

Union Value

**How can we explain to younger members
what a bargain membership really is?**

Off & Running

Day-long conference explores ways to make stewards better communicators.

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Dollars & Scholars

UFCW Local 324 dispenses thousands in scholarships and award first ever Honorary Eiden Award.

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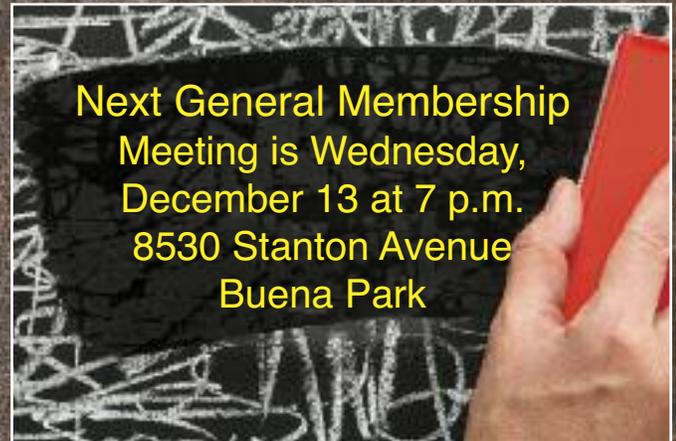
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UFCW CONVENTION APPROACHES

In accordance with Article 15 of the UFCW International Constitution, nominations and elections will be held for 23 delegates and six alternates to the UFCW International Convention to be held in Las Vegas, Nevada April 23 – 27, 2018 at our December 13 membership meeting held at 7:00 pm in Local 324's Auditorium, 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!

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Asst. Editor: Mercedes Clarke



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Monday-Friday

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Solidarity by Food 4 Less members made contract success possible

Over the course of about two months, Food 4 Less members, stewards and supporters joined together to collect more than 50,000 signatures from the company's loyal shoppers on a petition.

The petition was a pledge by shoppers to support the store's employees as they continued to fight for a fair contract that reflected their contribution to the company's tremendous success in Southern California.

The petitions included emails and/or phone numbers and we used those contacts to keep our supporters informed of the progress, or lack thereof, in negotiations.

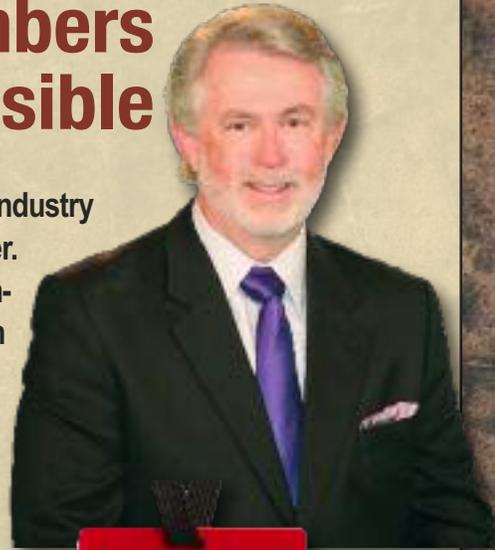
As the battle continued Kroger's now familiar negotiating strategy of "just say no" and drag out the meetings for as long as possible in hopes that boredom will ultimately prevail and their employees will finally settle for just about anything, once again proved to be delusional.

Even after the Food 4 Less members overwhelmingly voted to give strike authorization to the 7 UFCW locals involved, management refused to consider most of the proposals that could have brought the negotiations to conclusion.

Both sides have been around long enough to understand the give and take of collective bargaining and both sides know going into the process that neither side will get all that they want.

However, Food 4 Less's bargaining strategy over the last two or three expirations neither recognizes nor acknowledges that there are continuing problems festering in their stores and that turning a blind eye will only make matters worse in the future.

The retail grocery industry is not getting any easier. It's become more competitive in Southern California over the last 20 years because employers like Kroger continue to merge with or purchase their competition. The ultimate result is that the union market



Greg Conger
President



share is reduced (state and federal monopoly laws require divestiture).

