



Solidarity pays off

Food 4 Less workers triumph



Love & Hate

Wondering who loves workers and who doesn't? See our endorsements for this year's election.

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Fights & Rights

Groundbreaking arbitration win will have lasting impact for all union members across the country.

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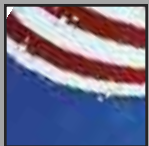
Far & Wide

Member discovers just how far her union benefits travel when her son is in need of help abroad.

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Editor: Todd Conger
Asst. Editor: Mercedes Clarke



UNION OFFICE HOURS
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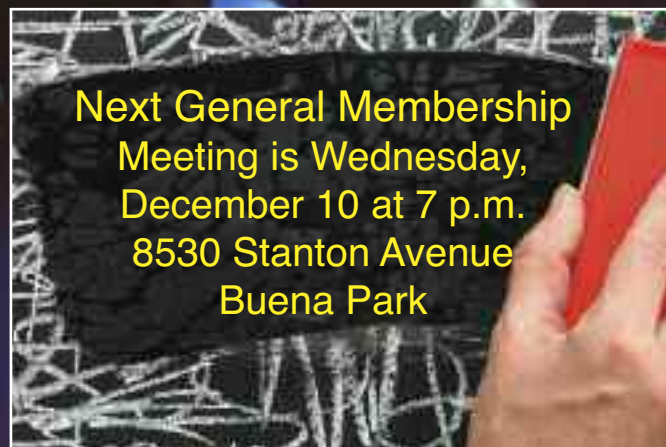
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☐ Withdrawal Card Request

☐ 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!

President's Report

Solidarity is more than a Mantra, . . . it's a mission

Food 4 Less may seem like a minor player amidst giants like Ralphps, Vons and Albertsons, but the recent victory for its roughly 7,000 union members is as grand as any this local has ever seen.

They were the classic underdogs, scoffed at by a management team that didn't think for a minute our members would hold up under pressure. Not only did Food 4 Less workers hold up, they fired back at the appropriate times in the appropriate manner.

I heard first hand of at least a dozen instances where members respectfully directed their ire to a store director who only questioned their resolve. "By the way, if you are wondering whether I'm gonna walk, you can stop now. I will be the first one out there," declared one member to the astonishment of her manager.

Another director began openly calculating the number of employees he could count on to cross a picket line as he planned for the following week. A member informed him that it was a waste of time to write a schedule because "we will all be carrying picket signs next week whether you chose to believe it or not."

Ultimately, solidarity proved to be the most powerful factor. Solidarity is a powerful force wherever it is deployed. And in recent years it has not been limited to the union side of the negotiations.

When I first began in this industry 40 years ago, it was not at all uncommon for a negotiation cycle to produce an amusing display of backbiting among employers. Company strategy sessions were devoted to how best to outmaneuver each other as they were to gaining the upper hand over their union counterparts.

Employers soon realized that their lack of solidarity allowed for union negotiators to make significant gains at the bargaining table by exploiting the distrust and ill will they had for one another.

Sadly for us, today's Food Employers have committed to uniting behind the goal of keeping your wages and benefits as low as possible. It was their solidarity that in the face of tremendous pressure that made it possible for them to hold out for 141 days in 2003/4.

Ralphps and Albertsons decision to lockout their own

employees showed a degree of solidarity that flew in face of the world as we knew it—after all why would a company demonstrate more loyalty to their fiercest competitor than to the people who have worked for them for decades.

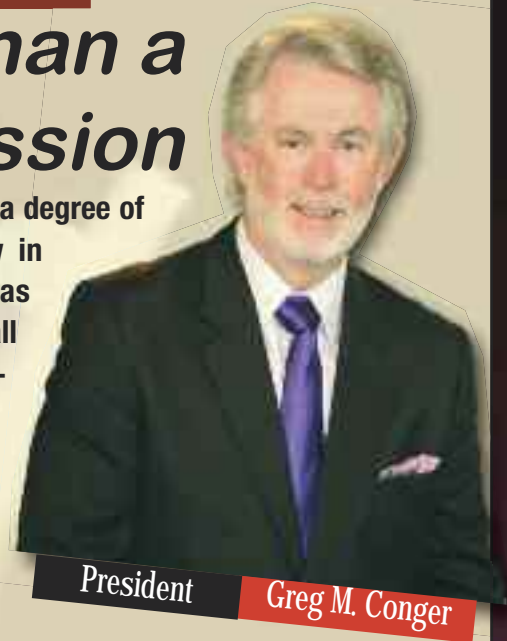
Whatever the answer to that question may be it nevertheless is an example of the power of solidarity for good or evil.

