



# Was it magic after all?

*Pay hikes for all workers at all levels attributed to unprecedented level of worker solidarity*



## Bucks & Brains

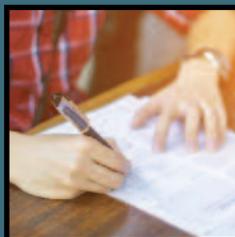
*UFCW Local 324 students rake in hefty sums of scholarship cash.*



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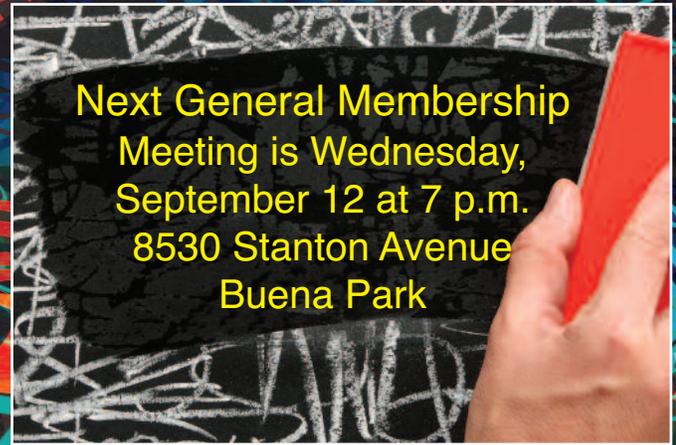
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At our September 12, 2018 Membership Meeting members will vote to approve bylaw changes making Local 324 bylaws consistent with the International Constitution and the modifications that were adopted at the 2018 International Conference held in Las Vegas, Nevada in April, 2018.

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SSN: \_\_\_\_\_ DOB: \_\_\_\_\_

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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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## Supreme Court's anti-union ruling is in keeping with tradition

When the 5-person conservative majority on the US Supreme Court slapped union workers in the face with the Janus Decision, a lot of members I spoke with were genuinely surprised.

They were among a large percentage of the population who cling to the notion that justice finds its home in the halls of our highest court—even if it remains elusive in most other places. The Janus Decision is an obvious injustice to anyone who has witnessed how a labor union operates.

The people who identified Mr. Janus, dressed him up in victims clothing and then financed his lawsuit understood how unions operate, which is why they have chosen to target our funding base as the objective and the courtroom as the location from which to fire their cannon.

Sadly, America has a long history of anti-union fervor. And America's judiciary, ironically established to protect the weak from the tyranny of the powerful, has been a sympathetic ear for those who have sought our demise.

In the first half of the 19th Century case after case in federal court established and reaffirmed that two or more men meeting for the purpose of raising wages for workers was a criminal conspiracy.

Nearly two dozen men in six states were convicted of such offenses and the courts did nothing to stand in the way of these injustices.

Courts have gleefully participated in wholesale repression of Organized Labor. That effort took place during the course of a strike by railroad workers at a time when big business was establishing itself as a major source of economic and political power, prompting Congress to address the potential for abuse by passing anti-trust laws aimed at preventing monopolies.

Crafty corporate lawyers some of whom joined government in various capacities used anti-trust laws to secure injunctions against labor unions from striking. Rarely, if ever, did courts reject such motions by companies facing collective actions by their employees for an injunction.

When these court orders were not obeyed by workers on the ground, union leaders would be held responsible either by being thrown in jail or fined into financial ruin.

For the courts, workers banding together in virtually

any form was an egregious offense that required action from the bench.

Example: a decision by the US Supreme Court in 1908 held that the Hatters Union, which had organized a nationwide boycott of hats in the US not made by union labor, were liable for damages to the non-union hat maker.

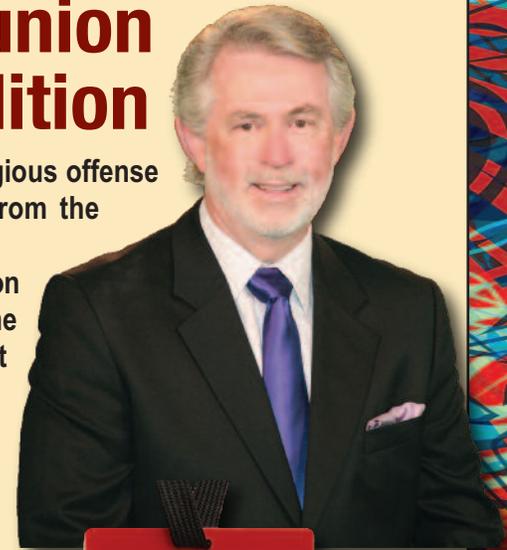
When unions got their first pro-labor president in FDR, the court ruled almost every major piece of New Deal legislation unconstitutional.

