



Voter Registration Application
this form, review the General, Application, and State specific instructions.

If you plan to sit out this election you are leaving major decisions about your future to

Somebody else



Fun & Games

Labor Day picnic at Santa Ana Zoo attracts families throughout Orange County.

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Cash & Money

Thousands in scholarship awards dolled out to local students for the 2016 Annual Scholarship Awards.

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Left & Right

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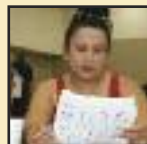
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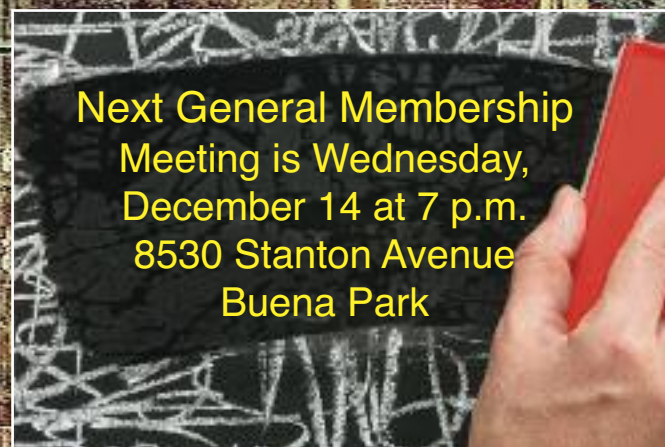
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**Next General Membership Meeting is Wednesday, December 14 at 7 p.m.
8530 Stanton Avenue
Buena Park**

- ☐ **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



UNION OFFICE HOURS
8 a.m. to 5 p.m.
Monday-Friday

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Hillary Clinton for President

A thousand years from now students of history will see a bold asterisk next to the 2016 election in the United States.

The asterisk will represent one of two outcomes. It could be known as the time when America renewed its commitment to inclusion and diversity by electing its first ever female president. Such an epic event would show young girls from all walks of American life that their ambition need not be adjusted downward because of their gender.

Conversely, if Donald Trump is elected the asterisk will stand for the time when America's rein as the world's lone superpower came to an end. The only unknown is how rapidly the nation's downward spiral would accelerate under Trump's leadership. —one can only hope not as rapidly and messy as the four businesses he drove into bankruptcy.

My voice is just one in a chorus of similar rebukes. But I part company with colleagues who fear that this election represents the resurgence of the right wing. I believe that this election is not ideological.

Although he harbors many of the same racist, sexist and xenophobic views as any god fearing Klansman, Trump is simply not smart enough to identify which public policies are left and which are right. He is a grab bag of inconsistent and even contradictory views on a vast array of social and economic issues. This election is about competence over ideology. It differs from previous elections that pitted hard-core conservatives who swore to eradicate us against progressives who promised to stand with us.

We know little about Trump's economic policies and where he places Organized Labor in his hierarchy of priorities. His statements that the minimum wage is problematic because "it is too high" gives us some insight. His willingness to cross a union picket line is another clue. Both are good indicators of how he would treat American workers as he maneuvers the waters of an economic system that has worked marvelously well for him over the years.

His presidency would be an unpredictable foray into the unknown. In the world of politics that is a recipe for disaster. At least Republican nominees of elections past left little to the imagination as they proposed legislation that sought to euthanize the Labor Movement one step at a time.

Sadly, the very aloofness that is making the world shake its head in bewilderment is championed by his supporters as the reason he should be elected.

They assert that his absence from public office should be seen in a positive light. Just when you think they are going to break into laughter and declare they were kidding all along is when they double down with a degree of naivete not seen in the species since the stone age.

Even on those issues where we find ourselves in agreement with Trump—such as his position on free trade, his ego prevents us from taking comfort.

He believes himself to be an expert on every subject under the sun —his famous declaration that he knows more than the generals about how to defeat ISIS terrorists is only his highest profile example.

He would surely attempt to address many of the problems he knows little about by defying experts who have devoted decades to studying such issues.

It is painfully clear that Trump is out of his league, having allowed his ego to take him to a place where he doesn't know the terrain, the language or even the appropriate way to conduct himself.

