



One Down...

CVS members see major gains as Food 4 Less fight rages on

...One to Go



FOOD 4 LESS

Breakup & Shakeup

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Faith & Charity

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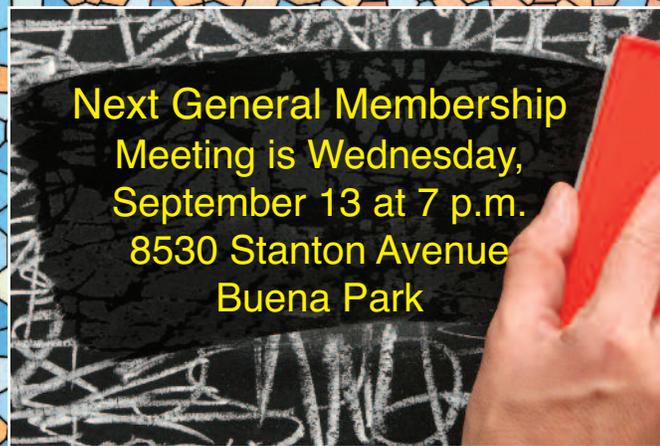
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- Withdrawal Card Request
- Change of Address Form

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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Monday-Friday

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The value of your membership far exceeds what you pay in union dues

New hires, most of whom fall squarely into the generation known as millennials, too often see their monthly union dues as an expense for which they receive little in return.

Sadly, those of us who have been around long enough to know better bear some of the responsibility for letting such a misguided sentiment fester. Instead of challenging the occasional gripe about the cost of union dues, most choose to avoid conflict and stay silent.

Unfortunately, this passive response to blatantly false statements allows a toxic point of view to be passed along to others, gathering followers and undermining the solidarity that we must maintain to be effective. Pointing out the value of union membership is simple. The easiest and most effective defense is to point out how much it would cost someone to purchase the many benefits of union membership out of pocket and compare that total to their union dues.

Let's start with the medical benefits included in most UFCW contracts. A single man or woman in search of an insurance plan that covers the basics can find coverage with any number of health care providers in California. If our subject is young and healthy, he or she can expect to pay a premium that approaches affordability. But there is simply no disputing the fact that the same coverage within the scope of our union contract will cost less, much less.

Let's take the same example and add coverage for a family of four. Anyone who has been in this position knows all too well that premiums for family coverage can be exorbitant to the point of exceeding the reach of an average retail worker. Compared to an individual seeking coverage for a single family, the savings is clearly substantial. This example alone is usually sufficient to prove the value of union membership because the savings for healthcare easily exceeds the full cost of union dues.

But if that is not enough to prove the value of union membership, look at it as an exclusive pass to the "higher wage club." Ask the skeptical member to visit a non-union grocery store and speak with a worker at the top of the company's pay scale. They will discover that the highest paid worker in a non-union grocery store earns less of what top pay union workers make.

The difference is sometimes \$6 or \$7 an hour or more. Perhaps they can ask another worker how many hours a week are they guaranteed. Without exception, there is not a non-union retail grocery store that offers part time employees a guaranteed mini-

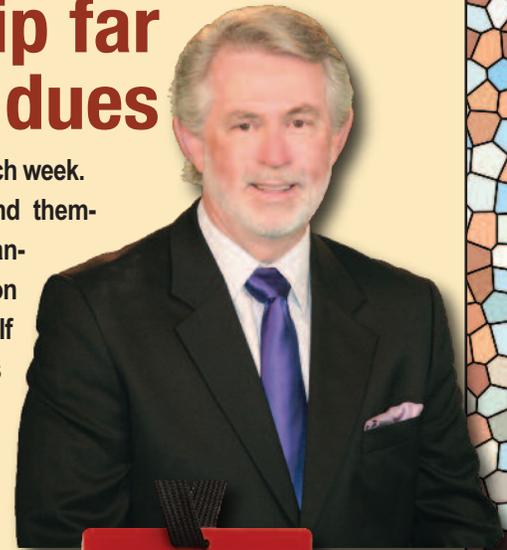
mum number of hours each week.

