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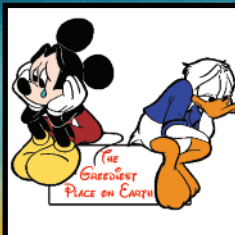
# *New Union Benefit Could Change Your Life*



## Hunger & Greed

Disney employees are going without meals while Disney and the city are still making deals.

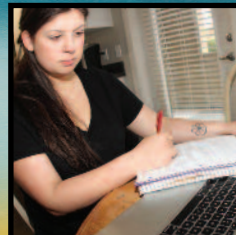
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## On Track & Online

Local student takes advantage of new benefit and finds it to be better than she thought possible.

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## United & Focussed

All UFCW Locals meet in Las Vegas to re-elect leadership and focus on the future.

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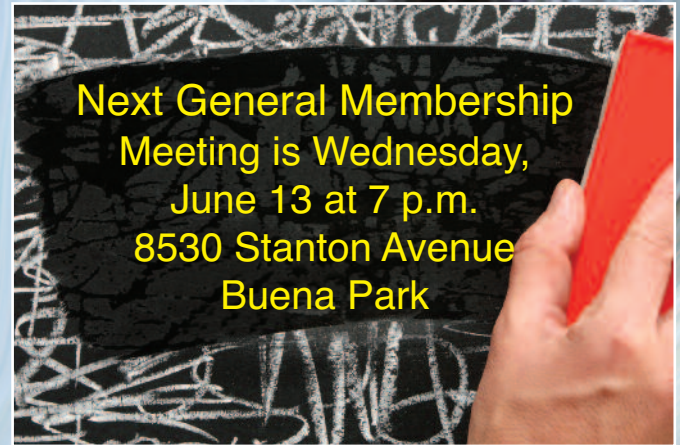
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- ☐ Withdrawal Card Request  
☐ Change of Address Form

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**  
8 a.m. to 5 p.m.  
Monday-Friday

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## Free College – a new benefit of membership that has the power to change the lives of thousands

Most people can look back on their lives and identify many opportunities that life has afforded them. Some of those were seized and some were passed by. Either way, they often shape in small ways where we find ourselves today.

Rarely are these prospects so significant that they qualify as life changing. A new benefit being offered by the UFCW to all of its members and dependent children can legitimately be described as one of those momentous opportunities.

The new Free College program that you may have heard a little bit about over the past couple of months, presents members with a real chance to earn an Associate's Degree in one of roughly a dozen subjects entirely online and completely free. It's easy to be skeptical about something that sounds too good to true

I can testify to the fact that there is no catch or hidden agenda...no disguised charge designed to surprise you in the last few minutes before committing... no ulterior motive that will result in a secret windfall for anyone involved.

Students who complete the application process at [www.ufcwfreeschool.org](http://www.ufcwfreeschool.org) will be asked at some stage to apply for federal government tuition assistance. But there is no requirement by the college sponsoring the program that students actually qualify for the aid. The only mandate is that for those who do qualify they must assign that money over to the school.

Students who do poorly in their coursework are not penalized with a bill for tuition. Even books, a monumental cost for college students, are provided in downloadable pdf form, free.

For those parents with concerns about the online process, allow me to reassure you on this front as well. Counselors are in touch with students from the first week they apply and follow students all the way through completion of their stated goals. During the classes, professors are available to assist students with questions in the

same capacity that they would be at a brick and mortar campus.

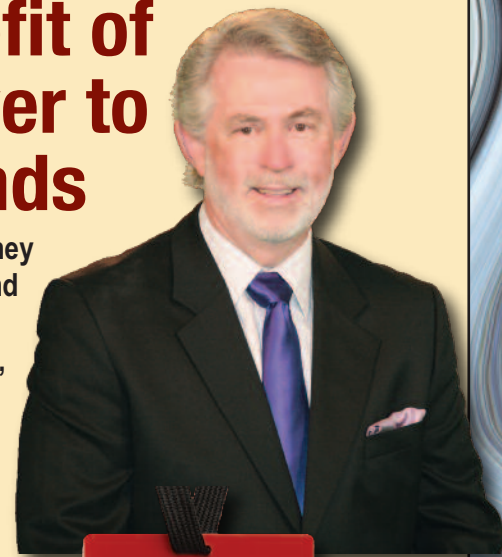
Since its inception, this benefit has been utilized by hundreds of members and their children across the country. I urge Local 324 members to join this crowd.