By contrast, Hillary Clinton's resume is perhaps the most comprehensive of any nominee for president in the past 100 years.



Greg Conger
President

(Continued on page 4)

Our choice for president is Hillary Clinton

(Continued from page 3)

She can point to the decision by the citizens of New York to re-elect her to the Senate as evidence she can successfully represent the masses. NBC's decision to renew the reality TV show in which he stars is not comparable experience.

Voters who espouse smaller government should panic. Trump's legendary lack of self-restraint would certainly require the creation of a new government agency. The Department of Apologies and Clarifications would be busier than any other.

Virtually every nightly newscast is testimony to his intellectual limitations and astonishing crassness.

Instead of showing our children that there are no limits to their potential, we would show them that there are no limits to bad taste. Boasting about the size of his private parts in a nationally televised debate ... suggesting that a female reporter's menstrual cycle is to blame for her tough questions ... mocking a handicapped news reporter ... claiming military veterans who were prisoners of war didn't deserve to be honored as heroes ...

His willingness to offend knows no bounds—a character flaw that would translate to the international stage in the form of ridicule and disdain. To America's overseas detractors eager to exploit every misstep, Trump is already their savior. A president Trump would give more ammunition than they could ever have dreamed of amassing on their own as they seek to erode our respect among civilized nations.

Hillary Clinton's tenure as Secretary of State came at time where America's interests were under siege from all directions. She traveled to more countries than anybody to hold that office and represented the United States with poise and grace. She has made mistakes in her career but has demonstrated the ability to learn from them. Most importantly she has vowed to stand with us and advance an agenda that promises to include American workers a seat at the table for at least the next four years.

Greg

Your union has a new, fully mobile website



Secretary-Treasurer's Report

Higher minimum wage will ultimately push up wages in all classifications

When the State of CA raised the minimum wage first in 2014 and again in 2016 we knew this would raise the wages and living standards for thousands of our members. Our retail food contracts provided for starting rates 20¢ greater than the minimum wage for General Merchandise / Meat Clerks and Food Clerks and also maintained a 10¢ wage differential between progression steps.

The result of this state wide minimum wage increase however, was that for the first time ever, General Merchandise / Meat Clerks started at the same rate as Food Clerks. Even more unusual was that after just 3 months on the job, Clerk's Helpers earned the same rate as starting GM/Meat and Food Clerks.

Albertsons, Ralphs and Vons immediately took advantage of this unique situation by misusing and abusing Clerk's Helpers and in the process, reducing Food Clerk hours.

Clerk's Helpers who worked in the registers and General Merchandise Clerks who performed Food Clerk work received no tangible monetary benefit from "clocking over" or filling out "maintenance forms" and management frequently discouraged them from doing so.

Although required by the contract and even though properly recording time in a higher classification provided employees with credit for all hours upon promotion, the atmosphere of discouragement was so great that it overshadowed employee's desire to do the right thing.

Management is required by law to properly pay employees for the work performed. Discouraging employees from following procedures to receive the correct rate of pay is illegal and violates our contract. Yet, management engages in this behavior regularly and has escaped penalty because unless it is brought to the Union's attention with time, date and place, we cannot prove it is happening. The intimidation factor is enormous.

One of your union's goals during the most recent bargaining cycle was to negotiate a higher starting rate for Food Clerks so that employees who perform this work receive a monetary benefit from properly recording their time. We were successful in this effort and now, under the 2016 – 2019 Retail Food Contract the starting rate for Food Clerks is

20¢ higher than the starting rate for GM clerks. Once again, there is a monetary incentive and a tangible benefit when lower classified employees properly record their time when performing higher classified work.

This is important not only for the Clerk's Helper and General Merchandise Clerk. It also effects our part time Food Clerks who want more hours but have been frustrated as they see management assigning their work to lower classified employees.

It is all of our jobs now to enforce the contract language. Local 324 intends to make this a priority. But we need everyone's help. We need to make sure that Clerk's Helpers and GM Clerks properly "clock over" or "fill out maintenance forms" and record all time cashiering or performing other higher classified work.

Even if the "form" is not filled out however, employees must be paid properly for all work performed and contract restrictions on the amount of time that employees can be used still apply. Food Clerks can also help protect their hours by reporting violations to the Union Reps and keeping notes of dates and times so that we have the specifics that we need.

