

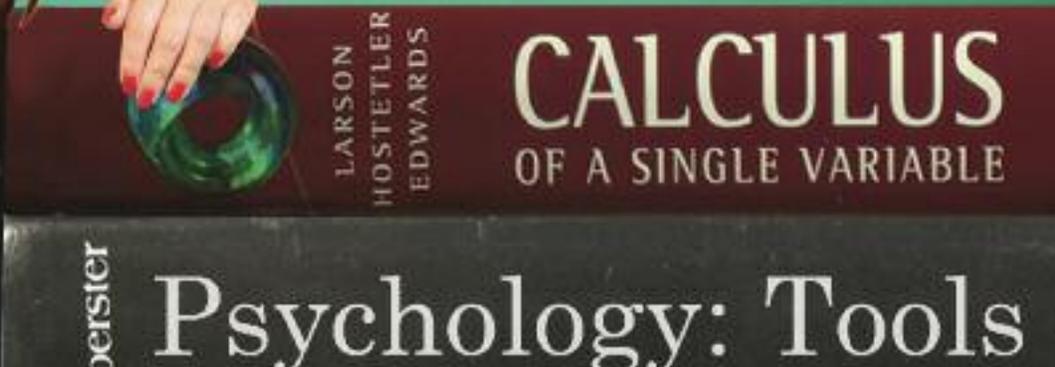


Local students awash in scholarship cash

Check out the list of winners on pages 10 - 12



Lauren Su, daughter of Chao Chang Ralphs 223. Winner of a \$10,000 scholarship from the UFCW Food Employers Joint Trust Fund.



Live & Learn

Drug Division Shop Stewards meet to map strategy for upcoming battle with Rite Aid.



Pages 14 - 15

Loud & Clear

Members at Rite Aid resoundingly reject contract offer and authorize a strike if necessary.



Page 4

Walk & Talk

Members at El Super take boycott message to the company's customers and rally for change.



Pages 8 - 9

What's Inside



4 | **Rite Aid Votes NO**
Members voted NO on the current contract offer.



5 | **Sec.-Tres. Report**
Rite Aid seeks large cuts to contract. Negotiations continue.



6 | **Yesterday's News**
Equality wins! LGBT rights are recognized by Supreme Court.



8 | **El Super Boycott March**
March in Highland Park draws attention to El Super Boycott.



10 | **Scholarly Achievement**
Winners of the 2015 Scholarship program are announced.



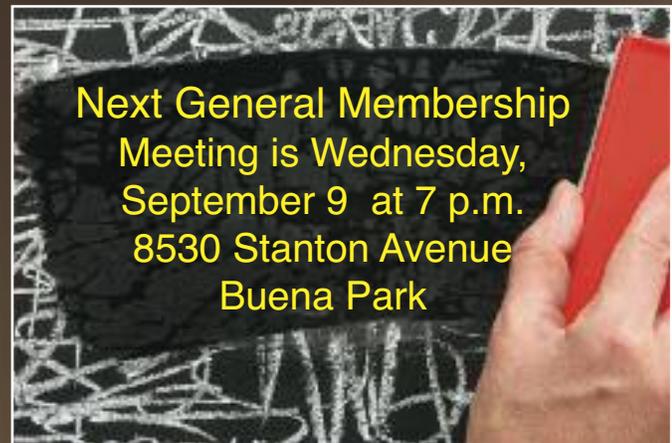
13 | **Hot Topics!**
New CA law provides paid sick leave to some that never had it.



14 | **Drug Division Conf.**
Members of Rite Aid and CVS gather for Steward Conference.



18 | **Kaiser Contract**
Kaiser contract boasts improvements to new agreement.



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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Haggen's misjudgement has personal consequences for hundreds of families

Barely a year after entering the Southern California grocery market, Haggen is panicking. A brief visit to virtually any of its stores would reveal why.

The new stores that display the Haggen name are replete with overflowing bins of fresh produce, spotless display cases and a home on-the-farm feeling that would make any shopper feel inspired.

