



Top 10 gifts from unions to you

***And you thought that
bike you got at 12 was
cool...***



Naughty & Nice

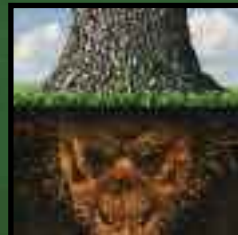
Making a list, and checking it twice, Local 324 has suggestions for that list Santa is making this year.



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Duck & Cover

Labor's critics choose to be shady, secretive and dishonest.



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Safe & Sound

Having an all-union holiday is easier than you think. Shopping union and buying union made.



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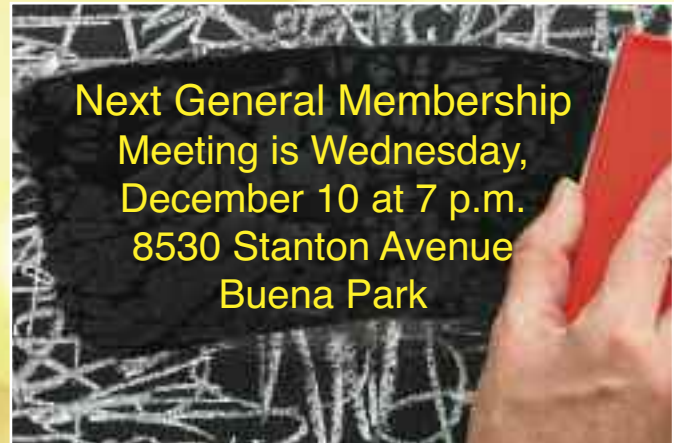
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Withdrawal Card Request

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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HOW our opponents promote their agenda shows the limits of their integrity AND the quality of their arguments

Most political movements advance when it can rely on many people aggressively promoting a stated position. It's a fundamental tenet of democracy.

Op-ed sections in newspapers, Sunday morning talk shows, and community forums are just a few of the high-profile venues activists use to add their voices to the mix.

But even with vast media coverage and comprehensive scrutiny of their proposals, activists on the left and right agree that convincing the public to alter the status quo is a mighty challenge. Most movements falter in the face of public opposition and the die-hard true believers—content in knowing they gave it their best shot—pack up and prepare for another day.

I couldn't help noticing that the rules seem to change when the topic shifts to Organized Labor. Suddenly, advocates on the right were not scrambling to take a stand—they were straining to look as though they cared about our future.

Strangely, Labor was the only topic in which one side of the debate sought to portray their motives as altruistic. It was not merely an opinion they espoused, it was a theatrical performance.

Instead, those who harbor the most vociferous hatred for what we do suddenly morph into the best friends we've ever had as they search for new ways to "protect" workers.

Their lack of sincerity exposes the true nature of their mission: Unlike other contentious public policy debates, activists on the side of Labor's opposition are not satisfied with simply proving their point in an honest exchange of ideas. To this clan of zealots, victory is nothing less than our complete removal from the scene—our total destruction.

Proposition 32 is a case in point. Our opponents could have simply asserted that allowing unions to participate in government was bad public policy and should be banned. Instead, they staged an elaborate ruse, insisting that the financial security of workers was their only concern.

Similarly deceptive efforts to "protect" workers have been dressed up to look like selfless acts of altruism.

Laws that supposedly seek to "inform" union members about the stability of their pension plans does nothing of the sort. Current federal law that requires notification when pension plans fall below certain random thresholds were not designed to alert oblivious members to financial mismanagement, as it stated.

Those laws were designed to weaken member confidence in Taft-Hartley pension plans thus spurring a movement to replace them with company run plans in which workers are shut out of any oversight roles.

Other laws claim to protect workers by requiring annual authorization before money can be donated to political action funds, such as our Active Ballot Club. That legislation is meant to create mountains of paperwork so daunting that union staff would be tied up collecting signatures 24/7. It is no coincidence that unions would be so busy jumping through new bureaucratic hoops that the job of representing members would become a distant priority.

"Right-to-Work" is trumpeted as protecting workers from being shut out of jobs because they did not want to join a union. The result is a system in which union dues become optional while the services provided by unions become mandatory.

