

# BANNED



Frances Perkins Building



United States Department of Labor

## IMMIGRATION

# Mass protests mark Trump's first weeks in office



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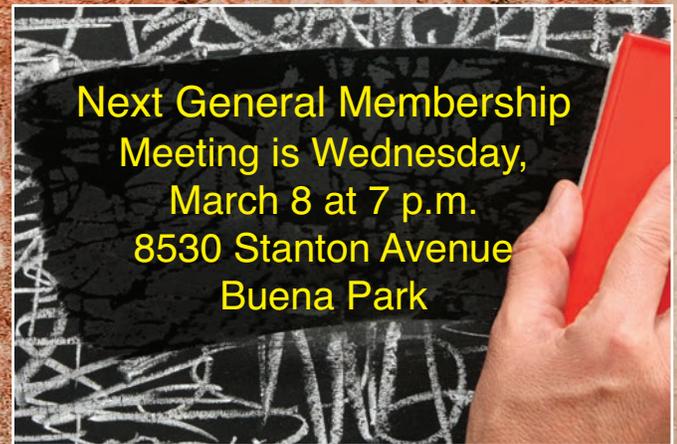
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- Withdrawal Card Request**  
 **Change of Address Form**

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!

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**Asst. Editor:** Mercedes Clarke



**UNION OFFICE HOURS**  
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Monday-Friday

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**U magazine** (USES 018-250) is published bimonthly by UFCW Local 324, at Post Office Box 5004, 8530 Stanton Ave., Buena Park, CA 90622-5004. Subscription rate is two (2) dollars per year (U.S. funds) Periodicals Postage paid at Buena Park, CA.

**POSTMASTER:** Send address changes to *U magazine*, UFCW Local 324, Post Office Box 5004, Buena Park, CA 90622-5004.

**READERS:** Direct all inquiries and changes of address to the **COMMUNICATIONS DEPARTMENT**, UFCW Local 324, Post Office Box 5004, Buena Park, CA 90622-5004. Web Site Address: UFCW324.org

## The first two weeks: A disaster and a preview

You can stop pinching yourself. It's not a dream. Despite California's advice to the contrary and the better judgement of most people who took their education seriously, Donald Trump has ascended to the presidency (It is still too difficult for me to put the title before the name).

Much like the day after a natural disaster we are compelled to survey the damage and determine what has to be done to get things back to normal. It is the very definition of resilience. And if America's Labor Unions are anything at all it is resilient.

Trump's campaign was unlike any in history for a multitude of reasons. He did not clasp hands with fellow Republicans at corporate sponsored galas and blast union members (although he certainly has while trying to get Betsy DeVos confirmed as Secretary of Education). He was told he was out of step when he was the only candidate to attack the excesses of some of America's CEOs.

He also saw the flaws in America's growing reliance on so called free trade deals that gave American workers the shaft. But the man who champions the art of the deal has already demonstrated that diplomacy is yet another issue about which he is completely devoid of knowledge, experience, insight and ability. We agree on free trade but are convinced he is so inept he won't be able to do anything to improve our trade deals, leaving us no better off than before.

Our warnings were loud, pointed and eerily accurate. No sooner was this man sworn in as president that our predictions of his vulgar, boorish, buffoonery seemed to happen before our very eyes.

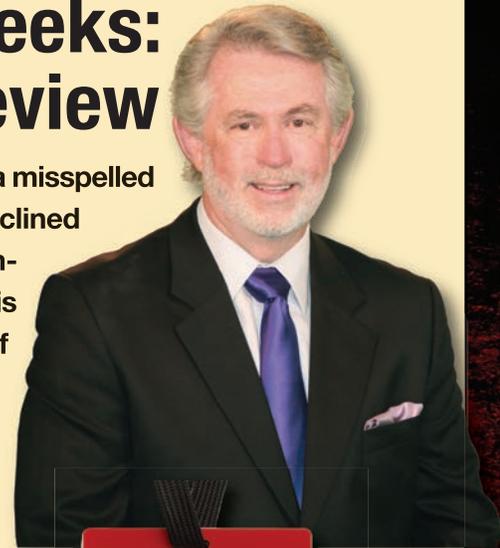
He has caused allies to recoil at the brashness of his diplomatic style (or more accurately lack thereof). He has reduced himself and the office of the presidency by hurling personal insults at federal judges. And he continues to spit out abbreviated half sentences on Twitter that are occasionally removed and