The lesson provided by Food 4 Less workers is one that has more immediate importance for our brothers and sisters at El Super. So far workers there have shown a similarly impressive resolve in dealing with their employer.

That fight is just one of the major challenges remaining for the union in 2014. We continue to stress the need for solidarity among workers—to the point where some are probably tired of hearing it.

But to those who think we are exaggerating the role of solidarity or even worse, beating a dead horse by repeating it so often, look to the now concluded Food 4 Less fight. Members at Food 4 Less will soon see a sizeable pay increase that continues unabated throughout the length of the contract. Their benefits have been preserved and their job security protected.

Solidarity is not just a word. It is a force that can make the difference between victory and defeat. Just ask any one of the 7,000 Food 4 Less members who just ratified a new contract.



President

Greg M. Conger

A stylized, handwritten signature of the word "Greg" in dark ink, enclosed within a thin, irregular rectangular border.



Yes on L and M

Anaheim voters poised to cause . . .

Activists who have grown accustomed to the ups and downs of election night ballot counting are confident that this year's general election will be the cause for plenty of election night partying.

Months of door-to-door canvassing coupled with an intense outreach to new and younger voters has given rise to an optimism that hasn't been seen on election day for years.

The smiles and good cheer can trace 100 different causes, but one that seems shared by all is the sense that 2014 could finally produce the election victory that opens the floodgates.

A little known city ballot initiative in Anaheim offers that potential, according to the most astute political professionals.

"This could actually be it," said Rick Eden, sounding like a gold prospector assessing a new land. "This could actually mean the end of Republican rule in Orange County."

Predictions of an epic sea change to the local geo-political map is likely to inspire yawns and rolled eyes from many, given the frequency in which it appears.

After former Governor Pete Wilson used illegal immigration as a wedge issue 20 years ago, his adversaries have been predicting the demise of the GOP in every election since.

But predictions that a tidal wave of new immigrants would punish Republican office holders never materialized.

Persistent victories on a much smaller scale have, however, solidified the Democratic Party's hold on California.

But gerrymandering and other back channel politics has managed to preserve Orange County as a Republican stronghold even in places where the demographics suggest they shouldn't be.

A primary reason for that success is the system of at-large voting for city councils and mayor. It is used by almost all of

the cities in the county as an alternative to voting within individual districts.

For example, a candidate seeking a seat on the city council in Anaheim would have to campaign all over the city for votes not just in the geographic area where he or she lives.

Major cities like Los Angeles, Chicago and New York, for example, break down the council into designated districts. Candidates are then elected from within their respective districts with the chief executive running on an at-large basis.

Advocates for minorities have long complained that this system stacks the decks against candidates with limited financial resources. Wealthy candidates can more easily afford the added costs of campaigning across a large expanse of territory and having to appeal to a much larger pool of voters.

That system has effectively prevented minority candidates from attaining office even in cities where they have substantial numbers—Anaheim being one such city.

The ballot initiative is the result of an agreement between city leaders and lawyers from the ACLU, who filed a lawsuit to force the change. Advocates agreed to drop the lawsuit in exchange for putting the question to voters.

This election marks the high point of a fight that Eiden says will have a ripple effect either way.

"If voters approve this measure you will begin to see the same thing in cities across the county and soon," he said. If it is defeated, however, it could halt the movement in its tracks and solidify many of the city councils that currently derive their support from rich neighborhoods with voters who are more likely to participate in local elections than those from poorer neighborhoods and large minority communities.

POLITICAL EARTHQUAKE

Secretary-Treasurer's Report

El Super's Union stewards are a profile in courage

A few weeks ago, the UFCW Western States Council which represents over 170,000 UFCW members in California, Arizona and Nevada, recognized the 14 member El Super Bargaining Committee as its 'Member of the Year'. These 14 women and men were honored for their hard work, dedication and fortitude during a very difficult year of negotiations. In attendance at the recognition event were labor leaders from many different unions, elected government officials and community supporters and friends of the UFCW. Many of the 14 honorees were accompanied by their children. After having the privilege of working with this group for about a year, I was thrilled to have the opportunity to meet the families who make their daily sacrifices worthwhile.

