



Délayjà vu

**Management sees an advantage in stalling:
It creates anxiety and saves big bucks**



Here & Now

Over 40 employees at Americold elect for union representation by UFCW Local 324.



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Nip & tuck

Local 324's website is going to be more mobile friendly and better looking after overhaul.



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Polished & Poised

Hillary Clinton visits Local 324's main office in Buena Park as she continues on the campaign trail.



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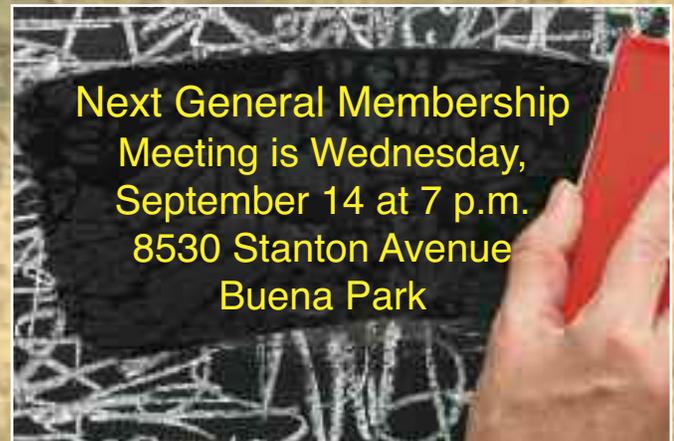
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- Withdrawal Card Request**
- Change of Address Form**

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
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Monday-Friday

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Don't be fooled by management You aren't even on their priority list

Rare is the day when an action by today's grocery giants surprises me. Penny pinching cheapskates are a predictable lot.

An incident involving three long-term members from Vons has altered my opinions about the role of an ethical union worker in the employ of corporate giant born without a conscience.

I'll begin my story with the outcome which was the termination of three members for engaging in a physical altercation with a customer.

A superficial look at the case would cause 99 out of 100 people to say that justice was done. It is, however, the job of an arbitrator to look deeper. A deeper examination shows that the customer at the center of the conflict was a known thief who had been specifically identified by the store director not to come back. In fact, employees in the manager's immediate circle were directed to be on the lookout for this character.

Our members followed direct instructions and when the resident thief appeared—as he usually did in the early morning hours—our members watched him as he meandered around the store. The thief caught onto the fact that he was being watched like a hawk and waited in line to pay.

As instructed, our member waited patiently for the thief to pay and escorted him to the front door while relaying to him the manager's decision to permanently banish him from the store.

Although the camera caught the ensuing couple of minutes it did not record any audio. What was said and by whom was of little importance to the arbitrator or the employer. But during the walk to the front doors, the situation escalated from harsh words to pushing to fist throwing (started by the customer). Two more of our members joined the fray in an effort to eject the thief from the store and to back up their co-workers. During the final few seconds of the fight, the store director arrived and watched. He just watched. Arms folded with an unobstructed view. Witnesses said he looked like a spectator at a prize fight still beaming from the

great seats he got from the scalper in the parking lot.

Then it was all over in an instant when the thief was ejected and would seem to be headed for the archives of lessons learned. Our members went back to work and life went on.

Several hours later, loss prevention staff decided to review the recording. After watching the incident in its entirety, the loss prevention officer suspended the three members for fighting and within about a week their terminations became official.

Although I do fault the arbitrator for a convoluted approach to fact finding, this incident should have been concluded at the company level through labor relations. It is the classic example of a situation that demanded an aggressive examination of the facts—most important of which were not evident through the video footage alone.

This is a case where a known thief was given more credibility than three long-term employees whose personnel files were littered with positive comments from multiple supervisors.

Any labor relator worth his or her salt would have seen right away that the facts made this unusual.

As I see it, three senior employees followed the instructions of their store director and discovered the extent of their employer's loyalty. Despite instructing them to accompany the thief out of the store, the store director made no effort to communicate to labor relations or the arbitrator the fact that the three members were acting on his instructions. His actions should demonstrate that among the many perishable items for sale at Vons,



Greg Conger
President

(Continued on page 4)

Beware of management's motives

(Continued from page 3)

integrity has the shortest shelf life. To top it all off, the thief was arrested a few blocks from the store and NO charges were ever filed against our members.