It is my sincere hope that members will see two important aspects to this new benefit that aren't publicized in the promotional material: First, this is one of the most comprehensive benefits offered to

any member of any organization in the form of a perquisite. Members should realize the extent to which it adds value to their membership. Think about the money you pay in the form of monthly dues and compare the cost of a full two years of college.

Second consider the fact that the vast majority of members and their children who take advantage of this program will likely leave our ranks. They will move on to a more lucrative career and for them more fulfilling jobs. In other words they will succeed in moving up the economic ladder in our competitive economy as a result of the assistance we provided.

We do this not because we are letting good talent slip through our hands. We do it because it is the fundamental principal of the Labor Movement. We are concerned with improving lives and this is one way to accomplish that goal for untold thousands years into the future.



**Greg Conger**  
President





# Ballot measure could raise minimum wage for thousands of workers in Anaheim's 'Resort District'

## Backers of ballot initiative turn in more than 20,000 signatures

Supporters of an initiative aimed at increasing the minimum wage for workers in and around the Disney Resort have dumbfounded even their harshest critics by collecting more than 20,000 signatures from Anaheim voters in a mere three weeks.

The number of signatures gathered well exceeds the required 13,000 needed for the measure to qualify for the November ballot, setting the stage for what observers countywide agree will be a contentious battle between a wide arrays of interest groups on both sides.

The Resort Workers Minimum Wage Initiative seeks to raise the wages for workers whose employers have received taxpayer subsidies.

This initiative is the result of a comprehensive study by Occidental College and the Economic Roundtable on the widespread poverty conditions of Disneyland employees.



*Union activists held a press conference May 1 to announce they had collected 20,000 signatures from Anaheim voters.*

tures, but in order to qualify for the November ballot those signatures had to be turned into Anaheim city officials to be verified. The limited time period had many predicting that effort would fall short.

"I think the residents of Anaheim were shocked to hear about the massive amount of public subsidies that one of the richest companies in the world was receiving so there was an overwhelmingly positive response when people were asked to sign the petition," Bell said.

Initiative backers are predicting a highly organized campaign to defeat the ballot measure.

"We will have to overcome obstacles, smear campaigns and misinformation every step of the way leading up to November. But we are confident that when voters understand the truth, they will do the right thing and vote to help lift Disney workers out of poverty," Bell said.



*The day of the press conference, activists vented their anger by marching through the streets of downtown Anaheim.*

The study also made note of the fact that the shocking level of suffering of theme park workers came at the same time Disneyland was receiving hundreds of millions of dollars in subsidies from the city of Anaheim

The Disney Resort receives significant subsidies from the city of Anaheim that are locked in for several decades. If passed by the voters in November, the initiative will require Disney to pay its workers a higher minimum wage. "The recent study proves that Disney can easily afford to pay a living wage and still make a tremendous profit in Anaheim," said Local 324 Executive VP Matt Bell.

Members walked door to door to collect signa-



*Union activists attended the Anaheim City Council meeting where the study was formally presented.*



# Secretary-Treasurer's Report

## 'Artificial Intelligence' will one day affect all of us- we must be prepared

Artificial Intelligence (AI) sounds a bit scary to many of us. But it is a reality and its impact will be felt in almost all industries including the retail sector in the not too distant future.

The jobs that many UFCW members perform are changing rapidly as new technology is introduced into our stores. Many experts consider this a pivotal point and as a union we are actively taking a role in shaping the jobs of the future while protecting our members' livelihood.