Achieving this differential in the starting rates was not easy. Like everything else we fought for in this contract, your companies held back until the very end. But with your help and support we were successful and now is the time to stop the abuse. Make sure you get paid for the work you perform and help protect your hours by recording and reporting violations.



Andrea Zinder
Secretary Treasurer

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

Fight to improve pharmacist's contract continues

At press time, Local 324 and the Southern California Unions were continuing to bargain with Albertsons, Ralphs and Vons on behalf of our union Pharmacists. Many of our pharmacist members are working 12-hour days with minimal or no help and are earning less than union pharmacists at Rite Aid and CVS.



A contract campaign involving the Pharmacists is underway and will continue until we obtain an acceptable bargaining agreement. One aspect of this campaign is to ask all members, friends and families to get their flu shots at Stater Bros, Rite Aid or CVS until we have settled our contract and our food store pharma-



Our efforts to prevent a further differential in the rates have been rejected by management who continually imply that grocery store pharmacists are worth less than drug store pharmacists.

cists are paid fairly.

Future actions may be necessary and we will post these on our website. Our pharmacist members deserve a better contract and we will continue the fight until they get one.



2016 Election Endorsements

Recommendations for State-Wide Ballot Measures

- ☒ **Proposition 51:** School Bonds. Funding for K-12 School, Community College Facilities.
- ☒ **Proposition 52:** State Fees in Hospitals. Federal Medi-Cal Matching funds.
- ☒ **Proposition 53:** Revenue Bonds, Statewide Voter Approval.
- ☒ **Proposition 54:** Legislature. Legislation and Proceedings.
- ☒ **Proposition 55:** Tax Extension to Fund Education and Healthcare.
- ☒ **Proposition 56:** Cigarette Tax to Fund Healthcare, Tobacco Use Prevention, Law Enforcement.
- ☒ **Proposition 57:** Criminal Sentences. Juvenile Criminal Sentencing.
- ☒ **Proposition 58:** California Education for a Global Economy.
- ☒ **Proposition 59:** Campaign Finance: Voter instruction.
- ☒ **Proposition 62:** Death Penalty. Repeal.
- ☒ **Proposition 66:** Death Penalty. Procedures. (Pro-Death Penalty)
- ☒ **Proposition 67:** Referendum to Overturn Ban on Single Use Plastic Bags.

Recommendations for Local Ballot Measures

Long Beach

- ☒ **Proposition MM:** Medical Marijuana Regulations
- ☒ **Proposition MA:** Taxation of Medical Marijuana

Los Angeles County

- ☒ **Proposition M:** Traffic Improvement Plan
- ☒ **Proposition A:** Safe, Clean Neighborhood Parks and Beaches

2016 Recommended State/Federal Candidate

Assembly

55th District: *Greg Fritchle*

57th District: *Ian Calderon*

58th District: *Cristina Garcia*

63rd District: *Anthony Rendon*

65th District: *Sharon Quirk-Silva*

69th District: *Tom Daly*

70th District: *Patrick O'Donnel*

State Senate

29th District: *Josh Newman*

33rd District: *Ricardo Lara*

37th District: *Ari E. Grayson*

OC Board of Supervisors

1st District: *Michele Martinez*

LA Board of Supervisors

4th District: *Janice Hahn*

City Council Recommendations

Anaheim City Council

1st District: *Leonard Lahtinen*

3rd District: *Jose Moreno*

4th District: *Arturo Ferrera*

Costa Mesa City Council

Sandy Genis

Jay Humphrey

John Stephens

Fullerton City Council

Jesus Silva

Downey City Council

Finne Medrano

Garden Grove City Council

2nd District: *John O'Neil*

5th District: *Demian Garcia-Monroy*

6th District: *Rick Montoya*

Huntington Beach City Council

Jill Hardy

Joe Caricho

Irvine City Council/Mayor

Mayor- *Mary Ann Gaido*

Melissa Fox

Farrah Kahn

La Habra City Council

Rose Espinoza

Ida MacMurray

Jess Badillo

Mission Viejo City Council

Shelly Blair

San Juan Cap. City Council

1st District: *Sergio Farias*

Santa Ana City Council/Mayor

Ward 1: *Vicente Sarmiento*

Ward 5: *Roman Reyna*

Tustin City Council

Letitia Clark

Westminster City Council

Sergio Contreras

Additional recommendations can be found on our website. www.ufcw324.org.

