



Winning Streak

Election Night
caps year of
stunning
success

Safe & Secure

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ratify new contract
that preserves union
health plan.*

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Loud & Clear

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thumbs up to new
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with local gains.*

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When We Fight, We Win*

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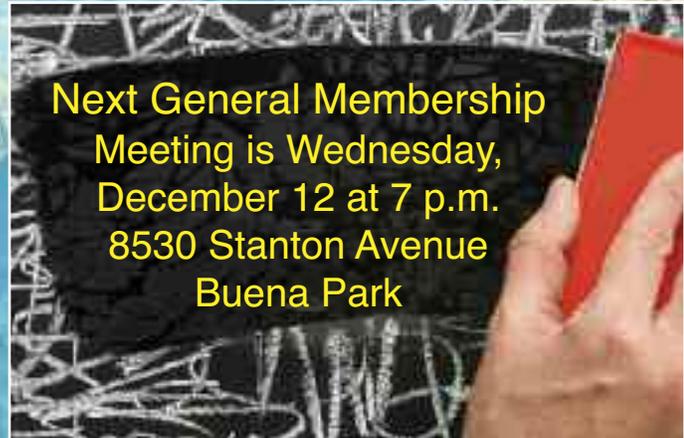
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- Withdrawal Card Request
- Change of Address Form

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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U magazine (USES 018-250) is published bimonthly by UFCW Local 324, at Post Office Box 5004, 8530 Stanton Ave., Buena Park, CA 90622-5004. Subscription rate is two (2) dollars per year (U.S. funds) Periodicals Postage paid at Buena Park, CA.

POSTMASTER: Send address changes to *U magazine*, UFCW Local 324, Post Office Box 5004, Buena Park, CA 90622-5004.

READERS: Direct all inquiries and changes of address to the **COMMUNICATIONS DEPARTMENT**, UFCW Local 324, Post Office Box 5004, Buena Park, CA 90622-5004. Web Site Address: UFCW324.org

President's Report

Midterm election victories represent but a fraction of Organized Labor's potential

Nationwide, voters handed Trump a clear and incontrovertible defeat Nov. 6 by taking back the House of Representatives. Even local union members who voted for him two years ago are joining the ranks of his critics.

Thanks largely to a mass mobilization by Organized Labor across the country, pro-union candidates seeking office in state legislatures, governorships, or a seat in Congress defeated their anti-union opponents.

Local 324 members helped catapult two pro-Labor Congressional candidates to victory. Those results have fascinated political experts who have rarely reported any news out of Orange County beyond announcing the size of Republican victories.

Sec.-Tres. Andrea Zinder and I have been appealing to members to volunteer this political season.

A visit to virtually any union hall in Orange County or a stop by the OC Labor Fed's Anaheim headquarters provided ample evidence that such appeals worked. Hundreds of volunteers made our Buena Park headquarters ground zero for several campaigns.

For the past couple of months, almost every day both auditoriums were home to phone banks from which tens of thousands of voters were contacted.

Political observers will be watching Orange County with renewed vigor in the next few election cycles to see if the success of Nov. 6 was a fluke or the beginning of a real shift in voter sentiment.

With the demographic changes in Orange County in recent years, elections at all levels of government have evolved from safe Republican seats to toss ups.

Close races of this nature means that campaigns can use all the help they can get.

This is the area where unions have traditionally excelled.

Manpower is essential to any political movement and it is our ability to put boots on the ground that makes contribution vital.

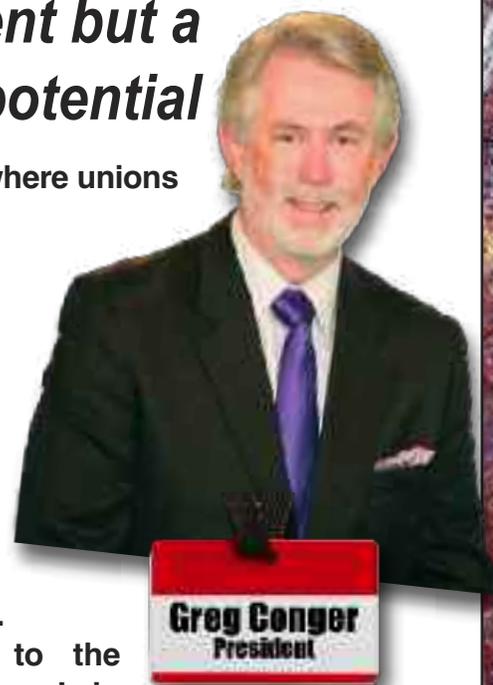
It was key to the victory of Measure L in Anaheim. Opponents of the initiative outspent us 3 to 1. Our army of volunteers visited nearly 120,000 households in Anaheim.