Studies show that more and more consumers buy groceries online or through digital interfaces. Instacart and Amazon are the most widely used services for purchasing groceries and other products on line. Today, Instacart operates like a personal shopper, and has not yet replaced UFCW jobs such as stocking and checking. We know though that Instacart's future plans include more assistance with shopping by their low wage or fringe employees.

Amazon shoppers already bypass the grocery store. An increasing population is ordering household goods, cleaners, paper goods, pet supplies, some health and beauty aids and more on Amazon and decreasing their spending at the grocery stores. It is predicted that nonperishable groceries such as canned goods, cereal and packaged goods will follow this trend. This growing practice points to a future with less grocery jobs as we know them.

The local unions have filed grievances where Instacart is operating as an entity within a store, with dedicated self-check registers, storage lockers and staff stationed at the store waiting for the next order. But other modern shopping techniques are moving forward and are already operating in some non-union stores.

Amazon has opened an "Amazon Go" store in Seattle which allows customers to completely bypass the checking out process by recognizing the products a customer selects and automatically charging the credit card as the customer exits the store. Ralphs is piloting the "scan, bag and go" technology which allows a shopper to scan their groceries as they shop.

Robots are being developed that will write orders and stock shelves. And as customer patterns to

order on line increase it is predicted that less of these items will be available in grocery stores and the center of the store will shrink.

These same predictors however expect that as the center of the store shrinks, the perimeter departments will expand as customers want skilled produce clerks and meat cutters to advise them on products and preparation.

Food preparation and sampling will take off and the service deli will grow as more people want a healthy meal but do not have time to prepare one. Floral departments and bakeries will offer a larger selection.

The UFCW is at the forefront of assuring that as our grocery stores move closer to these new designs, our members receive training and opportunities that recognize the value of years of service working in the grocery industry.

We are meeting with the Employers that employ our members and introducing contract language that includes the union as a participant as changes are contemplated. In addition, we are looking at training opportunities and funding through State and Local programs. With a worker friendly government in the State of California, we know that worker security will be a priority.

Eventually, the jobs we know will be much rarer. But other jobs will replace them as our unionized grocery stores transform to keep up with technology and remain competitive. And these jobs must be good paying jobs with benefits for the companies to survive.



**Andrea Zinder**  
Secretary Treasurer



# International Conven

## Perrone re-elected

More than 1,300 delegates and alternates from unions across the U.S. and Canada gathered in Las Vegas April 23-26 for the UFCW's 8th Regular International Convention. Delegates and alternates enthusiastically re-elected a slate of officers, including President Marc Perrone and Secretary-Treasurer Esther Lopez as well as 40 International Vice-Presidents that included Local 324's President Greg Conger. This convention was organized around four key pillars – "Unity, Family, Community and Worth".

Perrone dispensed with the usual behind-the-podium, traversing every inch of the stage as if to reach every audience member personally. His rousing speech created an electric atmosphere that brought the crowd to its feet multiple times.

"Our principles define us... our beliefs drive us and we will and I mean will never sacrifice what we believe in or stand for," Perrone declared before a roaring ovation.

Other guests at the convention whose reputations as champions of progress in America's fractured history inspired the crowd.

Former tennis great Billie Jean King and Astronaut Chris Hadfield were among those whose words described their own successes against the odds with storylines that mimicked the triumph of America's underdog Labor Movement.

Much of the occasion was steeped in tradition, proceeding in the language of



*Above: More than 1,300 UFCW members from the United States and Canada were part of the official gathering in Las Vegas.*

*Below: 40 International Vice-Presidents were elected during the convention, including Local 324 President Greg Conger*





# *tion brings together UFCW Locals from US & Canada*

## *Intl. President, Conger re-elected Intl. Vice-President*

Roberts Rules of Order and never deviating from formality.

But it was that strict adherence to procedure that served as a learning experience for so many whose attendance was itself a testimony to the union's long history of inclusion.

Conger said that everything from the sometimes tedious reading and re-reading of constitutional amendments to the festival-like atmosphere that followed Billie – Jean King's romp around the auditorium as she batted signed tennis balls to the audience that gave delegates a sense of belonging to something greater than themselves.