The National Labor Relations Act of 1935 comprehensively set the goal posts for labor and management. It is important to note that it was an act of Congress signed by the president—it was a reflection of the people through their duly elected representatives.

But over the years, Supreme Court decisions have withered away, thus weakening unions more each time. In 1988, Beck vs. Communication Workers of America provided individual members to opt out of portions of their union dues. The Janus Decision takes that even further.

Another 5-4 decision this year allows employers the right to force workers to sign an arbitration agreement as a condition of being hired. This prohibits any collective action on the part of workers should a dispute arise.

The fact is that the Supreme Court's recent ruling maintains its long, sordid tradition of siding with America's powerful elite and against those who need its protection the most.



**Greg Conger**  
President

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

# Drug Division stewards hold conference as multiple events cause industry-wide anxiety

About 200 stewards from Rite Aid and CVS attended a day-long conference at the union's Buena Park headquarters June 24 to discuss issues that impact co-workers today and challenges that are sure to impact them in the future.

The slow pace of contract negotiations between the UFCW and Rite Aid loomed large as stewards sought to update their stores on any progress.

Instead, union officials reported that Rite Aid had shown virtually no willingness to move negotiations forward.

The company stood by its demand that employees accept a new healthcare plan that covers less and costs more

Rite Aid's aggressive posture

comes less than a year after CVS members ratified a contract that exceeded the expectations of many.

Sec. Tres. Andrea Zinder told stewards that they had come together at a "pivotal time for the retail drug industry and the landscape is changing rapidly."

She went on to say that at a time when the companies were desperately trying to lessen the importance of personnel that their role as stewards has ironically, become even more important.

The merger of Albertsons and Rite Aid and the purchase of Aetna by CVS both contribute to an atmosphere of uncertainty surrounding the industry and its future.

Union leaders used the occasion to reassure stewards that there

will be somebody fighting on their behalf in every scenario.

President Greg Conger said that the union has many years of experience dealing with the kind of upheaval in the industry today.

He said that while the union may not know exactly how these deals will affect the future of each company, he knows not to buy the storyline from corporate headquarters.

"It is too simplistic to stand here and preach that tired phrase 'corporate greed.' But whatever you choose to call it, it wasn't done to give you and me a better experience or improve access to health care," Conger said. "It's about money and money only."



# Secretary-Treasurer's Report

## Solidarity, perseverance show the World that the underdog can still win

Following months of planning and the execution of a strategic contract campaign, Local 324 members, along with members from Teamsters, SEIU and Candy Makers ratified a new Disney agreement which provides for the largest increase for hourly employees ever at Disneyland / DCA.

The campaign began with the release of the economic round table study "Working for the Mouse" in February. This study concluded that Disney was paying poverty wages and its employees were suffering financial hardship, including in some cases homelessness, food insecurity and inadequate medical care. The study received national attention with a public outcry to Disney, one of the wealthiest companies in the world, to lead by doing the right thing and paying living wages to the hard working cast members who "make the magic".

Senator Bernie Sanders expressed his outrage and joined the Disney workers demanding more. The voters of Anaheim showed their support by endorsing a ballot initiative mandating a living wage for workers of Resort companies that receive large subsidies from the city of Anaheim.

As negotiations moved forward without much progress rallies and other direct action continued to put pressure on Disney. The company's very positive image was suffering.

Finally, on July 23, Disney management requested an unscheduled bargaining session with the Union negotiating committee. Clearly, management was feeling the pressure and the Disney corporation wanted to stop the attacks on its reputation. They presented a proposal which represented a significant increase from prior proposals and if ratified that week, would result in no one earning less than \$15.00 / hour effective January 1, 2019. More senior employees will get a minimum of a 6% increase or \$1.25 (whichever is greater) in the next 160 days.

