



Vive la Résistance

Women's march shows momentum of Anti-Trump movement

Pen & Paper

Umag cartoonist recognized for wit and skill with another first-place award.

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Safe & Sound

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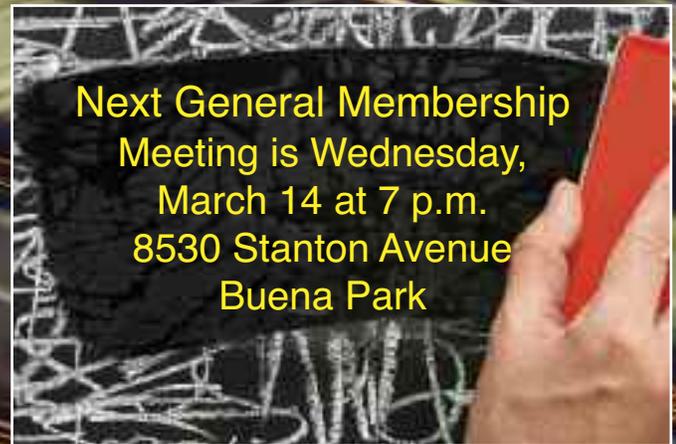
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- Withdrawal Card Request
- Change of Address Form

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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Federal Government loses sight of the real enemy in its war on drugs

California's approach to medical marijuana, and with the dawn of 2018, recreational marijuana, has been both farsighted and myopic at the same time.

The UFCW's forward thinking campaign to bring the tens of thousands of workers in the growing cannabis industry into the union fold has suffered from the state's irrational oversight. On the one hand, California implemented the will of the voters after passage of proposition 215 in 1996. But that same law allowed local counties and cities to disregard the will of their people by maintaining bans on marijuana at the local level.

In Northern California, UFCW successfully organized a dispensary full of workers only to have sheriff's departments throw a padlock on the facility a few weeks later.

One would have thought that the second resounding endorsement of the substance by state voters in 2016 would have ended the debate at least on the state level. It did not.

California regulators deserve applause for what appears to be a well thought out plan to implement the new law. Counties and cities, however, have not been as accommodating. Long Beach, for example, has decided that it needs an additional six months before it will acquiesce to the will of its own citizens, the majority of whom spoke loud and clear on a local ballot initiative passed in 2016.

If the indecisive waffling and lack of courage by local leaders wasn't bad enough, honest business owners seeking to sell legal cannabis must still face the wrath of a federal government that considers marijuana to be a menace on par with a heroin needle.

Although ATF agents aren't rounding up cannabis customers, the feds are making life numbingly difficult for the people who are bending over backwards to follow the law. The owners of One Love dispensary in Long Beach know that all too well.

They recently received notice from the IRS that the handful of business-related deductions—such as those for new equipment or hiring of some employees—would not be allowed. The agency considers marijuana sales to be an illegal activity and therefore not a legitimate “business.” With all of their deductions deemed illegal, they were hit with a tax bill that will require years to pay off.

Another side effect of the federal government's policy goes beyond inconveniencing the industry and actually puts workers in danger. Dispensaries, unlike other businesses, cannot legally deposit their earnings in a bank account because banks

are not allowed to accept deposits from sources considered illegal by the federal government. As a result, many dispensaries find themselves having to keep large sums of cash on the premises, making them prime targets for robbery. The UFCW continues to lobby for accommodations to the law to reduce the risk to UFCW members but the federal government has refused to even consider the matter.

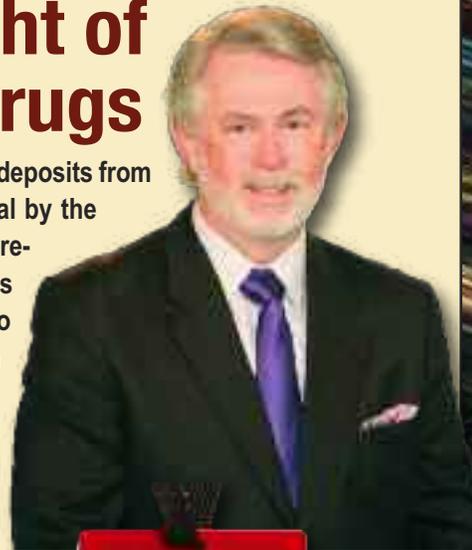
Dispensary owners are determined to continue fighting despite being attacked from every direction.