"This is UFCW at its finest," Conger said "It is what makes us one among many and keeps us an organization of working men and women devoted to the cause of making lives better. That can sometimes come with fiery oratory and sometimes come with a long reading filled with commas, but it's all part of who we are and what we do."



*Above: UFCW Local 324's delegation to the 8th Regular UFCW International Convention.*

*Below: UFCW International Sec.-Tres. Esther Lopez interviews Tennis great Billie Jean King.*





# When your parents told you ‘nothing in **They lied**

When Sia Jaber’s father Shawn, a UFCW member for seven years, first told her about the UFCW’s newest benefit they shared a common reaction. “Free college, yeah right!”

Sia had just landed a new job at a dental facility where she managed an office of five people. Although happy with her job, she knew that in today’s economy, security depended on more than what can sustain you for the moment. She wanted to go back to school for the formal degree that would not only fine tune the skills she employs daily in her current job, but would help give her job security well into the future. The fact that a Bachelor of Science degree would also give her the freedom to pursue opportunities anywhere in the country without the fear of being permanently indentured to a single employer was not lost on the 22-year-old either.

But like most people who come across an offer to get something of great value at no cost, Sia and her parents thought there had to be a catch. And so, her father took on the role of a highly determined private investigator and set out to prove that what sounds too good to be true usually is. He went on the college free website: [www.ucfwfreecollege.org](http://www.ucfwfreecollege.org).

He discovered that the program was formally

offered through Gateway Community College, a non-profit regionally accredited school based in Ohio. Currently, the program offers a comprehensive on-line curriculum that culminates in an Associate’s degree in a variety of courses:

- Business Management Degree
- Labor Studies
- Entrepreneurship
- Human Resources
- Healthcare Management
- Marketing
- Finance
- General Management
- Accounting Degree
- Patient Home Navigator Certificate
- Associate of Arts Degree
- Criminal Justice Degree
- Paralegal Degree
- Early Childhood Education Degree

Two degrees, the Associate of Arts Degree and the Associates of Individualized Study are designed specifically for students who intend to transfer to a bachelorette program at a four-year university.

The course of study includes general education electives that will be required for a B.A. or B.S. The goal is for students to be able to enter a four-year university with virtually, if not all, of their general education electives satisfied.

Shawn called the number listed on the informational material to confirm and reconfirm that there is no cost to the student.

“You know when you get those phone calls and the voice on the other end says ‘Congratulations you have been chosen to receive a free Hawaii vacation.’ Well it takes a little while before you find out how much your free vacation is going to cost you and it’s not cheap. Even the books that are required for each course are provided in pdf form at no cost to the student.

Sia is pursuing a business management de-





# life is ever free'

gree and her first course began May 12.

She said the whole process so far has been easier than anything she could have hoped for.

The day she began the application process she received an email from the college detailing every step she needed to take to become a student.

One important part was the requirement that she apply for FAFSA, which is a federal student aid program. If she were to qualify for any such aid, that money is channeled to the school.

But students who don't qualify are not penalized in any way. "It's just a formality and they take care of the process once you apply."

She discovered that one of the most common fears students have — the lack of in-person assistance from a professor — was not something to fear at all.

"I had a big question about one of the assignments so I highlighted the material in the reading assignment and emailed it to my professor," Sia explained. To her surprise she received a detailed explanation from her professor within six hours. "I was actually expecting to be able to relax that night because I couldn't proceed without an answer," she said as she laughed.

The process for completing her online coursework has been ideal for someone working fulltime like herself. She mastered both her midterm and her final in a power point presentation that was also part of her final grade. She chose to cover the 2003/04 Strike/Lockout.



Both her mother and father were union members who actively participated in the historic event and she used them as sources. As she completed the project she took some extra time to research some of what her parents told her happened during the strike/lockout.

She recalled one of them questioned why she was taking all that time to verify the accuracy of what they told her. Sia's answer revealed the kind of healthy skepticism that professors strive to instill in their students.