On July 26, Disney members from all the unions that comprise the Master Services bargaining unit (UFCW 324,

Teamsters, SEIU and Candy Makers) attended an all-day voting and update meeting. Overall, the members voted to accept the contract by a significant margin.

This victory culminates months of support and strength by our members, led by our very dedicated bargaining committee consisting of: Laurinda Fiddler, Joyce Dunn, Coleen Palmer, Paul Halicus, Charlene Tomosayo, Joan Ponitz, Michi Cordell and Izela Haro. The committee

represented all areas of the park as well as the hotel stores and Downtown Disney. They were called upon often at the bargaining table to explain the issues, sometimes contradicting management's belief of how things are done. This can be a daunting task, when 25 management representatives are sitting across the table listening. They deserve all of our deepest appreciation for their dedication.

This does not end our fight for a living wage for Disney workers in years 2020, 2021, 2022 and thereafter. The Living Wage initiative will be voted on by the residents of Anaheim in November. Passing this is a priority for Local 324 and we will be reaching out to all members for help. This is a first step toward ending poverty for working families.

We are proud of our Disney members and their perseverance. Together we will continue the fight for fairness.



**Andrea Zinder**  
Secretary Treasurer



*The Local 324 Disneyland Bargaining Committee*



**UFCW 324**  
**A VOICE FOR WORKING CALIFORNIA**



# 25<sup>th</sup> Annual Charity Golf Classic

2018 marks the 25th 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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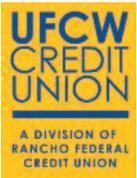
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# Customers support Rite Aid workers

**Members at Rite Aid reject contract offer, authorize a strike if necessary; outreach to customers yields support**



**Fullerton**



**Long Beach**



**La Mirada**

Rite Aid's workers soundly rejected their company's contract proposal and gave their union authority to call a strike if future offers don't improve dramatically.

Members streamed into the union's Buena Park headquarters July 27 to hear details of the proposal, much of which had been floating around as rumor for days leading up to the vote.

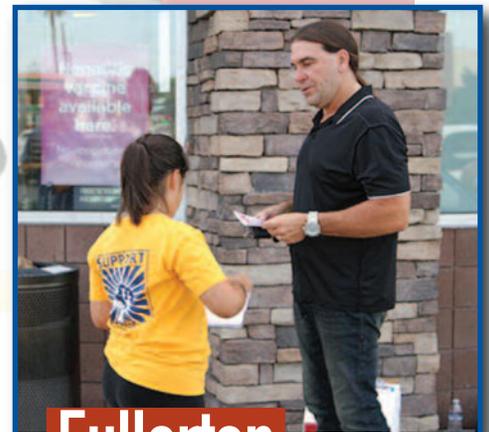
Many members hoped that such rumors were not true, but left the briefing and vote disappointed and, in many cases, overtly angry.

Many expressed disgust upon discovering that Rite Aid management was still insisting on replacing their healthcare plan and offering raises to only a very few workers.

The vote comes after a week of outreach by Rite Aid workers who appealed to the company's customer base for support.

Hundreds of customers answered their call by signing petitions pledging their support throughout the process.

Union officials thanked members for having the courage to stand up to their employer, saying that the show of unity will strengthen their hand when bargaining resumes.



**Fullerton**

# Soft-spoken discontent

One member's personal story helped shed light on Disneyland's employment policies

It's hard to place 25-year-old Disneyland Cast member Emily Bertola into any single personality type. Before she started working at Disneyland it was a lot easier.

She's a product of the quiet, Northern California suburb of Santa Maria. It is hard not to conclude that Emily misses those days when a tight-knit family and close friendships were the perfect shields from the harshness of independence. She's different today in ways that are subtle and easy to see. Her shoes, for example are more comfortable to better handle marching in the streets. Her voice might be a little hoarse from shouting loud enough to be heard above the scream of thousands of other marchers.

She's also changed in deeply profound ways that are harder to spot. They are likely to shape how she sees the world long after her shoes wear out. Nothing transforms a person faster than feeling betrayed. She won't use those words exactly, but she feels that after working for Disneyland for three years, she has no sense that they have her back.

She has gone from being a curious, soft-spoken Disneyland cast member to an outspoken, unafraid union activist who has no problem being in the spotlight on center stage. That was exactly where she was June 24 when she sat with U.S. Sen. Bernie Sanders as he joined Orange County labor unions for a roundtable discussion before news cameras and reporters.