Perhaps the mad rush of crazed and hungry shoppers will still materialize if Haggen decides to tell the public that they are here. The company seems allergic to advertising—a crucial must for this area. Anything would be preferred to this company's tepid, nearly anonymous entry into one of the world's most fiercely competitive retail sectors.

If Haggen's top-secret introduction to the public isn't to blame for the poor sales then perhaps its failure to recognize the vastly different makeup of its newly inherited customer base is.

Haggen management was warned from day one that it would need to lower prices in some neighborhoods to maintain existing customers. It is only now they are beginning to heed that advice.

Many feared that this upscale company that is used to catering to an upscale customer base wouldn't be able to adjust to a new customer profile that included a wide selection of shoppers with wildly different tastes and economic resources.

This article however is not meant to be a smug "I told you so." To the contrary, it is a profoundly disappointing moment for all of us who had high hopes and optimism for Haggen. And yes I remember only a few short months ago urging members to trust the new company and not flee in pursuit of new jobs.

I don't mean to add insult to injury, but it is here that I have to say Haggen has let so many of us down with its recent layoff announcements.

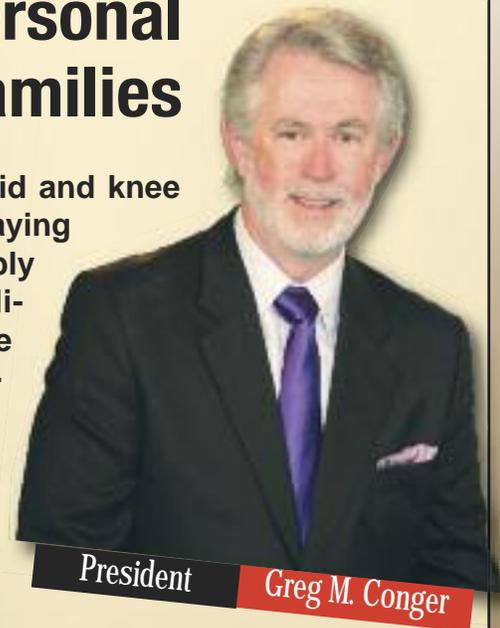
Haggen's rapid and knee jerk reaction to laying off workers simply follows a traditional corporate protocol that favors profits over livelihoods. It is not unique to one company or even one industry, but it is still just as distasteful.

Haggen's strategy for implementing its workforce reduction will be scrutinized. Most of the process appears to fall within the scope of the contract with a couple of possible exceptions. We will continue to advocate on behalf of our members by ensuring that contractual obligations are followed to the letter!

This has been a dark and depressing week for many of us; yet I have not lost my optimism for Haggen's future. Its greatest asset is you and your union brothers and sisters. Your professionalism and your resilience are qualities with substantial payoff.

I'm certain that each of you will, as you always have, use your personal connections to the community to bring in new customers and keep existing ones. I'm a little less certain that Haggen management will take this as a lesson and listen to the advice of experienced workers and local Unions who have seen this all before.

There is a treasure trove of goodwill and a bank of knowledge that Haggen has at its disposal if it chooses to tap into it. This has been a dreary week for the retailer. But we have all seen companies rise from the ashes and succeed. Let's hope this early failure is character building.



President

Greg M. Conger

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

Rite Aid Members Reject Contract Offer - Authorize Strike if Necessary

UFCW members working at Rite Aid stores throughout Southern California resoundingly rejected a contract offer by their employer July 16 and authorized their union to call a strike if no progress is made in ongoing negotiations with the company.

Leaders from UFCW Locals stretching from Bakersfield to the Mexican border had urged members to send a strong message to management by voting NO—advice that members apparently heeded in overwhelming numbers.

Rite Aid workers cited everything from paltry pay raises to the destruction of retirement benefits as reasons for casting a NO vote.

Local 324 President Greg Conger said the vote was a clear sign that Rite Aid workers intend to stand their ground as the company attempts “a shakedown of unprecedented proportions.”

Negotiations resumed July 20 and 21, but no progress was reported.