For most members stories like this one are disappointing. I don't believe that the average UFCW member is foolish enough to believe that management holds them in high regard. But anybody subjected to the sheer volume of insincere platitudes about how they are "loved" can't be blamed for letting some of it slip past their internal filters. If you hear anything enough times, one starts to believe it eventually. This latest act of cowardice by Vons should dispel any lingering notion that its management harbors even a tiny bit of goodwill, respect or loyalty to the workers who have lifted it to the powerhouse it is today.

And may I respectfully suggest that members store this narrative where it can be easily accessed when you are asked to go "above and beyond" for "your employer."

This includes the instinct many have to safeguard store merchandise by keeping an eye out for shoplifters. I assure you that no matter what heroic feat you perform on behalf of your employer, those efforts will never be appreciated. Sure, a store manager or department head may add your name to a laundry list of "star employees" or some similarly hollow gesture of gratitude. But the true measure of whether your actions are appreciated comes in those moments when management must decide whether the sum total of your contribution to the company is enough to afford you special consideration when you may have made a mistake.

It is abundantly clear that the employers we are dealing with today are designed to operate under

the guidelines of a monolithic corporate policy and nothing more.

Management's response to an appeal for special consideration given years of service to the company appears nowhere in the pages of the employee handbook. Accordingly, your good deeds outside the scope of your job description will get you nowhere.

So remember this when you're asked to report shoplifters or play any other role in your store's security protocol.

This will undoubtedly be hard for many members to do for a simple reason: Because most members have a basic desire to do the right thing and in the eyes of most, thwarting thieves is the right thing.

Even when faced with the jarring reality of management's callous indifference to their well-being, members derive self-satisfaction from the act of contributing to a company's success. Alerting management to a would-be thief or preventing a cart full of dairy products from spoiling will earn gratitude for a brief time. But if you require a gesture of empathy for a mistake don't count on it.

The job performance that saved the company a thousand dollars today will last as long as it is convenient. Your good deeds today will be lost when you deviate from the charted course.

Management today loves using Sam Walton's characterization of an employee as an "associate," but nothing could be further from reality. We are employees, we have always been employees and we'll always be employees. That is until management decides to no longer support us...then we're NOT.



Greg

Secretary-Treasurer's Report

Solidarity is our strongest weapon in our search for economic improvement

We are in the midst of challenging negotiations with Albertsons/Vons and Ralphs. The pattern is familiar: negotiations spanning many months after contract expiration; necessary strike authorization votes to demonstrate strength and solidarity; community outreach and a lot of uncertainty in the stores. Newer members who have not been through this unfortunate grueling process may be looking to coworkers, stewards and Union Representatives in order to understand the process and its effect on everyone.

These negotiations involve three companies, owned by two corporations (Albertsons LLC and Kroger). There are many proposals but the major issues are familiar— pension funding and security, affordable medical benefits, wage increases and fair scheduling. This year, we must also address the increasing minimum wage in California and its impact on pay rates for newer employees as well as appropriate compensation for work in higher classified jobs.

On the union side, we recognize the increasing responsibilities and stresses of grocery store jobs. We also know that many of our members struggle every day to make ends meet. The cost of living in Orange and Los Angeles Counties, as well as the rest of Southern California has increased significantly. Wages and hours have not kept up. Our members are all suffering. We have made progress at the State level by sponsoring and passing legislation to increase the minimum wage. But we also know that as minimum wages go up, those at top rates must also receive increases to keep up with the rising cost of living.

While we are focusing on increasing wages, we need to assure that our pension plan is properly funded and secure and that our health benefit plan remains affordable and comprehensive. Your union believes that these are the companies' responsibility. Over the years, employees have absorbed many changes to control costs and we cannot accept any reductions during this year's bargaining. Unfortunately, this has not been management's position. This tac-

tic forced the unions to obtain strike authorization and to ask the customers to show their support.