re-posted to correct a misspelled word or two. I am inclined to think that his embrace of Twitter as his primary method of communication is his only solace. It is, after all, a medium that actually allows him to make up his own "alternative facts" without worrying about being questioned by the "dishonest media."

Amidst the chaos of Trump's first two weeks in office was the fact that the world got its first formal look at how he views unions and Organized Labor in general. His nomination of Andy Puzner to be Secretary of Labor was a slap in the face to unions. In an age when minimum wage increases are sweeping the nation spurred by grassroots movements we will soon have a Secretary of Labor who has said on record—just like his soon-to-be boss— that today's minimum wage is already too high.

Following an election in which blue collar workers from the industrial Rust Belt can take credit for elevating him to victory, Trump has done nothing to thank them. He has, in fact done the opposite. Shortly after the election, a well-choreographed publicity stunt at a Carrier manufacturing plant in Indiana, Trump said he had saved thousands of jobs from leaving the country. When Chuck Jones, President of United Steelworkers Local 1999 pointed out how little was done and how few jobs were actually saved, Trump took to twitter to launch a personal attack on him and his Local. His juvenile name-calling and notorious thin skin was just a pre-game show.

If there is any silver lining to the dark clouds over-



**Greg Conger**  
President

(continued on page 4)

# Trump could inspire powerful new movement

(continued from page 3)

head it is the renewed vigor that appears abundant among those willing to speak up. Millions of Americans marched in cities across the country in numbers that dwarfed the paltry few who attended Trump's Inaugural. (Hundreds of thousands more protested around the world).

Protestors at airports nationwide have grown as people realize the misery caused by Trump's unconstitutional executive order.

These protests have given birth to a new and powerful movement that offers the potential to have a real impact. Like it or not, some of the nation's most effective struggles for change have come as a reaction to an event that its organizers perceived as negative. The recent Tea Party movement was after all a backlash by conservatives to what they saw as an over-

reaching federal government. Their mobilization, and perhaps more importantly their aggressive activism within the two-party structure, made the Tea Party relevant for many years. If we can harness the anger felt by just a fraction of the millions Trump appears willing to insult, offend, ignore or denigrate on an almost daily basis then we are witnessing the onset of a new era of social activism that will come to define the time we live in. If you watch a lot of TV, you are in for some very disturbing times ahead. If you like the idea of being part of something larger than yourself, now is the time to turn off the TV and take to the streets.

*Greg*

## Does your personal profile need updating?

It's that time again, time to update records and be sure that all of your information is current and up-to-date.

Make sure that the Membership Dues Department and Health Benefits Department both have your updated address, phone numbers, and current email address. You can either fill out the form online at: [www.ufcw324.org](http://www.ufcw324.org) under forms, or call the office at: (714) 995-4601 x3 Health Benefits x4 Membership Dues.

Have you been married, divorced, widowed? It may be a good time to make sure that your Death Benefit Card is updated. As time goes by you may have forgotten to take a deceased or former spouse off of your beneficiary card. Call the Membership Dues Department and ask for a new card to be mailed to you. Also make sure the Trust Fund (food or drug division members) has updated beneficiary information.

The beginning of the year is also a good time to make sure you have a pre-selected physician form on file with your employer. Ask your Union Representative to bring some to the store.



# Secretary-Treasurer's Report

## Member involvement makes all the difference during contract negotiations

Two major contracts expire this spring. The CVS contract expires June 30, 2017 and the Food 4 Less contract expires June 4, 2017. Plans are already under way; we are collecting data, evaluating issues and reaching out to our members who must be involved to assure success in both of these negotiations.