"It's not that I don't believe you," she said matter-of-factly, "but let's face it, you also told me nothing in life was ever free. We both know that wasn't exactly true, don't we?"

For further information on free college, go to [www.ufcwfreescollege.org](http://www.ufcwfreescollege.org) or call (888) 590-9009.



# FREE

## COLLEGE BENEFIT



## AN OPPORTUNITY FOR YOU AND YOUR FAMILY

### You Work Hard For A Better Future. Strengthen it with UFCW Free College

- You can earn a college degree - FOR FREE
- For UFCW members AND families
- Eastern Gateway Community College is a public nonprofit, regionally accredited school
- Credits you earn transfer to other schools
- Don't pay out of your own pocket for tuition, fees, or books
- Save thousands of dollars
- Advising and tutoring to support and guide you
- For you, your spouse, children, grandchildren and dependents

GET YOUR QUESTIONS ANSWERED AND GET STARTED TODAY!  
[WWW.UFCWFreeCollege.org](http://WWW.UFCWFreeCollege.org) or call 888-590-9009



Call 888-590-9009  
or visit [UFCWFreeCollege.org](http://UFCWFreeCollege.org)



EASTERN GATEWAY  
COMMUNITY COLLEGE



# Hot Topics

Words of wisdom to help you keep your job

## Forced Vacations

—By Field Director Chuck Adinolfi

We have seen an increase number of companies requiring our members to schedule and take all earned vacations. Even though it is a good idea to take all the vacation that you have earned, we understand the reasons that many of you do not, extra money. A large number of members get their vacation pay on their anniversary along with unused sick pay. They use this money to pay bills, tuition, property taxes, etc., along with saving some for vacations. As hours get cut from the payroll and stores try to avoid lay-offs and try to work within their budgeted hours, the first place that managers are told to monitor is vacations. They are told to make sure that all employees take all the vacation that they should.

Vacations may be scheduled by the employer in the Master Food contract (Albertsons, Ralph's and Vons), Stater and Gelsons contract, CVS and Rite Aid contracts. In all food contracts that were listed, the employer must give the employee at least a two weeks'

notice before scheduling a forced vacation.

In the Drug contracts (CVS and Rite Aid), the employer must give at least thirty days' notice before scheduling a forced vacation.

We have seen a flood of complaints that members find themselves scheduled to be on vacation on the following week's schedule with no notice at all. This is a violation of your contract and you may have some recourse if a timely grievance is filed.

We have been successful in forcing the employer to put members back on the schedule where proper notice was not given and we have also recovered pay for those weeks that these violations have occurred. If you find

yourself being forced to take an unwanted vacation and these time limits were not met by your employer, please do not hesitate to call either your representative or the union office.

Remember, employers can require you to take all vacation time so it would be in your best interest to schedule it and take it when you want it before someone else does it for you.



## 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!

**Pala Casino-** July 12, 2018

**Luau at the Riverside-** July 23-25

**A Day in Carlsbad-** September 13, 2018

**Princess Cruise Coastal California-** November 3-10, 2018

New trips are being added all the time. Check out the website for more info.

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

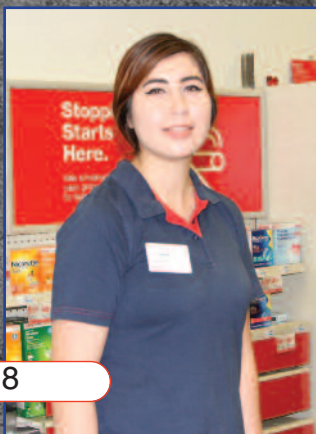
April - June 2018





# REPRESENTATIVE

Union Representative Bridget Adinolfi









# Money-Saving Programs For UFCW MEMBERS & Their Families

## FEATURED PROGRAMS AND DISCOUNTS



### AT&T Wireless Savings

Save 15% on the monthly service charge of qualified AT&T wireless plans through Union Plus\*. AT&T is the only nationwide unionized wireless carrier. Visit [unionplus.org/att](http://unionplus.org/att) for coupon and local stores (use Discount Code 3508840).