I could go on and on but the bottom line is this. Food 4 Less members stood strong. Food 4 Less members stayed united. Food 4 Less members didn't get impatient even though it would have been very easy to do so.

And everyday Food 4 Less members demonstrated a willingness to do whatever it would take for a fair and equitable contract. We should all be proud of their strength and solidarity.

Personal observation: It's considered bad form for the President of a company to send out a "thank you" note to your "valued associates" with the statement "never once did we ask for financial concession in this contract" when everyone involved knows that is patently untrue! Maybe next time you should check your facts or save your breath.

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

Local makes major headway in ongoing drive to unionize growing cannabis industry

A parade of local dignitaries were on hand to commemorate the hard work that stretched over a period several years before coming to fruition.

It was an affair that celebrated a marathon effort that spanned a year and a half and nearly crashed and burned several times before rising from the dead.

The occasion began innocently enough when Adam Hijazi, and other owners, initially were operating licensed legal Medical Marijuana businesses in Long Beach until the city voted to ban all cannabis operations.

The standing argument took on an uncanny similarity from cities all over the state. Upon passage of a statewide proposition legalizing such facilities, small-time operations sprung up like, well weeds, in an inner city parking lot.

The initial ban eliminated all cannabis businesses in the city. "City council was slow to act and when they were approached by Adam and his coalition as well as the UFCW,

they were resistant to expansion in the city." said Local 324 Executive Vice President Matt Bell.

Despite lobbying city officials on the multitude of mitigating factors that many believed would make this new facility an example for all to follow, there was little movement from Long Beach.

The Local's Exec. VP at the time Rick Eiden who also served as the Local's political director helped spearhead a grass-roots campaign to get an initiative on the ballot to overturn the City Council's decision. The initiative that was put forward held a provision that made all new cannabis businesses labor and union friendly. The petition drive succeeded and so too did the initiative, finally opening the door to the Green Room which formally opened its doors to the public Sept. 25 on 17th Street in Long Beach.

Within a few weeks of the



Above: Executive Vice President Matt Bell addresses a crowd at the opening of The Long Beach Green Room.

opening of the LB Green Room, another Union facility, Connected Cannabis, opened next to the eateries and stylish boutiques along 2nd street in Long Beach. With the opening of these two dispensaries, 30 new members are now represented by UFCW Local 324 in the cannabis industry.

The Green Room and Connected Cannabis have so far earned praise from Local residents who saw a once blighted piece of real-estate transformed into a pristine, clean local business with the hope of infusing much needed capital into Long Beach.



Above: LB Green Room staff accepts Certificate of Recognition. Left: Staff of newly organized Connected Cannabis pose for photo in front of their sign.

Secretary-Treasurer's Report

Member survey seeks to quantify the true extent of Disney's greed

Every day, our members who work at the Disney Resort stress over bills, two-hour commutes, rent increases, medical and all other living expenses. This is equally true for Disney employees who are members of many of our sister unions (SEIU, UNITEHERE, IATSE etc.) at the park. The cost of living in the City of Anaheim and Orange County has steadily increased, but unfortunately, wages have not kept up.

While Disney workers are struggling, Disney continues to report respectable profits. The LA Times recently exposed the extent of subsidies that Disney has and continues to receive from the City of Anaheim. For example, more than 20 years ago, Anaheim built the "Mickey & Friends" parking facility for about \$108.2 million. Since the parking facility has opened, the City leases it back to Disney for \$1 / year and Disney receives all the parking fees collected.

According to the article, "Over the last two decades or so, as Disney's annual profit has soared, the company has secured subsidies, incentives, rebates and protections from future taxes in Anaheim that, in aggregate, would be worth more than \$1 billion, according to public policy experts who have reviewed deals between the company and the city".

To further understand the economic conditions of Disney workers, Local 324 has teamed up with 8 other Disney Unions and retained Professor Dreier from Occidental College along with the Economic Roundtable to conduct a scientific study of the housing, food and employment issues Disney workers may be experiencing. Overwhelmingly, our members have expressed that this is a welcome opportunity to have their voices heard.

