



Megamerger gets government blessing

Surprise 3rd party to buy nearly all divested stores



Hits & Misses

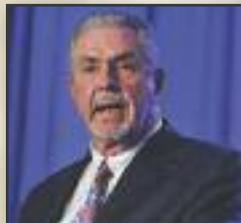
Two organizing drives faced strong opposition from company.



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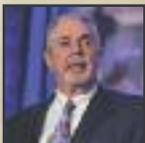
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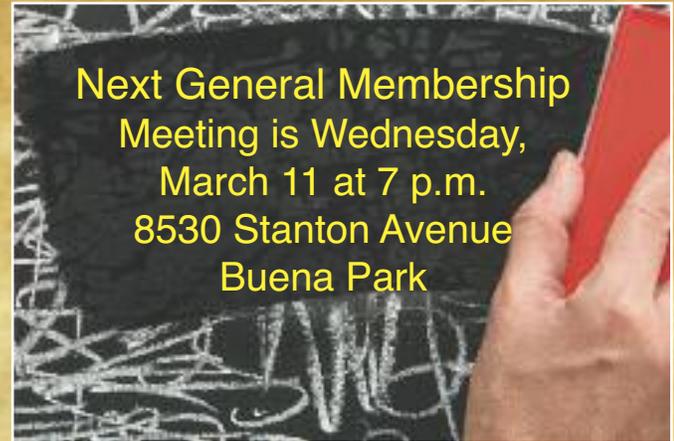
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Withdrawal Card Request

Change of Address Form

Member's name: _____

SSN: _____ DOB: _____

Address _____

City _____ zip _____

Phone # _____

email _____

If requesting withdrawal, what was your last day worked? _____

If we don't know where you live or how to reach you, there's no telling what you might miss out on in the future.

U have to tell us!

Editor: Todd Conger
Asst. Editor: Mercedes Clarke



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8 a.m. to 5 p.m.
Monday-Friday

TELEPHONE NUMBERS: Orange County: (714) 995-4601 Lake Forest: (949) 587-9881: Long Beach-Downey-Norwalk Limited Area Toll Free: (800) 244-UFCW

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President's Report

It may be hard to believe but 2015 is turning out to be better than predicted

It's not seasonal or cyclical. It can't be predicted by the arrival of a full moon or El Nino. And there doesn't even seem to be a mathematical pattern that lends itself to a fancy formula with predictive qualities.

Nevertheless, the upheaval we experience in the Southern California retail grocery market every few years is about as routine as the flu which is why I am always amazed at the level of chaos it seems to inspire among virtually everyone involved except those impacted by it the most.

And history is once again repeating itself with uncanny accuracy.

Vons and Albertsons members have most certainly stocked up on questions about the merger of the two companies. But most of those have been procedural or contract related.

I have yet to meet a member who appeared panicked, grief-stricken or shell shocked as one radio station recently reported.

In fact, Local 324 members have, in my observations, conducted themselves with the kind of composed professionalism that many of us have grown used to seeing from our members.

The fact is that this ritual of one mega-corporation purchasing another is as common as the self-check aisle crashing.

Previous corporate wheeling and dealing has resulted in a retail grocery landscape that hasn't changed all that significantly in 20 years—at least when it comes to the top competitors.'

And although this event will result in one

less name being mentioned among the regional leaders, the chains that have survived to this point are committed to making money—a claim that hasn't always appeared sincere.

Undoubtedly, the best news to come from this go-round came just as 2014 was fading into history.

The announcement by the regional unionized grocery chain from the Pacific Northwest called Haggen that it would purchase 146 of the stores Vons and Albertsons were being forced to divest.

It is particularly gratifying considering that most of the grief relating to retail mergers tends to stem from the "divestiture." Our initial face-to-face meeting with Haggen management was similarly refreshing.

Rather than introduce itself as the new game in town and promptly lay down the law as they saw fit, our meetings have been characterized by humility and cooperation. If this is the style we have to look forward to with Haggen then 2015 may prove to be a turning point for the better—yet another factor that wasn't predicted.



President

Greg M. Conger

A handwritten signature in black ink that reads "Greg". The signature is fluid and cursive, written in a dark ink on a light background.



Mother of all Mergers

The long process is marked by surprise offer to buy nearly all divested stores

The Federal Trade Commission approved the merger of Albertsons and Safeway Jan. 27, bringing together two of the largest players in the retail food industry, with combined sales of approximately \$61.6 billion.