Imagine if a gym allowed free unlimited use of their weight room, personal trainers, fitness classes, tennis courts, pool and spa and more.

If that same gym said that it would gladly collect \$40 a month from any good-hearted volunteers who felt inclined to donate to the cause. It would probably stay in business about as long as an aerobics class—a fate our opponents would be all too happy to see happen to us.

Granted, all sides of all issues sometimes misstate facts as they argue their points. But rarely do we see the style of campaign employed by anti-union activists. Our adversaries are not content with using facts to make their case. The success of their arguments requires a combination of camouflage and theater—all for the purpose of minimizing facts, maximizing emotion and directing our attention to stage dressed up in deception.

They are tactics more suitable for a masquerade than an intellectual discussion—that should speak volumes about the true character of Organized Labor's most vocal detractors.



President

Greg M. Conger



A stylized, handwritten signature of Greg M. Conger in black ink.

Midterm elections a slap in the face to Labor; Low turnout blamed for widespread losses



Incumbent Assemblywoman Sharon Quirk-Silva, State Senate Candidate Jose Solorio, Anaheim Mayoral hopeful Lori Galloway . . . Three friends of Labor who are licking their wounds after disappointing defeats Nov. 4.

One of the only unanswered questions remaining from this year's mid-term elections is whether voter turnout actually made the record books as the lowest in recorded history. Voter apathy caused by, among other things, a slow economy and gridlock in Washington, D.C., has been trending low in the past several elections.

Unfortunately for Labor, the three local candidates championed by unions in Orange County were not alone in their loss. Pro-union candidates in the U.S. House of Representatives as well as governor's races also fell victim to a conservative anti-Obama backlash that stretched from Alaska to Florida.

The biggest prize for Right-wing activists was in the U.S. Senate where Republicans captured at least seven seats from Democrats. The new leadership has promised to repeal the landmark Affordable Care Act, which has resulted in 10 million more Americans being covered by health insurance.

"We had total gridlock

before the election when our opponents had only partial control of Congress," said President Greg Conger. "If you thought government was ineffective before the election just watch how skillfully the new Congress ignores public sentiment and accomplishes nothing."

Local 324 officials were happy to point out that the evening was not without some positive news.

Voters in Anaheim overwhelmingly approved Measures L and M, which reorganizes the way the city elects city council members and also expands the number of council seats to six with an at large mayor.

Proponents of the ballot propositions have tried for years to accomplish what voters did Nov. 4. Analysts said that despite the losses locally, passage of the two measures could possibly be the most important vote of the day.

Supporters hope it will start a trend countywide in cities that currently elect their city councils through at-large voting. By changing the process to one in which councils are elected by district, proponents believe more pro-union candidates can be elected to office .



From left: Members Sylvia Baruch, Joanne John and Organizer Maria Rosa Ibarra-Lopez review the precinct they are about to canvass on Election Day. Thousands of volunteers helped prevent bigger losses by ensuring that pro-union supporters got the polls.

Secretary-Treasurer's Report

A primary function of your union is to help shape laws at all levels of government

Sponsoring and promoting legislation on a federal, state and local level is one of your union's most important tasks as we strive to improve the lives of all working people. In 2013, the UFCW partnered with many other worker friendly organizations and legislators to pass the July 2014 and January 2016 increases in the minimum wage. This year, the UFCW was again successful in passing legislation in the State of California which will benefit our members and will help level the playing field for unionized Employers.

Assembly Bill 1522 was authored by Assembly member Lorena Gonzales of San Diego. This bill provides 3 paid sick days for 6.5 million workers in the private sector who have no paid sick leave. This law applies to all employers regardless of size and provides relief for tens of thousands of workers who have been forced to show up to work either sick or to leave a spouse, child or family members sick at home without adequate care. Our EI Super members have a first-hand understanding of this hardship because they have endured this very situation for the past 6 years. This bill is also significant for our members who already have paid sick leave because your employer's competitors now also have the costs related to treating employees fairly and compassionately when they are sick.