This is also an opportunity for Local 324 to work side by side with many of the other unions at the Disney Resort to coordinate our positions and to negotiate

the best contracts for all Disney workers.

After the survey period, the Professor and his team will analyze the results and publish a report highlighting their findings. This will be helpful information as we begin bargaining for a new Disney contract in 2018. We will work with the other unions to appropriately disseminate the results.

As the minimum wage in California rises, union members expect and deserve a premium

over this wage rate. Unions in California were at the forefront of this "fight for 15". Hard working families should not have to struggle to provide for their families. The entire compensation package for unionized workers includes many employer paid for benefits in addition to wages. But a living wage

is essential as costs of housing, food, medicine and transportation continue to rise yearly.

Companies must be profitable to remain in business. But when companies are profitable, they need to recognize that much of that success is due to the hard work of its employees. In return our members expect and deserve fair pay and benefits. We achieve this through strength and solidarity. Our voice is powerful when we stand together.



Andrea Zinder
Secretary Treasurer



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

Politics *Pride* Privile

communication skills
the way for stewards to



Sec.-Tres. Andrea Zinder

In a Stewards Conference that felt decidedly more cerebral and academic than those in year's past, more than 300 stewards from throughout the Local gathered in Buena Park, Oct. 27 to look inward.

The topic, dubbed Union Values, covered both more topics than ever before and fewer topics than ever before. If it sounds odd, it was meant to according to those who organized the lineup of local speakers and workshops that spanned most of the day.

It was, after all designed to invigorate some thinking and possibly uncover a handful of common practices that could be altered so that today's stewards can more effectively communicate with colleagues who have been around as long as them as well as a new generation

whose way of life is vastly different from any other in America's diverse demography.

An in-depth survey among the Local's stewards recently was the



Dozens of prizes were raffled off throughout the event with the grand prize being an Apple iPad.



ges priorities Power

emphasized as conference paves
assume important new responsibilities

topic of many discussions during breakout sessions.

Stewards talked about what value today's members place on union membership and compare it to views held by younger members.

For example the value of health insurance has changed over the years for a multitude of highly complex reasons.

The question then becomes how best to convey that value to new members.

The survey, therefore played another important role in helping to identify which methods of communications are most effective. For example, whereas younger members may prefer text messages as a way of receiving vital information, veteran members might prefer direct contact from a union representative.

The differences in approach and understanding them was a primary goal of the conference as the union moves to empower stewards with expanded responsibilities such as signing up new members.



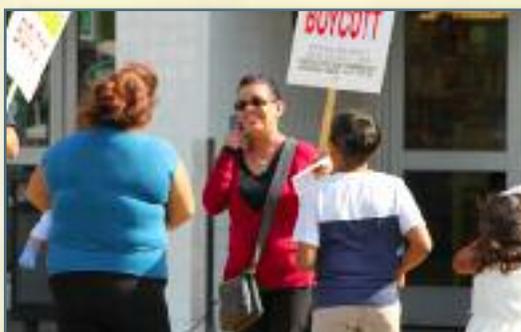
Exec. VP Matt Bell



This year's Steward of the Year is Food 4 Less member Victor Rosas. He was credited with helping mobilize members in the Food 4 Less contract campaign.

President Greg Conger said, "He set a new standard. In all the years I've been working on staff I've never seen a steward being more successful at getting out his store... and when we weren't at his store on a given day, he took a van load with him to wherever we were protesting."

Members at Food 4 Less build a brick wall



of unity and score solid victory as a result

More than four months after the expiration of their contract, members at Food 4 Less finally breathed a sigh of relief. Members overwhelmingly approved a contract that included pay increases, benefit maintenance and even some enhancements. President Greg Conger attributed the successful completion to solidarity on the part of members. "These guys didn't back

down no matter how inflexible management appeared to be. They deserve our utmost respect," Conger said.

The campaign for contract ramped up exponentially over several months, culminating in a petition drive that collected more than 50,000 names of customers willing to support Food 4 Less members.



