the union," she said.

Two local unions, four grocery employers, eight stores, and 50 years in the business, haven't changed Barlow's core principles:

"I refer to all my customers by their first names; I treat them all exactly the same, regardless of who they are or where



Top: Doris Barlow is rarely without a smile when she's interacting with customers.

Below: Secretary-Treasurer Andrea Zinder with Doris Barlow.

they come from," she said. "And I always tell it like it is."

Left, During the contract negotiations of 2007, Doris Barlow appeared in a video urging her co-workers to fight the two-tier wage system.

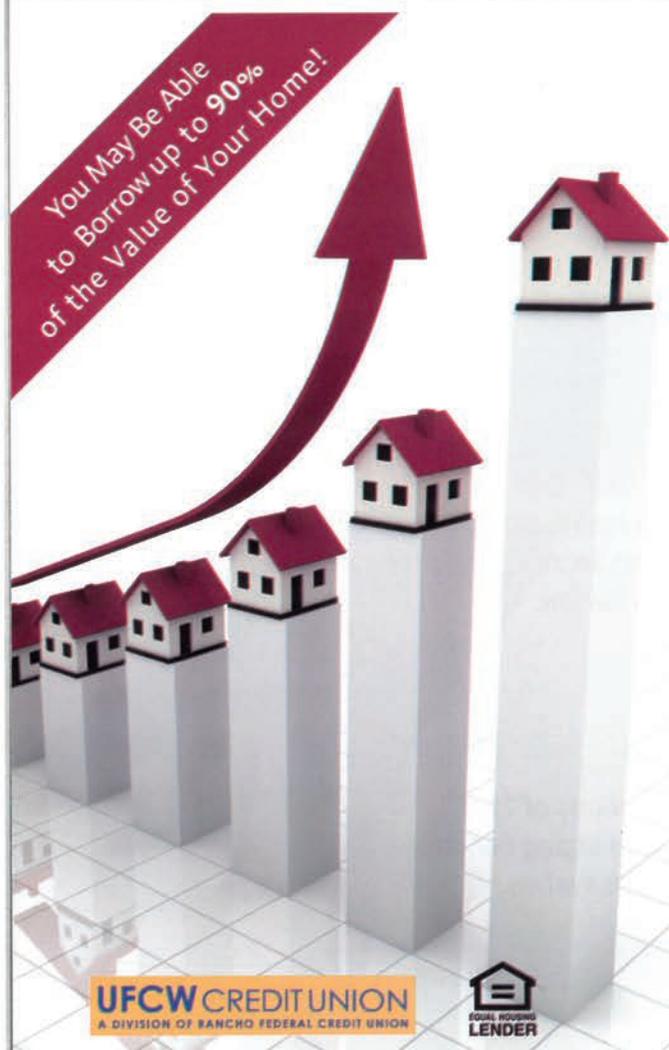


Attention Food-Division Members: Important information Regarding Available & Self-Restricted Status

Food division members are urged to change from “self-restricted” to “available.” According to Article 4 of your union contract “self-restricted” means that you are unable to work 40 hours per week in any five (5) days. It does NOT mean that you can select your specific hours of work.

In the event of a layoff, “self-restricted” employees have significantly reduced opportunities to bump to keep their jobs. This status change will take effect the first week of August so we are urging those members to return the form immediately.

If you have any questions or need a copy of the form to change your status, please contact your Union Representative. Or you may go to our website at www.ufcw324.org and click on the button on the home page “Food Division Self-Restricted Status Update Form.”



Home Values Are Up! Home Equity Lending is Back!

A Home Equity Line of Credit from your Credit Union may once again be the *smartest financing option* for all the things you want or need: remodeling your home, paying college tuition, or taking that dream vacation.

Our rates are competitive and our fees are low. You may even qualify to pay no fees at all! And, if you're like most people, your interest will be tax deductible.[†] Why not call the toll-free number below or come in to any one of our branches to unlock the money in your home today?

Hot Topics

Words of wisdom to help you keep your job

Knowing the rules governing vacation time may save you a big headache

—By Field Director Chuck Adinolfi

Every year our office receives numerous complaints that vacation requests are denied or that the employer is forcing members to take vacations with little or no notice. The next several months are the heart of the vacation season and the last few months (October, November and December) are typically times when employers start forcing vacations. School is out in most cases in June and everyone is scrambling to schedule their vacations.