Passage of Assembly member Jimmy Gomez's bill, AB 1792 this year was a priority for the UFCW, as well as other unions and anti-poverty groups. The law makes California the 2nd state in the country to publish and issue a report to the legislature that enumerates from highest to lowest by employer, the total number of their employees who are on both the state's Medi-Cal and Cal-Fresh Programs, the percentage of the employer's total workforce and the total cost to the state for each program. This provides public data that we can collectively analyze and underscore to show which corporations are using the state's public welfare and assistance programs to a gain a direct economic and competitive advance in the marketplace. These practices harm companies who have good collective bargaining agreements that pay a living wage and provide health care and retirement benefits. They suppress wages downward and push the costs of health care on to the state's taxpayers.

AB 1897 addresses wage theft and miss-classification of workers. This new law makes staffing agencies that con-

tract with employers liable for violations of wage loss, workers compensation and health and safety standards to workers on site. Both sub-contractor and workplace employers will NOW be held liable for violations of workers' rights. The practice of miss-classifying workers has been prevalent in warehousing, food processing and food packaging industries.

Finally, the UFCW partnered with our allies in the environmental community to ban the use of single-use plastic carryout bags at check stands. This is not only an important issue for the environment; it eliminates the city to city differences that currently exist regarding plastic bag bans. The bill supported by the UFCW also includes an exemption to the 10¢ paper bag cost for individuals receiving food stamps or W.I.C. recognizing the financial hardship this may create.

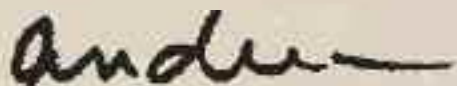
Minimum wage, sick days, fair labor standards and corporate responsibility are all reasons why elections are so important. We fight for these rights at the bargaining table but we need the laws to support our positions and to be sure that corporate greed is held in check by worker friendly laws and ordinances. Your union is constantly working at all levels to achieve these goals.

2015 will again be a busy legislative year for labor. In California we are lucky to have maintained strong ties in both the Assembly and Senate. With our labor and community partners we will continue to support and promote legislation aimed at improving the lives of all working people.

Best wishes to all for a peaceful and healthy holiday season.



Secretary-Treasurer **Andrea Zinder**





Christmas Day Riot in the City of Angels

—By Matthew Hart

On the rainy Christmas Day in 1913, an estimated 500 people gathered in La Placita in Los Angeles to protest the growing epidemic of unemployment in the city. The event was sponsored by the Industrial Workers of the World (I.W.W.) and was expected to be a mild event as most anticipated an evening of festivities with their loved ones. However, within a short time the peace turned to pitched battles in the streets between police and protesters, leaving scores injured, 73 arrested and one man dead. The event would be engraved into Los Angeles' history as the Christmas Day Riot.

La Placita (the Plaza) was the birthplace of the city, but in the early 20th century, with the expansion of the downtown area to the southwest, the area became the heart of the immigrant communities, specifically the Italian, Mexican and Chinese. La Placita was used as a space for people to gather, celebrate and even sell goods.

It also became the center of political and religious activity, with various types of groups utilizing the space to espouse their ideas. Chinese and Mexican organizations were often seen attempting to build support for revolutionary and political causes in their home countries. Other groups, such as the I.W.W., attempted to organize workers to engage in concerted activities against their bosses, as well as propagate their own brand of radical unionism.

The demonstration on Christmas Day was called to protest the intensive labor-recruitment efforts of the Chamber of Commerce and the railroad industry. These efforts flooded the labor market with new workers at a time when the nation was suffering through a mild depression.

The new recruitment was designed to undermine union organizing and to drive wages down, which made it more difficult for workers to find decent paying jobs. The unemployment situation was particularly hard for Mexican workers, who were often forced to work the most menial and lowest paying jobs.

According to the authorities, the riot was incited when the police attempted to inform one of the speakers that the event was unlawful and had to be dispersed.

The speaker refused and then an individual from the crowd suddenly yelled, "go at 'em boys." However, the protestors dispute this claim stating that one of the officers, Lieutenant

Kreige, attempted to pull a chair from under the speaker, causing him to fall. Kreige then struck a man in the head after he protested the officer's conduct, causing him to bleed profusely. Regardless of what ignited the incident, police proceeded to attack the crowd, who then responded by throwing rocks.