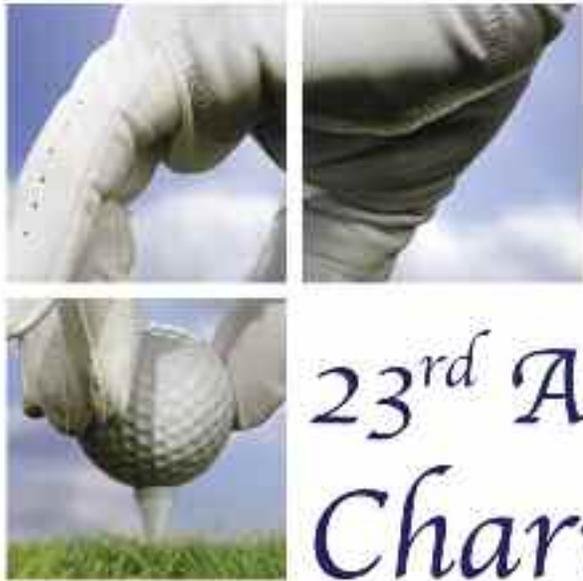
Kroger and Albertsons are profitable. Top executives at both companies are generously compensated. Corporate greed is the only explanation for their resistance to fairly compensate the employees who are responsible for customer loyalty and great service. The unfortunate part is that these corporations continue to force us to communicate with the public and prepare for economic action in order to be recognized and treated with dignity.

Our fight is familiar but necessary. By standing strong and together we have a lot of power. As we try to move toward a conclusion to the bargaining process, members' solidarity in the stores becomes increasingly important. The final days of bargaining can be the difference between a contract which is fair to all or the need for economic action to achieve the increases and security that everyone employee deserves. Wear your union buttons, tell your customers that you appreciate their support and be prepared. We will continue to update our bargaining page of our web site and will send out text messages when information becomes available. Talk to your Union Stewards and check with your Union Representative for status updates and any other questions.



Andrea Zinder
Secretary Treasurer

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



UFCW 324
A VOICE FOR WORKING CALIFORNIA

23rd Annual Charity Golf Classic

2016 marks the 23rd 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. 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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Clinton makes campaign stop at Local 324; promises to fight for jobs and the middle class

As about 1,000 wildly enthusiastic supporters shouted her name, stomped their feet and waved banners, Hillary Rodham Clinton laid out some of what she wants to do if voters elect her President of the United States. What made this occasion somewhat unusual was where she spoke—at the Local’s headquarters in Buena Park.

The event was standard faire for the several-dozen member entourage that accompany political candidates of her stature. But for the staff of the union and even nearby residents, the occasion had all the hallmarks of a truly unique moment.

The property, barely recognizable to most during the final weeks of construction, was transformed within hours of the announcement that she would visit. The massive security detail, complete with metal detectors, canine patrols and armed secret service agents at every entrance, was a spectacle few people see in a lifetime.

Clinton delivered her standard



Actress Jamie Lee Curtis and Hillary Rodham Clinton.

stump speech, which included promises to make the gains of America’s recovering economy within reach to more of the middle-class.

One reference Clinton made to the role Organized Labor could play is to train workers. “I want to say a few words about some of the great work unions do with apprenticeship programs,” Clinton said.

She went on to promise that she would seek special tax credits for employers who created more apprenticeship programs.

The crowd interrupted her repeatedly with applause, boiling over with enthusiasm that showed no signs of diminishing throughout the event.

They were, perhaps, at their pique when actress Jamie Lee Curtis gave a rousing introduction that included both subtle and overt jabs at her presumptive Republican opponent Donald Trump.

Curtis’ last words before relinquishing the podium summed up the reason the event was part of history in the making.

“It’s about time that we have a woman running this country,” Curtis said as she signaled to the crowd to get louder.

Polls show that the country is poised to elect its first woman president in November’s general election.

Left: A contingent of media from all over the country converged on the auditorium. A special riser was constructed on-site to accommodate what was clearly the largest group of reporters to descend on Buena Park.



Workers at oil processing facility in Fullerton boosted by local clergy in ongoing standoff

They had to speak a few octaves louder than normal to be heard above the incessant groan of heavy machinery . . . And their voices carried. One by one they took position behind a solemn wooden podium placed just outside the security fence surrounding Cargill Inc.