Stewards hailed as vital to union's success

A parade of VIPs highlighted this year's Annual Stewards Conference, as leaders from both the International and Local 324 told the capacity audience that they will be asked to step up their commitments to the movement in the coming years.

President Greg Conger kicked off the event Sept. 16 by congratulating stewards on the ratification of a new Master Food Agreement. He credited their communications skills with keeping members focused, informed and united five months past the contract's expiration.

He soon transitioned into the issue of loyalty recalling that early in his career he realized that his loyalty to the company was not reciprocal.

"Employee loyalty begins with management loyalty. As employees we should know that if we do the job that we're hired to do with a reason-

able amount of competence and efficiency, that management will always support us," Conger said.

He illustrated his point with recent examples as well as anecdotes from his days as a meat-cutter. He concluded by chiding corporate America for promoting a one-sided relationship with workers. Conger urged audience members to think twice before taking any risks on behalf of companies that will not give them the benefit of the doubt in a crisis.

The conference was the first event to be held in the newly renovated auditorium. In fact, the need to accommodate a larger conference crowd was a prime motivator for the whole remodeling project—one that met with overwhelming approval by attendees.



Intl. Sec.-Tres.
Esther Lopez

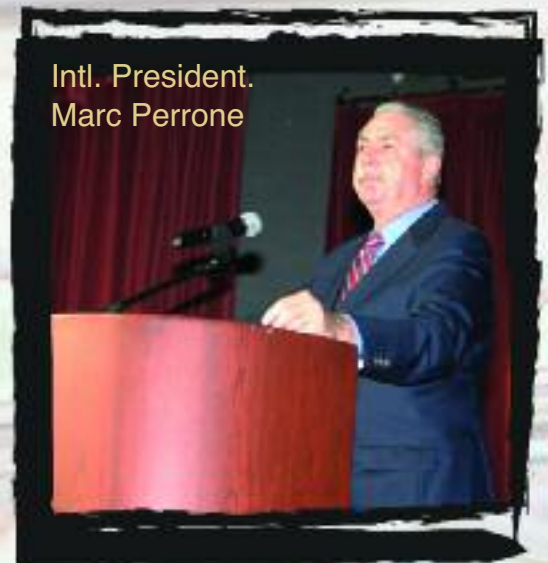


Local 324 Sec.-Tres.
Andrea Zinder

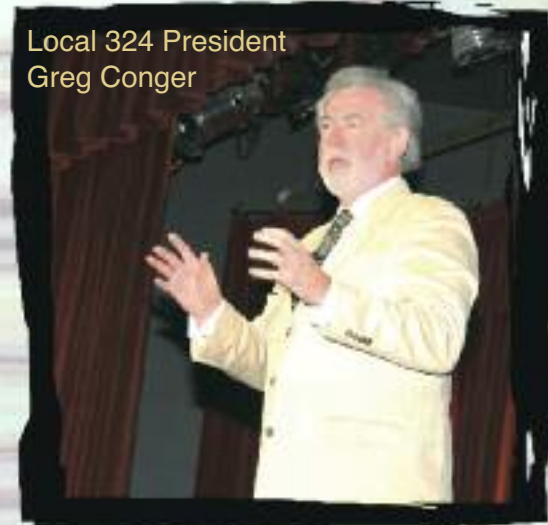


Buena Park, Calif

Annual Stew



Intl. President.
Marc Perrone



Local 324 President
Greg Conger

Two honored as Stewards of the Year

For the first time since its inception 10 years ago, the Steward of the Year honor was shared by two of the union's most active members.

Ralph's member Tony Campanello and Von's member Nora Wittington reacted

with surprise and delight as President Greg Conger rattled off the myriad of factors that made each stand out as model stewards.

He recalled how Campanello volunteered to walk informational picket lines at the time Food 4 Less talks had stalled and prospects for a contract were looking grim. "The minute he heard the news he didn't hesitate," Conger said. "Even though Food 4 Less is not his employer, he signed up to help them because they needed him."

