



November-December 2016 Volume 11, Issue 6  
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# Happy Holidays

From

UFCW 324  
FOOD AND COMMERCIAL  
UNION LOCAL 324



## Up & Away

Local member helps figure out best way to regulate drones.

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## Angels & Devils

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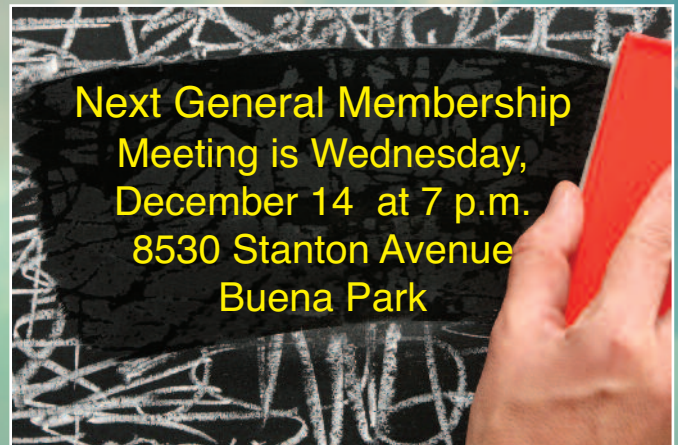
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Keeping a work journal is a good way to protect yourself.



☐ 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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## President's Report

# Share your experience as a union member this holiday

By the time we are old enough to join the workforce we have been privy to plenty of opinions about labor unions. A few years ago, we often spent a good deal of time re-programming younger members whose negative impressions of unions was the result of years of reinforcement. More often than not those versions were from people who had not been members of a union themselves and who had never had any problems at work.

Fortunately, opinions of unions have evolved in a positive direction in recent years. America's newest generation of "millennials" come to our Buena Park headquarters as a blank slate—free from stereotypes and urban myths that have maligned a movement led by hundreds of thousands of workers over time.

The new generation maintains an open mind, often armed with the knowledge that corporate America is not the benevolent purveyors of equal opportunity and fairness they all claim to be.

They grew up with the 24-hour news cycle. And rarely does a news cycle go by these days without including a story of corporate malfeasance.

But simply because someone is informed about a company's misdeeds doesn't make them pro-union activists by default.

This is where our veteran members can play a role that not only helps strengthen your union, but can help make a lasting impression on another person's world view. The simple act of sharing your personal experience with the Labor Movement can help new members understand that their union is not just a social club that came with their job.

When they hear about a situation in which the union helped you or a co-worker overcome some

random management bureaucratic procedure will certainly help form that member's opinion. Better yet, if you are veteran

enough to recall an incident of unfair treatment from management that was resolved when the union intervened, tell them those stories.

That's the core of unionism and there is no better messenger than the union vets who lived it themselves.

It is the individual narratives from among members that create an enduring reputation that ultimately takes on a life of its own. When practiced often enough, the result is a membership that is aware of what a union is and their roles within it.

If the scenario I just described were to catch on and become common practice, there is no limit to greatness this union could achieve. Ultimately a stronger UFCW means greater influence at the bargaining table and a better contract for all members.

The discussion comes at the time of year devoted to the concepts of giving and receiving. Oddly, knowledge is rarely thought of as a gift even when it is clearly more valuable than most things that fit neatly in a box. Is there any truer example of giving than someone who has given his or her life experiences to another?

Merry Christmas and Happy Holidays to all.



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



# Election results offer little to cheer about

The day after an election that had most of the world pinching itself hoping it was all just a dream, pro-union activists managed to find very little bright side to point to.

Nevertheless champions of the ban on single use plastic bags gave union supporters hope that voters had not gone totally insane. By the same token, few were in the mood to comment on even that victory.

Measure MM, which was sponsored by Local 324 to allow and regulate medical marijuana, passed in Long Beach by 59%. Under Measure MM, between 26 and 32 dispensaries will be allowed to operate within Long Beach and patients 18 years or older will be able to legally buy medical marijuana.