The UFCW Western States Council regularly honors an elected official whose efforts on behalf of working people in Sacramento is so important to all of our members. This year's Person of the Year was Tony Atkins, the Speaker of the California Assembly and a representative from the San Diego area. When Speaker Atkins was called upon to receive her award, she was so moved by the stories and dedication of the El Super members that she discarded her prepared remarks and instead spoke from her heart about the courageous working people of California, who every day make sacrifices as they balance family, work and community.

Following is a little bit about the four Local 324 members who were recognized at the celebration.

Angelica Martinez works at the Santa Fe Springs El Super. She is a single mother supporting two children. Angelica struggles to make ends meet when she is only scheduled 32 hours as a full-time employee. At rallies, she shares her personal stories to highlight the difficulties of living in the El Super world, where full-time has been redefined as 32 hours.

A few months ago, El Super offered Angelica a promotion out of the bargaining unit. Initially, Angelica struggled with her decision, but ultimately decided it was more important to have the protections and security of a union position.

Adrian Rocha is a bargaining committee member from the Anaheim store. Recently, Adrian was one of the speakers at our mass rally in Paramount. He spoke eloquently in front of over 500 community, clergy and union supporters and explained how the issues we are fighting for affect the whole community. He explained that the fact that employees have no option to come to work ill is a health hazard that extends beyond the employees and into the community.

Carlos Smith, the President of El Super conducted captive audience meetings at each store just before the employees took a strike vote. At the Anaheim store meeting, Carlos called Adrian out in front of his fellow employees, asking who nominated him as a member of the bargaining committee. Without hesitation, Adrian responded that he volunteered because the ongoing abuse and injustices of his fellow employees had to stop.

Luz Amparo Garcia, from the Santa Fe Springs store attends all union meetings and events in order to make sure that her fellow employees understand their role in improving their working conditions. She appears quiet and soft spoken, but when she communicates, it is with the confidence of a seasoned public speaker. Luz will tell you that it is her mission to stop the abuse and disrespect by many of the El Super managers.

Smith singled her out as well during his captive audience road show, calling the union activities a circus. Smith thought he could weaken her spirit. But, Luz is strong and resolved and continues to fight for justice for all El Super workers.

Raquel Cruz is a bargaining committee member from Anaheim. During negotiations she was called upon to describe the situations in her store when employees have been treated with disrespect and a lack of dignity. She is often speaking of scenarios which involve her coworkers, but she explains that she is personally offended when she observes this kind of abuse. Raquel also speaks at rallies and she was instrumental in gathering signatures from her coworkers on a petition to Carlos Smith demanding that El Super negotiate a fair contract.

I am honored to work with these sisters and brothers. As we recently observed with our Food 4 Less members, when everyone stands strong and together, we are victorious. The El Super bargaining committee members prove this every day.

Secretary-Treasurer **Andrea Zinder**





Labor's Lexicon

—By Matthew Hart

The origins of many words and phrases used in the American lexicon are unfamiliar to the users. It is not out of the ordinary for common English words to be rooted in Greek, Latin or other languages that have now been incorporated into the day-to-day interactions of American life. Still, other words or phrases began as slang and overtime have been accepted as legitimate. In addition, we can also attribute the workplace and the labor movement for many important additions to our vernacular. When a moment is taken to analyze the origins of these words and phrases, an interesting, and even amusing image unfolds about this often unrecognized contribution of labor to our society.

As an example, “Mad as a hatter” is a colloquial phrase used to describe a person who is crazy. It is often attributed to Lewis Carroll’s *Alice in Wonderland*. But its true origins date back to 18th century England when mercury was used in the production of felt, which was commonly used to make hats. Prolonged exposure to mercury vapors would cause hatmakers to develop tremors, as well as signs of dementia and erethism. These symptoms became so prevalent that the phrase “mad as a hatter” became a popular expression.