Similarly, Wittington answered every call with an enthusiastic "Yes" despite a personal schedule that would leave most people gasping for air.

Leaders ponder the power and influence a more activist membership could wield

Sec-Tres. Andrea Zinder followed with a powerful challenge for members to step up their involvement in politics at the local level. She said that the impact union volunteers have had on races this and other cycles has helped turn the tide in favor of pro-union candidates for local office as well as at large referendums.

She cited the successful campaign to revamp Anaheim's electoral process that relies on districts instead of at large voting which would soon bear fruit as previously disenfranchised neighborhoods elect members of the city council that will be more responsive to their issue.

"It is for you as leaders to demonstrate the power of our collective action to your coworkers."

Conger's introduction of International President Marc Perrone gave a glowing account of his leadership since taking office in March of 2014. "I have seen more progress in the past 19 months in the UFCW than in the past 25 years," he said.

International President Marc Perrone stepped to the podium to a rousing ovation.

He also touched on the potential power of a more active membership that has heeded calls to hold back. "for too long we have heard from academics, economists and politicians that we need to be patient. Two words for them: No More," he said.



Stewards told they must get more involved



Field Director
Chuck Adinolfi

Field Director Chuck Adinolfi was tasked with one of the toughest jobs of the conference—telling nearly 300 stewards to step up their participation in union-sponsored actions.

He said that the union's leadership was disappointed with the low level of participation in such actions as tabling, marches and rallies during contract negotiations. "A comprehensive top to bottom review of each store will be preceded by in-house training designed to identify leaders and encourage activism," he said.






1

2

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2016 Schola

 Indicates Award Winner from the UFCW Food Employers Joint Trust Fund



8

9

10

7



2016 Scholarship Award Winners

Local 324 Non-Food Scholarships:

- 1: Ashley Atilano, daughter of Maricela Lopez, CVS 8849. \$2,000
- 4: Bilal Hameed, son of Shaheen Hameed, Rite Aid 5743. \$2,000
- 6: Juandel Santiago, daughter of Leisan Taylor The Market 2280. \$2,000
- 7: Irene Chen, Kaiser. \$2,000
- 8: Leslie Ang Lee, daughter Romeo Ang Lee, Rite Aid 5732. \$2,000
- 9: Ryan Waldo, son of Tammie Waldo, Disneyland. \$1,500
- 11: Chanel Kim, daughter of Steve Kim, Disneyland. \$1,500
- 12: Crystal Kim, daughter of Steve Kim, Disneyland. \$2,000
- 13: Julie Medrano, daughter of Eva Miranda, Rite Aid 6313. \$1,000.
- 14: Madonna Pugliese, Rite Aid 5763. \$1,500

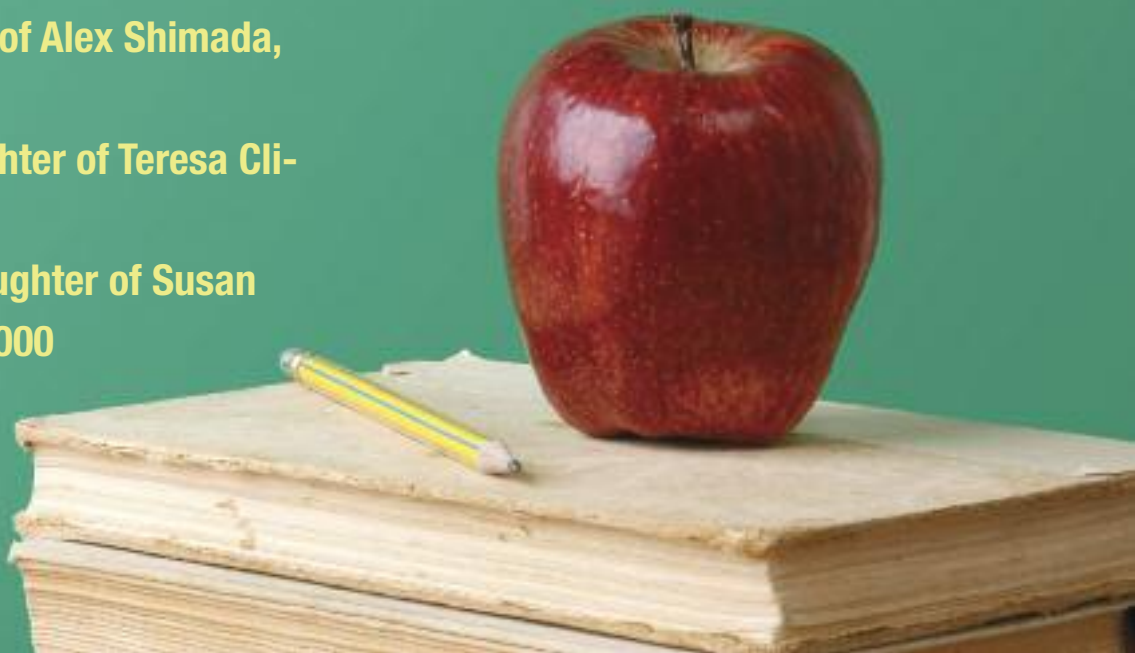
Food Division Scholarships:

- 2: Kenny Shimada, son of Alex Shimada, UFCW Local 324. \$5,000
- 3: Gabrielle Cliatt, daughter of Teresa Cliatt Vons 2176. \$5,000
- 5: Zerena Varghese, daughter of Susan Varughese, Ralphs 58. \$5,000
- 10: Lennice Castro, daughter of Maria Castro, Ralphs 295. \$10,000

Not Pictured:

- Tamia Rhodes, daughter of Tonya Davidson, Rite Aid 5523. \$1,000
- Mira Gabra, daughter of Elham Gabra, Rite Aid 5524 \$1,000
- Thuchanh Nguyen, daughter of Thuc Bui, Rite Aid 5525. \$2,000
- Thucdan Nguyen, daughter of Thuc Bui, Rite Aid 5525. \$2,000
- Fady Gabra, son of Elham Gabra, Rite Aid 5524. \$2,000
- Jacob Brooks, son of Patricia Brooks, Albertsons 6110. \$10,000
- Lauren Su, daughter of Chao Chang, Ralphs, \$10,000
- Amber Duong daughter of Heidi Duong, Albertsons. \$10,000
- Danielle Covarrubias, daughter of James Covarrubias, Ralphs 738. \$5,000
- Esma Djokovic, daughter of Munevera Djokovic, Vons 2508. \$5,000
- Jessica Lee, daughter of Michael Lee, Ralphs, \$5,000

Additional winners can be found on our website.



Company Policy-Follow the rules and don't take shortcuts

—By Field Director Chuck Adinolfi

Every company that we represent has company policies that employees are expected to have read and are required to follow. These policies are handed out at various times from management along with a sign-off page that will go into your personnel file. These policies may vary by department and some such as time and attendance and dress code may apply to all employees.

Most of our members may be familiar with the policies that apply to their normal duties, but are lost when they are asked to work in other departments to fill in as needed.

Some of our members that should be aware of the specific policies relating to their job duties are tempted to take shortcuts due to the limited time scheduled to get the job done.

It is extremely important not to guess at what the policy is or to not take shortcuts that are in violation of your company's policies. For instance, sampling product in the service deli/ bakery or marking down damaged or short coded merchandise at a deep discount higher than your company allows may be a serious violation.

There are policies regarding the purchase of merchandise (other than for your break) while on a break and also for setting products aside in the back room for a later purchase. Accepting free merchandise from a vendor or keeping coupons that were left behind is also a violation.

There are many safety policies that are specific to slicers, grinders and saws that may require safety gloves or specific training.

Proper procedures for completing sweep logs or temperature logs must be followed, and con-

tinue to be a source of discipline for any violation of the policy. These are just a few of the many policies that our members are expected to know and follow.

Members are disciplined, suspended and terminated every day for violating these and other company policies that they were expected to know and follow.

When you are given a policy to read and sign, make sure that you are given ample time to read it before signing it. You have the right to have sufficient time to do this before signing off that you

have read and understand it. For instance, if you are handed a document while in the check stand and you feel that you are being rushed, ask to wait until you can thoroughly read it without distractions. Ask questions if you are not sure.