Cannabis Facts:

- As 2018 began, 29 states and DC have legalized cannabis in some form (medical, recreational or both).
- More than 60% of Americans live in those states.
- 93% of Americans favor medical cannabis use.
- 59% of Americans favor recreational cannabis use
- By 2020 the cannabis industry will employ 250,000

Today honest hard-working business owners and their employees are the unwitting targets of the federal government. Our Justice Department would be wise to take an honest look at the people involved in the emerging cannabis industry. Sadly, it's becoming more clear every day that it's virtually impossible to get anything “honest” out of this criminal administration.

The people being targeted are citizens who share the same visions for a healthy, stable and safe community as the minister, 1st responder, teacher or accountant who live next door. Only after making that discovery will the feds find a more appropriate target for their arsenal of weapons that have been locked on the wrong targets for far too long.



Greg Conger
President



Above: Local 324 members, including Sec.-Tres. Andrea Zinder, display the union's banner during a march in downtown Santa Ana Jan. 20. They were among more than 25,000 protestors to attend the event locally exactly one year after the inauguration of Donald Trump.



Women's march nationwide shows a fervent and growing anti-Trump movement

Local 324 members were among 25,000 people who gathered in downtown Santa Ana Jan. 20 for a march advocating for women's rights.

The event was just one of hundreds of gatherings nationwide, including downtown Los Angeles where some estimates put the number of marchers at 600,000. The events marked one year since Donald Trump was inaugurated President and was attended by an even larger group of activists, many of whom have begun to focus their energy on a single goal—to flip Congress.

Many analysts are predicting heavy losses for the incumbent Republican Party in Congress, with many going so far as

to predict a turnover in the House of Representatives. For that to happen, the GOP would need to lose 26 seats.

Those same seasoned analysts say that Orange County could play a pivotal role in determining who controls the House with a total of four seats considered highly competitive. Incumbent Congress members in two of those districts, Darryl Issa and Ed Royce announced they would not seek re-election.

President Greg Conger has said Local 324 will play a "more active role than ever before" in its effort to elect pro-union members of Congress. Phone banking and precinct walking are examples of mass mobilizations Local 324 plans to use to accomplish that goal.

Secretary-Treasurer's Report

Senator Newman's Pharmacy Staffing Bill is Good Medicine for California

UFCW pharmacists are working hard to keep retail store drug counters a safe place to fill prescriptions. In the past few years, California has put pharmacists on the front lines of fighting several public health threats, from limiting the purchase of cold medicines used in methamphetamine production to monitoring databases for opiate use. At the same time, the California legislature has greatly expanded the work performed by pharmacists, as a means of making health care more accessible to consumers. Pharmacists can prescribe and dispense contraceptives and smoking cessation drugs, deliver vaccines and perform some biometric screenings. These are in addition to pharmacists long standing duties of checking drug interaction, watching for abuse and diversion and counseling patients.

Enabling pharmacists to expand the care provided to Californians is smart medicine and helps reduce costs, but big grocers are making it difficult for pharmacists to do the most important job of protecting consumers.

Unfortunately, it's common for pharmacists to be assigned 12-hour shifts with little or no support, making it increasingly difficult to meet the new public mandates, keep up with walk-in demand at public counters, validate insurance and concentrate on the safety and health of consumers.

The obvious, win-win solution for the public and pharmacists is to adequately staff pharmacies. But big grocers insist on short-staffing to save money, even if it means putting the public safety at risk. That's why we've partnered with California State Senator Josh Newman (D-Fullerton) to introduce a bill that would require the retail stores to assign at least one ancillary staff member to assist the pharmacist with some of the duties in the pharmacies which do not require the skill and education of a licensed pharmacist. This would al-

leviate some of the workload issues that make it extremely difficult for pharmacists to safely fulfilling their expanded healthcare provider role.

Newman has always stood up for working people. He took a difficult vote to ensure roads, bridges and essential infrastructure had enough resources to be prepared for the 21st century. As part of the vote, he ensured that jobs created by this new law were union jobs.

He helped lead the effort in the senate to ensure that workers in the burgeoning meal-kit industry receive the same training that is mandated for workers in the retail grocery setting. Senator Newman has stood side by side with Local 324 members during contract campaigns, such as the recent hand billing and boycott actions at Food 4 Less.