In order to get FTC approval, Safeway and Albertsons have agreed to divest 168 stores in eight states – 111 from Albertsons and 57 from Safeway.

Haggen, Inc., a Pacific Northwest chain that currently operates 18 stores in Oregon and Washington will purchase a total of 146 stores, 83 of which are in Southern California.

Haggen is a union operator in Oregon and Washington and has agreed to accept the Southern California Retail Food Agreement. The Southern California UFCW Unions have met with representatives of Haggen and are optimistic that Haggen will be a good addition to the Southern California landscape.

Haggen has agreed to hire all employees in the divested stores and will recognize all seniority, rates of pay and benefits. Thousands of UFCW Local 324

members are familiar with this process, by virtue of being employed by a company that has either acquired a competitor or been acquired in recent years.

“They have become so common in today’s business environment,” said President Greg Conger “that members have grown accustomed to the process, taking news items in stride.”

“This was a significant event and we are pleased with the result “said Secretary-Treasurer Andrea Zinder who has been following the progress of the merging companies carefully. Over the next few months, the banner on these select stores will be changing to Haggen.

Twelve of the stores are in Local 324’s jurisdiction and many members in these stores have already expressed their excitement about working for this new company.

At press time, California’s attorney general had not yet given final approval to the merger, but given the high level of scrutiny paid to the deal so far, few expect that any hurdles remain.

Secretary-Treasurer's Report

El Super workers boldly defend their union; boycott now in full force

On Dec. 12, unionized El Super workers in Southern California stood up to their company's anti-union efforts and resoundingly voted to recertify the UFCW as their bargaining representative. Using lies and false promises, management tried to convince workers that they are better off with no union. But El Super workers know better and sent a strong message of solidarity and strength.

This was a tremendous victory for the workers and a set-back for management's attack on the union and all-out effort to silence their worker's voice on the job.

El Super has engaged in unfair labor practices, health code violations and wage theft to not only cheat their employees but to also cheat the public.

The company and its top management in Mexico are all billionaires who have brought their disregard for the law, their consumers and their employees to the United States. The offenses which have been documented by county, state and federal government officials range from selling out dated meat and other products, to not providing workers with breaks to expecting employees to work after clocking out.

In order to send a message to El Super, a boycott at all non-union stores in Southern California began shortly before Christmas. This boycott informs the public of the various offenses that El Super has been charged with.

The customer response and support has been incredible. Picketers at each of the stores have turned away large numbers of shoppers who are concerned about the safety of the products being sold and also sympathetic to the workers who receive substandard wages and benefits in the non-union stores.

The UFCW is prepared to bargain a fair contract with El Super. This has been our goal since negotiations commenced in September 2013. The workers at the union stores are strong and united in their refusal to accept less than they deserve.

Workers in many of the non-union stores are excited that the public is finally learning about the unfair treatment they receive by working without the protection of a union contract.

The response from the shoppers has encouraged employees who know that eventually El Super will have to change their approach if they expect to continue operating in California.

In the meantime, many loyal customers are changing their shopping habits in order to show their support for the hard working employees of El Super.

If you know of anyone who shops in the El Super stores in Garden Grove, Santa Ana, Long Beach, Paramount, or on Bristol in Anaheim, please let them know about the boycott and the unfair and unhealthy practices of this company.



Secretary-Treasurer **Andrea Zinder**

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



A Tale of the Mischievous Tommyknockers

—By Matthew Hart

In early spring of 1956, newspapers across the country reported on the upcoming closure of the Empire Star Mine in Grass Valley, California. The interest in the mine's closing had little to do with its continued operations since the early years of California's Gold Rush, but rather with the fascination over the mine's current inhabitants.

Since the mine opened in 1850, small mythical creatures known as Tommyknockers had allegedly occupied the mine alongside the Cornish Miners. With the mine's closure, descendants of the original Cornish immigrants petitioned the owner to "set the knockers free, enabling them to move on to other mines" in hopes they could continue to look over the safety of other miners.

Tommyknockers, like much of America's folklore, are rooted in both the nation's history of immigration, as well as its laboring class. Originating in the Cornwall and Welsh regions of the United Kingdom, Tommyknockers were known, prior to their emergence in the United States, as knacks, knocks or buccas. Germany had similar creatures called kobold, berggeister or bergmannlein, meaning "mountain ghosts" or "little miners."