For many of our CVS members, this is their first contract negotiations. Hundreds of newly organized CVS members joined the Union and began receiving the benefits of a Union contract in 2015, during the term of the 2012 – 2017 contract, as store after store voted for representation. For other CVS members who work in stores that have had union representation since they were hired, this will be the first contract negotiated since 2012 and the first time to bargain for improvements with the additional strength of hundreds of additional CVS members throughout Southern California.

Member involvement will make a difference in the outcome of these negotiations. CVS management needs to see that we are united and strong. Over the next several weeks, your Union Representatives will be in your stores to answer your questions and explain your roll.

No contract is negotiated just at the bargaining table. Your leadership at the bargaining table derives our strength from you. When managers know you are strong they also know you will stand together for what you deserve. CVS members work hard and are the reason CVS is profitable. Without you, the customers would go elsewhere.

No one wants a fight. But being prepared is the best way to avoid one. Food 4 Less members know this very well.

In 2014 during the last round of negotiations, Food 4 Less management did not believe their workers would stand united and fight for what they deserved. But management was caught off guard when many Food 4 Less workers stood with their union in front of the stores and asked the customers to shop elsewhere until Food 4 Less negotiated a fair contract. Food 4 Less workers did this without missing any work. They joined the boycott lines before or after work hours. And when customers overwhelmingly honored the employee's requests and went elsewhere, Food 4 Less management quickly changed their position and a fair contract was negotiated and ratified.

Here is what you can expect over the next several months. First, contract questionnaires will be sent to all members at CVS and Food 4 Less. Your input is important; we need to know the issues that are important to you.

Union Representatives and Stewards will also be collecting phone numbers for text messaging. Text messaging

is the quickest and most efficient way to provide information and updates to you. Please make sure your Union Representative has your information so that you can be informed timely. Text messaging will be limited to important updates and your phone number will be kept confidential.

Union Representatives and Stewards will also be in your store explaining what it means to "Stand Together". Buttons will be distributed to all members to show solidarity. Union members have an absolute right to wear their buttons at work. During this time, bargaining will begin and your leadership will have a better idea whether management is willing to address your concerns. Your Union Stewards will receive up to date information to share with you and you will receive brief text messages as necessary.

In the upcoming months, your managers will be subtly evaluating your strength. They may listen to break room conversations. They will pay close attention to how many of their employees are wearing buttons. They may try to start false rumors. It is the job of managers to assess and provide regular reports to the Company negotiators. Remember your actions in the store will have a direct influence on the attitude of the Company's negotiators at the bargaining table. Your solidarity will make a difference.

Once negotiations are concluded or if management appears to be stalling we will schedule member meetings to provide updates and to take votes. You will make the final decision whether to accept a contract offer or whether actions are needed to show your solidarity.

Remember, you deserve fair wages and benefits. Both CVS and Food 4 Less are profitable companies and can afford to adequately compensate you. We can assure this at the bargaining table, but we need your help. Your strength and solidarity will make the difference.



**Andrea Zinder**  
Secretary Treasurer

**How To Apply For A Non-Food Scholarship Award**

(Disney, Food 4 Less, Rancho Federal Credit Union, CVS, Rite-Aid, Kaiser Permanente, Day-Lee Foods, Bridgford, El Super, South Coast Safe Access, Central Parking, Americold, Vision and Dental offices)

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

**Incomplete applications will not be accepted. All applications and accompanying documentation must be postmarked no later than May 12, 2017 in order to be eligible for consideration.**

**1. Member's Information**

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

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

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

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

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

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

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

Do you have a bachelor's degree?  Yes  No

School or Schools you plan to attend:

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

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

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

**3. Documents you must attach to your application:**
**a. Transcript**

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

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

**b. Teacher's Appraisal Forms**

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

## Instructions for Written Portion of this Application

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

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

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

**REMINDER – Be sure to include:**

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

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

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

Member's Signature

Applicant's Signature

Date

# Setting the bar

## He is the very model of a modern union activist

“People always ask me ‘what is it going to take to make Organized Labor the powerhouse it once was,’” said President Greg Conger after adjourning a regular union meeting. He looked around him and peered around a couple of members drinking coffee and chatting.