Secretary-Treasurer's Report

Early signs of unity causes Rite Aid to abandon goals of gutting health plan

Prior to Rite Aid negotiations beginning, Rite Aid members were communicating a strong message among themselves. Maintaining the union medical plan is a top priority and the members are willing to fight to hold the line. In addition, wage increases are a must. Rite Aid members work very hard with limited staffing. The demands and safety concerns that follow are significant. To address this, Rite Aid members demand adequate compensation along with job security.

Rite Aid management approached these negotiations with full knowledge that employees are ready to fight, if necessary, for these goals. Rite Aid's plan to avoid a fight is to mislead employees by asserting that they could keep their union health plan. But management didn't disclose the full story. At the bargaining table Rite Aid management told the union bargainers that in order to keep the union health plan, employees would have to give up other contract guarantees. Basically, the company position was again to shift the cost of medical from the company to the employees.

This tactic is a little different than proposals in the past, where Rite Aid management demanded that employees accept either the company plan or significantly higher weekly premiums for employees. That proposal was overwhelmingly rejected in the last round of negotiations. This time, management tried unsuccessfully to fool employees with their deceptive demand that other contract guarantees be bargained away. With this strategy, management turned out to be the fool.

On July 16, Rite Aid members throughout Southern California voted overwhelmingly to reject the contract offer and authorize economic action including a strike if necessary.

With strength and solidarity, Rite Aid members communicated to management that either they improve the offer, guarantee the union medical plan with adequate

wage increases, or Rite Aid members will prepare to take the issue to the public.

Following the overwhelming strike vote, Rite Aid management immediately asked for more bargaining sessions. Unfortunately these did not bring us closer

to a contract. On Monday July 27, Rite Aid stewards and members began handbilling in front of all Southern California Rite Aid stores informing the customers of the issues and asking for support.

In the last several years, Rite Aid members have had to stand strong to management's attempts to destroy years of contract protections. Repeatedly, Rite Aid members have demonstrated tenacity and resolve by rejecting concessionary proposals. This year is no exception. We are on the side of justice and Rite Aid will not get away with saving money on the backs of its employees.

Fortunately, Rite Aid members have strong support from their customers and patients. Rite Aid management must understand that the company's success is dependent on the relationships Rite Aid employees develop every day. We all want to see Rite Aid succeed. But this must include recognition of the hard working individuals who build this success.



Secretary-Treasurer **Andrea Zinder**

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



Pride at Work: The History of the LGBT in the Labor Movement

—By Matthew Hart

On June 26, the Supreme Court declared that states cannot prohibit same-sex marriages and must recognize these unions. In a decision that is as significant as *Brown vs. the Board of Education*, the courts opened the door for equality for lesbian, gay, bisexual and transgendered (LGBT) individuals. As with many struggles for equality and dignity, the road toward social, political and legal recognition for the LGBT community has been long and difficult. Along this path, it has molded into a powerful social justice movement that has, through its lifetime, intertwined with other social justice causes, including labor.

The earliest recorded accounts of openly gay or lesbian individuals in the U.S labor movement can be found with the formation of the Women's Trade Union League (WTUL). It was formed in 1903 to support the efforts of women to organize labor unions and to eliminate sweatshop conditions in factories. Member Pauline Newman was the first female general organizer for the International Ladies Garment Workers Union. She lived with her partner Frieda Miller and they raised a daughter together. By all accounts, it seems union friends and colleagues embraced their relationship. In addition, WTUL founders Jane Addams and Lillian Wald, while discrete about their sexual orientations, were known to maintain close relationships and attachments with women.

A union of particular importance was the National Union of Marine Cooks and Stewards (NUMCS), which represented waiters, cooks, and laundry workers on passenger ships and freighters in the Pacific Ocean. The union was often referred to as "red, black, and queer" because it was left wing, racially mixed, and supportive of its many gay members. The union elected openly gay former waiter Stephen Blair as its vice president. Blair's partner, Frank McCormick, served as a union officer for the NUMCS and was also on the executive board for the California Congress of Industrial Organizations. McCormick was an important leader in the 1934 West Coast Longshore Strike.