Another phrase, “skid row,” is often used to describe the oldest, and frequently dilapidated, areas of a city or town. However, the phrase originated from timber production and referred to the log or skidding road, a path used to skid or drag logs through the woods. The phrase became popularized in the 19th century with the increase of lumber production in the Northwest. It became attributed to the older areas of a city because the earliest developments, consisting mostly of bars and flophouses, were built around the skidding road. It is also said that when a logger was fired he was sent down the skid road. Over time, “skidding road” was reduced to “skid row” and began to be used in the manner we use it today.

The word “sabotage” describes an action designed to undermine, destroy or interfere with another’s property or efforts. The word, however, is rooted in the French word, sabot (mean-

ing wooden shoe or clog.) The word was first used in 15th century Netherlands, when workers would throw their sabots into the wooden gears of the textile looms to break the cogs. The “sabotage” was done as an act of protest against automated machines, which many believed would make workers obsolete. The wooden shoe, or sabot, is still used today as a symbol of direct action in the workplace.

When something is of poor quality it is often referred to as “shoddy.” This is one word that has not deviated much from its actual origin. The word originally referred to a by-product that came from the manufacturing of wool. It referred to the fluff part of weaving cloth that was thrown off in the spinning. While this fluff was used to make new wool, it was short-stapled, which meant the clothes made from it did not last as long. As the fabric was inferior to the long-stapled or combing wools, it became known as shoddy.

Most people can recall a time when they were ordered by a parent to “pipe down.” But the term actually has a nautical beginning. Pipe down was originally a command from the captain of a ship to his crew to clear the decks and head below. Once this was done the ship was left silent and still.

Other words like coldcock, bum, cathouse, fink, and stool pigeon are terms derived from hobo (or migrant worker) slang. During the early 20th century, the Industrial Workers of the World (I.W.W.) focused a great deal of their efforts in the West organizing migratory workers in the agricultural industry. Over time, the union embraced much of the terminology used by the hobo/migrant workers. Through the I.W.W.’s use of poetry, stories, and music, they helped to popularize these words, which are still used today.

Thousands of words and phrases are used everyday that are rooted in the workplace. The slang on the shop floor enters into the homes and communities of working people. Over time, the words spread and are even altered from their original meaning. However, these words shape the American society and culture in ways often not recognized and may also illustrate other ways in which labor has helped to build this country.



Arbitration win establishes right to speak with a union rep before taking drug test

—By Joseph Paller, UFCW Local 324 Chief Legal Counsel

In a big win for union members, the NLRB in Washington, D.C. ruled on July 31 that Ralphs illegally fired a produce manager for refusing to take a drug and alcohol test without first speaking to his Local 324 Union Representative.

For the first time, the government agency that enforces America's labor laws has ruled that a company can't fire employees for insubordination for exercising their right to call their union for advice before a drug or alcohol test.

The decision is important for all Local 324 members. You have a right to call the union if you are the target of an investigation by store management that may lead to discipline, and if your supervisor asks to search your car, purse, or locker, to submit to a medicinal exam or drug test or to answer questions.

These actions can all potentially lead to your discharge or other discipline. Under the NLRB's decision, you have the right to call Local 324 for advice before following such an order.

The Decision Expands Weingarten Rights

By law, union members have long had a right to union representation when a supervisor or loss prevention officer asks for information that could be used as the basis for discipline.

An employee exercises this Weingarten right by demanding that a union representative be present before the employee answers any questions that may lead to discipline.

Union members have a legal right to make this demand, and they can't be discharged or disciplined for doing so.

Under Weingarten, after an employee requests union representation before answering questions that could lead to his or her discipline, management has only three options: (1) it can stop the questioning until the representative arrives, (2) it can call off the interview, or (3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up the right to union representation. A union member should, of course, always refuse option three. A union member always has the right to insist a Union Representative be physically present before answering questions that could lead to discipline.

The new Ralphs' decision extends these rights beyond disciplinary interviews to drug and alcohol tests and other investigative tools that do not involve answering questions but

many expose an employee to discipline. If you are the target of such an investigation, you now have the right to demand that you speak to your union representative before such non-verbal acts as allowing a search of your car or personal effects, or taking a drug test.

Two Words of Caution

First, the decision does not prevent your boss from firing you without a drug test if he or she has enough evidence to prove that you were drunk or on drugs at work, even if you refused to take a drug test until you could speak with your Union Rep. For example, you can be fired if your employer catches you with an open bottle of liquor or smoking a joint in the back room.