The event was designed to shed light on the hardships faced by Disneyland employees, especially after a recent survey brought so much of their suffering into the open.

The roundtable featured a half-dozen union members who worked in a variety of positions in the park and whose level of experience ranged from just a couple years on the job



to 30 years.

The common denominator was that each of them simply could not make ends meet on the wages they earned at Disneyland. Emily's story provided the perfect example of the kind of individual struggle born from Disneyland.

A live crowd of about 4,000 people in addition to video cameras from local and national news organizations listened intently when Emily had her turn to talk.

It began when her living arrangements changed, forcing her to come face-to-face with Orange County's bank-busting cost of living.

It became starkly clear that the cost of living in Orange County would be her most formidable obstacle. She spent several nights on friends' couches, but ever cautious not to overstay her welcome, she avoided settling in at any of the homes of her temporary hosts.

She found herself skipping meals in order to stretch paychecks. After several nights of sleeping in her car, she recalled breaking down in a phone call to her mother.

She came close to quitting and going home, but opted to stick it out. From long distance, her mother helped her find a room for rent.

One gets the impression that while Emily doesn't want to dwell on the negative, neither does she want to forget it. Emily states matter-of-factly that she works for one of the richest corporations on the planet and can afford to pay her a decent wage.

Emily believes deep in her heart that Disney's top policy making executives were caught off guard by the depth of de-



# Union officials say Anaheim ballot measure is ‘full stea

When the final votes are tallied in November, no matter the outcome, this campaign promises to teach enduring lessons to a vast audience of political players who are valued for their ability to read and sway public opinion.

The initiative itself can't easily be identified as either conservative or liberal. Its roots and ultimately its language evolved from actions that are likely to get both sides of the political spectrum irritated. Supporters hope, of course, that it will irritate voters enough to act—and in this case acting means voting YES.

Exec. VP Matt Bell said that Republican voters who describe themselves as pro-business, economically frugal and who favor limited government should be among the measure's natural supporters."

"We are talking about one of the wealthiest companies in the world receiving hundreds of millions of dollars in taxpayer subsidies," Bell said. "That runs counter to conservative political thinking in every way possible and we have seen that as we walked door-to-door gathering signatures."

Union Organizer Maria Rosa Ybarra-Lopez is considered by many to be one of the foremost experts on

how to communicate with large segments of the Mexican immigrant community.

She crafts her message to Anaheim voters how an increase in the city's minimum wage and annual increases tied to inflation will have a more immediate impact on the economic fortunes of their individual families.

Maria Rosa's passionate idealism comes across as she laments the fact that Orange County's Latino community as well as voters in low income areas are not easily convinced.

"Here we have a chance to lift up 30,000 workers and help them live a more comfortable life. If you are not directly affected by this measure when it passes ... it will touch you in the future. But this is our chance to begin that process," she said, almost exasperated at the fact that the argument isn't obvious to everyone.

Another Local 324 member assigned to help the campaign, Syed Karim, has been appealing directly to local businesses for support. He informs business owners that the measure applies only to those in the Resort District of Anaheim and only those businesses that take subsidies from the city. According to Karim,

## Soft spoken discontent: Emily Bertola

*(Continued from page 9)*

spair among its workforce. "Something must change as I've seen too many coworkers go through too much," she said.

For those who remain puzzled why anybody would exert such a massive effort to keep a minimum wage job, Emily tells a story about repairing the broken heart of little girl visiting the park from Europe.

"The little girl apparently had talked about how she would be returning to have her name embroidered on her own personal Princess Ariel hat. But the name was too long to fit on the hat. And you could see the look of disappointment in the face of her parents," Emily said.

Emily slipped away from the cash register long enough to scoop up a CD and keychain from the back room, both of Princess Ariel fame.

"I told the little girl that I had just run into Princess Ariel and told her about the hat," Emily handed over the shiny merchandise and the crying stopped.

"I told her that the princess took these things out of her pocket and insisted she have them," Emily recalled.

The little girl's face lit up like a lantern followed by a smile so big she couldn't actually speak. The mother mouthed 'Thank you' silently.

"Not many jobs give you a chance to feel as good as I felt that day ..." she said.



# ... ahead' despite success at the bargaining table

about 300 small businesses throughout the city of Anaheim have thrown their support behind the initiative and agreed to display stickers in their windows announcing their support.