While they were often compared to leprechauns, pixies, or brownies, some believed they were the ghosts of past miners who died in the mines. Described as standing just two feet tall, they were green in color and were known to also wear miner's gear, albeit it was said that only those with the purest of hearts were able to see them.

These mystical creatures were brought to the United States in the 1820s when Cornish miners immigrated to the western Pennsylvania region to work in the coalmines. It was here that they began to be referred to as Tommyknockers.

Cornish miners' deeply held superstition led them to refuse to enter any mine unless they had assurance that the mine was occupied by Tommyknockers. They believed that these small creatures looked over the miners, warning them of potential danger. Falling pebbles, a tap on an air line and rocks or the creaking of a mine's timber support

were all warnings of impending mine collapse. A miner's candle being blown out was perceived as either a mischievous prank by a Tommyknocker or a warning of potential build-up of gases in the mine. Miners would often show their appreciation for the Tommyknocker's watchful eye by leaving behind the last portion of their food.

The myth of Tommyknockers also portrayed them as rather ornery and they would often play jokes on the miners, including the occasional theft of food or tools that were temporarily placed out of sight.

They were also known to throw all-night parties in mule stables, forcing a miner to provide a less-than-adequate excuse to his shift boss as to why a sleepy mule could not

perform after being kept up all night by a Tommyknocker's party. Despite their behavior, miners knew not to be so aggravated by the playful shenanigans of the Tommyknockers.

If a miner cursed them, even under his breath, the Tommyknockers would be sure to get back at the miner until he is forced to humbly apologize out loud to the little creature in order to get back in its good graces.

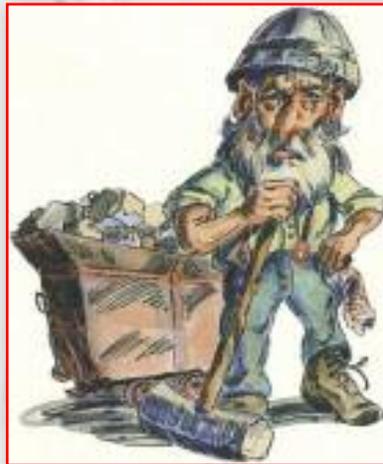
When the California Gold Rush took off, the miners and the myth of the Tommyknockers went west. Cornish miners

were known as experienced and were often approached by management to recruit relatives back home.

This became so common that Cornish miners were nicknamed "Cousin Jacks" and they soon became the core of the western mining workforce. As such, their superstition of the Tommyknockers was further embedded in American folklore.

While the myth of the Tommyknockers is no longer as prevalent as it once was, in 1956, it was strong enough to encourage decedents of the Cornish miners to petition a mining company to free them from the retired mine.

To the delight of the petitioners, and perhaps the Tommyknockers themselves, the owner of the mine honored the request, ensuring that other miners can be safe under the watchful eyes of the Tommyknockers.



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\$64



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\$42

Tickets are on sale now in the General Office of Local 324,
at our Branch Office in Lake Forest and online at www.ufcw324.org

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

Tickets are for Southern California Local 324 Members Only



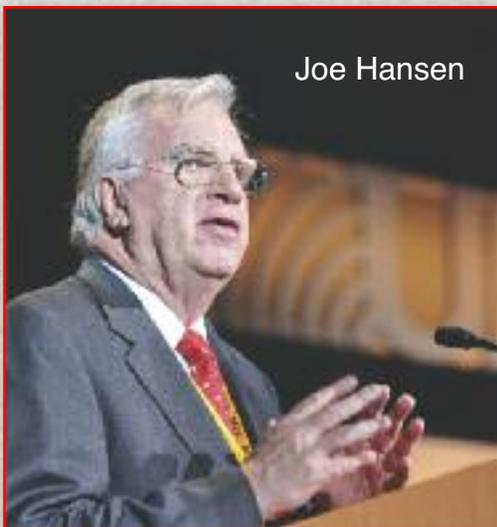
... at a discount price!

Joe Hansen retires as UFCW Intl. president; Marc Perrone takes over

The UFCW International Union has a new president following the retirement of Joe Hansen, who served in the position for 10 years.

The union's International executive board elected Secretary-Treasurer Marc Perrone unanimously; a move that has drawn praise from all corners of the nation's Labor Movement.