The Ralphs decision means that you can't be legally fired for asking to confer with the union before submitting to a drug or alcohol test, it does not mean that you can't be fired if it's obvious without testing that you were intoxicated on the job.

Second, the decision doesn't give real guidance on how long management must give an employee to contact the Union. In the Ralphs case, the produce manager was unable to reach his union rep's cell phone after his store manager demanded he take a drug test without speaking first to his Union Rep.

Under the NLRB's logic, an employee should have at least an hour or two to contact their Union before giving up and complying with the store manager's order. It could be less than an hour or two if there are urgent circumstances; for example, if the testing facility would be closing before the hour or two expires.

What should you do if you have questions after being asked to submit to a drug test or another potential invasion of your privacy?

Call your Union Rep. If you can't reach your Union Rep's cell phone, be sure to leave an urgent voicemail message asking for a call back. Then, during normal union business hours (8am to 5pm Monday through Friday, except Holidays), call Local 324 directly, at 800-244-UFCW, and ask to speak to the Rep on duty.



Strike Averted as Food 4 Less Members Approve New Contract

Averting by hours a company-wide strike that threatened to disrupt thousands of workers, negotiators for the UFCW and Food 4 Less agreed on a contract that looked very much like what the union had been seeking for months.

A larger than usual turnout among members later ratified the contract that will last through 2017.

The final agreement increased wages and maintained benefits—a far cry from the company's initial insistence on sweeping rollbacks.

"Food 4 Less members showed composure in the face of tremendous pressure," said President Greg Conger. "When managers began reporting that the members weren't flinching, things moved forward at the bargaining table."

Photos: From 8 a.m. to 6 p.m. Sept. 2 Food 4 Less members converged on union headquarters in Buena Park to cast ballots that ultimately ratified the new agreement.



Union benefits reach across an ocean

Debby Noel tells new employees at Ralphs 71 in Garden Grove that the Union has their back. According to co-workers, she can be counted on to tout the value of union membership whenever someone voices doubt. Part of that conviction comes from knowing that the protections and benefits of membership “go a long way,” she said. She didn’t know, however, that they reached all the way to China.

Sadly making that discovery is an experience she would rather not have had to live through. The incident that brought to light the extent of her medical benefits involved her 22-year-old son Dustin who travelled to China with fellow students from Concorde University where he had just completed his bachelor’s degree.

It was a trip that the family had been counting down with both excitement and anxiety.

The three-week program was designed to give the graduates classroom experience as they tutored Chinese students learning English. But Dustin and his cohorts discovered that three weeks wasn’t enough and arranged for an extended stay that was to last up to a year.

“We couldn’t even text because it was so expensive. We did a lot of Skyping,” Noel said as she recalled having the first Christmas without her son present. It was around New Year’s that the family noticed the first signs that things weren’t right with Dustin.

He had complained of flu-like symptoms, but the picture on Skype told a more serious story.

“He had bags under his eyes and he looked the color of ash. It was not just your average flu,” Noel said. Each day saw Dustin’s symptoms worsen until he was finally forced by his hosts to see a doctor who immediately admitted him to a hospital.

Readers with children will have no difficulty understanding the depth of concern Noel and her husband Ron would

endure over the next several days. They briefly entertained the idea of traveling to Hong Kong, the location of the hospital he had been transferred for surgery.

“But we didn’t want to be on an airplane

while he was in surgery. That would have been too much to handle,” Noel recalled. But before that could be tackled, there was the issue of how to pay for the medical treatment that had rapidly become a matter of life and death.

Hospital personnel insisted on payment up front, a middle-of-the-night issue requiring the bank’s generosity and a reservoir of patience. Frustration was the only distraction to the worry. Just when the process appeared to move a couple steps forward, the language barrier would move them a step backward. As for the medical procedure itself—it was no casual affair.

Although doctors could not pinpoint how he got it, Dustin had contracted a rare parasite that attached itself to his liver. Surgery successfully removed the organism, and after more than a week in recovery, Dustin journeyed home to begin a slow but steady return to normal.

Just prior to Dustin’s surgery, while in the height of her anxiety, Noel inquired with the union’s Health Benefits Department about what, if anything would be covered by her insurance. The news was encouraging—almost too encouraging.