Voters in California also approved Proposition 64, laying the groundwork for

legalizing recreational marijuana use for adults 21 years or older.

The decision by voters should clarify the state's position on the substance as communities statewide have grappled with the issue recently with some passing outright bans.

Passage of Prop. 64 should position the UFCW to add to its ranks as more legal dispensaries see the benefits of membership. Currently, Local 324 represents one dispensary in Santa Ana.

In the 46th Congressional District, union endorsed Nguyen suffered from a lack of name recognition as he struggled to overcome the notoriety of his opponent, former State Assemblyman Lou Correa. Correa won by a 2-1 margin.

Voters in the 65th Assembly District gave union supporter Sharon Quirk-Silva a razor thin victory over incumbent Young

Kim, who narrowly beat her two years earlier. That race ranked as the closest in the state.

Voters in Anaheim were being watched closely as their city council stood for reelection in the first contest to elect on the basis of council districts. The results surprised few, however, as money from corporate interests protected incumbents from strong challenges.

The 3rd Council District in which union-endorsed Dr. Jose Moreno was seeking election, only four percentage points separated him and incumbent Jordan Brandman.

Labor stalwarts willing to trumpet good news from the election were few and far between. Nevertheless, it was worth noting that on a night when results defied conventional wisdom nationwide California continued to buck the trend.

Not only did Hillary Clinton win California's electoral votes as predicted, but she did so in one of the most lopsided wins of the night.

Clinton also carried Orange County, another historic first.

## ***Walking and talking . . .***

*UFCW Local 324 played an active role in this year's elections. Local members walked door to door in support of pro-union candidates in several Orange County neighborhoods. For more than a month leading up to election day, volunteers from other unions joined local members at the union headquarters in Buena Park to make phone calls and coordinate other efforts aimed at electing Labor-friendly candidates.*





## Secretary-Treasurer's Report

### Patience and solidarity pays off for pharmacists as they ratify new contract

After long and difficult negotiations, Albertsons, Ralphs and Vons pharmacists ratified a new collective bargaining agreement with annual raises, retroactive pay and protection of medical and pension benefits.

Pharmacists' jobs have changed significantly in the last decade and pharmacists have rightfully demanded higher pay and additional help in the Pharmacies as they perform increasing duties and provide more health care services.

Today, almost everyone gets their flu, tetanus and pneumonia shots at their local pharmacy. Children's school immunizations are mostly provided at the local pharmacy. For adults traveling out of the country, it is easy to obtain travel vaccines at the local pharmacy.

In addition, pharmacists now often do bio metric screenings for health plans including blood pressure and drawing blood. And in the last year, California law changed to allow pharmacists to dispense tobacco cessation medications as well as birth control without a prescription.

These new responsibilities are in addition to the necessary and vital consultation services pharmacists provide as well as careful checking for drug interactions and pharmacists legal responsibility to check justice department records to prevent diversion.

I am certain that most people are thrilled to be able to obtain these services at our local pharmacy. We no longer have to make appointments, sit in waiting rooms, or deal with confusing insurance co pays when these services are obtained at our local pharmacies. On the other hand, I also know that our pharmacist members are juggling many duties with inadequate staffing. This should be alarming to the public since we trust our pharmacists with assuring that our medications are proper and never harmful.

Albertsons, Ralphs and Vons would not agree to the union's demand for fair wage increases until our pharmacist members took action. Union representatives throughout Southern California asked pharmacists to sign a form rescinding their agreement to work 12-hour days at

straight time. The representatives explained that the union negotiators would bring these to bargaining and present them to management if we were unable to obtain a fair offer.

At the bargaining table, management knew the potential cost to them if the forms were turned in and all pharmacists had to be paid overtime or rescheduled to work eight-hour shifts. They finally agreed to a wage increase that the unions were willing to recommend.