For workers who find themselves in conflict with management, the value of union membership can be vast. If a non-union employee is unjustly fired, he or she is usually shocked to discover that they have no legal recourse. California is an at-will work state, meaning an employer can fire an employee for virtually any reason under the sun. There are some notable exceptions to this however. If the reason for a worker's termination stems from racial or gender bias, sexual orientation or even age discrimination then the law offers broad protections

The cost of hiring an attorney to investigate the case and prepare a comprehensive legal strategy can cost tens of thousands of dollars. Your union will always defend your rights in the event of an unjust termination. From our union representatives to our team of lawyers, UFCW 324 has more experienced professionals at its disposal than any law firm. We have recovered millions of dollars in back pay and returned thousands to their jobs over the years simply by applying the knowledge born from decades of experience. Compare a lawyer's legal bill to what it costs for union representation in the event of an unjust firing. A legal bill could easily reach \$20,000. Union services are free.

I have identified the value of just three primary benefits that come with your membership. There are dozens of smaller perks that, if quantified with numeric price tags add up to much more than monthly union dues.

Over the next couple of months look for more examples as we post advertisements on our website and face book page. The more successful we are at correcting erroneous beliefs about the value of union membership, the stronger we will be in the end.



Greg Conger
President

A handwritten signature in black ink that reads "Greg". The signature is stylized and cursive.

Right Aid, Walgreens scrap wedding plans

Federal regulators were set to oppose the merger on the grounds it hurt consumers, but big sale will take its place

After more than a year of living in what seemed to be a perpetual limbo, Rite Aid members finally got to exhale in late June when they got the long awaited news.

Executives from their company and those of rival Walgreens were apparently convinced that federal regulators would not approve their plans to merge into one giant mega-drugstore chain.

Rite Aid and Walgreens won't merge but Walgreens will purchase 2,186 stores from Rite Aid, turning what would have been a record-breaking merger into a record-breaking purchase.

Southern California appears to be spared from every aspect of the deal. In fact, Rite Aid workers in the local area may actually benefit from the deal. Optimists point out that Rite Aid's sale can be seen as the company going on a crash diet and slimming down from a size large to a medium. Many of the Rite Aid's lesser performing stores were marked for divestiture in part because of their poor performance. As those stores remain on the chopping block it offers the potential for a leaner and more efficient Rite Aid to emerge from the ashes.

The amount of speculation and analysis surrounding this deal has been much higher for this than for most corporate mergers for several reasons. It comes at a time when health-care has been the main topic of public discourse as Congress and the President have sought to repeal the Affordable Care Act. And the high cost of drugs has also been a huge issue of late, given its central role in overall healthcare costs.

Not surprisingly, senior citizen's groups, often considered the most powerful citizen demographic, were outspoken opponents of the proposal, fearing that the decreased competition would result in higher drug costs.

With the potential impact of a possible merger nearing a 10 on the Richter scale, third parties flooded the U.S. Justice Department with opinions on the matter. The UFCW was one

such group that sought to influence the outcome from the minute the merger was announced, according to Secretary-Treasurer Andrea Zinder. The main difference between the union's involvement and the myriad of other observers was that the UFCW appeared to have actually had an impact.

She went to great pains not to overstate the union's role, but said that the fact that Rite Aid's workers had anybody to represent their interests in such a matter is more than most

workers can say when news of corporate mergers make headlines. Non-union companies that employ tens of thousands of workers routinely begin and complete the long and arduous regulatory process without anyone presenting the case of how such plans might impact employees of the companies involved.



But when it appeared that Fred's—a small regional drug store chain based in the Southeastern U.S.—was seeking to buy the lion's share of potentially divested stores the UFCW protested loudly.

Union lawyers made a convincing case that the chain was not prepared to handle such a massive expansion in such a short period of time, citing Hagen's purchase of divested stores in the wake of the Vons/Albertsons merger as an example of a company that buckled under the pressure. Those plans were quickly shot down amidst the barrage of criticism.

"Our members were strong there's no doubt about that, but they're human. When you're in a state of limbo for this long with no end in sight it takes its toll," said President Greg Conger.

Both the New York Times and Wall Street Journal reported that federal regulators were skeptical about the proposed merger over concerns that consumers would suffer. In the end those reports were confirmed by executives in both companies who cited imminent opposition from the Justice Department as the reason the deal collapsed.

Secretary-Treasurer's Report

Food 4 Less pursues the same greedy no-compromise strategy every cycle

It is unfortunate, but not surprising, that every negotiation cycle with Food 4 Less, we face the same greedy attitude from management. Our Food 4 Less contract expired June 4 and as of now, Food 4 Less has only proposed take aways , zero wage increases for 3 years, reduced hours to perform the same work and management's right to assign job duties to lower paid employees without proper training or compensation. It's apparent that management is oblivious to the fact that our members do the hard work which generates increasing sales and customer loyalty.