Police then opened fire into the crowd, shooting one man, Rafael Adames. He was carried across the street to the I.W.W. office on Los Angeles Street, where he died. In later reports, the officer who shot Adames, claimed that he saw him holding "a vicious looking .38 gun" and was pointing it at another officer. Despite this claim, no gun was ever retrieved.

Scuffles between the police and Mexican residents extended until the next day when the streets were cleared and martial law was imposed. The LAPD performed a series of raids on businesses, arresting anyone they suspected of being involved. In total, 73 people were arrested, 53 of whom were Mexican.

Forty were eventually tried; 10 were convicted. One juror was later quoted to say, "We had to convict some of them. We must support the police. They protect our property."

In the wake of the riot, pro-business and government contingents pushed for a city ordinance to ban public speaking without a permit.

The ordinance was passed thanks to the anti-Mexican and immigrant rhetoric used by the pro-business side. However, a progressive element within the city council was able to alter the ordinance allowing free speech within La Placita only. In addition to the speaking ordinance, there was also a ban placed on tamale wagons near and around La Placita. Police claimed that idlers would hang around the wagons and absorb new ideas of unrest and revolt sown by the I.W.W. and radical orators.

As for Adames, he left behind a wife and two children, ages 7 and 11. On the day of his funeral, a procession of roughly 250 people marched through the streets of Los Angeles, which began near the Plaza and ended at his resting place at the Odd Fellow Cemetery. Today, La Placita remains a center of immigrant and Latino activities within the city.

However, there are few, if any, signs of the bloody battle that took place on Dec. 25, 1913 or the sacrifice made by Rafael Adames on behalf of his fellow workers.



UFCW 324 John R. Cortez Food Bank

Members who hit hard times can count on open arms at this important resource

Who among us has not, at one time in their lives, run into economic challenges that forced us to reevaluate our spending priorities. Trimming unneeded expenses is usually the first—and for some the only—option available to address the crisis that ensues when living day to day costs more money than a paycheck provides.

Most make the necessary lifestyle adjustments long enough to see the financial storm pass. But the level of damage from that storm can vary dramatically. UFCW Local 324 hopes that it can be enough of a resource to prevent local members from ever going without the basics.

From hygiene products like toothpaste and soap to food like cereal or pastas, Local 324's John R. Cortez Food Bank stands as a viable alternative to what could easily turn into extreme sacrifice for some.

“From what we have seen, the greatest benefit is usually for families with small children . . . and the

level of gratitude on the part of members shows

when they walk out of here with a

bag or two full of

groceries. It's almost as though they are breathing easier,” said Louanne Punsalang, the primary administrator for the Food Bank for the past year.

Evaluating their needs has been both rewarding and heartbreaking for Punsalang, she said as she sifts through a stack of paperwork documenting the more than 300 members who have utilized the service. That number equates to a total of 759 mouths fed through the food bank—the total when adding each member's dependent family.

Trying to assess the impact of the food bank using numbers alone could paint an inaccurate picture, however. The previously mentioned numbers, for example, don't include November and December, traditionally the busiest months for the food bank.

Its utilization is also not necessarily tied to economic conditions, Punsalang said. Layoffs at Albertsons, for example, resulted in a spike at the same time the national economy was making significant improvements.

The food bank accepts donations all year, but the holiday season has traditionally marked the time when members feel most inclined to make a donation.

Cash is always welcomed. But so too are direct donations of food and non-perishable items that comprise a typical care package.



TOP 10

Union membership — the gift that keeps on giving

As the American workplace has changed over the years, so too has the reasoning behind joining a union. Job security for example, means more today than it did 100 years ago. The complexity of our jobs has added to the list of infractions that could threaten a member's job.

Workplace rules that prohibit checking cell phones while on the clock or checking social media sites while working are a couple of examples. But despite the evolution in the American workforce, the bedrock benefits of being union remain at the root of the Labor Movement.

Since it's that time of year, we'll call it the gift that keeps on giving.

1

Representation at the Workplace:

All members of UFCW Local 324 have protection in the event they are unfairly fired or disciplined.

2

Representation at the Bargaining Table

Fair wages, benefits and working conditions are negotiated and most often cited by members as their top priority issues when it comes time to renegotiate their collective bargaining agreements. UFCW Local 324 has earned a reputation for being home to some of the most skilled negotiators in the Labor Movement.