The UFCW has been talking to state legislators to address the ongoing issue of inadequate staffing. It is a work place issue and a public safety issue. Juggling all these tasks with little or no help is so stressful, some pharmacists have expressed concern that the public, which places enormous trust in the hands of pharmacists every day, could be at risk.

We feel confident that the public will join in with their concern as they continue to take advantage of these services at their local pharmacy, both for convenience and to save unnecessary doctor bills.

For those who work in pharmacies, either as a pharmacist, a technician, a clerk or an Intern, we will be looking to you for your help and personal stories. These are the most impactful to those who enact our laws. If you have a personal experience which will highlight the concerns of inadequate pharmacy staffing, please let your union representative know.

Once again, we prevailed because members were willing to stand together and take action during difficult negotiations. Stater Bros and Gelsons pharmacists will also benefit from this new agreement. Thank you to all the pharmacists for your solidarity.



**Andrea Zinder**  
Secretary-Treasurer

*Andrea*



# Magic Shutter

## Member sees familiar faces in blemishes of city life

If the lines are not too long at Ralphs 178 in Marina Pacifica, standing in Fermin Guerrero's line to check out is likely to be an eye opening experience. Propped up prominently next to the cash register is a soft cover book with a black and white photo of what looks like an oil stain on a driveway and in a font that looks a little like pre-school training alphabet is the word Dyno. If you inquire, Guerrero is ready to let you in on how he sees the world.

"I'd be glad to ring it up for you. It's only 20 bucks and you will have it read in six minutes," he says, knowing the description is likely to provoke even more questions.

The book is Guerrero's own creation—a collection of his best photos spanning a period of 13 years and including everything from bird droppings to oil smudges on city sidewalks.

If you re-read the last sentence you probably wouldn't be the first.

Guerrero's unorthodox photos find life in spaces one would be least likely to look for it. Grease stains on a park bench, water on a conveyor belt or a smashed grapefruit on a city sidewalk are all faint reminders of something messy.

These discolored blemishes that can't be bleached away. They are the subject of Guerrero's Nikon Coolpix point and shoot camera.

Guerrero has photographed silhouettes, stains, splatters and shapes that bare such an uncanny resemblance to common cultural icons that a single double take is rarely enough. They are not the breathtaking splendors of nature that earn instant recognition and last through the ages.

But that is exactly what Guerrero's art has done, capturing such seemingly vivid characters that children as much as geriatrics see the same thing in flat one dimensional imagery. It sounds genuinely off the wall —until you see them.

His success at finding those few random discolorations is testimony to his skill as a photographer, but he applies a standard test to each discovery just to be sure.

"So I will show it to at least one other person and if they get it right away then I know it's not just me," Guerrero said, explaining his method.

To label Guerrero just another head in the clouds artist would be a mistake. To be sure, he derives an immense satisfaction from the hobby. But he's not afraid to entertain the possibility that someday it will catapult him to stardom.