Senator Newman chairs the Senate's subcommittee on professions and licensure; the committee that plays a pivotal role in ensuring pharmacists have the support needed to work safely. He understands the issue and that this is both a worker issue and a public safety necessity. Local 324 looks forward to working with Senator Newman and lawmakers to ensure consumers have the professional advice and safety they deserve.



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

When workers at 'One Love' joined cheers came from an

When California passed its landmark legislation legalizing medical marijuana over 20 years ago, cannabis supporters declared a dawn of a new world order.



Judy and Jeff Abrams were among those who cheered the law's passage and when their son opted to be part of the industry more than a decade later, they enthusiastically supported his venture.



It didn't take long for the family to discover that despite the new legal status medical marijuana had in the eyes of the state, the reality on the ground was a different story. The security and peace of mind that legalization was supposed to bring with it remained a pipe dream.



"We would leave the store at night and be afraid of what was waiting outside for us," recalled an employee who has been with the business since its initial opening in 2009.

Dylan Laio said the fear was not of would-be robbers hiding in the shadows. The fear was of law enforcement waiting to shut down the business or seize its property.

Despite being legal according to the state of California, the industry remained an unregulated, ill-defined mish mash of characters, some of whom believed passionately in providing relief from suffering that medical marijuana offered.

One Love employees recall that uncertainty prevailed over the industry for years as indecisive city councils whipsawed back and forth on how best to regulate pot.

Long Beach turned a blind eye to the burgeoning number of facilities in its jurisdiction one day only to do an about face the next. When local governments finally settled on a policy, their enforcement was wildly unpredictable, random and spotty. Ultimately, the dispensaries that ended up being raided, shut down and their assets seized were those who were most diligent in following legal guidelines. They were the easiest to find because they filed the requested documents with all the proper departments because they made transparency and compliance a high priority. After opening and closing three times in the same location, something happened recently that makes One Love staff members feel like this time may be more permanent. They voted to become a union shop.

"That was the point where . . ." Judy struggles to find the exact words to describe the day the vote took place. "That was when we became legit."

Judy and Jeff have since become part owners of One Love, with Jeremy their younger son, maintaining own-



the union, the loudest unlikely source-management

ership of most of the business.

Collectively, the family embraced bringing in a union with all the enthusiasm of a hard core agitator. A growing number of dispensary owners are seeing the value of being a union shop.

“If it wasn’t for the union, we wouldn’t be open today I’m convinced of that,” Jeremy said. He is referring to the Local’s aggressive support of Measure M in November of 2016, the ballot initiative that overturned the city council’s decision to prohibit the sale of all pot in the city.

Jeremy goes a step further and said that being able to provide his employees with the benefits and workplace protections make him feel like he is having a positive impact on others.

Laio said that the day they became union and ratified a contract was like coming out of the shadows.

“So now I get a paycheck, and a health care package that includes dental,” said Laio “We aren’t the black market anymore. That’s as mainstream as it gets.” he said.

Equally important is the political access that unions bring to the table. In their darkest hour, dispensaries up and down the state were being closed down by city and county governments that saw them as magnets for crime.

Union executives have already proven to be valuable consultants to the owners of union dispensaries by offering expertise on how to incorporate community concerns into their business models.

In addition, UFCW locals have leveraged their influence with pro-labor city council members and county commissioners to help them see dispensaries in a different light.

Prior to being union, dispensary owners trusted neither law enforcement nor city leaders. Today, city and county officials are beginning to view the industry’s workers as stakeholders in the community.

“Closing a marijuana dispensary today means putting several of your own constituents out of work whereas before it was seen as flushing out bad seeds,” said Executive VP Matt Bell.

But even as the industry makes progress locally, they continue to be vic-

tims of federal law. Jeremy is reminded of this fact every month when he writes a check to the IRS for back taxes.

The assessment came two years after One Love filed its taxes on time and utilizing the standard business deductions. The IRS rejected their tax return and disallowed all of their deductions. Why?

“They said we were not a legitimate business and therefore couldn’t take business deductions,” Judy said. “We’ll be paying them back for years.”

Federal law also prevents One Love from depositing cash in a business account as federal law bans banks from accepting money from “illegal sales” of pot.

But despite the hurdles that remain, things are beginning to change; Bell recalled speaking with a One Love employee shortly after she and her coworkers ratified their first contract.

“Before today I was afraid to tell my mother where I worked,” she said. “But now I can go home and tell her that I have health care, a dental plan and a pension — and pay raises on a schedule ...She’s a teacher and I have everything she has now.”