Joe Hansen



Teferi Gebre, the third highest-ranking officer at the AFL-CIO, described Perrone as a hard working leader who will bring an increased focus to organizing.

"President Perrone is an organizer at heart and true

champion for workers. I have come to know Marc as a friend and a mentor. He is committed to keep workers at the center of his thoughts. His commitment to agenda-driven politics instead of politics-driven agendas is refreshing and what our movement desperately needs," said Gebre.

In fact, the issue of how to harness the growing anxiety among the nation's low wage retail sector has been among the most hotly debated issues to enter the national discourse in recent years.

Work stoppages by fast food workers have provided momentum for the ongoing effort to increase the minimum wage. These high profile protests coupled with the fact that the current economic recovery has not produced higher wages and salaries for workers has catapulted unions into a uniquely strong position.

Local 324 President Greg Conger, a longtime friend and supporter of Perrone, said he is the perfect choice to seize an epic moment in America's economic evolution.

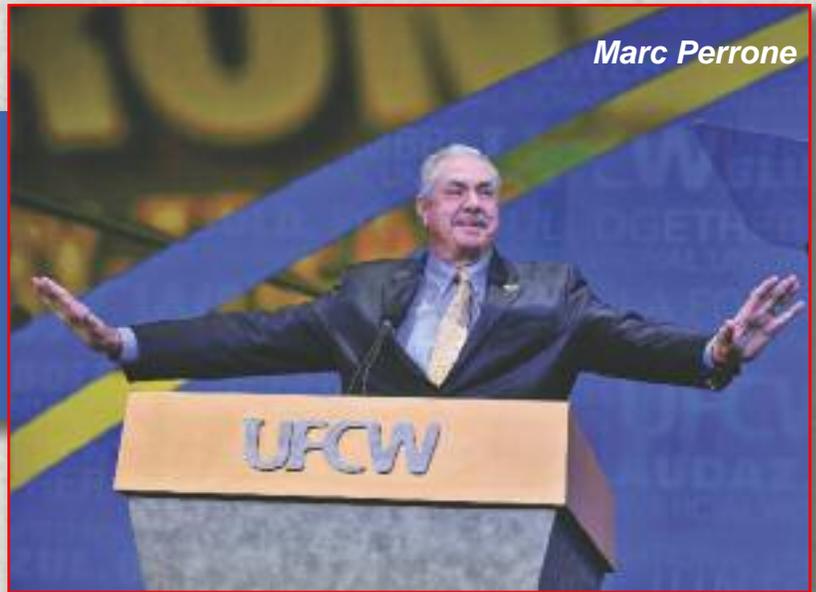
"Marc recognizes that the country's changing demographic means we have to adopt new and creative strategies to make unions appealing to a new generations of workers."

Conger added that those strategies often don't look and sound the same in one part of the country as they do in another.

Perrone has on more than one occasion cited the local fight with El Super as a sort of trailer for future battles UFCW locals will have to take on.

"He has said that our struggle with El Super is one of the UFCW's top priorities," said Local 324 Executive Vice President Rick Eiden.

Marc Perrone



Vote at food processing plant goes into overtime while workers at prescription call center fall to employer tactics

In a single month, Local organizers concluded two ambitious campaigns they hoped would bring workers in two different industries under the union banner.

As it stands, one of the two drives remains at press time unknown. The vote at Cargill Inc. a Fullerton-based food processing plant, remains in the hands of labor board officials who are determining

Both campaigns proceeded with the usual elements—a small cadre of intensely pro-union workers willing to serve as the union’s main asset on the ground.

At both facilities, union supporters helped secure signed authorization cards from co-workers expressing the desire to vote on union representation.

The National Labor Relations Board scheduled elections at both facilities. Prior to the election, both companies used every means possible to mislead employees.

“The company can call every employee in the place as often as they want, they can host captive audience meetings daily for as long as they wish. They can even talk to each individual worker on the phone nightly until votes are cast,” said Organizer Jose Perez.

In the Omnicare campaign, union organizers employed a somewhat new tactic in their effort to directly appeal to the 60 workers there.

The union posted on its website testimonials from two Local 324 members employed at Kaiser Permanente’s prescription processing center. Both Greg Fletcher and Dennis Griffin perform the same tasks as workers at Omnicare, but enjoy benefits and pay at significantly higher levels.