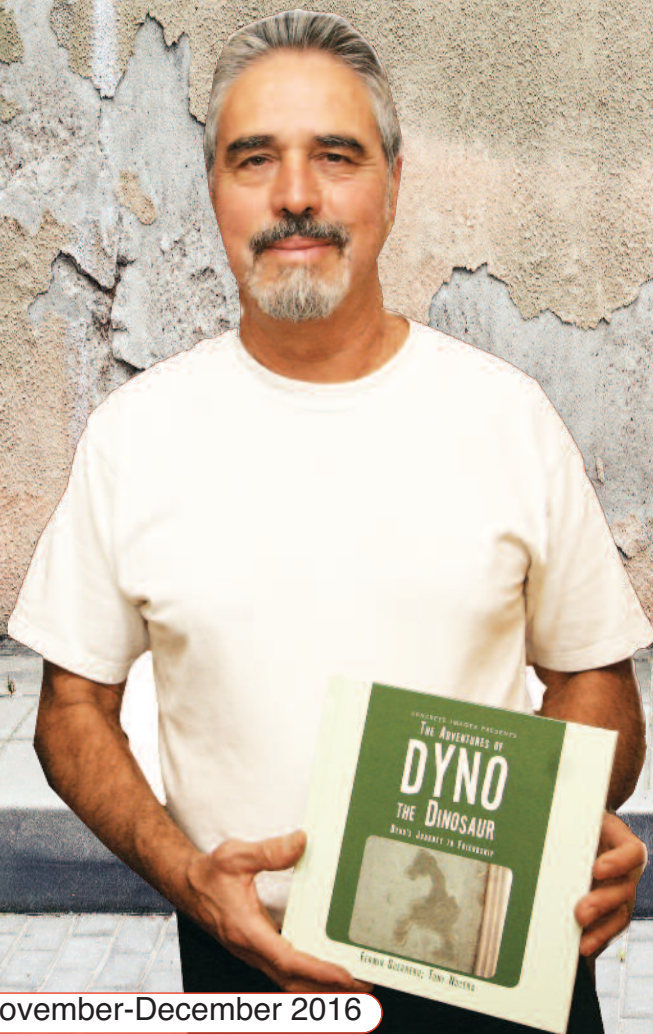
If one day, the asphalt smudge that looks like Elvis is illuminated by spotlights as throngs of onlookers gawk would be a well-deserved finale.

But if fame and riches don't materialize anytime soon, Guerrero would be fine with just the latter. Anonymously collecting royalties from either one of the two books he has self-published is a wholly satisfactory alternative.

In fact, his recent book entitled "Dyno" is the result of a re-marketing of his work. The book is a children's narrative that follows the adventures of its larger than life grease smudge that looks like a dinosaur.

Showing his best pieces in the form of kids' books is one way Guerrero hopes to expand the reach of his art. At the same time, Guerrero feels he and kids have a lot in common.

"I've been told I'm still one-third a toddler and it's true they always see what I see," he said.





# Protestors decry 'match made in hell'

Dozens of pro-labor activists converged on the Buena Park Walmart Oct. 27 to call out the big box retailer for what they say is tacit support of presidential candidate Donald Trump.

Most of the GOP's traditional donors withheld their usual contributions to the party's summer convention as a way of opposing Trump's candidacy.

Walmart was one of the only companies that held firm and did not back away from Trump. In fact, Walmart continues to sell many of the products that bear the Trump name.

The event was sponsored by Making Change at Walmart and took place in major cities across the country.



## Trump and Walmart share the same values and similar history

- 1 Both claim to be all-American through and through but yet both rely on foreign imports to stay profitable.
- 2 Both have been the subject of discrimination lawsuits.
- 3 Both claim to be champions of America's working families yet both have relied on labor from undocumented immigrants for major construction projects.







# BREAKING NEW GROUND

## Local member tasked with

If you were asked to close your eyes and envision 100 years in the future, the chances are then you have a lot in common with member Branden Butler, Ralphs 72. One major difference, however, is that Butler's foray into the future has official government backing and when the semester concludes at Cypress College in a couple of weeks he will also have a letter grade as a souvenir.

The program is the first of its kind for a community college in California and is made possible by the Carl Perkins Grant.

The only condition of the grant, according to Dr. Clifford Lester, Chairman of the college's Photography Department, was that the course of study involve a new technology. Cypress College's Aviation Department applied for the same grant and used the same

technology. When the dust settled, Cypress College opted to make two certificates of completion available for students studying drone technology, one with a greater emphasis on avionics and one more focussed on photography. Butler's twice a week excursion is designed in part to ensure that the future doesn't catch us by surprise.

Currently only two percent of the domestic drone market is being utilized by government. The remaining, 98 percent of drones flown in the United States are part of private activities. By all accounts the field will grow exponentially in the coming years, creating new careers that require a unique set of skills.

"You fly over an orchard or field and identify where the moisture accumulates and where additional seeding will be needed," Lester said, reciting a growing number of functions being performed by commercial drones. His voice livens with excitement as he continues the list.