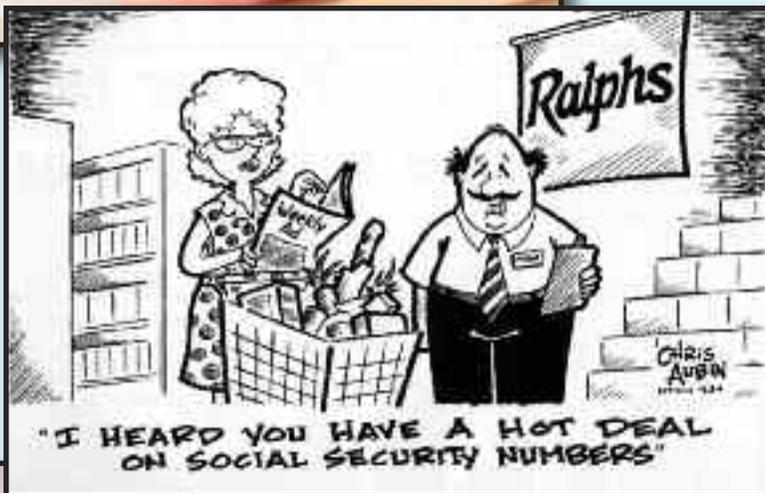


‘A bit on the

Cartoonist Chris Aubin is a part of the L

Almost two years after the infamous Strike/Lockout 03/04, union leaders began building the foundation for what evolved into *U Magazine*. One of the primary architects of the publication recalled that brainstorming sessions were both exciting and grueling as wildly divergent ideas about what the magazine should include were debated. Everybody who had a hand in its creation agreed on only one thing—that Chris Aubin had to be the cartoonist.

“Everybody agreed on Chris before everybody even agreed on a name for the magazine,” recalled *U Magazine* editor Todd Conger. “Staff members who weren’t even involved in the project made a point to stop by the communications department to suggest that we make Chris the cartoonist”



It came at a time when the union was beginning its first contract talks with the major grocery retailers since the conclusion of the bitter labor dispute. Aubin’s witty but biting cartoons lampooning Vons CEO Steve Byrd remained fresh in the minds of thousands of his fellow members.

To this day a couple of the more celebrated cartoons adorn the wall of the upstairs auditorium, reminiscent of the time when it served as the “war room” during the 141 day battle.

Aubin’s in-your-face style was on full display as *U Magazine* published its first issue. The U.S. Justice Department had announced that Ralphs Grocery Co. would plead guilty to felony charges that managers illegally re-hired locked out workers in the 03/04 Strike/Lockout.

U Magazine’s first cartoon featured a female shopper with cart at her side and a priceless expression of confusion and curiosity. She accosts a clearly nervous store manager to ask about an advertised product she can’t seem to find.

“I heard you have a hot deal on social security numbers.”

Some have been similarly sarcastic swipes at management, particularly that



the sketchy side'

Local's tradition of award winning journalism



first negotiations cycle following the labor dispute.

Some have been more innocuous while others sought to inspire some deeper thought.

Since U Magazine began in 2006, Aubin has been honored seven times by the International Labor Communications Association, the only trade group comprised of journalists from the Labor Movement exclusively.

That has made Aubin the most decorated cartoonist in the UFCW. He is one of the most consistently recognized talents in the Labor Movement in the United States and Canada and 2017 marked Aubin's second first place award for best cartoon.

His success comes in part from the comprehensive understanding of union issues. Whether its public policy, a business practice or a social trend Aubin seems to have an inherent sense of its long-term impact on the movement.

It should come as little surprise given that those closest to him have all been members of a union. His mother and father made a point to credit their unions for the middle class comforts the family enjoyed growing up. His grandfather would tell stories of his union's underdog status in a company town. He even dated and later married a fellow Local 324 member he met while working at Vons in Huntington Beach. They have been married for seven years.

When he found himself walking a picket line in 2003, the somewhat reserved, easy going dairy clerk who was in his mid 30s at the time was angry.

"Walking a picket line for eight hours wasn't enough to get out all the energy so I stuck around and made a few signs that expressed what I was feeling at the time," Aubin recalled.

Fortunately, since then, Aubin has not had any historic labor disputes break out to help him polish his skills. Instead, he has managed to stay at the top of his game by posting a comic strip chronicling the adventures of his two pugs Lola and Ranger— their animated alter egos are Cosmo and Chopper.