The assembly of clergy, some in full religious garb, isn't what you would expect to see huddled together in the shadows of a sheet metal hanger in the heart of an industrial park.

Neither did management at Cargill Inc. when the group demanded to speak with senior officials who could explain why workers at the facility were being given the runaround. They voted for a union last summer—an election overseen and certified by the federal government—yet the company has refused to recognize Local 324 as the legitimate representative of the roughly 45 workers.

Members of Clergy and Laity United for Economic (CLUE) have earned a reputation for passionately pursuing their causes no matter where the setting takes them and no matter who answers the door.

CLUE members held a press conference July 6 to share an open letter they delivered a month earlier to Cargill's upper management. The letter was signed by about three dozen prominent religious leaders and social activists and its content was an unequivocal endorsement of the workers right to join a union. "As people of faith, we believe that workers have inherent worth and dignity . . . Yet we find that the voice of Cargill workers goes unheard," the letter stated.

After being told initially that there would be nobody from the company available to meet with them, several members of the group struggled to contain a palpable frustration.

But Cargill management abruptly shifted gears and emerged from their offices, even extending the kind of polite social courtesies usually reserved for invited guests. CLUE members, in their usual fashion, held nothing back. They decried Cargill's treatment of workers as unethical and told managers that many prayers would be said for them over time.

Speakers made a point to condemn a more ominous development in the ongoing dispute—Cargill's recent decision to fire Jesse Vasquez on what union officials say were trumped up charges. They contend that his firing is part of a sinister effort to purge its ranks of union supporters and ultimately reverse the results of last summer's razor thin union victory.

Local 324 has filed Unfair Labor Practice charges against Cargill, saying they fired Vasquez for declining to operate a piece of heavy machinery on which he had no training. Vasquez, 38, was one of the last speakers at the press conference and his words quivered with emotion as he recalled the incident.

Despite his current situation, Vasquez told the crowd that he continued to hold out faith that he would someday be reunited with fellow workers at Cargill and share in their victory.

"We know that the union will be there with us and we will get what we have fought for when it is finally over," he said.



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Make the switch! Simply call the number below or come by the office to take advantage of our low rates and low fees.

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*APR=Annual Percentage Rate. Competitive information based on a survey of Chase bank, Bank of America, and Wells Fargo webisted conducted 4/2016.

Summer launch planned for brand-new website

A top to bottom re-design almost a year in the making will transform ufcw324.org into a modern information tool more easily accessible to the local's diverse membership.

It's formal launch will happen this summer after developers finish testing some of the site's newer functions and train union staff on its dramatically expanded capabilities.

The brand new site will bear little resemblance to its predecessor which dates back almost 10 years. Since it's original launch, internet technology has evolved in many ways.

The biggest change driving the re-design, however, was not in the technology used to construct it but in the pattern of usage among the public.

In-depth studies on internet usage confirm what will come as no surprise to Local 324 members—namely, that

the use of mobile devices has become the primary vehicle for most people's usage.

As much as 72 percent of website traffic is currently driven by smart phones and tablets, requiring different formatting for users to make maximum use of a website's functionality.

“Ultimately, that meant that considerable elements within our website were not viewable by a significant percentage of our members,” said Communications Director Todd Conger. “So this was a change driven by necessity.”

The new site will be accessible to everyone, no matter what device or operating system used. It's in-

creased mobility guarantees that all elements of the website will be equally accessible to users regardless of their mode of access.

The days when videos or other graphic elements of the website were invisible if viewed on a cell phone, for example, are over.

UFCW324.org has become one of the union's primary communications tools. But the increased reliance on mobile devices meant that many of its more important initiatives—such as video-taped negotiations updates—couldn't be viewed by many members.

But even with this limitation, usership of the website has remained steady and even increased slightly.

Union officials hope that the website's improved accessibility will translate to an even larger audience, making it an even greater asset in the union's communications toolbox.