Surveying damage after a natural disaster or during a wildfire is another function. Security both private and as part of police depart-





# UND FROM WAY UP HIGH

## visiting the future and taking notes

ments, and real estate surveys is another rapidly expanding use.

One aspect of drone technology that sets it apart is its potential for becoming a private enterprise and, by extension, much more lucrative.

Butler explained that the relatively low cost of a quality drone combined with moderate costs for advanced photographic equipment makes it possible for individuals to make a career of freelancing. Such private contracting arrangements are already a major trend in the current US job market and Butler feels that the course at Cypress College will help him and others in his class uniquely qualified to take advantage of those opportunities.

But in addition to identifying the overall market trends and expanded uses for the technology, students are also tasked with identifying some of the restraints drones will face through government regulations.

Much of what they do will be studied for its effectiveness in managing innovation partly due to problems arising from technological breakthroughs in other areas of the economy in recent years.

The failure of experts to predict discoveries in the energy industry, for example, ultimately resulted in a lack of regulation at the state level that continues to be the source of heated disputes today.

Providers of the grant and academics locally and elsewhere are looking to Butler's

*Experts believe that the U.S. is on the verge of an explosion in the aeronautic drone market as uses for the technology are expanding almost daily.*



class to see if innovation can be managed though careful planning or if a hands off approach to progress is preferred.

If you are curious about how Butler's class handles their mission just order something online in a couple of years.

If your package is delivered by a sleek, metallic drone with a polite demeanor and all-business attitude it's a good bet that Butler got an A.



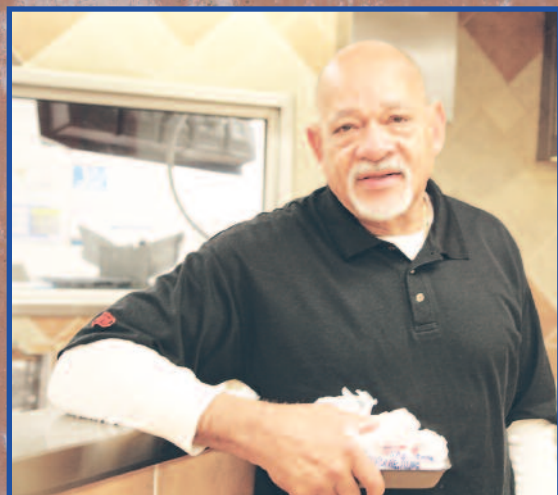


# REPRESENTATIVE

## Union Representative Diana Huffman









# ***Stater Bros. Jack Brown dies at 78, leaves behind a legacy of 'doing what was right'***

Jack Brown, Executive Chairman of Stater Bros. Markets and venerable icon in the grocery industry in Southern California, died Nov. 13 at the age of 78.

He was known locally for many accomplishments within the industry and will be remembered for maintaining a down-to-earth persona that deeply touched those who worked with him over the years.

Brown began a 66-year career as a box boy at a small mom and pop store only five miles from where the headquarters of Stater Bros. stands in San Bernardino today. His company followed a trajectory similar to his own, beginning modestly and ultimately reaching a point where it competes head to head with some of America's largest and most powerful corporations.

He was also renowned for his philanthropy, most notably his contributions to Cal State San Bernardino where he made a \$1 million contribution to its business school.

His company developed a reputation for earning the long-term loyalty of customers who had been known to drive for many miles to shop at Stater Bros. even after moving to different neighborhoods.

He instilled in his store managers the importance of developing ties to the communities where his stores stood for many years, through economic downturns and worse. Among employees of the chain, he was known for expecting high standards of work and of customer service with rigorous attention to presentation. But at the same time he made clear to employees that despite the fact that Stater Bros was a tiny player compared to Fortune 50 behemoths like Kroger or Safeway, they would be compensated at the same rate as their counterparts.