If you are asked to perform work that is new to you, let the manager know that you have

not been trained and that you are not familiar with all the policies related to that job. Don't guess or don't be embarrassed to ask your manager for guidance or direction when you are not sure what the policy is.

Don't take shortcuts around company policies just because you are short on time. It would be better for you to protest a written warning for missing a sweep or forgetting to take a required temperature than to be faced with a possible termination for falsifying a company document.

Many employers reissue company policies at the beginning of the year with changes. Make sure to pay attention, read and understand the policy before signing. It just may save your job someday.





Local launches

UFCW Local 324 has built a reputation for leaving a large footprint in the political arena both collectively and through the action of its members.

It was, after all, a Local 324 member who single handedly altered the playing field in Orange County with an aggressive voter registration campaign that outperformed every region in the country—Tefere Gebre.

It was at Local 324 that John Perez

“Yes, I vote. I like to know I have a voice in what happens.”

**—Gladys Gonzales
CVS #9560**

made the political connections that propelled him to the speakership of the State Assembly. His influence helped make California the most Labor friendly state in the nation.

And in the wake of the shocking Supreme Court ruling that allowed labor’s opponents to raise unlimited amounts of campaign cash, Local 324 raised more than any other UFCW Local to help counter the threat.

But one statistic in particular has union leaders concerned. Nearly half of the local’s membership is not registered to vote, a fact disturbing enough to

“I want to have my say-so and like giving my 2¢.”

**—Nicole Faircloth
Stater Bros. #166**



inspire the creation of a two-pronged plan to attack the problem.

First, union leaders want to know why the numbers are so low and second they want to change that.

Finding the root cause of the low numbers can be a grueling ordeal. Casey Hogue is the International Union’s primary political strategist and serves as a liaison to Locals nationwide.

He believes that some of the numbers can be explained by the local’s relatively young membership as compared to other locals. “Younger voters tend to vote in much lower numbers on an overall basis,” Hogue said. “They tend to move around a lot more than the rest of the population too and so those who do manage to get registered fall off the voter registration rolls because re-registering isn’t a priority when you have just uprooted your life and found another place to live.”

Executive Vice President Rick Eiden added that younger union

“I am not registered, I don’t participate in politics.”

**—Manuel Castillo
Rite Aid #5768**



ambitious drive to register new voters

members tend to feel less connected to politics in much the same way they feel less connected to their union. “If you talk to younger, newer members most will tell you that this is a temporary job and not something they plan to do for the long term. They see voting as something that comes with settling down, maybe getting married and having



“I am not registered, I keep forgetting, but will do so ASAP.”

—Katherine Martinez
Rite Aid #5768

a mortgage payment. All of those things are something they plan to get around to doing when they feel they have more at stake in society.”

Academics who study voter patterns have written more generally about differing registration rates in different regions of the country. They point out that areas in which elections are much more competitive tend to see higher voter registration rates than areas where one party dominates.

Orange County has seen some demo-

“Every vote counts. I think it’s important to register and vote, and to choose who you vote for wisely.”

—Robin Crump
Stater Bros #166



“I vote because I think my vote counts.”

—Abel Guadarrama
Ralphs 296



graphic shifts in recent years that have resulted in the election

of Democrats to the state legislature and Congress—a development that many observers thought impossible 20 years ago. But that shift has been a slow process and highly localized.

Most of Local 324’s jurisdiction covers territory that is considered safe for one party—leading to the belief among many that their votes won’t impact the outcome.

“I am not registered, I haven’t had the time.”

—Rex Reyes
Stater Bros. #166



While the union’s attempt to identify the cause of low registration rates may be largely

subjective, the full-court press led by union representatives won’t be. Reps plan to visit stores armed with a list of all members who are not registered to vote.

The goal is to increase the total voter registration numbers as close to 100 percent as possible. “If you don’t vote you don’t expect anyone to take you seriously when you complain,” said Conger.”



Friends, family, fun

Union members far and wide converged on a park beside the Santa Ana Zoo Sept. 3 to feast on burgers and hot dogs, slurp snow cones and listen to rock and roll all day as part of the Annual Labor Day Picnic sponsored by the OC Labor Federation.