“Him. We would need more of him,” Conger said, pointing to the impeccably dressed gentleman busy stacking folding chairs. Conger was pointing to Syed Karim, a member who he has described as the best example yet of the tireless true believer with a boundless passion for the cause.

Conger has often joked that cloning Karim would be the first step in a strategy that sought to return Labor to its Glory Days. At times one would think he has already been cloned, as he manages to appear at every event in which social justice is the goal.

Being a “part of” is the M.O. from which he rarely deviates. When Local 324 holds a rally, protest, march or meeting Karim is always an enthusiastic participant. The Orange County Labor Federation recognized that when it named Karim Delegate of the Month in November 2016.

“He is someone who hears about a need and just shows up without even being asked,” said OC Labor Fed Director Julio Perez. “And he manages to do it all with a smile and positive attitude. You couldn’t ask for more.”

Whether it comes in the form of a most valuable employee award from Vons or the union’s venerable Steward of the Year award, visual reminders of a job well done take up a lot of space in Karim’s world. It’s reflective of a work ethic that won’t allow him to settle for anything short of excellent.

It’s a trait instilled in him and his 7 brothers and 2 sisters when growing up in a small village in Bahir, India. Karim recalls that he grew up in a time in which maintaining a strong ethic was actually counter-productive.

“There you can work hard from morning to night and not see anything come of it,” Karim said, displaying two empty hands to drive home the point. He added that a rigid class system in India meant the

same equation applied to life in general as it did to the village of Bahir. “If you are born poor you can work to exhaustion every day and at the end of life you will still be poor,” said Karim.

When he landed a job at Vons in his early 20’s, his work ethic reignited and he worked his way up to a supervisor position in record time. Then came the 2003/4 strike/lockout and everything changed.

“The way the company just threw us out on the streets with the trash made me see them for what they really were,” he recalls. In an instant, a dozen years with Vons and a future that surely included promotions up the corporate ladder were replaced with a thirst for knowledge about the union.

During the strike, Karim walked the picket line 139 days of the 141-day strike, a feat that earned him near hero status among union brothers and sisters from South OC to Long Beach. “Soldiers don’t take days off in the middle of a war,” he said matter of factly.

When the strike/lockout concluded, Karim resigned as a supervisor, removing himself from a path that would have led to management and a break with his union. The company retaliated by moving him to a location renowned for its anti-union bent.

While leaving as the store’s union steward he managed to calm the voices of dissent from roars to whispers. When he left to take his current job in the union’s Buena Park headquarters, members gave him phone numbers and email addresses along with pleas that he stays in touch.



# Americold employees join the union fold



Secretary-Treasurer Andrea Zinder recognized and thanked members of the bargaining committee for keeping their co-workers informed and united during the long and sometimes frustrating process. They are: Anthony Williams, Juan Padilla, Joseph Gutierrez, Jose Ramirez and David Velasquez.

After nine months of bargaining, we reached an agreement with Americold on a first contract for 40 new members. The Americold employees sought union representation almost a year ago, in response to constantly changing company policies and working conditions; high premiums for health insurance; and inadequate wages.

These issues were all addressed and employees voted on Feb. 11 to accept the new five-year agree-

ment. All employees will receive an immediate wage increase and a reduced monthly premium, for health insurance. Employees are excited to now have union representation with the right to contest any unfair discipline or policy changes.

Thank you to the five employees who participated as members of the bargaining committee, attending all negotiating sessions and keeping their coworkers informed and united.