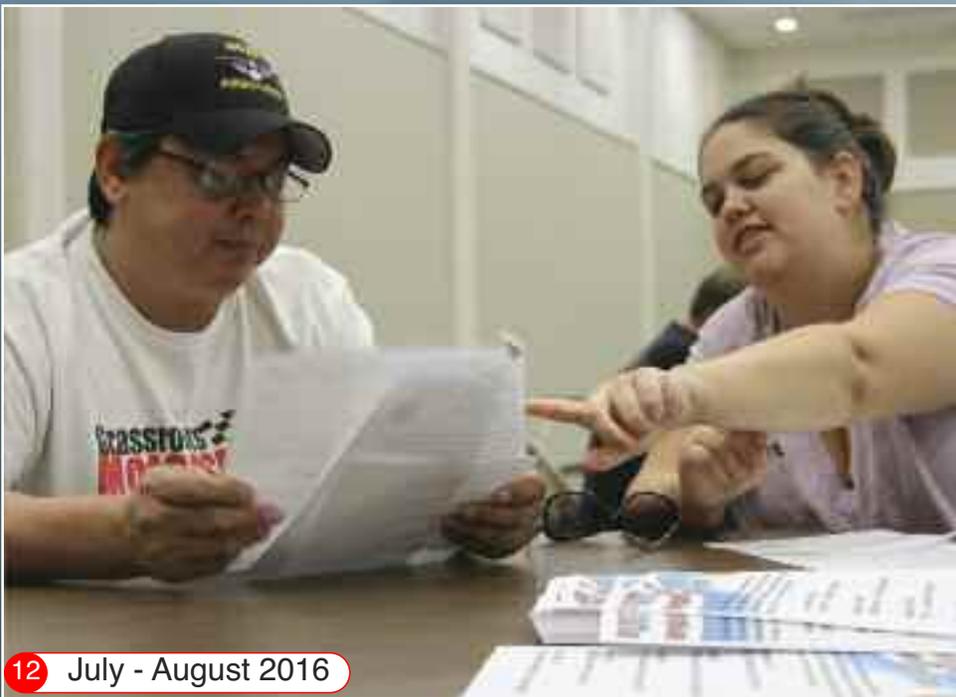
Coming soon

Management's slash and burn forces members to seek change. They also vote to give union autonomy.

If you thought that having only three companies to negotiate a new collective bargaining agreement would make the process more efficient, you weren't alone. After all, with only three companies at the bargaining table, scheduling meetings should be easier, right?

The field of grocery chains that once numbered as many as a dozen is now a club of three. But the smaller number has not resulted in a streamlined process at all.

On that note, union presidents returned to their members to inform them of developments. And pre-



Turn contract offer customer support authorization to strike

dictably, members were so unhappy with management's pseudo-offer that they voted to give union officials the authority to call a strike if necessary.

Those who have been through at least one contract cycle have an eerie sense of déjàvu.

"And that's because it's the same game they play every time. They don't even skip a beat these days," said President Greg Conger, lamenting what he described as a broken process.

"But none of that matters," he said, shaking his head in disgust. "They do it because they can, they do it because they think it benefits them and they do it because nobody is going to stop them."

US Labor law would have to change dramatically to correct a system that is tilted significantly in favor of corporate interests over workers.

Recent changes in campaign financing laws have helped corporations further solidify their advantage, experts contend.

"I know sometimes it sounds like

(Continued on page 14)





Management's strategy summed up in a word: Delay

(Continued from page 13)

I'm beating a dead horse but this is why elections matter," Conger said. "Electing pro-labor men and women to office is the only way we stand a chance of leveling the playing field. That's why we get involved in politics. Our survival depends on it."

At press time, negotiators had made some progress on addressing some major contract issues that had been on the back burner.

There are no predictions for how the current talks will conclude. But recent history has shown that management shows little inclination to chart new paths.

Stater Bros and Gelsons have both signed extension agreements with the UFCW locals. Both companies have indicated their willingness to finish up the process as soon as possible allowing their employees the security of knowing that their pensions and health benefits are protected and wage increases will forth-

coming. Both companies must wait however, because Albertsons / Vons and Ralphs control the Employer vote on the Trust Funds that provide pensions and medical benefits to our members and it is important to everyone to know those issues are resolved and protected.