Food 4 Less is among the MOST profitable divisions in the entire Kroger Company. Sales are up at all stores in a very competitive environment. Yet Food 4 Less pays employees less than Ralphps, Albertsons, Vons, Stater Bros and all other unionized food stores in Southern California. The only explanation for this discrepancy is corporate greed.

In a Contract Talks Update bulletin, Food 4 Less told its employees: "Our goal is to provide you a solid and competitive package of pay, health care and pension benefits. We also need to ensure that we can keep our stores competitive for the future in a very challenging market". Yet, at the bargaining table, all management talks about is the competition and market share. Food 4 Less expects its employees to sacrifice in order to make the company even more profitable.

This is not acceptable.

On August 17, Food 4 Less members voted overwhelmingly to authorize economic action including a strike if necessary. Hand billing and petition signing in front of Food 4 Less stores is the next step. If necessary, we will follow this up with roving boycotts and other economic actions in order to send a message to Food 4 Less that our members are insulted and deserve better. We are confident that as in the past, customers will support the workers.

3 years ago contract negotiations followed the same pattern. After many, many months, Food 4 Less finally realized its employees were serious and prepared to fight for what they deserve and negotiated a fair contract. This year, Food 4 Less members are once again prepared to fight

rather than accept less than they deserve.

We just finished negotiations with CVS Drug and on August 15, members ratified their new contract. These were difficult negotiations and for many CVS members, it was the first round of bargaining since joining the union. Unlike Food 4 Less however, CVS understands that its employees are essential to its business and work hard. Although we didn't achieve everything we wanted, our final agreement with CVS provides fair wage increases, better access to health insurance and opportunities for members to increase their weekly hours.

We want Food 4 Less to remain profitable and to continue to grow sales. But this will only happen if employees are treated with respect and dignity and are fairly compensated for their hard work. Local 324 is prepared to support our members at Food 4 Less and we will not settle these negotiations until management changes its bargaining approach.

We encourage all members to participate in one or more actions. The outcome of these negotiations will affect our next round of bargaining with Ralphps, Albertsons, Vons, Stater Bros., Super A and Gelsons in 2019.

Times and locations of actions at Food 4 Less stores are listed at www.ufcw324.org.

With your help, we will ultimately reach an agreement that Food 4 Less members can accept. Grocery jobs should feed a family and with customer support, we will prevail.



Andrea Zinder
Secretary Treasurer

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



UFCW 324
A VOICE FOR WORKING CALIFORNIA

24th Annual Charity Golf Classic

2017 marks the 24th year UFCW Local 324 has been raising funds to help victims of domestic violence. Because of our supporters, together we have helped countless families to safety. These donations will be used to further the charitable purposes of the UFCW Local 324 Charity Golf Classic. We are proud to assist various charities in Los Angeles and Orange Counties in sheltering victims of domestic violence along with providing encouragement, healing and education.

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Not just for kicks

Member's personal charity project to

Joevensun Laron from Stater Bros. peered over a sprawling expanse of a rundown neighborhood on the outskirts of Manila in the Philippines. He remembers seeing a small group of young kids rummaging through dumpsters and trash cans. They scavenged for anything of value they might later sell at a neighborhood bazaar or to an unsuspecting tourist

As he approached a cab, the driver issued a stern rebuke.

"Don't give them anything or they won't leave you alone. It's like feeding the birds," he said, shaking his head in disgust.

As they approached him he thought that to the kids, he came across no different than the hundreds who dismiss their misery every day. It was all so mechanical. He remembers that there was nothing about him that day that would even hint that he cared at all.

Fast forward 13 years and Laron bares the same horrified grimace as he recalls the story in detail "Don't feed them...feeding birds," he says shaking his head in disbelief.

Today Loran is no longer a sidelined observer watching the suffering from afar. Instead, he is a sizeable donor to institutions in Manila who share his passion for addressing the daily suffering. The story of how he does it reads like it came from a

Madison Avenue advertising agency and it starts when Laron and his family emigrated from the Philippines 21 years ago. Laron adapted to American culture rapidly, and soon got married. His marriage, however, soon hit hard times and in 2004 Laron thought that a trip back home with the family would be good for him.

Awash in emotions, Laron used the time to re-evaluate priorities and re-think plans for a future that seemed so certain a few months prior. It was during this period of soul searching that he had the experience with the children on the outskirts of Manila.

The decisions he made that fateful trip continue to color how he lives today. More importantly, it is the foundation for the project he began as a way to help the children of Manila and mark a turning point in his world view.