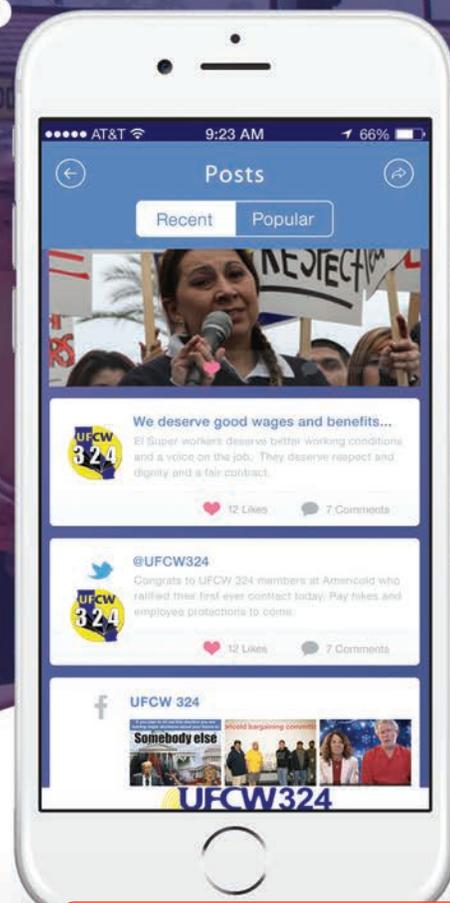
## Introducing UFCW 324's Mobile Apps

Get the most from your membership. Available for iPhone, iPad and Android smartphones

The UFCW Local 324 app offers members an important link to the valuable resources available that affect a member of our union. Keep track of the latest news about your contract, follow updates, get information concerning your health and welfare, and find special discounts available to members of UFCW Local 324.

Your union is preparing today for the needs of our members tomorrow.

Available in March 2017



# 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**



**\$9.00**



**REGAL  
ENTERTAINMENT  
GROUP**

**\$8.50**



**SeaWorld**

Valid Thru 12/31/17

\$65



**Six Flags**

Valid Thru 9/17/17

\$50



**Legoland/Sea-Life Hopper Tickets**

Adult: \$82      Child: \$77

**Legoland Park**

Adult: \$77      Child: \$72

**Available online only**



Prices vary by date



Prices vary by date



Adult: \$18.95      Junior: \$13.95

Prices are subject to change and availability

Online prices may vary

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

Tickets are for Southern California Local 324 Members Only



# Hot Topics

Words of wisdom to help you keep your job

## Voters Say Yes to marijuana, Employers still say no

—By Field Director Chuck Adinolfi

Voters across the country considered ballot measures permitting medical and recreational use of marijuana. In California, voters have passed the measure to allow the recreational use along with medical use.

Employment law experts say that this growing passage of state laws combined with an unresolved conflict with federal law, leaves employers wrestling with their rights and obligations. The fact that marijuana is illegal under federal law, but legal under certain state laws, continues to challenge employers, especially those that operate in multiple states.

In many states, including here in California, the marijuana laws contain employer friendly language permitting implementation of policies prohibiting marijuana and stating that employers need not accommodate marijuana use. Some states have an exception for medical marijuana use. This means that there may be a potential state claim for discrimination for medical marijuana use if the user is subjected to adverse employment actions, such as termination. *California is not one of those states!*

In many cases employment attorneys are advising their clients, your employers, to enforce their drug policies as usual. This is especially true if there are safety concerns and presuming that the

employer has a clear drug policy.

With very few exceptions, most all of the employers, where we represent members, have written drug and alcohol policies that include language for a drug free workplace with zero tolerance.

The bottom line is that the laws are changing but attitudes with employers are lagging behind.

It will take some time to gain acceptance from employers to view marijuana and alcohol use outside of work similarly. It could take changes in state laws and a change of policies from the federal government to support accommodations to force employers to change policies regarding the use of marijuana.

For now, remember that a positive test could cost you your job and a prescription will not save it. Most of our contracts do not allow random drug testing. They are permitted to give pre-employment and post-accident drug tests. There must be a probable cause to demand a drug or alcohol test outside of those exceptions. If you are asked to take a test, exercise your Weingarten rights and ask for union representation. Your Rep or Steward has the right to demand the reason for the test and the employer is obligated to show evidence for cause.