The comic strip has been part of Aubin's routine for years. He sells the complete

eight collection of their antics at pugtoonz.com and donates the proceeds to pug rescue organizations.

The cartoon makes light of how pets seem to transform mundane daily routines into laugh-out-loud theater that endears pet lovers to their beloved animals.

The exercise provides an escape from the rigors of a day that starts at 4 a.m. and requires he be alert and in motion most of a full-time shift.

If the day's duties permit a minute to stand still it's usually because a customer at the Yorba Linda Vons where he works requires personal service. But it is during these times when he's not rushing down the aisle and back to the dairy case that co-workers have been known to stop and stare.

Aubin watches as they timidly approach thinking of the right way to ask the question.

"Wait, wait... are you the guy who does the union cartoon in that magazine?" Yeah, he's the one.



Remembered and missed former president of Local 324 John C. Sperry dead at 81

John Sperry, the former president of UFCW Local 324, died of heart failure Dec. 7, 2017 at his home in Garden Grove. He was 81.

Sperry's passing came after an extended period of declining health, much of which was attributed to a life-long battle with diabetes, according to family members.

The Sperry name is iconic in Southern California with both John and his father John M. earning reputations as passionate labor leaders who fought tirelessly to advance the living standards for tens of thousands of grocery workers in Los Angeles and Orange counties.

Sperry joined the staff as a union representative in 1959, six years after entering the retail industry as a clerk. He served as secretary treasurer for five months prior to being elected president and assuming office in December 1973. Sperry formally gave up the reins of leadership at Local 324 in 2003 only weeks before the most contentious grocery strikes in American history.

Early in his presidency, Sperry helped set the standard for collective bargaining agreements throughout the country as retail workers in Southern California continued to see living standards improve and benefits expand consistently for decades. Sperry was largely seen as the primary influence among the region's UFCW Locals, holding key executive titles on prominent benefit trust funds and serving as an International Vice President.

Sperry led negotiations with major grocery chains during a period of sweeping changes within the retail grocery industry. Small regional grocery chains merged with larger international conglomerates that saw the generous contracts in Southern California as a threat to long-term profitability. Sperry, nevertheless, stood up to the corporations and staved off aggressive attempts to scale back wages and benefits.

Sperry cemented his reputation as a tena-

cious fighter for workers by leading employees at Disneyland on a strike in 1984. Negative publicity ultimately forced the entertainment giant to make concessions at the bargaining table. As workers returned to their jobs, the dispute energized activists as it demonstrated how a united underdog could successfully take on corporate employers with vast resources at their disposal.

Sperry's son Ron was only five when his father was elected president of Local 324. He said that his memories are scattered and incomplete, but he re-

calls at least a half dozen times that a member came knocking at the door of their home in Garden Grove with the single goal of talking with the union president.

"He would talk to them as long as they needed no matter what it was that was on their minds. He would never cut them off even if they were still going after an hour and a half," he said

Lou Cruz who currently serves as Local 324 Retirees Club President said many club members worked during his service as president and are deeply saddened by the news.

Cruz was among those who worked the bulk their years during Sperry's leadership tenure. "He was a man who cared about people and about doing everything he could to help them when they needed it," Cruz said.

John was married to his wife, Carol, for 51 years, prior to her death in 2001. He later married, CJ in 2004 a partnership that lasted 14 years until her death in April of 2017. He is survived by two sons John Michael, 59, and Ron, 57, both residents of Reno Nevada.



Reporting a Worker's Compensation Injury

—By Field Director Chuck Adinolfi

Our office gets calls every week asking for direction and advice regarding a work-related injury. Hopefully this article will help shed some light on many of your questions.

Q: What is an injury?

A: There are only two kinds of injuries. One is called a specific injury. That is when you can identify a specific time and location where the injury occurred. The other kind of injury is when there is no specific event but rather the result of repetitive job duties over an extended period of time. When the pain becomes enough to require a doctor's care you should report it as an a "continuous trauma" injury (CT).

Q: Do I have to see a doctor if I report an injury at work?

A: No, but your supervisor is required by law to offer you the opportunity to see a doctor and provide you with a claim form. Failure to do so is a violation of state labor law, formally known as the California Labor Code, and it is grounds for a lawsuit.

Q: Why report an injury if I don't require a doctor?