3

A legally Binding Contract

A collective bargaining agreement establishes wages, benefits and conditions of employment. Since the turn of the century, Local 324 oversees an average of 65 contracts at any given time.

4

Health Care Coverage

Most members of our union have access to an affordable and comprehensive health care plan. If you are unaware of your options or coverage, call the Health Benefits Department at (714) 995-4601 ext 3.

5

Discount tickets

UFCW Local 324 members can receive substantial discounts on entertainment ranging from the movies to Sea World, Legoland and much more. Some can be purchased online at ufcw324.org.

6

Representation in Government

UFCW Local 324 works hard to educate public officials about issues of concern to union members and all working Americans. These issues include health care, job safety, over-time pay, family and medical leave, and many others.

7

Credit Union Membership

Members of Local 324 have complete access to the Rancho Federal Credit Union. They provide a full range of banking services, credit cards, and loan options at special rates. A branch is located at our office in Buena Park, and the staff are Local 324 members.

8

Scholarships

Members and their families can apply for merit-based scholarships offered by the Food Trust Fund, UFCW International and Local 324. Since dramatically increasing its focus on education in the early 90s, the union has awarded millions of dollars in scholarships.

9

Seniority

The term itself has become controversial, and it is often misunderstood. Simply put, seniority allows employees who have contributed the most time to their respective companies be given special consideration on issues ranging from work schedules to layoffs.

10

Retirement

The specifics vary from contract to contract, but generally speaking, most UFCW Local 324 members earn a generous pension to help them through retirement. Other worksites have set up 401K programs.

Union Taste

Shopping union stores is one way to support fellow union members. Another, is to buy union made items. With the help of labor-411.org we were able to compile a list of food, snacks, and potential gift ideas.

Gifts:

Home:

Cutco Knives
Frigidaire
GE
John Deere
Kenmore
Kitchen-Aid
Libbey Glassware
Maytag
Sealy
Serta
Whirlpool
Timex



Tools:

Channellock
Craftsman
Rigid
Stanley Hand Tools
Black & Decker
Snap-On

Fun & Games:

Barrel of Monkeys
Battleship
Candyland
Chutes and Ladders

Clue
Connect
Four
Game of
Life
Memory
Monopoly
Pictionary



Risk
Scrabble
Sorry
Taboo
Twister
Yahtzee
Louisville Slugger
MacGregor
Spalding
Top Flite Golf Balls
Wilson Footballs



Food:

Butterball
Empire Kosher chicken
and turkey
Foster Farms
Hormel
Swiss Miss Hot Cocoa
Snacks:

Act II Popcorn

Bagel Bites
Bugles
Cheetos
Cheez-It
Chex Mixes
Chips Ahoy!
Corn Nuts
Doritos
Fritos
Matador Beef
Jerky
Mission Chips
Nilla Wafers
Old El Paso chips, dips
and salsa
Oreos
Orville Redenbacher Pop-
corn
Rice Krispies Treats
Ritz Crackers
Rold Gold Pretzels
Ruffles
Snyder of Berlin
Sun Chips
Tostitos chips, dips and
salsa
Triscuit



Hot Topics

Words of wisdom to help you keep your job

Holidays and Pay: Food Division

—By Field Director Chuck Adinolfi

The holiday season is approaching and we generally get an increased amount of questions about holidays covered under the Food Contract. There are two distinct groups of employees, and depending on date of hire, holidays are earned and paid differently.

Employees hired prior to March 1, 2004 have the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and 3 Personal Holidays.

Personal Holidays may be taken with no less than 2 weeks' notice. Personal Holidays may not be celebrated in the same week as any of the other contractual holidays unless approved by you and your employer.

The holiday premium for hours worked will be three-times your regular rate of pay. Holiday pay for a full-time employee not working the holiday is 8 hours. Part-time employee pay for holidays not worked is computed by averaging the number of hours worked that day in the week the holiday falls for the previous 4 weeks prior to the holiday week. Example: holiday falls on a Monday. Previous four Monday's hours worked were 6 hours, 0 hours, 8 hours and 4 hours = 18. 18 hours divided by 4 weeks = 4.5 hours. The part-timer will receive 4.5 hours of pay for the holiday not worked.