Stater Bros and Gelsons pay higher wages to employees while working through the progression steps as General Merchandise and Food Clerks. Both companies respect employee classifications and unlike their unscrupulous competitors (Albertsons / Vons and Ralphs) they do not consistently use lower paid employees to perform higher paid work. Stater Bros and Gelsons are profitable and successful. It is noteworthy that both companies adhere to the contract provisions and operate efficiently. This knowledge adds to our animosity at the bargaining table when we sit across from the big 2.

Americold employees added to the union fold

Local 324 scored another organizing victory earlier this year at Americold – a temperature controlled warehousing operation located in Anaheim.

Forty-two employees sought representation from UFCW 324 after the company changed policies affecting sick leave, personal time off and attendance.

The high cost of benefits and low wages were also fac-

tors in employees' decision to better themselves through union representation.

Negotiating a first contract is never easy but with the help

of a very active and supportive bargaining committee, employees are well on their way towards a better working environment



Left: Americold bargaining committee at UFCW Buena Park Office
Right: UFCW Organizers and Americold employees on site.

Discount Tickets

Many tickets are available online and may hold additional discounts. Tickets may carry date restrictions and price variations. See office for details.
www.UFCW324.org

KRIKORIAN



\$7.50



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Prices vary by date

Tickets also available online

Disneyland/DCA Hopper Tickets

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Legoland/Sea-Life Hopper Tickets

Adult: \$77

Child: \$72

Legoland Park

Adult: \$72

Child: \$67



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\$45



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Adults over 48" **\$29**



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Prices vary by date



Adult: \$17.95 Junior: \$11.95

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Online prices may vary

****NO RETURNS OR EXCHANGES****

Tickets are for Southern California Local 324 Member



August 1, 2016

To: All UFCW Union Local 324 Members

Official Notice of Nominations

The offices of President, Secretary-Treasurer, Recorder and Vice Presidents 1 through 12 inclusive are open for nomination for election to three-year terms of office. Each of the 12 Vice Presidents is numerically designated for nomination and election purposes (for example, Vice President #1, Vice President #2, etc.).

This shall serve as official notice to the active membership of UFCW Local 324 that nomination petitions for any of the above offices must be submitted in person, or received via U.S. Mail or other carrier no later than 5:00 pm August 30, 2016, at the main office of UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, to the attention of Annette Velazquez, General Chairperson. Signatures of no less than 415 active members in support of said nomination are required.

The name of the member who is being nominated and the specific office for which he or she is being nominated must appear at the top of each and every page of the petition. If any member signs two petitions for the same office, both signatures will be voided. The nomination petition must contain information sufficient to permit the Election General Chairperson to verify the identity of the signatories thereto. For that purpose, in addition to a legible signature, each member must print their full name and include their last four (4) Social Security Numbers for verification.

The following are Local 324's rules for nomination:

Section A. All officers shall be elected by secret ballot of the membership, and their term of office shall be for three years, commencing February 1, 2017. Terms of office shall expire on January 31, and the terms of newly elected officers shall commence on February 1.

Section B. Nominations and elections shall be conducted during the last six months preceding the expiration of the term of office.

Section C. Not less than thirty (30) days prior to the deadline for the receipt of nominations petitions, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations, the actual number of signatures required for nomination petitions, the deadline date for the receipt of petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain.

Not less than 15 days prior to election, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the times, dates, and places for conducting the elections.

Notice of nominations and election may be combined into a single notice, which shall be mailed in accordance with the time requirements specified in the first paragraph of this Section.

Section D. No person shall be eligible for nomination or election to any office unless such person is:

1. An active member in the Local Union, who has been an active member in the Local Union , or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs, or;
2. An active member in the Local Union who has been an active member of the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs.

Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

Section E.

1. Nominations shall be conducted by petition. Nomination of a member for a specific office shall require the signatures of two percent (2%), of the average monthly active membership of the Local Union based on the number of active members on which the Local Union pays per capita tax to the International Union for the twelve-month period ending with the next to the last month prior to the month in which the notice of nominations is mailed to the membership; provided that the required number of signatures does not exceed 500.
2. Each petition shall indicate the member who is being nominated and the specific office for which he or she is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which he or she is being nominated. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office and that office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name, and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.
3. Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.

Section F. No member may run for more than one office in any election and no member may hold more than one elected office at any one time. The regular employees of the Local Union shall not constitute more than fifty percent of the membership of the Local Union Executive Board.