They also attempted to answer questions that were surfacing daily as the drive wound to a close. Both emphasized Kaiser’s practice of including employee-input in virtually all major management decisions.

The videos played nightly up through the day of the vote, sparking interest and conversation among workers. They aired the same week that the company dispatched their Vice-President to visit the facility and, for the first time, directly address grievances.

He reportedly apologized for neglect by management and implored workers to give the company another chance to make things right.

Davila said the tactic plays into the human desire to avoid conflict when possible, but urged workers to understand that people or companies that abuse don’t often end the habit.

Omnicare workers fell to the lies and intimidation by voting 37 to 20 to remain non-union.

the fate of three ballots that Cargill management claims are not legitimate.

Union officials, however, assert that the charge is frivolous and are confident that the 14 to 14 tie will be broken in favor of the workers.

In a separate drive to organize workers, Local officials are still mourning the loss at Omnicare, a prescription processing center in Downey. Organizing Director Gilbert Davila noted that the two efforts combined served as textbook examples of strategies and tactics used by companies desperate to avoid having to face a union at a negotiating table.



Top:
Kaiser Permanente employees and Local 324 members Greg Fletcher and Dennis Griffin video taped appeals to workers at Omnicare how much better their lives could be if they had the benefits of a union.

Word on the street

Q

How would your life be different if you weren't a union member?

“

We wouldn't be able to fight for our rights, or be there when our co-workers need us most. As a steward of 10 years I have seen lives saved by being in a union.

Diane Newmyer
Vons #2103



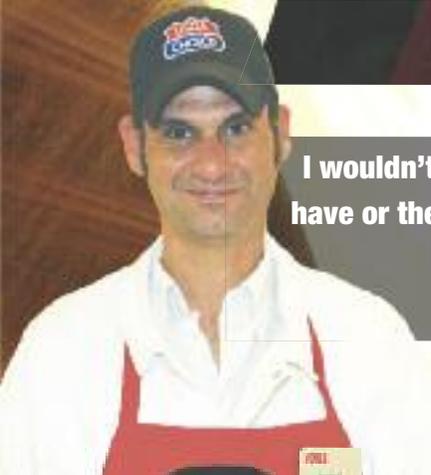
There wouldn't be a voice for me if anything went wrong and there would be no help or guidance.

Paul Acuna
Vons #2103



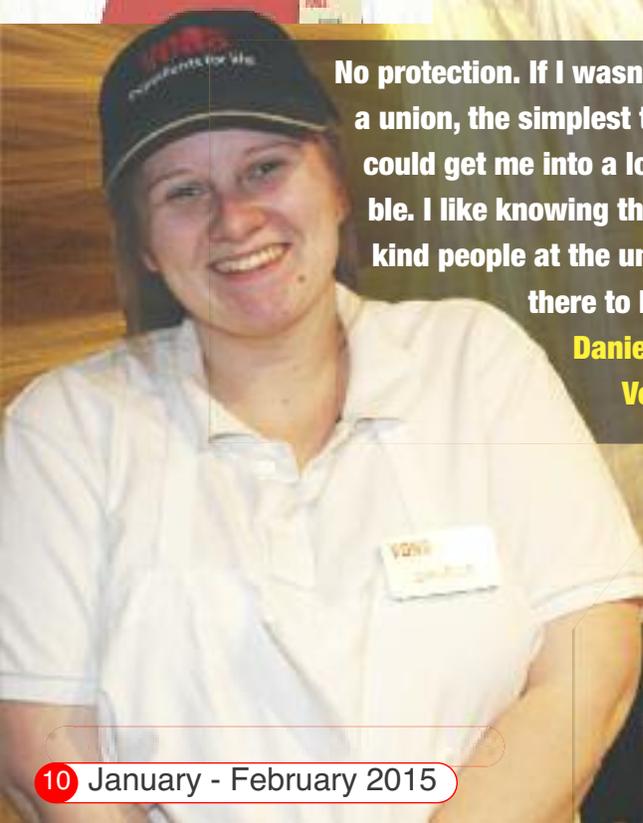
I wouldn't have the benefits I have or the rights I have now.

Tarrik Masri
Vons #2103



No protection. If I wasn't part of a union, the simplest things could get me into a lot of trouble. I like knowing that the kind people at the union are there to help.