It's expressly understood that no employees hired prior to March 1, 2004 will be required to work on Thanksgiving and Christmas. *NOTE: Employees may volunteer to work, but may not be required.

Holidays for employees hired on or after March 1, 2004 are earned as follows: After having worked 6-months, you will be entitled to Thanksgiving and

Christmas. After completing 1-year, you will be entitled to 4th of July. After completing 18-months you will be entitled to Labor Day. After completing 2-years, you will be entitled to New Year's Day. After you complete 3.5-years of employment, you will be entitled to Memorial Day.

All hours worked on a listed holiday are paid at double the employees regular rate of pay. (This includes holiday pay)

For holidays not worked, full time employees shall receive 8-hours of pay at the regular rate of pay. Part time employees shall receive up to 8-hours prorated to the number of hours worked in the holiday week up to 40-hours. Example: An employee is scheduled 25-hours during the holiday week, with the holiday off, pay for that day is calculated at 25-hours divided by 5 days = 5-hours. The part timer will receive 5-hours of holiday pay for the holiday not worked.

If a sufficient number of employees volunteer, then no one shall be required to work on Thanksgiving and Christmas. If an insufficient number of employees volunteer to work, then employees hired on or after March 1, 2004, will be scheduled to work by inverse seniority.

In order to receive pay for a holiday not worked, all employees must work the scheduled day before and scheduled day after the listed holiday.

Should you have additional questions about holidays and your pay, please call your Representative or the Rep on Duty at our office.

(See article 7, -Master Food Agreement)

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 or Diana Eastman (714) 528-6720

Be Sure to check out the website for more info!

www.ufcw324.org/retiree_club.aspx

November-December 2014 11



Naughty &

Local 324 formally advises Santa Claus on

The year 2014 has been a complicated year of good and bad. Classifying who gets a lump of coal and who doesn't may be one of the most daunting challenges facing Santa and his crew in decades.

The impact of this end-of-year naughty and nice classification process is known for its complexities. That combined with Santa's questionable track record has convinced UFCW leaders that failure to act could adversely affect our members.

So we got together with our lawyer and drafted a legal brief that outlines our position on the naughty and nice topic (i.e., the famous "list" comprised by Santa on an annual basis).

The resulting document makes clear the union position on several prominent naughty and nice classifications that have not been made public by Mr. Claus or anybody within his operation.

event of a strike. He failed to mention that the only goal during a strike is to keep his customers out, not to cause a shortage of cashier.

Dr. Alan Grant, D.D.S.

Nice

It is rare, indeed, these days to come across a business owner whose moral compass is driven by a genuine desire to do the right thing, not just the desire to maximize profit. Dr. Grant is one of those rarities. Upon planning his retirement, Grant made a personal commitment that he would sell his business of 35+ years only to an honest and scrupulous person who would agree to keep his employees. In fact, the first attempt at selling the business fell through because Grant was not satisfied with the would-be owner's verbal commitment to keep his staff. Dr. Ilya Zak, who has proven himself a good union employer, is still located at 3620 Long Beach Blvd., Suite B-6, Long Beach.

El Super President Carlos Smith

Naughty

It's now been over year since El Super allowed its contract with union stores to expire. Smith recently gathered workers at his union stores for a captive audience meeting during which time he told them that the people covering the cash registers at that moment would be the people who take over their jobs in the

Ralphs, Albertsons and Vons

Naughty

We try not to make a habit out of chiding grocery employers after they have signed a contract. But this year Santa should really consider stuffing these three stockings with coal. Granted, they agreed in the end to a two-year deal that postpones the tough decisions, but only after the typical delays and procrastination saw the contract expire yet again. This isn't rocket science! We know exactly when this contract is going to expire. Let's be sure to start this process far enough in advance that the expiration date in a contract actually means something.



Nice

who should be on the nice list

Members at Food 4 Less

Nice

These guys faced big time pressure, coming about 14 hours away from walking picket lines due to their employer's inflexible position. Kroger Management pushed these guys to the brink but they stood strong together.