## The mechanics still matter

Kelly Martinez, Director of the Western States Council, the UFCW's political arm, said that she and others are confident that a solid majority of Anaheim residents support the fundamental goal of the initiative. But experience has shown that having an excess of public support is not enough to guarantee success.

Often, the makeup of those who vote is dramatically different from the makeup of the city itself. Even further complicating that equation is the fact that only a fraction of those who cast ballots for high profile races like governor or a statewide initiative actually vote in local city elections.

When the choice is between voting on an issue they are unfamiliar with or leaving that area blank, most

voters choose the latter. That makes old-school political campaigning all the more important, she said. "An active pool of volunteers ready to literally hand-deliver their supporters to the polling station is the hallmark of a winning campaign," Martinez said.

So despite the uncharted territory proponents will have to navigate in this campaign, officials remain optimistic about their prospects for success.

At the very least, said one high ranking campaign official, if the measure doesn't pass it won't be because they were caught off guard. The i's have been dotted and t's crossed, making it clear that proponents have the ingredients needed to win.

The question remains whether the months-long public campaign by Disneyland workers to get a raise has had a lasting impact on the public's opinion of the Walt Disney Corp. A Yes vote could signal that the days when Orange County's most famous institution could do no wrong in the eyes of an adoring public have finally come to an end.



Several hundred SEIU and UFCW members and their supporters marched through the heart of Anaheim's Resort District July 3, ending at the iconic Harbor Blvd. entrance to Disneyland. It was the most vocal demonstration in the months long fight and succeeded in capturing the curiosity of pedestrians along the busy path.

# UFCW Local 324 Annual



# Scholarship Award Winners

## Local 324 Non-Food Scholarships:

- 1: Jovan Romo, son of Gloria Romo, Kaiser Permanente, \$2,000
- 3: Noah Avelar, son of Julie Avelar, Kaiser Permanente, \$500
- 4: Jasmine Cabrera, daughter of Veronica Cabrera, CVS #9495, \$1,000
- 5: Kayla Yasuda, daughter of Patricia Yasuda, Kaiser Permanente, \$2,000
- 6: Nicole Araujo, daughter of Nancy Araujo, Rite Aid #5755, \$2,000

## Food Division Scholarships:

- 2: Simran Kooner, daughter of Rajwinder Kooner, Ralphs #604, \$5,000
- 7: Melinda Garcia, daughter of Korey Garcia, Albertsons #532, \$5,000
- 8: Lennice Castro, daughter of Maria Castro, Ralphs #295, \$10,000

## Not Pictured Non-Food Winners:

- Zainab Hameed, daughter of Shaheen Hameed, Rite Aid #5743, \$2,500
- Cynthia Reynoso, daughter of Manuel Reynoso, Food 4 Less #508, \$2,000
- Derek Nguyen, son of Melody Troung, Rite Aid #5763, \$2,000
- Thucdan Nguyen, daughter of Thuc Bui, Rite Aid 5525, \$2,000
- Thanhdat Nguyen, daughter of Thuc Bui, Rite Aid 5525, \$1,500
- Pamela Osborn, daughter of Brian Lee, Kaiser Permanente, \$2,000
- Shahzad Behboudi, CVS 9924, \$500

## Not Pictured Food Division Winners

- Lauren Su, daughter of Chao-Mei Chang, Ralphs #650, \$10,000
- Spencer Hagaman, son of James Hagaman, Gelsons #6, \$10,000
- Jaeven Laron, son of Joevensun Laron, Stater Bros. #161, \$10,000
- Jared Bague, son of Randall Bague, Ralphs #650, \$10,000
- Danielle Covarrubias, daughter of James Covarrubias, Ralphs #738, \$5,000
- Eric Duong and Amber Duong, children of Heidi Duong, Albertsons #3534, \$5,000 each
- Hayley Isobe, daughter of Russell Isobe, Gelsons #6, \$5,000
- Sydney Lau, daughter of Willie Lau, Ralphs #83, \$5,000
- Mariah Perez, daughter of Michael Perez, Albertsons #3859, \$5,000
- Avery Reyes, daughter of Robert Reyes III, Stater Bros. #135, \$5,000
- Breeann Novasel, daughter of Carol Uyeda-Novasel, Albertsons #170, \$5,000
- Dean Wright, son of Wantanee Wright, Vons #2103, \$5,000
- Addy Zamora, daughter of Salvador Zamora, Vons #2524, \$5,000

Additional winners can be found on our website.