2017 Scholarship Winners!



Rick Eiden Honorary Scholarship award Winners

- Paige Vigneault, daughter of Tammy Vigneault @ Rite Aid #6346 \$2,500
- 4 • Rosa Vellanaweth of Kaiser Permanente \$1,000
- 2 • Dennis Sotelo of the Health Benefits Dept. \$1,000

Local 324 Non - Food Scholarship

- 1 • Bilal Hameed, son of Shaheen Hameed @ Rite Aid #5743 \$2,000
- Thucdan & Thuchanh Nguyen, daughters of Thuc Bui @ Rite Aid #5525 \$2,000
- Pamela Osborn daughter of Brian Lee @ Kaiser Permanente \$2,000
- Ria Vidhate, daughter of Survarna Vidhate @ CVS #8834 \$2,000
- Elizabeth Suarez, daughter of Hilda Suarez @ Food4Less #0340 \$2,000
- Maria Medrano - Miranda, daughter of Eva Miranda @ Rite Aid #6313 \$2,000
- Ashley Atilano, daughter of Maricela Lopez @ CVS #8849 \$2,000

3 • Tristan Garcia, son of Nicole Garcia @ Rite Aid #5750 \$1,500

- Evangelina Gonzalez, daughter of Michelle Gonzalez @ Kaiser Permanente \$1,500
- Laylah Bounadary, daughter of Sougra Bounadary @ Rite Aid #6346 \$1,500
- 5 • Zainab Hameed, daughter of Shaheen Hameed @ Rite Aid #5743 \$1,000
- Doninique Olvera, daughter of Martha Olvera @ Kaiser Permanente \$1,000
- Paige Vigneault, daughter of Tammy Vigneault @ Rite Aid #6346 \$1,000
- Audrey Brio, daughter of Patricia Yonan @ Kaiser Permanente \$1,000

• Winners from the Food Division Scholarship will be listed on the website www.ufcw324.org

Hot Topics

Words of wisdom to help you keep your job

Emergency Leaves and Funeral Leave Pay (Food Division)

—By Field Director Chuck Adinolfi

One of the most stressful times in our lives can be when we experience a critical illness, injury or death in our immediate family. When members call their Representative or this office for advice, they are usually in a panic and don't always know the process to follow and their contractual rights for time off from work.

In the case of critical illness or injury or death in the employee's immediate family, the Employer shall grant an automatic emergency leave of absence, if so desired, not to exceed two (2) weeks. When possible, the employee shall request such leaves of absence in advance by notifying management. If this is not possible, the Employer shall be notified within 24 hours of the beginning of such leave. Any period in excess of two (2) weeks shall require the written consent of the employer. This is usually done by completing a leave of absence request form and turning it in to your company's Human Resources department.

Funeral leave shall be provided for the purpose of arranging for and attending the funeral of the employee's immediate family. Pay for such leave shall be at the straight time rate for the hours scheduled for each workday lost because of such absence. Paid funeral leave shall be confined to three (3) calendar days within a period of fourteen (14) days beginning with the date of the death. Verification for time required for such leave shall be supplied to the Employer by the employee if requested.

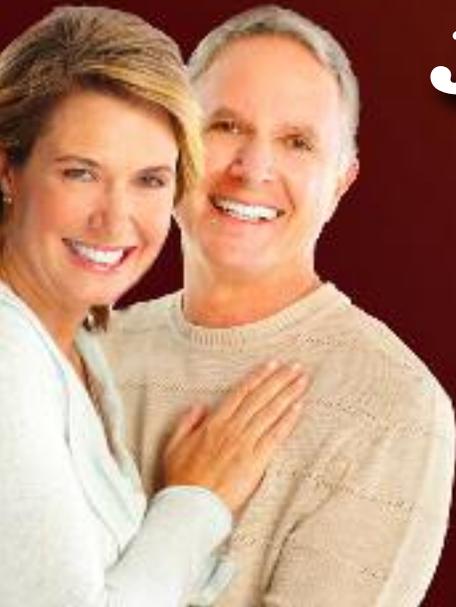
There has been a lot of confusion by members re-

garding proper pay for funeral leave. Many times, a member notifies the store manager that they need specific days off to attend a funeral before the schedule is posted and the days off were granted. The surprise comes when they receive their pay check the following week and the member finds that they received either partial pay or no pay for those days that they requested. This is because the employee did not miss scheduled shifts to attend the funeral.