The Republican Party

Naughty

There is a simple explanation for why you hear so much about politics from us. Because one of the two political parties is trying to destroy us.

The GOP has exhibited remarkable patience in its slow but deliberate assault on the core values of the Labor Movement.

They didn't win every fight they picked this year, but they are a patient lot. Their biggest win in 2014 is comparable to the scene in Planet of the Apes when Charleton Heston discovers the Statue of Liberty. After capturing the Michigan state legislature and the governorship, Republican lawmakers passed Right-to-Work in Michigan.

National Labor Relations Board

Nice

These guys oversee every federal rule and/or regulation governing the relationship between workers and their employers in the United States. Our feelings toward the Board for almost two decades ranged from utter disdain to burning hatred. That has changed. Behold the power of the chief executive to make appointments.

President Obama tried early in his presidency to fill vacancies on the board with appointments that generally

avored Labor's outlook. But Republicans in the Senate, apparently fed up with that pesky annoyance called the U.S. Constitution, effectively blocked all appointments to the board for years until a back room agreement finally allowed the process to move forward, resulting in a pro-union NLRB for the first time in 20 years.

Since then, NLRB decisions have found in favor of Organized Labor's position.

New Owners of Albertsons

Nice

It's not like these guys could do much worse than the previous owners. Cerberus purchased the company from Super Valu in 2013 and, unlike their predecessor, appear to have a desire to earn a profit. That should be a refreshing change for Albertsons workers who watched as their previous owner attempted to navigate the company through the depths of a recession. It's a lofty goal but is it possible this new crowd will get things in order in time to take on Vons in the upcoming merger?



Word on the street

Q

What is the best gift you have ever received during the holidays?

“

The best gift I have was received from my two sons during Christmas time. A Louis Vuitton wallet and bag.

Juana Agbayani
Ralphs #165



The greatest gift I ever received probably was a good union job that I'm grateful for.

Danny Salcido
Pavillions #2206



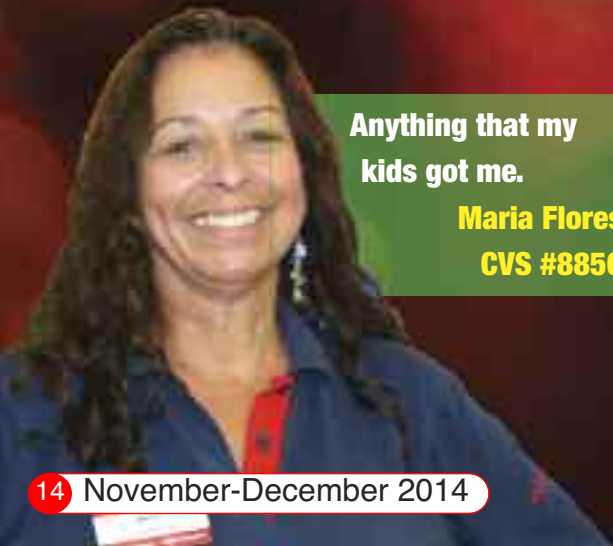
I'd say the greatest gift I've gotten was a Nintendo 64, it was Christmas 1997.