A witness to the strike was Harry Hay, a young man who had previously spent a few years as a member of the Industrial Workers of the World (IWW) while working on Pacific Coast freighters. Hay would eventually become an organizer for the Retail, Wholesale and Department Store Union, now a semi-autonomous affiliate of the UFCW, and taught in Los Angeles at the Southern California Labor School. In 1950, Hay and other gay rights activists formed an organization that would eventually become known as the Mattachine Society, one of the earliest gay rights organizations in the country.

It was not until after the Stonewall Rebellion in 1969, the catalyst for what became known as the LGBT Movement, that organized labor began to take LGBT rights seriously. In 1970, the American Federation of Teachers passed a resolution opposing discrimination against teachers because of "homosexual behavior in private life." In 1972, the Retail Clerks International Union (now known as the UFCW) elected Bill Olwell as its first openly gay international vice president. In 1974, the Teamsters and the LGBT movement joined together to boycott Coors in response to company administering lie detector tests to inquire about any involvement in union organizing campaigns, as well as, homosexual lifestyles. As part of the agreement the Teamsters agreed to promote the hiring of openly gay drivers. The campaign effectively reduced the market share of Coors from 40% to 14%. In 1978, the LGBT movement and organized labor joined forces to defeat a proposition, known as the Briggs amendment, which would have banned gays from teaching in California public schools.

Throughout the 1970s and '80s, a number of LGBT union members formed caucuses within their respective unions. In response to this mobilization, more unions began pushing for anti-discrimination language and stronger protection on the job for LGBT members. In June of 1994, LGBT activists gathered in New York as part of the 25th anniversary of Stonewall. Out of this meeting came a call to form a national organization of LGBT labor union activists, adopting the name, "Pride at Work". In 1997, the group affiliated with the AFL-CIO. While some labor leaders still had reservations, holding on to some discriminatory ideas, the affiliation of this group gave recognition to the contributions made to labor by the LGBT community. It allowed labor an opportunity to recognize that it shares a common and intertwined path with the LGBT movement for dignity, respect and equality for all workers.



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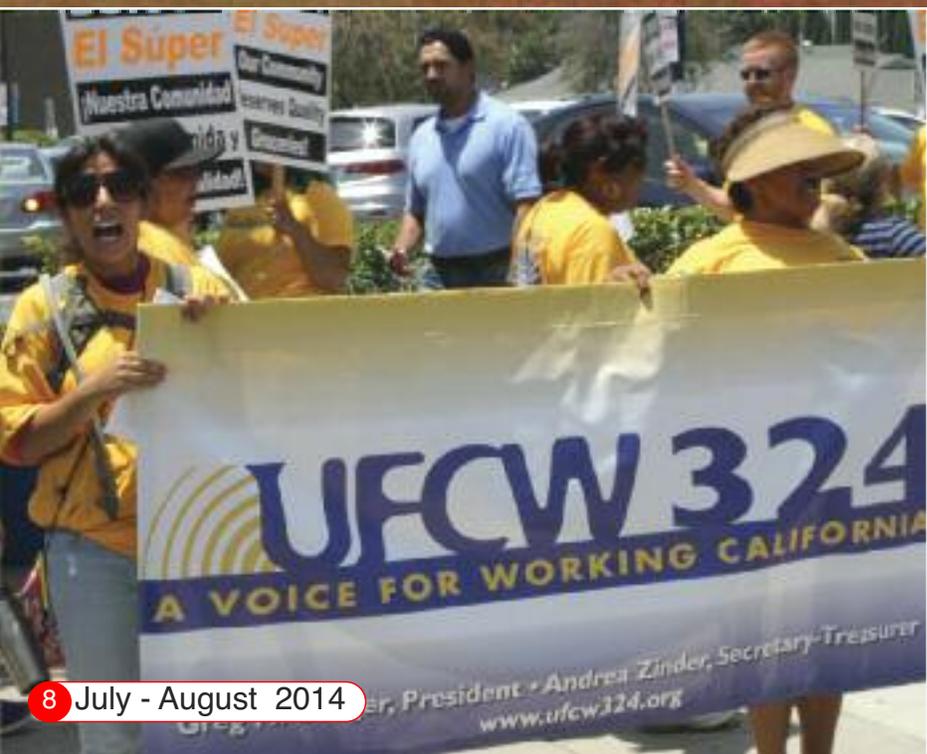
Tickets are on sale now in the General Office of Local 324,
at our Branch Office in Lake Forest and online at www.ufw324.org

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!