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- ✓ **Track** recent (within 18 months) medical claims processed by the Fund Office
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**Step 3:** Click CREATE ACCOUNT

**Step 4:** Check your email--you'll get a link to finish creating your account profile.

**Step 5:** Establish your account username and password and set up security questions in case you forget your password in the future.

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# Hot Topics

Words of wisdom to help you keep your job

## Drug Division CVS Stores

—By Field Director Chuck Adinolfi

There has been a surge of complaints and grievances coming out of CVS stores from part time members not receiving their minimum guaranteed hours. We have had similar complaints from full time members being scheduled less than the 40 hours that they are entitled to. We were told by management that budgeted hours are being cut in stores making it difficult if not impossible to spread the hours fairly to meet the contractual requirements.

It is your right to receive the hours that are guaranteed to you in your contract and it is your companies responsibility to schedule you those hours or pay a penalty to you. Article 6 D- 1, 2, 3 & 4 of your contract spells out these guarantees and the process that you must follow to grieve a violation in a timely manner.

The guarantees are as follows:

Full time members shall receive 40 hours in five 8 hour days (except for a holiday week in which it would be 32 plus 8 hours for the holiday). This is the same in both Section 1 and Section 2 stores.

Part time members in Section 1 stores shall receive a minimum of 12 hours per week. After 6 months of employment that minimum increases to 24 hours per week, as long as you meet the availability requirements.

Part time members in Section 2 stores are guaranteed 16 hours minimum per week. After 36 months of employment, the minimum guarantee will increase to 30 hours per week. You must meet the eligibility requirements to receive 30 hours. These minimums were increased as of January 1, 2018 from 12 and 24 hours respectively.

If you meet the eligibility requirements as a part time member to receive either the 24 hour or the 30 hour minimum guarantees, and you do not receive the correct hours, you must file a timely grievance and follow this procedure:

Grievances pertaining to the 24 hour (Section 1) or 30 hour (Section 2) must be filed 48 hours after the schedule is posted or forever waived. The 48 hour time limit is a very short window of time for members to exercise their rights to claim the minimum hour guarantee that they are entitled to.

There are a few ways for members to make a claim and file a timely grievance. You may come to the Union office to file a grievance with the Rep on duty, you can contact your Rep to receive a link to file a grievance on line, or you may use a seniority claim form that you can obtain from your Union Steward or Rep to make the claim directly to your store manager. This claim form will work as a grievance and make it easier for members to meet the time limits in the contract. The claim form (grievance) can also be used to file a claim for the 12 hour minimum, 16 hour minimum, full time hours and to claim the schedule of another less senior part time employee that is being scheduled more hours.

Our goal is to make it as easy as possible for our members to exercise their rights and receive the hours that they are contractually entitled to. Remember, you must file within 48 hours of the schedule posting to ensure that we can recover the penalty and get you the pay that you deserve. Please contact your Steward, Union Representative or the Rep on duty at Local 324 if you need assistance.

# 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!

**San Manuel-** October 11, 2018

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

**San Antonio Holiday-** November 25-29, 2018

**Christmas at the Riverside-** December 12-14, 2018

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

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

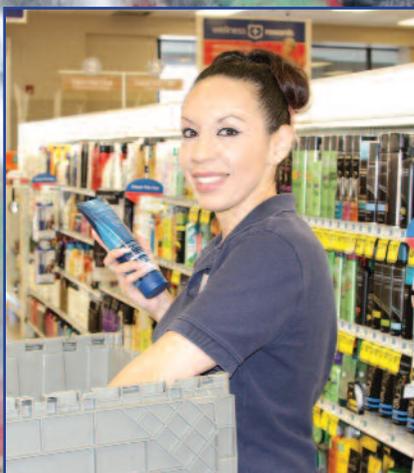
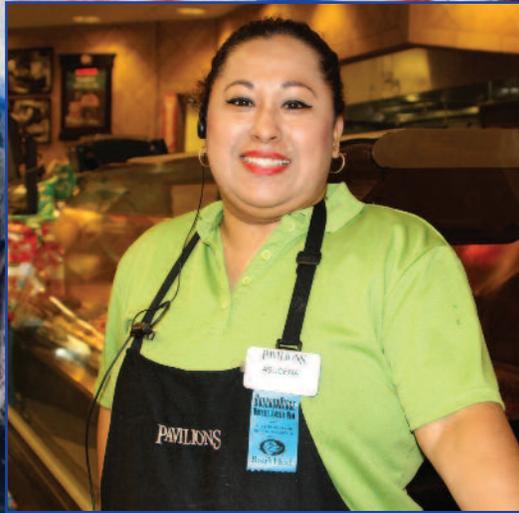