Danielle Meindl
Vons #2103



Things would be REALLY different. I am a sole believer in the union and all they do for us as members. I have been in this store for 40 years, and because I'm a member, have retirement to look forward to.

Olga Romero
Vons #2103



”

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Hot Topics

Words of wisdom to help you keep your job

Know your rights in case of a work related injury

—By Field Director Chuck Adinolfi

Work place injuries in a retail food industry are common and range from a small cut requiring a Band-Aid to something very serious requiring hospitalization and even surgery.

Knowing what to do early in the process can save you some headaches or your job later down the road. Getting the care that you deserve early can make a difference in your recovery and sometimes in saving your job.

When you are injured on the job, you are required to report the injury to management immediately. Management is required to fill out an accident report which may include the nature of the injury (slip and fall, cut, etc.), date, time, witnesses and a description of exactly what you were doing when the accident occurred.

If you need immediate care, then you will be sent to or transported to an authorized clinic or hospital nearby your worksite. In most cases, this is done while you are still on the clock.

It should also be noted that most employers are allowed to perform post-accident drug testing. This is usually requested shortly after the employee reports the injury and requests treatment and performed at the doctor's office or industrial clinic.

Some injuries are caused by repetitive movement. You may experience a repetitive strain injury caused by the constant repetition of some work functions. These repetitive motions involve tasks that include a lot of heavy lifting, bending, turning, kneeling, twisting, posture and continuous stress on certain muscles producing localized muscle fatigue, just to name a few.

When you experience an injury caused by repetitive movements as described in the previous paragraph, you should still report the injury and fill out an accident report. Even though you may not be able to give an exact time and date when the injury occurred, report that your injury is a result of "repetitive movement" that you experienced on the job and request to see a doctor.

An injury or accident on the job is fully paid for by your employer.

A mistake that many members make is to see their own doctor for treatment, never reporting the injury to management, and later finding out that their injury requires work accommodations or surgery.

There could be financial obligations to the member for a work related injury that was improperly paid for by your health insurance.

Not to mention co-payments for doctors visits, medical devices and prescription costs that were paid by you. The employer's insurance carrier covers all expenses for an approved claim.

Your employer may dispute some of these injuries, especially when you cannot point out a specific time or date that the accident occurred. In these cases, you may require the assistance of a Workers Compensation Attorney.

Your union representative can assist you by referring you to one of the experienced attorneys that have helped our members in the past.

These attorneys do not work for the union, but have represented many Local 324 members and have a demonstrated track record of success. They will not charge you to discuss your case, and will give you advice on the best course of action.

Your contract has protection for injured workers that need to take time off work due to a work related injury. These leaves of absences are greater in length than a leave that is for an illness. Even though you have more time to get better due to a longer leave, the time off needs to be managed wisely.

A great deal of time can be wasted waiting for doctors' appointments and surgical appointments. It is important to manage your time and get the treatment that you need early. If you believe that your injury is serious and you are not getting the proper treatment in a timely manner, you may need advice from an attorney. Please do not hesitate to call your Union Rep. to assist you in the process and to make sure that your rights are not being violated.



Join the retirees club

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- *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

UFCW Local 324's Scholarship Awards Competition

UFCW Local 324 is proud to announce its scholarship program for the academic school year 2014-2015. Those eligible to compete are current members of Local 324 working at **Disney, Food 4 Less, UFCW Credit Union, CVS, Rite-Aid, and Kaiser Permanente**; affiliated and paid-up life members, their spouses, their dependent children and stepchildren, unmarried and receiving financial support from parent(s) who are claimed as dependent(s) with the Internal Revenue Service. Not Eligible to compete would include sisters, brothers and grandchildren.

Food contract members, Albertsons, Ralphs, Vons, Stater Bros., Gelsons, and Super A Foods are not eligible for this scholarship award because they may participate in the million dollar Scholarship Award and Tuition Assistance Programs offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

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

Winners are selected by the Scholarship Committee based on:

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

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

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

Late applications, incomplete applications and those missing required documentation will not be considered after May 8, 2015.

* Food Division applications can be picked up at the office or mailed by calling 714-995-4601 option 3. Applications are due February 28.*

How To Apply For A Non-Food Scholarship Award

(Disney, Food 4 Less, Rancho Federal Credit Union, UFCW Credit Union, CVS, Rite-Aid, Kaiser Permanente, The Market, Day-Lee Foods, and Bridgford)

Complete and sign all sections of this form. If the Applicant is different from the Member, both persons must sign and date the form. Mail the application to the Union Office. Include all documents listed below in Section 3.