A: If you don't report your injury when it occurred, and report your injury later, management can claim it didn't happen at work. You might even face discipline for not reporting an injury in a timely manner.

Q: Are there any consequences for reporting an injury?

A: Well. . . sometimes a supervisor will issue a "write up," claiming that you committed a safety violation. Be sure to contest these write ups! For a safety violation write up to be upheld through the grievance process, management is required to show evidence—such as witnesses or a video—that prove the safety violation occurred. In addition, a doctor must testify that the actions seen by witnesses or caught on video qualify as true safety violations and were the likely cause of your injury. These are high burdens for management to meet, increasing the likelihood that your claim will prevail.

Q: What if my supervisor attempts to talk me out of filing a claim?

A: That is a direct violation of state labor law. Report it to your union representative.

Q: What if my supervisor retaliates against me after I file a workers' compensation claim?

A: That is another violation of state labor law. Retaliation comes in many forms: sudden and numerous write ups, more work, different work, change of shifts, transfer to another store, attitude change by your supervisor, and even termination are examples of retaliation.

Q: Should I notify my union representative of my injury?

A: Yes! Your union rep can follow up and make sure that your employer is complying with the law and treating you fairly. Your rep may also be able to refer you to a workers' compensation lawyer.

Q: Must I hire a lawyer to represent me?

A: Not necessarily, but it is important for you to consult with one, especially one who is familiar with our contract and our employers. Workers' compensation lawyers work on a contingency basis, which means that you don't pay the lawyer up front.

Q: Can I go to any doctor for my injury?

A: Yes and No. The workers' compensation insurance company will not recognize a doctor or accept that doctor's reports if he or she is not part of the employers' Medical Provider Network (MPN). The MPN is a network of doctors approved by the insurance company. But you may pre-designate a doctor to be sure that he or she is recognized by the insurance company. You must fill out a form and you and your doctor must sign it and be sure it is kept on file in the event you are ever injured. It is a better option than using the company's industrial medical clinic.



REPRESENTATIVE

Union Representative Dario Rodriguez





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



\$9.00



\$8.00



\$7.50



\$8.50



Legoland/Sea-Life Hopper Tickets

Adult: \$83

Child: \$78

Legoland Park

Adult: \$78

Child: \$73



SeaWorld

Prices vary by date

Available in Office **ONLY**



Six Flags

Valid Thru 9/17/17

\$50

Available online only



Prices vary by date



Prices vary by date



Prices vary by date



AQUARIUM OF THE PACIFIC

Adult: \$18.95
Junior: \$13.95

Prices are subject to change and availability

Online prices may vary

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



Off the wall



Are you working in the Food Division?
Do you have PPO Medical Coverage?

DON'T LEAVE MONEY ON THE TABLE!

You can earn extra funding for your Health Reimbursement Account (HRA) by completing these related Healthy Activities — which can also help you learn about and/or manage your health:

- Get an annual physical and a health screening (includes cholesterol test)
- Participate in a weight loss or tobacco cessation program
- Belong to a gym/fitness, yoga or Pilates center
- Participate in organized group physical activities like run/walk/bike events
- Fill out your Health Risk Questionnaire (HRQ) online at www.takeyourHRQ.com
- View the My Health/My Choices Incentive Program Video www.scufcwffunds.com
- Get a flu shot, colonoscopy, PSA (men), Mammogram (women), Pap (women)
- Get a health screening

visit <https://www.scufcwffunds.com> for more information

BUT HURRY!

Time is running out to add to your 2018 HRA balance. You only have till May 31 to add to your balance. (activities after that will apply to 2019)

Annual HRA Funding Sources	Single	Employee + Child(ren)	Family
Your Automatic Base HRA Contribution from the Fund	\$125	\$475	\$250
Maximum the Fund can add to your HRA for Healthy Activities completed in one year	\$425	\$625	\$850
Your Total HRA Funding Opportunity for the year	\$550	\$1,100	\$1,100
<i>Number of Healthy Activities needed to earn maximum HRA funding in one year</i>			

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PERIODICAL
POSTAGE
PAID

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

STATS

Totals for **2017**

GRIEVANCES FILED	1233
MEMBERS BACK TO WORK	106
BACKPAY COLLECTED:	
\$ 149,736.98	

UFCW324.ORG

LIVE BETTER WORK UNION

UFCW
SERVING CUSTOMERS
SERVING THE COMPANY