Your rights under the contract are different in the Food and Drug contracts and some knowledge of the contract and advance planning can save you some headaches later in the year.

The first thing that everyone should understand is that the employers can and in recent years have required our members to take all of their earned vacation for their anniversary year. Although there may be a few exceptions, for the most part all of our union employers have that right.

Food Contract: Vacation periods shall be fixed by the employer to suit the requirement of his business, but as far as possible and practicable, vacations will be given during the summer months, and for all employees of school age children, during the school vacations. Vacation periods shall be unbroken unless by mutual consent, unless it is impractical.

If the employer schedules a forced vacation, they shall give at least two weeks notice to the employee. Vacations

may not be cumulative from one year to another.

Drug Contract: The employer shall prepare and post a vacation schedule from Jan. 15 through March 1 for the purpose of enabling employees to select their vacation period. Vacation periods shall be fixed by the employer to suit the requirements of the business, but as far as possible and practicable, vacations will be given during the summer months through October. And, for employees with school aged children, vacations shall be given during the school summer vacation.

If the employer schedules a forced vacation, they are required to give as much notice as possible prior to the date of beginning the vacation, but not less than 30 days. Vacations may not cumulate from one year to another.

In both the Food Contract and the Drug contract, if any of the named holidays under Article 8 (Food) and Article 9(Drug) fall within the vacation period of the employee, the employer shall grant an additional day of vacation with full pay, or an additional days pay in lieu of the holiday.

Remember to request your vacations early in the season to the proper manager (someone that has the authority to approve vacations) in writing, and later verify that it has been approved. If management schedules a forced vacation, without proper notice, contact your Union Rep immediately. Should you have any questions on this article please call your Union Representative or the Rep on duty at our office.

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: Lou Cruz (714) 325-2847
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

May - June 2014



Amuse Yourself...



\$8.00



\$7.50



\$8.00



Valid thru 12/31/14

Adults
(ages 10+)
\$89

Children
(ages 3-9)
\$83



Valid thru 01/31/14
(available online only)

\$75

Black Out Days Apply



Valid thru 12/31/14

Adults
(ages 10+)
\$126

Children
(ages 3-9)
\$120



(Two Day Park Hopper Pass)

Expiration dates vary

Adults
(ages 13+)
\$74

Children
(ages 3-12)
\$69



Valid thru 9/21/14

\$28



(Two Day Park Hopper Pass)

Expiration dates vary

Adults
(ages 13+)
\$69

Children
(ages 3-12)
\$64



SeaWorld

Expiration Date Varies
One Ticket Price

\$60



available only online at www.ufow324.org

Adults
(ages 10+)
\$17.95

Children
(ages 3-9)
\$10.95



Valid thru 09/28/14
General Admission

\$40

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

Prices are subject to Change and Availability. Online prices may vary
NO RETURNS OR EXCHANGES

Tickets are for Southern California Local 324 Members Only



... at a discount price!

Kaiser stewards convene to discuss ways to bolster customer service, communications in 'new era'



Word on the street

Q:

What do you do or say when faced with anti-union statements?

“



I wouldn't have the job or the protections I have. I feel protected on the job.

Roger Fought
Albertsons 6563

This country was founded with the help of unions, and unions pulled us through our toughest times. With the help of unions we have job security..

Jennifer Nielson
Albertsons 6563



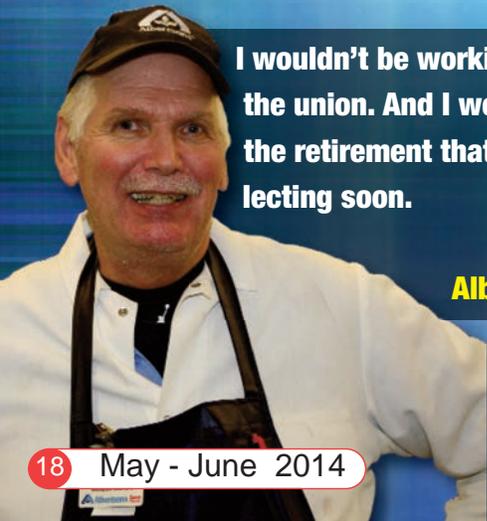
I list the pro's of having a union. Better than not having a union. We have protections on the job others don't. That is essentially it.