If the work schedule was previously posted, and the employee then requests scheduled work days off to attend a funeral, then they would be contractually entitled to pay for those days missed. The key provision is that "the employee will receive pay for hours scheduled for those work days lost".

Immediate family shall be defined as the employees spouse, registered domestic partners, child, mother, father, brother, sister, mother and father of current spouse, grandparent, grandchildren or any other relative living in the employee's home.

If you have any questions about scheduling funeral leave, funeral pay or emergency leave of absence, you should contact your Union Representative or the Representative on duty at the union office to ensure that you get time off and pay that you are entitled to. Hopefully this information will be helpful when and if it becomes necessary to use these negotiated contractual benefits.



Join the Retiree's Club!

- *Monthly Luncheons
- *Semi-Annual Pancake Breakfasts
- *Annual Fashion Show
- *Annual Indoor Picnic
- *Regular Bingo
- *Party Bingo
- *Bowling
- *Reduced Travel Trips

As a member of Local 324 you are welcome to participate in many of our activities. For information please call:
Lou Cruz (714) 325-2847 or Diana Eastman (714) 528-6720

Be Sure to check out the website for more info!

www.ufcw324.org/member-info/retirees-club/



REPRESENTATIVE

Union Representative Tony Sotelo





UFCW pharmacists cry foul at State Senate Hearing



Right picture, from left: UFCW Local 770 Union Rep. Cheryl Butler, State Sen. Josh Newman, UFCW pharmacists Jean Drexler and Keith Fong. Newman helped arrange the public hearing that UFCW officials said was long overdue.



Over the last several years, many of our grocery pharmacist members have complained of increased workloads due to additional duties such as immunizations, biometric screenings, birth control and other prescribing, etc. These added duties have not come with added staffing. In fact, in many cases, staffing has decreased.

UFCW has been pushing for a State Senate Hearing on patient safety and workload issues to bring attention to the obstacles grocery store pharmacists face every day.

With strong support and assistance from State Senator Josh Newman, a public hearing was held on October 2. UFCW pharmacists Keith Fong, Ralphs and Jean Drexler, Albertsons testified and highlighted workload and working conditions in Retail Store Pharmacies. Cheryl Butler, Local 770 Union Representative and licensed pharmacist also provided the Senate Subcommittee with valuable information on the potential public safety issues resulting from working entirely alone in a retail pharmacy.

Supporting our troops, supporting our members



David Mandella, husband of Twila Mandella of the Health Benefits Dept. Army Combat Veteran.



Gregory Reilly, member of Ralphs 186 and currently part of the California National Guard.



Joelyssa Amaya, daughter of Raquel Amaya of Food 4 Less 761. Currently in the Army, Private 4.



Marshall Gullett, Father of Vicky Frantz of Albertsons 6124. Navy Veteran, MEG2-USN-Korea.

UMagazine has asked members to send in photos of their veteran and enlisted family members so that we can recognize the service and sacrifices that have been made for our country. Thank you for your submissions, and to those currently deployed, we thank you and hope for your safe return home.

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



Javier Ybarra, longtime Local 324 activist, named Person of the Year by UFCW International Union



At a formal ceremony in September, Sec.-Tres. Andrea Zinder presented Javier Ybarra with the Person of the Year award issued by the International Union. She praised the longtime Local 324 activist for his eagerness to take part in virtually every action the union embarked upon, giving him special recognition for playing a pivotal role in the ongoing campaign to sign up new members from CVS both locally and in Northern California. For his part, Ybarra said he was honored to be part of a movement that improved the lives of thousands and offered hope to many more.

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PERIODICAL
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*Warmest Wishes
and Happy Holidays
from the staff and Executive board
of UFCW Local 324*