# REPRESENTATIVE

Union Representative Linda Martinez





 **Bleiweiss Communications Incorporated**

President Greg Conger  
UFCW Local 324  
PO Box 5004  
8530 Stanton Avenue  
Buena Park CA 90622

Dear Greg,

For most of my career, I have communicated with UFCW and other union members about the benefits of union membership. I have walked picket lines with my union sisters and brothers, frequently holding my young son's hand in the ongoing quest to protect our health care and many other benefits. Over the last few months, I experienced first-hand what it means to be sick and disabled and to have excellent health care coverage.

My mom, a UFCW Local 324 retiree with 23 years of service, has been in and out of the hospital and a rehab facility for several months. Our family has dealt with the pressure and stress of trying to navigate through the health care system, advocating for our mother, and doing what we could to minimize her pain and maximize her healing. We NEVER had to worry about how we were going to pay the ever-mounting costs for her care.

We never had to worry about having to pay for the expensive medications she required. She received and will continue to receive the best care for her fractured bones, sudden unexpected visits to the Emergency Room, transfers via ambulance and other medical challenges. Everything is paid for by our incredible union health care benefits.

We are most grateful for the peace of mind knowing that, when a union-covered loved one is suffering, he or she will be cared for by the best.

Thank you for all you and your colleagues do at the bargaining table and at the trust fund in service to your members and retirees. I am less than one year away from reaching Golden 85. The fact that I, too, will have health care coverage when I retire brings me enormous peace of mind.

Retiring isn't on my horizon any time soon, but I do know the value of my union membership and my Mom's membership is a unique phenomenon in our society and we just had to thank you personally.

With best wishes for continued success in service to the members.



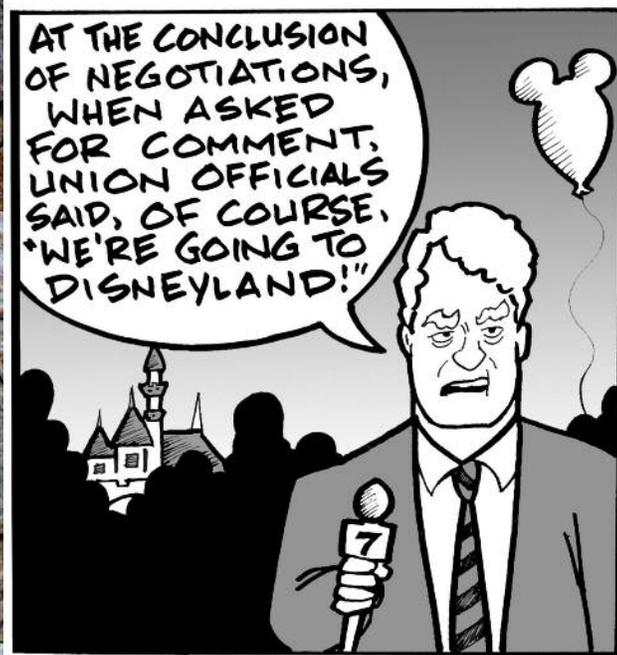
Ellen Anreder  
President and CEO  
Bleiweiss Communications Incorporated  
UFCW Union Shop Since 1946  
Proud UFCW Local 324 member since 1984

On behalf of Vida Bleiweiss  
UFCW Local 324 member for 23 years; retiree for 15 years

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*Ellen Anreder is president and CEO of Bleiweiss Inc., a public relations firm with an emphasis in publications that serve the Organized Labor community. It is located in Calabasas, Calif.*

# Off the wall



*"If I didn't have my union medical benefits, I probably would not be standing here today,"*