President Greg Conger said of the company's underlying ethic, "If you go to work for Stater Bros. they expect you to work. You won't be slacking wearing their uniform. But you also knew that you would be treated fairly and taken care of because that is what a good employer does," he said.

That philosophy put Brown at odds with the larger grocery chains that operated in the region as he was often the lone voice of opposition when companies colluded to keep down wages or to slash benefits in order to maximize profits. That approach came to a head in the 2003/4 strike and lock-

out when Brown very publicly refused to lockout employees in kinship with Vons, the target of a union walkout.

That decision would have major repercussions, both positive and negative. Stater Bros. was shunned by others in the industry for not going along with the plan to break the union.

However, Stater Bros. reaped huge financial benefits during the strike as it remained one of the only union markets operating at full capacity during the 141-day dispute. Parking

lots at the stores overflowed and customers liked the level of service they received while shopping there. When the labor dispute ended, thousands of customers opted to stick with Stater Bros as their main grocery store, catapulting the company into a position as a major player in the area, a status they have built upon and continue to this day.

Conger and other union leaders lamented his passing, calling him one of the few industry moguls who maintained the same approach to dealing with employees at the time of his death as when he

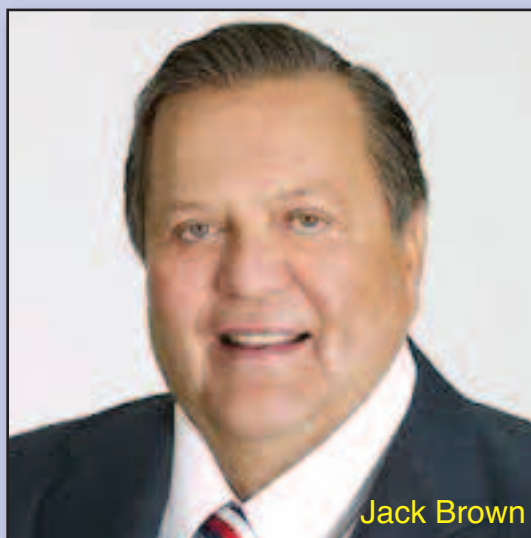
was struggling to keep half a dozen stores in the black in one of the most competitive markets in the country.

Conger said that he is often asked how companies can afford union wages and benefits and remain profitable. He said that not only did Stater Bros. prove it was possible but it proved that it could also afford to be a good citizen at the same time.

"Whenever I answered that question I didn't have to speak in the hypothetical because Jack Brown was the example of how a business could prosper and stand up for what was right at the same time," Conger said. "He will be dearly missed."

According to a statement released by the company, Brown's burial will be a private affair for family only but a memorial service for public is being planned.

Brown is survived by his wife, Debbie; three daughters, J. Kathleen Smith (Michael Smith), Cara Hoffman (Scott Hoffman) and Melissa Koss (Pete Koss); and seven grandchildren, Kaitlyn, Colleen, Caden, Dylan, Julianna, Jack Ryan and Emma.





# Hot Topics

## Words of wisdom to help you keep your job

### Keep a work-related journal to protect yourself

—By Field Director Chuck Adinolfi

It is extremely important that all members keep a work journal of hours worked, their weekly schedule, events that are out of the ordinary and special requests with management for time off just to name a few.

On a weekly basis, you should reconcile your pay check stub to the actual hours that you have in your journal. It is very common to work different hours than the schedule that was posted. Many times you are asked to work longer than scheduled, your schedule is changed due to a sick call, you have transportation problems and for plenty of other reasons.

We expect management to pay you correctly, but mistakes are made regularly on payroll and these records will make it much easier for you to get the pay that you deserve. If it is necessary to file a grievance, then these records will be essential for winning your case. Those employees on direct deposit need to request and examine paystubs regularly.

Members that are trying to establish full time status need consecutive weeks of 40 hours in five days. A journal of hours worked has been the difference in many cases where their employer has paid them incorrectly. Their records allowed us to prove that there was a mistake made in payroll and correct the records securing the full time status for the member.