Workers take boycott message directly to El Super's customers

More than 600 friends and supporters joined El Super workers as they marched through the streets of Highland Park June 17 urging residents to boycott their neighborhood market.

From the staging area at a local park and in the parking lot of El Super's store, marchers

heard from local leaders and clergy that support for their cause is widespread.

Speakers took turns blasting El Super for betraying the neighborhoods they serve by turning its back on workers.

September will mark two years

that the Mexican retailer has refused to compromise on such bedrock contract issues as sick pay and wage increases.

The Highland Park march was just one of several high-profile actions staged by the union in support of the El Super boycott over the past two months.

El Super workers and supporters also embarked on yet another whirlwind tour of El Super stores throughout the state. Busloads of vocal protestors took time at every stop to picket, chant and engage customers about the company's treatment of employees.

Yet another rally at the company's Paramount headquarters in June made for dramatic visuals as marchers demanded to see the store director but were denied access to the store and told to leave.

Meanwhile, union members got a needed boost in recent weeks after hearing that El Super's report to shareholders recently included an announcement that sales were on the decline.

That appeared to be confirmed as employees in stores throughout the region reported a dramatic reduction in hours scheduled, a number that is usually closely tied to store revenue.



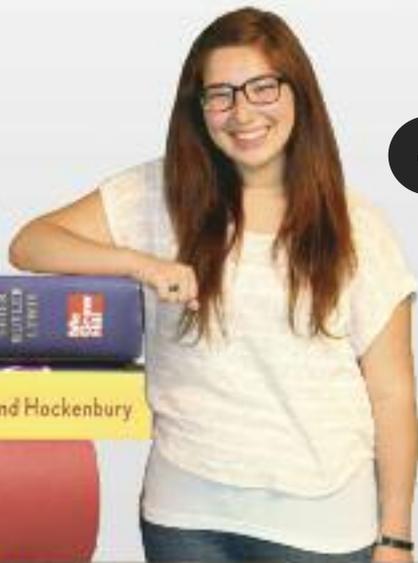
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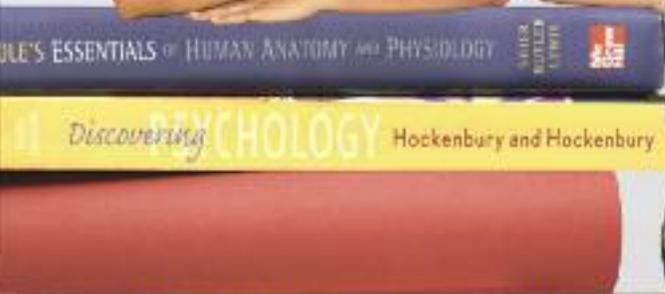
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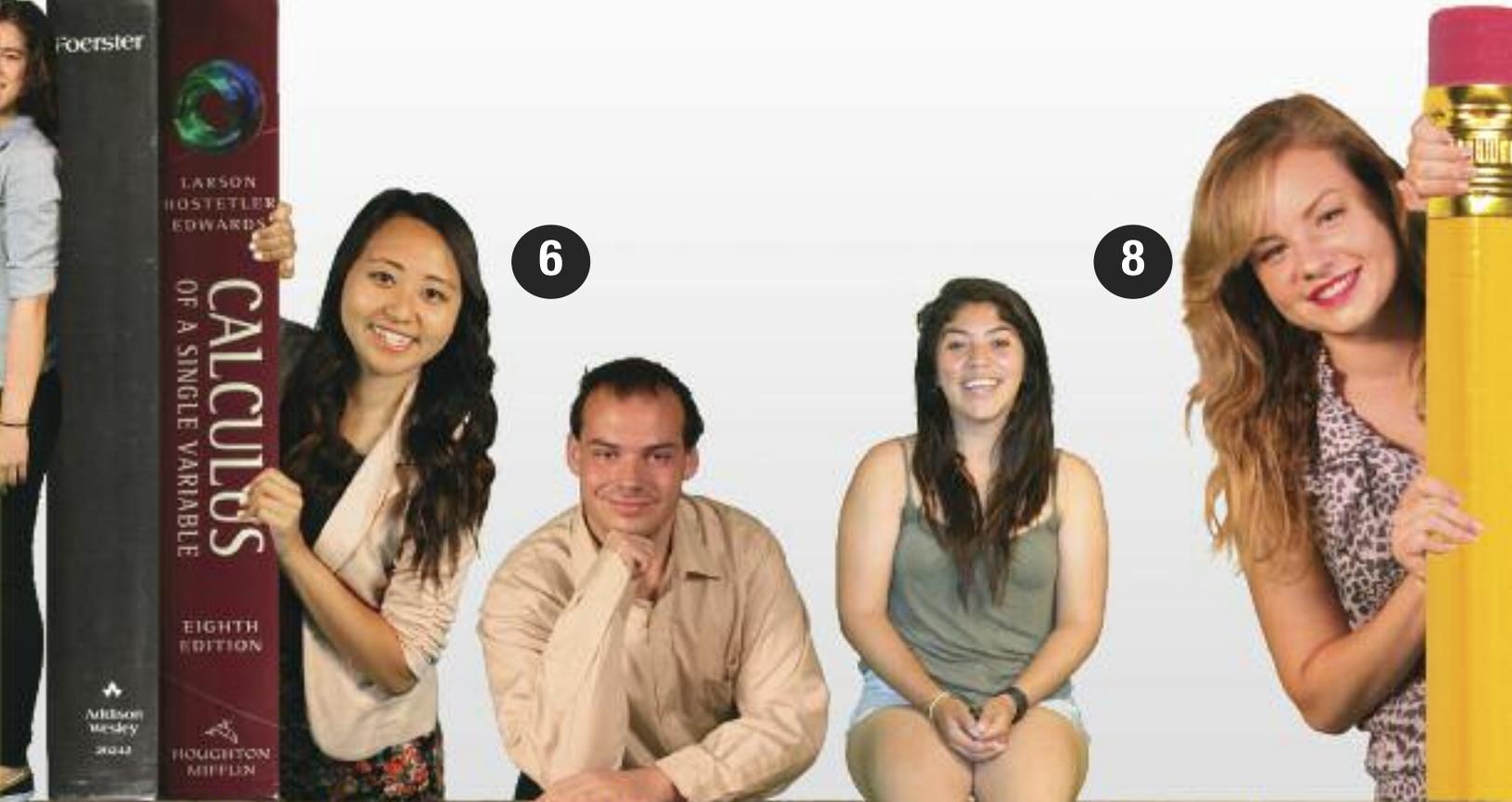


11



12





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8

3

7

ership Awards



14

13



15



16

2015 Scholarship Award Winners

Though several more awards went out, these are the top honorees.

Food Division Scholarships:

1: Elaine Drexler, daughter of Jean Drexler, Albertsons 6549. \$5,000

2: Esma Djokovic, daughter of Munevera Djokovic, Vons 2508. \$5,000

3: Leo Bottoms, son of Deborah Welch, Stater Bros. 131. \$5,000

Local 324 Non-Food Scholarships:

10: Mukund Iyer, son of Parvathy Narayanan, Rite Aid 5496. \$2,500

4: Ashley Atilano, daughter of Maricela Lopez, CVS 8849. \$2,000

12: Bilal Hameed, son of Shaheen Hameed, Rite Aid 5743. \$2,000

16: Christopher Brio, son of Patricia Yonan, Kaiser Permanente. \$1,500

11: Fady Gabra, son of Elham Gabra, Rite Aid 5524. \$1,500

8: Pamela Osborn, daughter of Brian Lee, Kaiser Permanente. \$1,500

13 Juandel Santiago, daughter of Leisan Taylor, The Market 2280. \$1,500

5: Ariane Ang Lee, daughter of Romeo Ang Lee, Rite Aid 5732. \$1,000

15: Michael Flores, son of Tita Flores, Kaiser Permanente. \$1,000

6: Crystal Kim, daughter of Steve Kim, Disneyland. \$1,000

14: Christian Anguiano, son of Maria Anguiano, Disneyland. \$750

9: Vincent Avelar, son of Julie Avelar, Kaiser Permanente. \$750

7: Victoria Martinez, Yolanda Figueroa, Rite Aid 5523. \$750

Not Pictured:

•Chase Robinson, son of Carol Robinson, Albertsons 6558. \$10,000

•Malyssa Arellano, daughter of Robert Arellano, Vons 1626. \$5,000

•Danielle Covarrubias, daughter of James Covarrubias, Ralphs 224. \$5,000

•Jeffery Kang, son of Raphael Kang, Ralphs 18. \$5,000

•Peter Macaulay, Vons 3076. \$5,000

•Paulina Ordaz, daughter of Alfonso Ordaz, Albertsons 6556. \$5,000

•Thucdan Nguyen, daughter of Thuc Bui, Rite Aid 5525. \$2,000

•Yasmine Orozco, daughter of Maria Salazar, Kaiser Permanente. \$1,000

•Jenny Nguyen, CVS 5837. \$750

•Victoria Maglonzo, daughter of Christine Maglonzo, Kaiser Permanente. \$750

Additional winners can be found on our website.



Hot Topics

Words of wisdom to help you keep your job

Healthy Workplace/Families Act - Paid Sick Leave

—By Field Director Chuck Adinolfi

A new California law went into effect on Jan. 1, providing paid sick leave for many workers who did not previously have paid time off provided by their employer. Entitlement to this new benefit took effect July 1 for employees who have worked 90 days and payable to eligible workers on July 8, seven days after implementation.

In many of our contracts, paid sick leave is not available until an employee completes one year of employment.

Although there are parts of the law that benefit all employees, the greatest benefit is for new hires that haven't completed that first year and didn't previously qualify for paid sick leave benefits.

On July 1, most of our employers will credit 24 hours of sick leave into the bank of eligible employees. They are required to provide a balance of hours that can be used either on their paystub or by a separate written document.

This applies to temporary, part time and full time employees. Paid sick leave can be requested for a

partial shift for a minimum of 2 hours.

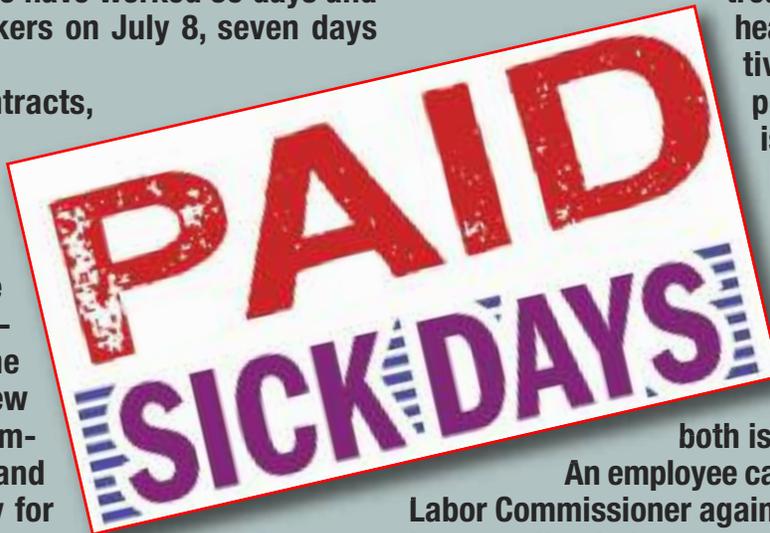
An Employer shall provide paid sick days upon the oral or written request of an employee for themselves or a family member for the diagnosis, care or treatment of an existing health condition or preventative care, or specified purpose for an employee who is a victim of domestic violence, sexual assault, or stalking.

Retaliation or discrimination of an employee who requests paid sick days or who uses paid sick days or both is prohibited.

An employee can file a complaint with the Labor Commissioner against an employer that retaliates or discriminates against an employee. Penalties and fines may be assessed for violations.