“They told me to keep every bit of paperwork, every receipt, everything and that we had coverage. I made a point not to call them and bug them everyday, but I think in the back of my mind I kept waiting for something to go wrong,” she said. Ironically, the burden of unforeseen medical expenses was a worry overshadowed by the central issue of Dustin’s health.

Her ailing son kept her too busy to be absorbed by financial worries. They covered 80 percent of the medical expenses.

Although the costs of all of Dustin’s treatment while in China was miniscule compared to what it would have cost in the United States, the nearly \$20,000 in medical bills was not part of her family’s budgeted expenses for the year. Without her union benefits, Noel and her husband would have been burdened by debt for years to come.

“It’s like the union was standing by my side all the way through,” Noel said shaking her head affirmatively. “To say the union had my back, well that’s an understatement.”



wellbeing



Dental Care



Well Being Dental Care is a brand new UNION dental office located in Irvine off of Irvine Center Drive and Sand Canyon.

Dr. Kim approached Local 324's Organizing Director Gilbert Davila and told him

that he wants his office and all of his staff to belong to a union.

He understands what being part of a union means, and wants his employees to have the protections and benefits of belonging to a union.

A contract was signed on June 6 adding this union dental office to the UFCW 324 fold. Dr. Kim and his UFCW Local 324 union office staff are here to help with any of your dental needs.

Well Being Dental
18 Endeavor #302
Irvine, CA 92618
(949) 748-8554

Call and make an
appointment today!



Hot Topics

Words of wisdom to help you keep your job

Working in a higher classification

—By Field Director Chuck Adinolfi

Many food employers including Albertsons Ralphs and Vons utilize Article 6J to work Clerks' Helpers in a higher classification such as stocking food and general merchandise or checking. Staters and Gelsons have the same right in their contract under article is 6K. Food 4 Less may also assign Utility Clerks to work in a higher classification under Section 5.5. The common term for a Clerks Helper or Utility Clerk working in a higher classification is called "combo" or a "Combo Clerk".

All of these provisions have one thing in common. The Combo Clerks must be paid as an apprentice clerk for those hours in which they perform work falling into that category, and shall receive credit for such hours worked toward the higher classification and future progressions in pay.

We have received numerous calls and complaints that Clerks Helpers in the Master food agreements and Utility Clerks under the Food 4 Less agreement are being told by management not to clock over or fill out a maintenance form because the starting rates in the higher classification are the same as the one that they are currently earning. Some members have used the same excuse not to clock over, since it will not matter on their paycheck. This has become more of an issue since the increase of the minimum wage and will continue with the next minimum wage increase on January 1, 2016.

Hours worked in a higher classification accumulate very

quickly and in a short time that same Clerks Helper or Utility Clerk can be earning a great deal more on an hourly basis because they properly recorded the time working in a higher classification. There are many members that earn the top rates of pay in that classification when clocking over.

The practice of not clocking over not only affects your paycheck but it affects those clerks that work in higher classifications. All of our Food contracts including Food 4 Less have penalties that are assessed when the Employer over utilizes or abuses the right to work Clerks Helpers and Utility Clerks in a higher classification. These penalties are paid directly to those affected clerks in the store in which the penalty occurs. Our Union Reps monitor abuses by auditing payroll records periodically and if members fail to clock over or fill out the required forms, they may miss the violation. This failure to properly record hours worked in a higher class has a ripple effect and will decrease the hours that clerks should receive in their own classification if abuses are not monitored. The penalties that your employer must pay when they violate these provisions are an important tool in contract enforcement and in ensuring that everyone gets the hours and pay that they deserve. So it becomes everyone's job to educate, monitor and report abuses of this program.

For more information please contact your Union Representative or the Rep on duty at the union 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



It Matters Who You Vote

It's been said time-and-time-again, It Matters Who You Vote For. As a union we interview candidates and review ballot measures to see what and who will benefit working people most. Here are our recommendations for this year's election.