All questions concerning the nomination process should be directed to Annette Velazquez, UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, (714) 995-4601.

Completed nomination petitions must be received by Election General Chairperson Annette Velazquez at the UFCW Local 324 main office, 8530 Stanton Avenue, Buena Park, CA 90620 no later than 5:00 pm on August 30, 2016.

This is what you should do if injured on the job

—By Field Director Chuck Adinolfi

What is an injury?

There are only two kinds of injuries: One is called a specific injury. That is when you can identify a specific event, time, place, etc. For example, on July 1, 2016 at 8:45 am at our warehouse in Cerritos, I lifted a heavy box and felt a sharp and sudden pain in my lower back. The other kind of injury is when there is no specific event but rather, over time and due to repetitive job duties such as lifting heavy boxes, you finally realize that you have to go to the doctor. This is called a continuous trauma injury (CT). A CT is a very common injury filed in the California workers' compensation system. Sometimes you can have both a specific and a CT.

When you have suffered an injury at work, even a CT, you should report your injury to a supervisor or someone in management. Your employer is required by law to ask you if you need to see a doctor. Your supervisor is not a doctor and is not permitted to offer a diagnosis or an opinion as to the cause of your problem. This is especially true if you report a CT.

Your employer must refer you to a doctor and provide you with a claim form. Failure by your employer to do either is grounds for a lawsuit against your employer for violating the California Labor Code.

You have the right to report your injury but decline immediate medical attention. However, your employer may have the right, depending on the language of your Collective Bargaining Agreement (CBA), to send you out for a drug test. It is a good idea to report the injury even if you don't immediately go to a

doctor as you never know if the problem will get worse. If you report your injury later your employer can argue that the injury did not occur at work, or even discipline you for not reporting an injury timely.

Speaking of discipline, sometimes an employer will issue a "write up" for a safety violation which your employer believes was the cause of your injury. For example, an employer may write up an employee who has injured his or her back because the employer contends that the employee did not lift the box properly.

Make sure you contest these write ups. In order for the write up to be upheld through the grievance process, your employer, at minimum, would have to bring to the hearing a video of the "improper" lifting procedure and a doctor to confirm that the procedure used to lift the box was indeed the cause of the injury. It will be very difficult for your employer to win that case.

What if your supervisor attempts to talk you out of filing a claim? That effort may be a violation of the labor code as well. Your health is more important than a safety record and your supervisor's bonus.

What if my supervisor retaliates against me after I file a workers' compensation claim? That is another violation of the labor code. Retaliation comes in many forms. Sudden and numerous write ups, more work, different work, change of shifts, transfer to another store, attitude change by your supervisor, and even termination are examples of retaliation.

Should I notify my union representative of my injury? Yes! Your union representative

can follow up and make sure that your employer is complying with the law and treating you fairly. Your representative may also have suggestions for you or refer you to a workers' compensation lawyer for assistance.

Do I need to hire a lawyer to represent me? Not necessarily but it is extremely important for you to consult with a workers' compensation lawyer, especially one who is familiar with our CBA and our employers. Workers' compensation lawyers work on a contingency basis, which means that you don't pay the lawyer up front. He or she will be awarded a fee at the end of the case by a judge which is a percentage of the money your lawyer recovers for you as compensation for your injury.

Insurance companies and their representatives and adjusters know workers' compensation law, you do not and you will not be informed of all of your rights by an insurance company. It would be wise to at least speak to a lawyer. There is no charge for a consultation.

Can I go to any doctor for my injury? Yes, but the workers' compensation insurance company will not recognize a doctor or accept

that doctor's reports if he or she is not part of the employers' Medical Provider Network (MPN). The MPN is a network of doctors approved by the insurance company.

There are many doctors in the MPN and you will not know which doctor to choose but you definitely want to choose one to replace the worst option of them all - the dreaded company clinic. If you hire an experienced lawyer the lawyer will choose a doctor from the MPN as he or she should be familiar with all the names. If your lawyer approves of the company clinic and allows you to continue to treat with the company clinic doctors then it is time to consider getting a new lawyer.