If you have questions regarding your rights, please contact your rep or the union office.



# TRAVEL

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.

<https://ufcw324.org/member-info/retirees-club/>

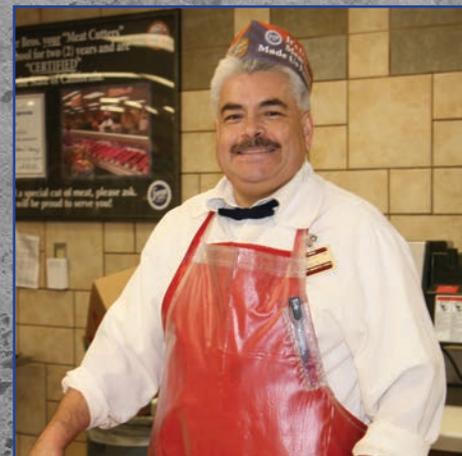




# REPRESENTATIVE

Union Representative Dan Kittredge







# Construction Complete

You wouldn't even recognize the new HQ building for Local 324

More than a year after breaking ground on the ambitious effort to modernize both the look and function of the two-story office building Local 324 calls home, bulldozers, jackhammers and cement trucks have finally gone silent.

The squeal of heavy machinery has given way to the muffled chatter of a bustling office staff.

And so it goes that the union headquarters at 8530 Stanton Ave has emerged transformed from the inside out.

In addition to sporting a sleek new facade of polished steel and oak, the newly remodeled structure boasts of dramatically upgraded capability.

Its functional upgrades are concentrated mainly in the first floor auditorium—a sprawling 8,000 sq. ft. ballroom which now houses a state-of-the-art computer-integrated sound system and professional grade, multi-directional stage lighting. A fully op-

erational kitchen with cold and hot storage capacity can accommodate a catered affair of 500 guests, including tables and chairs and all with unobstructed views of a raised stage.

The stage is one of the unique features of the auditorium and includes a spacious backstage area for performers as well as computer-controlled curtain lighting and low ambient lighting for scenery changes.

Just outside the main room, a spacious inner lobby makes for comfortable pre-event mingling.

The addition of four LG 55-inch High Definition televisions make it easy for event guests to slip away for a break without missing vital information from a feature speaker.

The massive overhaul to the auditorium was designed with public use in mind.



Union officials are confident that renting out the facility for public use will bring in tens of thousands of dollars annually, making it a long-term money-maker for the Local.



*Four electric charging stations allow drivers of hybrid or fully electric cars to breathe easily.*



# Off the wall



## Low Rates and ScoreCard® Rewards... a MasterCard® Just for Local 324 Members!



This is the perfect card to carry, and use, for members of Local 324. With rates starting at 7.50% APR\* plus Scorecard rewards that allow you to earn great gift and travel rewards, why use any other credit card?

Joining the Credit Union, and carrying this card, also supports our union just as the Credit Union supports us, with low rates, Payday Assistance Loans, Citizenship Loans, Strike Loans and anything else you could need. They're our partners, and their employees are members of our union.

Make the smart move and visit [www.ufcwcu.org](http://www.ufcwcu.org) today and click on Apply for a Loan at the top of the page. Just choose the credit card option from the drop down list under Type of Loan. We hope to welcome you to the family of UFCW Credit Union MasterCard holders soon.

**UFCW CREDIT UNION**  
A DIVISION OF RANCHO FEDERAL CREDIT UNION

APR = Annual Percentage Rate

Not always federally insured by all NCUAs and banking in the 50 states of the United States.  
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FEDERALLY INSURED BY NCUA