Incomplete applications will not be accepted. All applications and accompanying documentation must be postmarked no later than May 8, 2015 in order to be eligible for consideration.

1. Member's Information

Member's Last Name		First Name		Middle Initial	Social Security Number (last 4)
Mailing Address		City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer		Work Telephone Number		Union Local 324

2. Applicant's Information (if dependent of member)

Applicant's Last Name		First Name		Middle Initial	
Mailing Address (If Different From Above)		City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer, if currently employed		Work Telephone Number		Union Local 324

Current Academic Information: Are you Currently enrolled in school? Yes No

High School: _____ (name of institution) Undergraduate College/University: _____ (name of institution)

Date of High School Graduation: _____ Technical/Vocational School: _____ (name of institution)

Degree objective: College/Undergraduate degree Technical school credential Vocational license or credential
 Graduate Degree

Do you have a bachelor's degree? Yes No

School or Schools you plan to attend:

(name of institution)	(address)	(telephone number)
(name of institution)	(address)	(telephone number)
(name of institution)	(address)	(telephone number)

3. Documents you must attach to your application:

a. Transcript

Obtain a transcript of courses you have completed and grades you received from your high school and other schools including undergraduate colleges and universities that you have attended.

Your official transcripts MUST show your cumulative GPA and SAT scores. (SAT scores not required if you have attended college for 2 years or more.)

b. Teacher's Appraisal Forms

There are two Teacher Appraisal Forms with your applications package. You must sign and date each form and give them to two teachers who have taught courses you have taken. The courses may be academic, technical, or vocational subjects. **Letters of recommendation are required.**

Instructions for Written Portion of this Application

On a separate sheet or sheets of paper, type your response to Questions in Part A or Part B below. Be sure to caption your sheets as "Part A" or "Part B" responses. Your responses must be numbered to correspond to the questions. Your name must appear on each sheet.

Part A	Part B
Applicants who are graduating high school seniors or who graduated high school last year	Applicants who graduated from high school two or more years ago
QUESTIONS FOR PART A APPLICANTS	QUESTIONS FOR PART B APPLICANTS
Limit your answers to the last three years of high school and first year of college, vocational or technical training school.	Restrict your answers to your post-high school years.
<p>4A Describe your academic, vocational, and/or other technical goals State whether you plan to attend a two- or four-year college next year, or a technical or vocational school. State your long-term goals for your education. Name the institutions to which you intend to apply.</p> <p>5A List major events, honors, scholarships, awards, and athletics List honors, scholarships and awards you have received. Describe your participation in athletics and other major school activities.</p> <p>6A List membership and responsibilities in organizations List positions and leadership roles you have held in school or community organizations</p> <p>7A List volunteer, community service, and/or other extracurricular activities List volunteer work and community service that you have performed and any extracurricular activities you have participated in.</p> <p>8A List your employment history</p> <p>9A Describe your career and life goals and how this scholarship will help you attain them Your college entrance application essay may be used to fulfill this requirement.</p>	<p>4B Describe your academic, vocational, and/or other technical goals State your academic plan for the remainder of your post-high school education. Name the institutions to which you intend to apply.</p> <p>5B List major events, honors, scholarships, awards, and activities Describe your participation in major campus activities and list honors, scholarships and awards you have received.</p> <p>6B List membership and responsibilities in organizations List positions and leadership roles you have held in college, vocational or technical training schools or community organizations</p> <p>7B List volunteer, community service, and/or other extracurricular activities List volunteer work and community service that you have performed and any extracurricular activities you have participated in.</p> <p>8B List your employment history or participation in career internships</p> <p>9B Provide an explanation of how you see your career and life developing.</p>

- 10 **Return this application and all documents to:**
 UFCW Local 324
 8530 Stanton Avenue
 PO Box 5004
 Buena Park, CA 90620-5004

REMINDER – Be sure to include:

- Your transcript
 Two Teacher Appraisal Forms
 Your separate pages with your response to Part A or Part B Questions

11. **Sign And Date Below** *Both Member and Applicant must sign this form.*

I/We hereby certify that all information supplied above is true and correct to the best of my/our knowledge.

Member's Signature

Applicant's Signature

Date

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