**—Charles Swain**  
**35 years union**

## Healthcare

Another **valuable** benefit brought to you by your union

Umagazine is published by

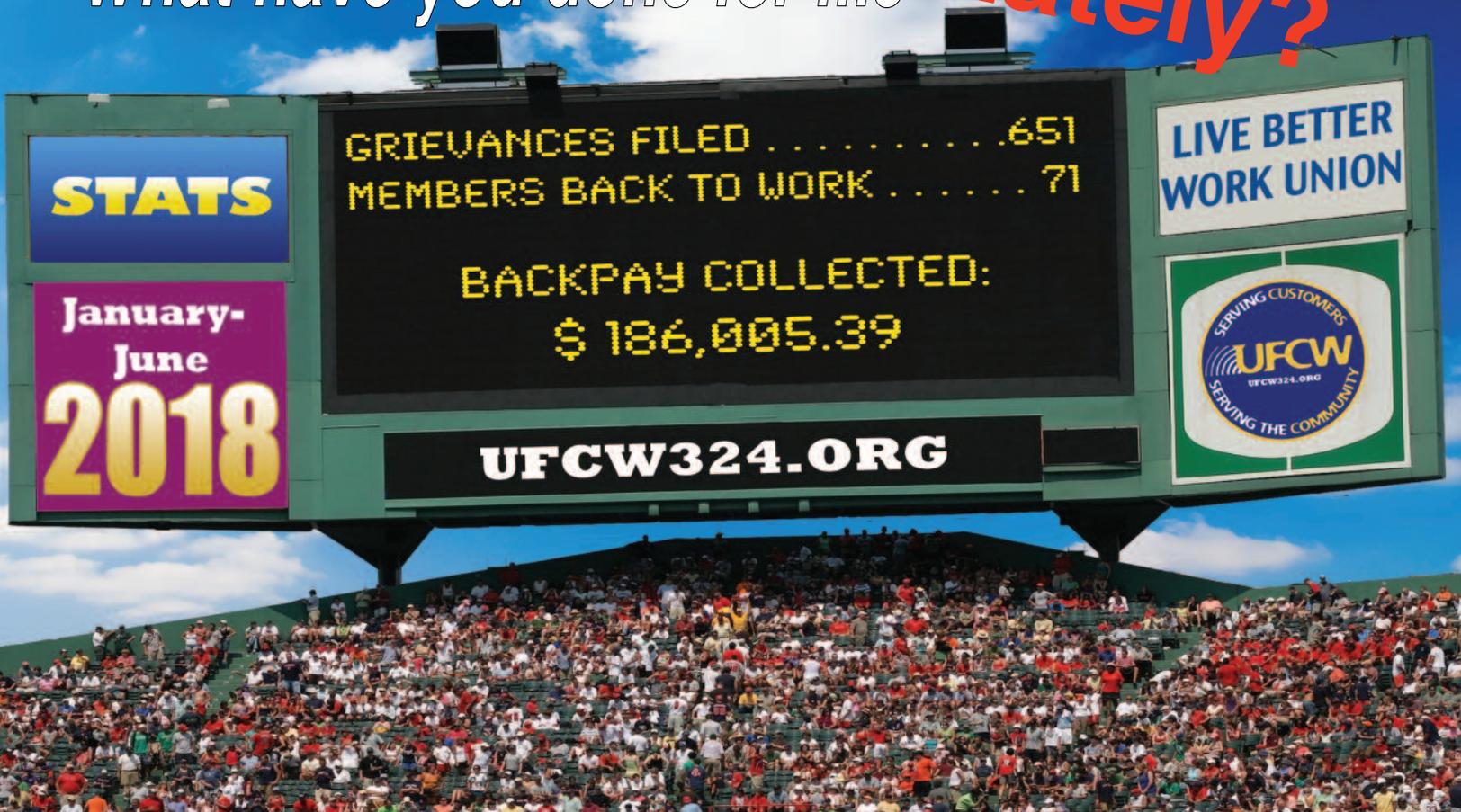


8530 Stanton Avenue  
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PERIODICAL  
POSTAGE  
PAID

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



**STATS**

GRIEVANCES FILED . . . . . 651  
MEMBERS BACK TO WORK . . . . . 71

**LIVE BETTER  
WORK UNION**

January-  
June  
**2018**

BACKPAY COLLECTED:  
**\$ 186,005.39**



**UFCW324.ORG**