Customer complaints can be investigated by management days and weeks after the actual incidents take place. Many employers have websites or phone numbers where a customer can visit or call to register a complaint about

the service they received during their visit and also about members. Many times it is the customer's word against yours and keeping a journal documenting the incident can be a great defense if discipline is given by management. Just a short paragraph along with dates, times and any witness's names can sometimes be enough to help your Rep fight a written warning or a suspension.

A work journal can be very important to document work directions and demands that are given by management. These notes are especially important if asked to do something that may be a violation of company policy or from directives given by other members of management. We see discipline including termination in cases where the defense is that the member was following the directions given by management. In these cases, it is important to document the date and if any witnesses were present.

If you have questions about the directive, ask questions and do not hesitate to ask another manager for clarification, and then document that conversation as well. Your Union Rep is always available if you need advice on how best to handle any management requests or directions that you feel could get you into trouble.

Many members carry a compact calendar or notebook that works well as a work journal. Keeping a journal may seem like an unnecessary burden to some, but it can serve as a valuable tool to document workplace events that could mean the difference being paid correctly or not, and protecting your job with facts, dates and witnesses.





# A New Website Just for Our UFCW Credit Union Members!

[www.ufcwcuc.org](http://www.ufcwcuc.org)

We've designed and launched this easy to use website for our valued **Local 324 members!** Visit the website so you can see all the financial services available to YOU and YOUR FAMILY.

UFCW Credit Union has a convenient Mobile app, internet Home Banking and Mobile Check Deposits, just by taking a picture with your Mobile Phone!

Not a member? Sign up through [www.ufcwcuc.org](http://www.ufcwcuc.org) by clicking on "JOIN UFCW CREDIT UNION". Open your account now to take advantage of our 80th Anniversary Specials before they expire!

**See you at [www.ufcwcuc.org](http://www.ufcwcuc.org)!**

The screenshot shows the UFCW Credit Union website. At the top is a navigation bar with the following items: **UFCW CREDIT UNION** (with a subtext "A DIVISION OF RANCHO FEDERAL CREDIT UNION"), **BANKING**, **LOANS**, **SERVICES**, **80th Anniversary Specials**, **Find Branch**, **Find ATM**, **MasterCard Login**, and **Online Banking**. The main content area features a large banner for "Spruce up with a Home Equity Line" with rates as low as **5.00% APR** and a "Learn More" button. Below this is a "LOANS" section with a list of loan types and their rates:

LOANS	RATES AS LOW AS
Auto Loans	<b>1.90% APR*</b> »
Home Loans	<b>3.00% APR*</b> »
Credit Cards	<b>7.25% APR*</b> »
Personal Loans	<b>9.90% APR*</b> »

At the bottom of the page, it says "UFCW CREDIT UNION" and "Become a UFCW Credit Union *Member*".



# Off the Wall

This Year,  
Santa Claus  
Will Deliver  
over 520  
Million  
Toys in One  
Night



Making His  
The Second  
Busiest Job  
This Holiday  
Season



## 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](http://www.UFCW324.org)

**KRIKORIAN**



**\$7.50**

**AMC**  
THEATRES

**\$9.00**



**REGAL**  
ENTERTAINMENT  
GROUP

**\$8.50**



**SeaWorld**

Valid Thru 12/30/16

**\$74**



**Legoland/Sea-Life Hopper Tickets**

(Valid Thru 4/5/17)

Adult: \$83 Child: \$77

**Legoland Park**

(Valid Thru 4/5/17)

Adult: \$75 Child: \$69



Valid Thru 9/25/17

**\$50**



Prices vary by date



**AQUARIUM**  
OF THE PACIFIC

Adult: \$17.95 Junior: \$11.95

Prices are subject to change and availability

Online prices may vary

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

Tickets are for Southern California Local 324 Members Only





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PERIODICAL  
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# What have we done for you *Lately*