His contribution to the cause comes in the form of brightly colored shoes that he paints



serve as his moral compass

by hand. His signature image is a bright yellow banana. Each pair of mostly Vans display the tropical fruit from heel to toe and for each pair he sells, Loran donates two pairs to an orphanage in the Philippines.

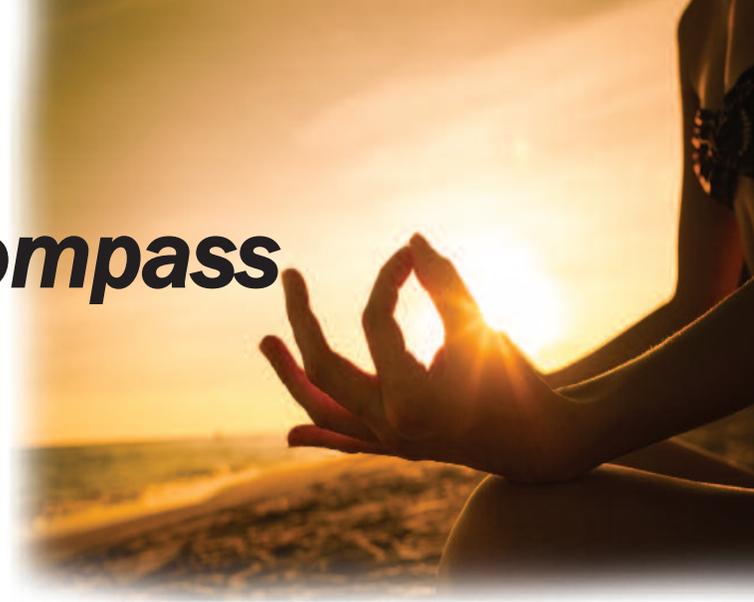
Why bananas? Loran prefers to keep that explanation a mystery.

The banana shoes take roughly 30 minute each to make. But his more eye-popping creations are the shoes he customizes for a growing base of clients who have placed orders from as far away as Germany.

These shoes are highly detailed and could easily be mistaken for the work of a high-end designer. Each pair is a personal expression of its owner with psychedelic colors that burst from the shoe as if on a journey of their own. Many bare the logo of a favorite basketball, football or baseball team. Some herald back to a childhood scene at the beach or even a favorite cartoon character.

Their growing popularity was spurred in no small part by a co-worker at the Stater Brothers in Artesia where he has been produce manager for the past five years. The co-worker was so impressed by Loran's work she asked if he would make some shoes for her two teenage boys. The boys then became walking advertisements for his work. Propelled by the power of social media, the enterprise took off, inspiring an interest that took him completely by surprise.

Despite his portfolio being limited to a single Instagram account, he has managed to become backlogged with orders that consume roughly 20-30 hours a week. As of July he had made 1,000 shoes in 2017 alone, "When I actually sat down and counted it really blew me away," he said. And there seems to be no end in sight to the project's growth.



"I honestly never thought about this as something that could take off the way it has," he said. Whereas sales of the banana shoes result in donations of shoes, sales from custom orders raise cash that Loran distributes to several orphanages in Manila that share his passion for the cause.

New orders often come with personal notes of praise for the artistry and encouragement to keep it going.

An abundance of willpower and focus is required to resist the temptation to turn the hobby into a commercial venture. He is currently exploring how he could use celebrity endorsements or sponsorships to expand the operation into franchise-like spin offs. He envisions a structure that looks much like a franchise in which individual artists put their own talents to work as he has.

The rewards for such hard work aren't measured in decimal points and dollar signs but in the personal satisfaction of knowing he is producing a smile halfway across the globe. His self-discipline, empathy for others and personal modesty are just a few of the benefits he reaps from the effort. Friends joke that whatever path he takes at this point, he has plenty of good walking shoes all painted bright enough to light the road for miles.



Charity golf tournament gathers big bucks



2017 marks the 24th year that UFCW 324 has been raising money for women's and children's shelters against domestic violence in LA and Orange Counties. We are

proud of the tradition we have started and the countless women and children the facilities we support have helped.