John Zarlington
Ralphs 221



I wouldn't be working if not for the union. And I wouldn't have the retirement that I will be collecting soon.

Steve Olesiak
Albertsons 6563



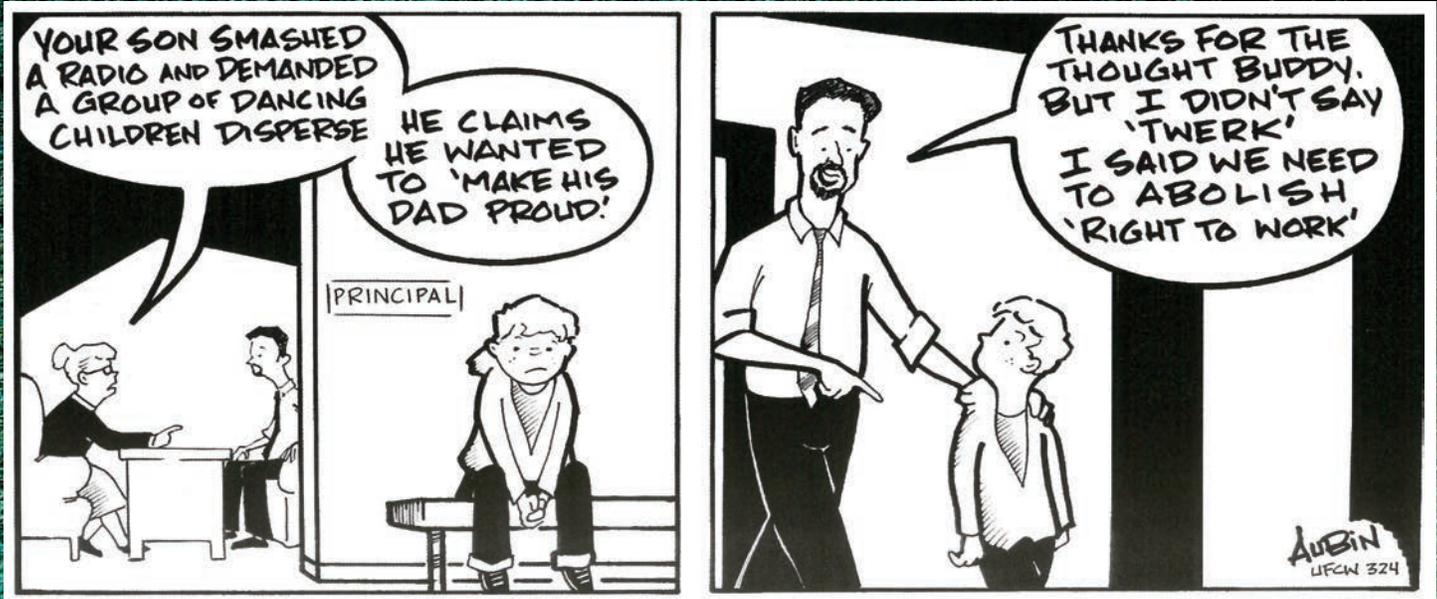
I tell people that unions are useful. That without them we wouldn't have healthcare. Take a look at Walmart. Who wants that?

Elaine Garcia
Ralphs 221



”

Off the wall



Amount Walmart's owners the Waltons saw their wealth increase each day in 2013:

\$91,000,000



\$68 Most Walmart workers made less than this on average each day in 2013.



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Buena Park, California 90622-5004



PERIODICAL
POSTAGE
PAID

What have you done for me *Lately?*

STATS

January-April
2014

GRIEVANCES FILED	406
MEMBERS BACK TO WORK	54

BACKPAY COLLECTED:
\$ 41,512.21

UFCW324.ORG

LIVE BETTER
WORK UNION

70,000
OF OUR STRIKE WORKERS
**STAND
TOGETHER**
UFCW LOCALS
938, 158, 324, 770
1187, 628 & 1410