  
EQUAL HOUSING  
LENDER

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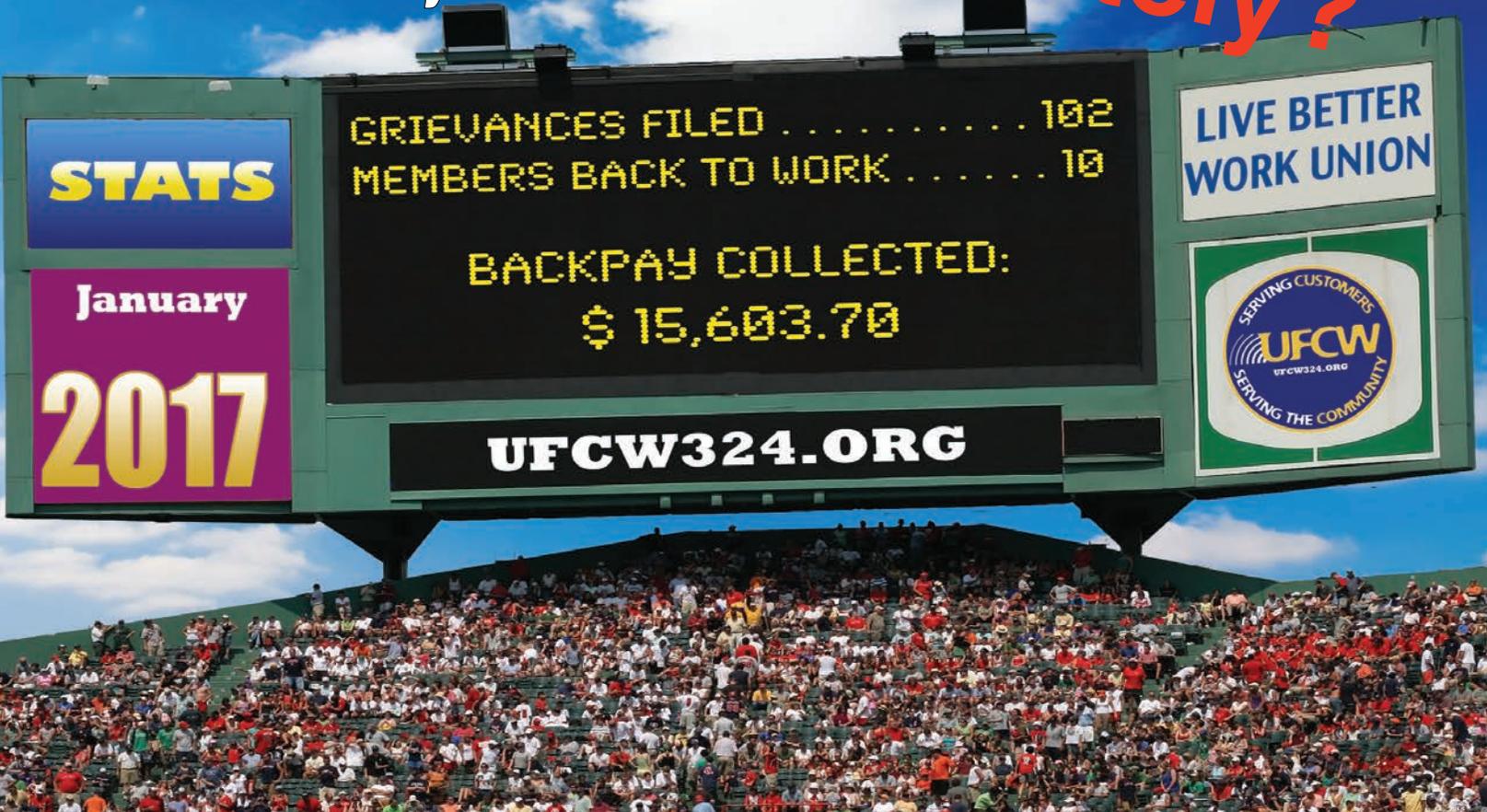


8530 Stanton Avenue  
P.O. Box 5004  
Buena Park, California 90622-5004



PERIODICAL  
POSTAGE  
PAID

# What have you done for me *Lately?*



**STATS**

January

**2017**

GRIEVANCES FILED ..... 102  
MEMBERS BACK TO WORK ..... 10

BACKPAY COLLECTED:  
\$ 15,603.70

**UFCW324.ORG**

LIVE BETTER  
WORK UNION