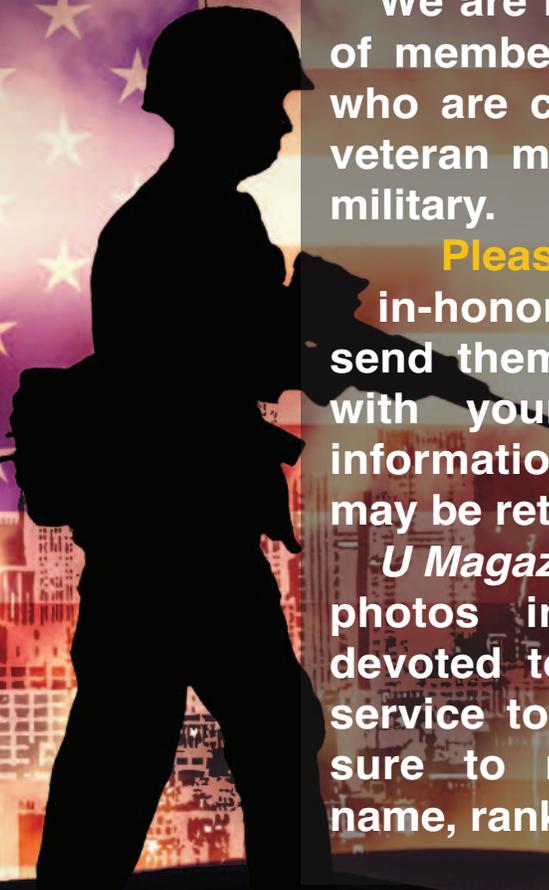
As of this year, Local 324's Annual Charity Golf Tournament, together with our sponsors (pages 6-7) has donated over two-million dollars. We couldn't do it without you.

The facilities we support, Eli Home, Collette's Children's Home, Long Beach Women's Shelter, Mercy House, and Interval House are very grateful for your support.

Hopefully we can break the three-million dollar threshold in our 25th year!



Help us honor them



We are looking for pictures of members or their families who are currently serving or veteran members of the U.S. military.

Please e-mail them to:

in-honor@ufcw324.org or send them to us in the mail with your current contact information so that pictures may be returned.

U Magazine plans to publish photos in a future issue devoted to recognizing their service to our country. Make sure to note the person's name, rank and branch.

Hot Topics

Words of wisdom to help you keep your job

Union Value- Free Attorney Consultation

—By Field Director Chuck Adinolfi

There are many values that come along with being a UFCW Local 324 member besides the obvious ones that we have in our contracts. One important value that members receive is the ability to schedule a free consultation with an attorney for a work related injury, personal injury, social security disability and more. This can be a very valuable benefit that can save you money and is available to all of our members and their families.

Almost daily, our union reps and our benefits department get calls from members asking if we have an attorney that can answer questions, give advice or represent them in their case.

Attorney Mark Leeds has been representing union members in our industry for over 25 years. In addition to his offices in Long Beach and San Bernardino, he recently opened a new office at UFCW Local 324 in Buena Park. Leeds schedules appointments at the Local 324 office and is present at the Local every Tuesday morning for anyone to walk in without an appointment.

When you are involved in a work-related injury, it is important that you consult with an attorney who is familiar with both your employer and the collective bargaining agreement.

Workers compensation attorneys work on a contingency basis, which means that you don't pay attorneys fees up front. You may not need to hire an attorney, but it would be wise to at least speak to an experienced lawyer to make sure that

your rights are protected. There is no charge for the consultation.

When you suffer an injury at work, whether it is a specific injury or a continuous trauma from repetitive job duties ("CT"), you should report your injury to a supervisor or someone in management. Your employer is required by law to ask you if you need to see a doctor and refer you to a doctor if you want to see one. Your supervisor is not a doctor and is not permitted to offer a diagnosis or opinion as to the cause of your problem.

You have the right to report an injury but decline immediate medical attention. It is a good idea to report your injury immediately. If you report your injury later to your supervisor, your employer can argue that it did not occur at work.

Your next step should be to contact an attorney for legal advice and to make sure that your rights under the law are not being violated. Contact your union rep or the rep on duty to discuss your contractual rights that include pay, leave of absence provisions, light duty assignments and the possibility of post-accident drug testing.

We recommend that you take advantage of this important union value, a free consultation for you or a family member who is injured. To schedule an appointment with Mark Leeds, call his office at (562) 427-7700 x200. His office can fully accommodate Spanish speakers.



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!

Spotlight on New York City- October 5-10, 2017

Julian- November 9, 2017

Christmas Party at the Riverside- November 27-29, 2017

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 Maggie Land





CVS members approve new contract that exceeds expectations

Members at CVS gave bold approval to a new four-year contract Aug. 15, following nearly four months of negotiations that seesawed from “maybe to never and back again” several times before a last minute breakthrough.