This article is just a brief description of the benefits covered under this new law. For more information or a complete description of the law you can visit the website :

<http://www.dir.ca.gov/dlse/ab1522.html> or contact your Union Rep.



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Be Sure to check out the website for more info!

www.ufcw324.org/retiree_club.aspx



Drug Division stewards meet in conference



...; make contingency plans for Rite Aid fight

Stewards from Rite Aid and CVS stores throughout Local 324 converged on the union's Buena Park headquarters July 14 for a day-long conference.

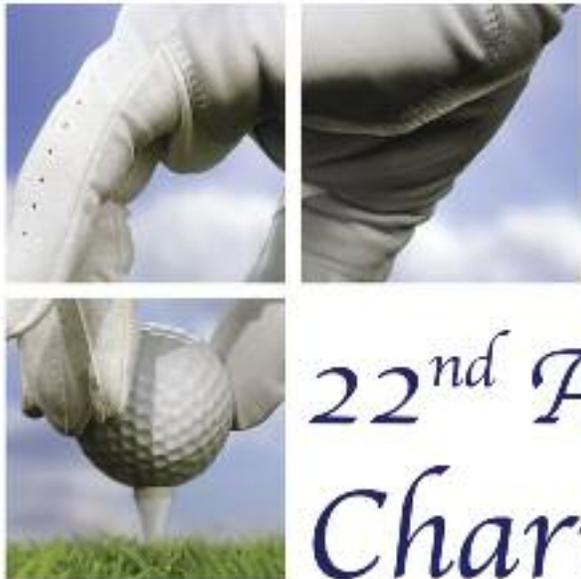
Union leaders said this conference represents the elevated importance this year will have on Drug Division members for multiple reasons.

The looming showdown with Rite Aid and expanded relationship with CVS could make 2015 a pivotal year for the direction of the whole profession.

Rite Aid's early attempts to decimate its collective bargaining agreement could signal a new boldness on the part of drug companies to push back in areas where their employees are represented by a union.

President Conger told the stewards that their roles as liaisons on the ground give them added sway and credibility among members. He said that the uncertainty that tends to surround contract negotiations elevates their role ten fold as members grow reliant on their updates and interpretations of what is happening.





UFCW 324
A VOICE FOR WORKING CALIFORNIA

22nd Annual Charity Golf Classic

2015 marks the 22nd year UFCW Local 324 has been raising funds to help victims of domestic violence. Because of our supporters, together we have helped countless families to safety and raised over \$135,000. These donations will be used to further the charitable purposes of the UFCW Local 324 Charity Golf Classic. We are proud to assist various charities in Los Angeles and Orange Counties in sheltering victims of domestic violence along with providing encouragement, healing and education.

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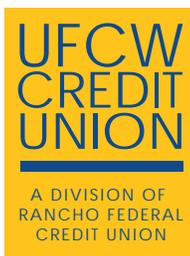
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Tentative agreement at Kaiser

After 10 weeks of bargaining, the Union Coalition bargaining team emerged at 6 am Saturday, June 6, with a tentative agreement that supporters are calling the “best ever.”

The nearly 150 union, management and physician representatives approved the tentative three-year package.

The agreement was endorsed by the Union Delegate Conference and now moves forward to a ratification vote. It boasts a great deal of improvements to the current contract.

There would be a 10% wage increase over 3 years for California members and 7% for members outside of California. A 3% increase on Oct. 1, 2015; a 3% increase on Oct. 1, 2016; and a 4% increase on Oct. 1, 2017.

Improvements were also made to the dental and orthodontic plans. The annu-

al maximum was increased to \$1,500 per year and the Orthodontic plan was increased to \$1,500.

Tuition reimbursement increased to \$3,000 per year, and life insurance coverage increased to \$50,000.

Active medical is still fully covered by the employer. Emergency Room co-pay increased to \$50 in California.

As of this agreement, the pension program is preserved, retiree medical is protected, and there will be no increase in retiree out of pocket expenses until at least 2028.

As preparation for the future, there is a 33% increase in education funding for workforce development, and an additional \$1,000,000 per year to each of two educational trusts.



Off the wall



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