Steven Cordova
Ralphs #165



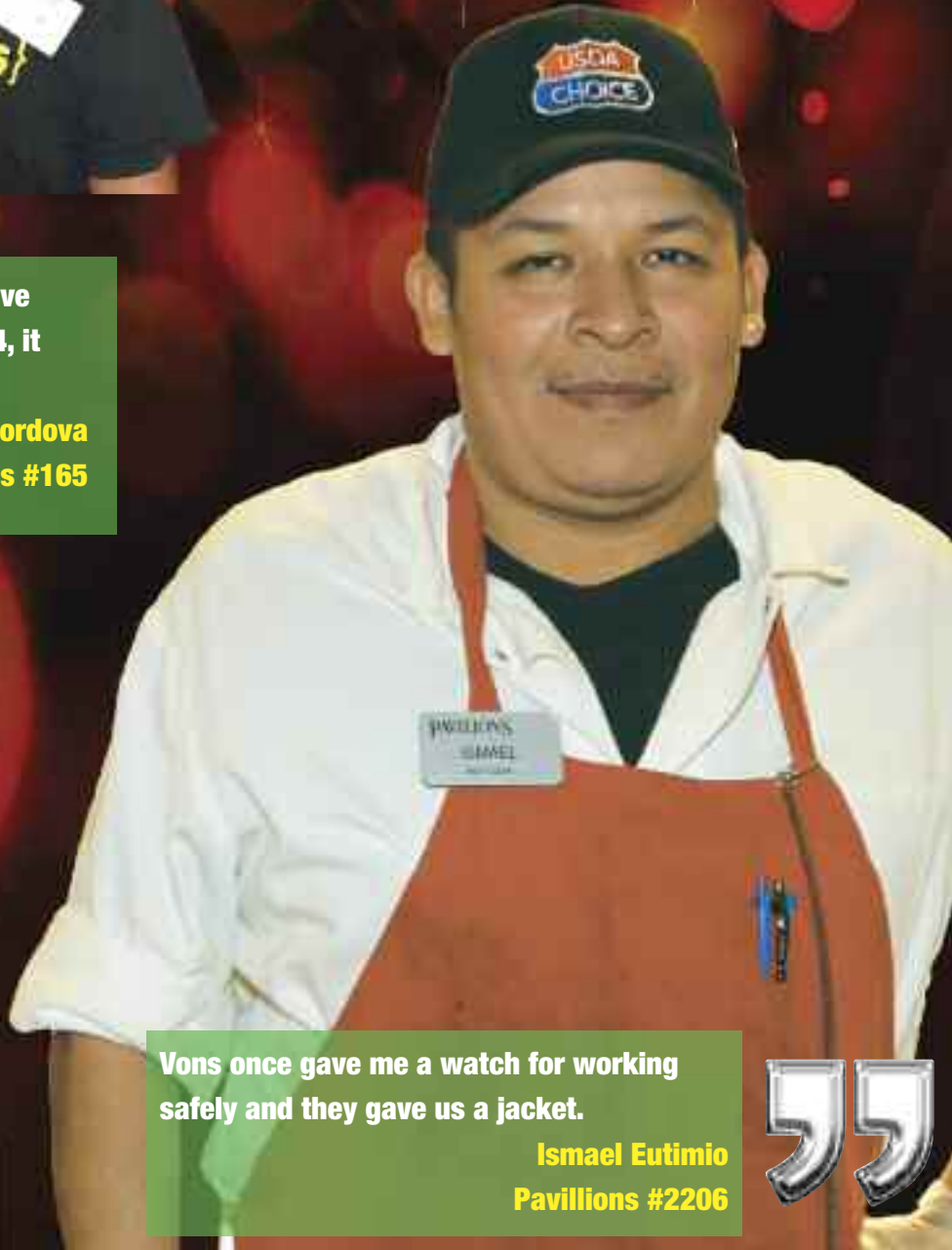
Anything that my kids got me.

Maria Flores
CVS #8850



Vons once gave me a watch for working safely and they gave us a jacket.

Ismael Eutimio
Pavillions #2206



”

Amuse Yourself...



REGAL
ENTERTAINMENT
GROUP

AMC
THEATRES



KRIKORIAN



Attraction

Adult Price

Children Price

Movie Tickets

Disneyland	\$93	\$87
Disneyland Park Hopper	\$126	\$120
Legoland	\$69	\$64
Legoland Park Hopper	\$74	\$69
Seaworld	\$60	\$60
Six Flags Magic Mountain	\$42	\$42
Universal Studios (on-line only)	\$79	\$79
Aquarium of the Pacific (on-line only)	\$17.95	\$10.95

AMC
\$8.00

Regal Entertainment Group
\$8.00

(Regal-Edwards-United Artists)

Krikorian Theaters
\$7.50



(Prices may vary)

... at a discount price!

*Your Friends at UFCW
Credit Union Wish You a
Merry Christmas and a Happy
and Prosperous New Year*

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

STATS	GRIEVANCES FILED	1068
	MEMBERS BACK TO WORK	150
January- October 2014	BACKPAY COLLECTED: \$ 134,365.27	
UFCW324.ORG		
LIVE BETTER WORK UNION		Happy Holidays from Local 324