The final result was a collective bargaining agreement that surprised many with a number of new workplace protections as well as pay increases in every year of the agreement for everyone.

In addition, members with company benefits will receive a healthcare bonus designed to offset the costs of higher medical premiums that have been burdens to participation for some CVS employees for years.

That particular benefit has gained notoriety well beyond the local area for what many are calling a novel approach to healthcare costs that are rising nationwide but at significantly higher rates for some.

This contract cycle marked the first of its kind for thousands of CVS employees brought into the union fold in the past two years. Union leaders credited member’s solidarity with helping convince management to move forward on several important issues including pay hikes— especially in light of a state minimum wage that will soon grow to \$15. Members at the top pay rate will get 50-cent increases for every year of the contract. In the end, CVS agreed to make the increases retroactive to July 2, when the previous contract expired.

Cecilia Avila from CVS 8849 in Santa Ana voted on her first contract with enthusiasm. “As soon as I saw that pay increase every year I said ‘yeah’ I’m voting yes,” she said. Cedric Davis, from CVS 8864 in Long Beach, said there were a handful of improvements that he said will be warmly received by his co-workers

“I think the hourly guarantee for part-time employees is a big plus and with the benefits being so expensive the fact that they are going to provide us money to pay for that is a huge step forward.”

The rate of progression—number of years to the top rate—will also be reduced. Members will see big changes



in scheduling policy starting with the new requirement that final schedules be posted on the Wednesday prior. Finally, members will be able to request time off that includes weekends with greater frequency and without fear of adversely impacting their availability status.

“I think that CVS management saw the value of maintaining a workforce that feels appreciated,” said Sec.-Tres Andrea Zinder “Workers have seen those words on posters and memos for a while but seeing it in their compensation goes a lot further.”

Union officials have long said that contracts

are shaped by many factors such as the state of the national economy, the political environment or even technical innovations. But the newest CVS contract is being called the most improved in many years and that is being attributed to the highly successful organizing drive that added thousands to the union fold.

It is the best evidence I’ve seen in the power of numbers,” said President Greg Conger. “The more workers speaking as one makes that voice louder and the louder it is the more it gets listened to. It’s what being union is all about.”

As soon as I saw that pay increase I said ‘yeah’ I’m voting yes.

Cecilia Avila
CVS 8849, Santa Ana



Militia slaughters strikers at Ludlow, Colorado

Ending a bitter coal-miners' strike, Colorado militiamen attack a tent colony of strikers, killing dozens of men, women, and children.

The conflict had begun the previous September. About 11,000 miners in southern Colorado went on strike against the powerful Colorado Fuel & Iron Corporation (CF&I) to protest low pay, dangerous working conditions, and the company's autocratic dominance over the workers' lives. The CF&I, which was owned by the Rockefeller family and Standard Oil, responded to the strike by immediately evicting the miners and their families from company-owned shacks. With help from the United Mine Workers, the miners moved with their families to canvas tent colonies scattered around the nearby hills and continued to strike.

guardsmen attacked the largest tent colony of strikers near the town of Ludlow, home to about 1,000 men, women, and children. The attack began in the morning with a barrage of bullets fired into the tents. The miners shot back with pistols and rifles.

After a strike leader was killed while attempting to negotiate a truce, the strikers feared the attack would intensify. To stay safe from gunfire, women and children took cover in pits dug beneath the tents. At dusk, guardsmen moved down from the hills and set the tent colony on fire with torches, shooting at the families as they fled into the hills. The true carnage, however, was not discovered until the next day, when a telephone linesman discovered a pit under one of the tents filled with the burned remains of 11 children and 2 women.



When the evictions failed to end the strike, the Rockefeller interests hired private detectives that attacked the tent colonies with rifles and Gatling guns. The miners fought back, and several were killed. When the tenacity of the strikers became apparent, the Rockefellers approached the governor of Colorado, who authorized the use of the National Guard. The Rockefellers agreed to pay their wages.

At first, the strikers believed that the government had sent the National Guard to protect them. They soon discovered, though, that the militia was under orders to break the strike. On this day in 1914, two companies of

Although the "Ludlow Massacre" outraged many Americans, the tragedy did little to help the beleaguered Colorado miners and their families. Additional federal troops crushed the coal-miners' strike, and the miners failed to achieve recognition of their union or any significant improvement in their wages and working conditions. Sixty-six men, women, and children died during the strike, but not a single militiaman or private detective was charged with any crime.

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



STATS

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