### Mortgage Program

Buying or refinancing a home for you and your children is easy and affordable with the Union Plus Mortgage program. Unique assistance helps make mortgage payments. Visit [unionplus.org/mortgage](http://unionplus.org/mortgage).



### Entertainment Discounts

Save on entertainment with discounts at more than 50 theme parks (including Disney), movie theaters, museums, zoos, and more. Visit [unionplus.org/entertainment](http://unionplus.org/entertainment).



### Scholarships

Apply for the Union Plus College Scholarship with cash awards ranging from \$500 to \$4,000 for undergraduate and graduate students. Visit [unionplus.org/scholarships](http://unionplus.org/scholarships).



### Flower & Gift Discounts

Union members save 20% on hand-delivered flower arrangements, gift baskets or plants from Teleflora. 100% satisfaction guaranteed. Visit [unionplus.org/flowers](http://unionplus.org/flowers).



### Car & Truck Savings

Save on car rentals, auto insurance, Goodyear tires and service, emergency roadside assistance, and on the purchase of new and used cars. Visit [unionplus.org/auto](http://unionplus.org/auto).



See more at [myufcw.org](http://myufcw.org)



\*15% ON THE MONTHLY SERVICE CHARGE OF QUALIFIED WIRELESS PLANS: Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice or unlimited data plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after other service discounts. Visit [unionplus.org/att](http://unionplus.org/att) or contact AT&T at 866-499-8008 for details.





#### Attraction:

#### Adult Tickets

#### Child Tickets

#### Movie Tickets

Legoland

\$80

\$75

Legoland Park Hopper

\$85

\$81

AMC  
\$10.25

Seaworld

In Office **Only**

In Office **Only**

Six Flags Magic Mountain

\$53

\$53

Krikorian Theaters  
\$7.50

Raging Waters

\$30

Aquarium of the Pacific  
(on-line only)

\$18.95

\$13.95

Harkins Theaters  
\$8.00

Universal Studios  
(on-line only)

Prices Vary

Prices Vary

Regal Entertainment Group  
\$8.50  
(Regal-Edwards-United Artists)

Disneyland/ DCA Hopper  
(on-line only)

Prices Vary

Prices Vary

Disneyland/ DCA (One Park)  
(on-line only)

Prices Vary

Prices Vary

Prices are subject to change and may vary based on date of visit.

Many tickets are available online at: [www.ufcw324.org](http://www.ufcw324.org)



Dear Brothers and Sisters:

At the recent 2018 Eighth Regular Convention of the UFCW International Union in Las Vegas, Nevada, the delegates voted to amend Article 18(A)3 of the International Constitution, which sets forth per capita to the International Union. Our delegates considered the need for a strong and effective Union that has the resources to organize and grow, to bargain better wages and working conditions for our members and to fight for dignity and equality for all workers.

The financial health of the International Union is critical in fulfilling our core mission of organizing and negotiating better contracts for our members. Accordingly, the delegates at the Convention adopted a \$1.00 monthly per capita increase, which becomes effective July 1, 2018.

This increase in per capita from \$15.04 to \$16.04 will be reflected on the invoices being sent to local unions on or about July 10, 2018, with payment due by August 10, 2018.

In conjunction with this per capita increase, Article 38(A)3 of the International Constitution provides for a simultaneous automatic increase in local union dues of \$2.00 per member per month or 46 cents per week. No further local union membership approval is required to implement this dues increase. With kind regards and best wishes, I am,

Sincerely and fraternally,

International President

April - June 2018

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PERIODICAL  
POSTAGE  
PAID

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

**STATS**

January-April  
**2018**

GRIEVANCES FILED ..... 403  
MEMBERS BACK TO WORK ..... 44

BACKPAY COLLECTED:  
\$ 154,244.87

**UFCW324.ORG**

LIVE BETTER  
WORK UNION

SERVING CUSTOMERS  
**UFCW**  
UFCW324.ORG  
SERVING THE COMMUNITY