Can I pre-designate a doctor so that I do not have to go to the company's industrial clinic for treatment? Yes. There are pre-designation forms which you can complete prior to being injured. You and your doctor have to sign the form. It is too late to file the form after your injury.

In conclusion, many injuries are unavoidable. If you are injured, let your union representative know, get quality medical care, and consult with an attorney.

TRAVEL

With the Retiree's Club!

The UFCW 324 Retiree's Club plans a lot of trips during the year that you should join in on. Many trips to casinos, close and far off destinations, and resort trips. Here are a few coming up!

Eastern Europe Experience- April 26- May 6, 2017
Bucharest, Russe, Vidin, Belgrade, Osijek, Kalosca, and Budapest!

New trips are being added all the time. Check out the website for more info.

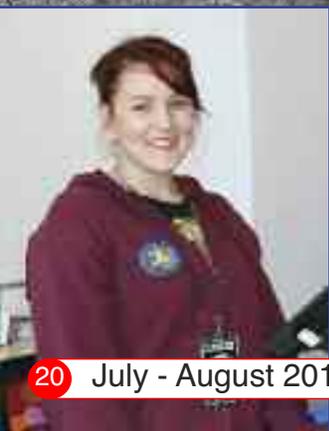
www.ufcw324.org/retiree_club.aspx

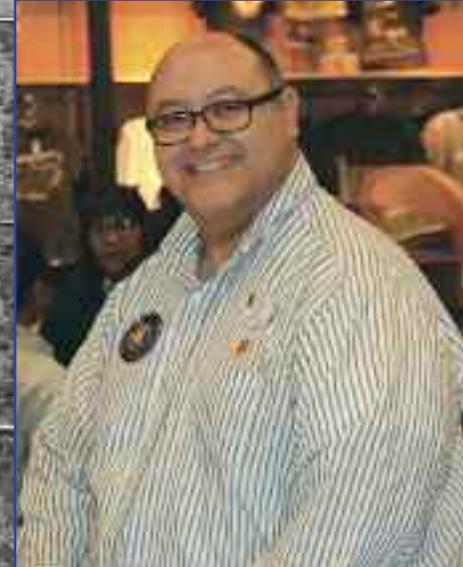
July - August 2016 19



REPRESENTATIVE

Union Representative Rocky Pebley





Word on the street

Q

What do you say to your co-workers to strengthen solidarity in your store?

“

I tell the people I work with to trust the union and to trust each other.

Letty Martinez
Ralphs #139



Communication is key. I tell them to speak with the union rep and I stay informed by talking to my rep and getting the word out to everyone else regarding what's happening in negotiations.

Kim Ledbetter
Albertsons #6551



We do an amazing job for these companies. I remind my co-workers that as hard as we work, we need something back.

Gloria Cid
Ralphs #139



I ensure that the information I get comes from a credible source like directly from my union rep. I don't rely on the company for updates because I won't get the whole story.

Tom Lattanzi
Albertsons #6551



Always remind my co-workers that the union has our backs. I tell them to let the union know they have our trust.

Abigail Candela
Ralphs #139



”

Off the wall



IF WE APPROACHED CUSTOMER SERVICE THE WAY THE COMPANIES APPROACH CONTRACT negotiations, how long do you think our loyal customers would keep coming back? August marks FIVE MONTHS without a contract!

Food Division Trust Fund members ratify new contract

After their contract expired on December 31, 2015, and several months of negotiations, members at the UFCW Food Employers Joint Trust Fund ratified a new contract.

Taking to the streets, members sought customer support, having petitions signed, and informing customers of what management was attempting. After which, negotiations began to move

forward more smoothly.

“We preach solidarity a lot here at the local, and here again is proof it works. When members stand together to fight for what they deserve, the results are clear,” said Secretary-Treasurer Andrea Zinder.

The new two-year agreement was overwhelmingly accepted by the membership on June 8.

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PERIODICAL
POSTAGE
PAID

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



STATS

GRIEVANCES FILED 624
MEMBERS BACK TO WORK 60

LIVE BETTER
WORK UNION

January-
June
2016

BACKPAY COLLECTED:
\$ 106,141.66



UFCW324.ORG