2 local members capture top honors in UFCW International Labor Day Art Contest

Two Local 324 members earned top honors in August in the UFCW International Union's first-ever Labor Day art contest.

As part of the competition UFCW members from across the country submitted paintings, drawings, and graphic artwork, all depicting what Labor Day truly means to them.

"We were blown away by the creativity and talent of our members and are proud that two of them are among the top winners," said President Greg Conger.

This year's Grand Prize was awarded to Jeff Moser from Ralphs 115 in Cypress. He will receive a \$500 Visa gift card and the opportunity

to have his framed artwork displayed at the DC Labor Fest. Tiffany Siebuhr from Ralphs 604 was a runner up.

Moser's submission traced a traditional Labor Day barbecue from its roots and followed it through its various stages. His watercolor on paper creation started in the fields where produce was picked, followed to the grocery store checkout line and ultimately onto the grill.

"The contest made me stop and think about Labor Day in ways I hadn't ever taken the time to consider," Moser said. "It's a big honor for me to be recognized like this."



Artwork by Jeff Moser



Artwork by Tiffany Siebuhr

See more of Jeff Moser's artwork at www.jeffmoser.weebly.com



REPRESENTATIVE

Union Representative Jamie Sessions





Last-minute offer ends protracted contract fight

In what has become a fairly predictable tradition over the years, negotiators for the two remaining major grocery chains in Southern California settled a contract dispute with seven UFCW locals in August.

Their final contract offer came a full five months after expiration of the previous collective bargaining agreement and only three days prior to the union's deadline for a last and final offer from management.

The final offer submitted by Albertsons/Vons and Ralphs included across the board pay hikes for workers at the top of the pay rate, complete protection of the current benefits package, and even a new requirement that work schedules be posted a full one week in advance.

Members from both companies ratified the agreement overwhelmingly Aug. 8. Members from Stater Brothers followed suit Sept. 8.

Pictured: Members vote, count votes and study details of management's proposal at the union's Buena Park HQ Aug. 8.



“A lot of us were worried there were going to be take-aways, but it turns out that it's really a good contract ...

**Vivian Barlund,
Albertsons 6534**



Off the wall



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80
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Any New or
Used Auto Loan
Transferred from
Another Institution for
\$10k or more Receives
\$80 ANNIVERSARY CASH
Plus
NO PAYMENTS for 80 DAYS
Plus up to
a .80% LOAN
RATE DISCOUNT!

New
Mortgage Loans
\$80,000 or
More Receive
**\$80 ANNIVERSARY
CASH!**

Transfer
a Balance To, or
Open a new RFCU
MasterCard for amounts
\$2,500 or More And
Receive 8080
**BONUS ScoreCard
REWARDS
POINTS!**

Applies to
a Personal Loan
Transferred From
Another Institution
of \$2,500
or More
Too!

New or
Used Auto Loan
Purchases of \$10k
or More Receive
\$80 ANNIVERSARY CASH
Plus
**NO PAYMENTS
for
80 DAYS!**

New
Personal Loans
\$2,500 or More
Receive
\$80 ANNIVERSARY CASH
Plus
**NO PAYMENTS
For 80 DAYS!**

PLUS-

- Open a Full Service Account with Direct Deposit: **Receive \$80!**
- Open a Full Service Account with a MasterCard: **Receive 8080 ScoreCard Rewards Points!**
- Convert Your Existing Account to Full Service: **Receive \$80!**
- Refer an Eligible Co-Worker or Family Member Who Opens a Full Service Account: **BOTH Receive \$80!**

*Loan Rate Discount Comprises: .30% Anniversary Discount, .25% Previous RFCU Borrower Discount, .25% RFCU Direct Deposit with Automatic Payment Discount.
Loan Offers Expire 12/31/16. New Account Offers Expire 10/31/16. Additional Restrictions and Limitations Apply to All Offers Shown.

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PERIODICAL
POSTAGE
PAID

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

STATS

January-August
2016

GRIEVANCES FILED 127
MEMBERS BACK TO WORK 71

BACKPAY COLLECTED:
\$ 127,680.19

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WORK UNION

SERVING CUSTOMERS
UFCW
SERVING THE COMMUNITY