City Ballot Measures: Anaheim:

Measure L - Yes

Anaheim: By District Elections

Measure M - Yes

Increase of Council Members to Six

Measure O - No

Costa Mesa City Charter

Measure V - Yes

Fiscal Transparency and reforms for the OC Great Park

Santa Ana Mayor -

Roman Reyna

Santa Ana City Council - Ward 2

Michele Martinez & Mirna Velasquez

Santa Ana City Council - Ward 4

David Benavides

Santa Ana City Council - Ward 6

Sal Tinajero

Stanton City Council -

Kevin Carr

Tustin City Council -

Beckie Gomez



City Candidates

Anaheim Mayor - Lorri Galloway

Anaheim City Council -

Dr Jose F. Moreno

Buena Park City Council -

Brian Beger & Greg Ferguson

Costa Mesa City Council -

Katrina Foley

Garden Grove Mayor -

Bao Nguyen

Garden Grove City Council -

Kris Beard & John O'Neill

Huntington Beach City Council -

Connie Boardman, Billy O'Connell, & Joe Shaw

Irvine Mayor-

Maryann Guido

Irvine City Council -

Larry Agran & Melissa Fox



Municipal Candidates

Costa Mesa Sanitary District -

Mike Scheafer

Municipal Water District -

Ron Varasteh

School Board Candidates

Anaheim Union High School District A1 -

Al Jabbar

Anaheim Union High School District A2 -

Annemarie Randle-Trejo

Anaheim School Board District -

D.R. Heywood, Cecilia Lopez, & Ryan Ruelas

Centralia School School Board -

Art Montez & Conner Trout

Coast Community College District A5 -

Joel Flores

For!



November 4th

Fullerton Joint Union High School Dist. -
Joanne Fawley

Huntington Beach Union High School District -
Bonnie Castrey & Kathleen Iverson

Irvine Unified School Board District -
Ira Glasky & Sharon Wallin

La Habra City School District -
Cynthia Aguirre & Ida MacMurray

Magnolia School Board District -
Barbara Quintana

Newport Mesa Unified School Dist. A7 -
Fidel Mora

Oceanview School Board District -
Joseph Gaglione & Jack Souders

Orange Unified School District A5-
Florice Hoffman

Rancho Santiago Comm. College Dist. A4 -
Larry Labrado

Santa Ana Unified School District -
Valerie Amezcua & John Palacio

Westminster School Board District -
David Bridgewaters

California State Assembly

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California State Senate

32 Tony Mendoza

Statewide Ballot Measures

Prop 47: Yes
Criminal Sentences, Misdemeanor Penalties

Prop 48: Yes
Referendum to Overturn Indian Gaming Compacts

U.S. Representatives in Congress

38 Linda Sanchez
39 Peter Anderson
40 Lucille Roybal-Allard
44 Janice Hanh
46 Loretta Sanchez
47 Alan Lowenthal

State Constitutional Offices

Governor- Jerry Brown
Lt. Gov.- Gavin Newsom
Sec. State- Alex Padilla
Attny. General- Kamala Harris
Controller- Betty Yee
Treasurer- John Chiang
Insurance Comm.- Dave Jones
Superintendent of Public Instruction- Tom Torlakson

Board of Equalization

Dist. 1: Chris Parker
Dist. 2: Fiona Ma
Dist. 3: Jerome Horton



Word on the street



What do you think of the new contract offer from Food 4 Less?

I like it a lot better than the offer before. The offer before was really bad.

Guillermo Luciano
Food 4 Less #340

I feel good about it. There is an increase in my pay which is really good.

Vitaly Brakhnov
Food 4 Less #775



I like it better than what we had. This is a much better contract.

Sergio Vazquez
Food 4 Less #340



Right now this looks very good.

Jeanette Winger
Food 4 Less #775



It is fair. We were ready to strike if we had to and fought for what we have. We stood up and got what we deserve. I just wish I would've gotten more involved in the union earlier.

Cynthia Segura
Food 4 Less #336



Off the wall



Introducing UFCW Credit Union EzPay Coming in October!

Rancho Federal's all-new, fully integrated EzPay is yours at no charge. That's right – it's free. Pay all your bills on-line, even personal service providers, like doctors or gardeners.

You can even pay individuals. Twenty dollars to the babysitter? Done! Fifty dollars to your brother-in-law? Done! As long as your recipients have PayPal accounts, you can pay them in a moment.

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PERIODICAL
POSTAGE
PAID

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

STATS

January-August
2014

GRIEVANCES FILED 810
MEMBERS BACK TO WORK 118

BACKPAY COLLECTED:
\$ 112,096.06

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WORK UNION

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