Most volunteers could testify personally about the hardships that result from Orange County's astronomically high cost of living. They were able to convince more than a few voters that the time to stand up to the Walt Disney Corp. has finally come.

A new Era

The record turnout in this election may be the turning point we have been waiting for. If you voted in this election, thank you and please be sure to talk to your co-workers about how important voting is.

The tangible result of the Midterm election is that Trump's ability to cripple Organized Labor has been obstructed. However, at least now the House will start doing its job of oversight and restrain the unbridled power grab of the most incompetent person to ever occupy the Oval Office.



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

Members come together to 'Light the night'

Local 324 members were among a couple thousand to converge on Angel Stadium Sept. 23 for "Light the Night," which raises money to fight Leukemia.

Event organizers said it was one of dozens across the country where participants paid respect to those who fell

to the disease in years past while giving current sufferers hope as progress continues to be made in the field of Leukemia research.

Leukemia has been the primary charity for the UFCW for decades and it has raised more than \$30 million for the cause. During that time major

strides have been made in combating the disease.

Statistics show that the number of people who die annually in the United States from Leukemia is a fraction of what it once was, giving many hope that a cure is within reach.



2

Departments



2

Functions

Health Benefits Department



Extension 3

Questions about your medical insurance or pension are issues for our Health Benefits Department. Our highly skilled staff of industry veterans relies on decades of experience to answer any question or any problems you are experiencing relating to either subject.



Extension 4

Membership Department

In a nutshell, the Membership Dept. handles questions or issues relating to virtually everything else. Address changes or transfers, promotions or withdrawal cards... even discount tickets. Union membership gives you access to a handful of perks and our Membership Department staff is trained to help you maximize your access to all of it.

714-995-4601

ufcw324.org

Does my health plan cover emergency room visit? Where do I get discount movie tickets?

Whatever your question, whatever your issues, call us for solutions.

Our office is located at 8530 Stanton Ave., Buena Park and is open from 8 a.m. to 5 p.m. Mon.-Fri.

Secretary-Treasurer's Report

Management 's flexibility is directly linked to member involvement

Your union leadership understands that negotiating good contracts for our members is among the most important things that we do. About every three years we sit across the bargaining table from your Employer and demand better wages, benefits and working conditions. We do this after consultation with you, through contract questionnaires, meetings and discussions with your stewards and union representatives.

All of you work hard and deserve a livable wage, adequate and affordable benefits and to be treated with dignity and respect. At the bargaining table we usually meet major resistance from your employers as they reject proposals and refuse fair increases and contract changes.

Your companies send representatives to negotiate whose job it is to just say no. They disregard the fact that you make the company successful and profitable.

We have made major gains at the bargaining table but we are only successful when your employers feel pressure and realize that continuing to reject union demands will result in direct employee action and negatively impact business. In 2018 we negotiated three contracts where member engagement led to success and we expect the same in 2019.

Our Disney campaign started about 9 months before negotiations and included the public release of a worker study which exposed the extreme difficulty Disney workers faced because of low wages and uncertain hours. The study gained national attention and highlighted the widening gap between super rich and workers in our country.

Disney values its image above all else and this study tarnished it in the eyes of many. After arguing for months at the bargaining table that \$13.25 was all it would pay, Disney finally bowed to the pressure and agreed to a \$15 starting rate. This is a start, but not enough for one of the richest companies in the world. But our success in passing Measure L, the Anaheim Living Wage Initiative, will continue this effort.

Our contract campaign with Rite Aid focused on boycott actions and the use of social media to communicate Rite

Aid's unfair position at the bargaining table. Rite Aid was adamant throughout the bargaining that its employees should receive their health insurance directly from Rite Aid instead of from our trust funds, where the unions have a voice. This was unacceptable to

Rite Aid workers but for almost four months, Rite Aid negotiators believed that their employees would capitulate and accept

the proposal. Rite Aid tried to sweeten the offer with its wage proposal but employees saw through Rite Aid's insincerity.

Rite Aid members talked to customers about Rite Aid's unfair offer and helped collect customer signatures in front of stores. This soon transitioned into a boycott at several stores and for the first time your union used a social media campaign to alert customers of the boycott in advance of going to the stores.

The pressure on Rite Aid was significant and management knew it had to end. Rite Aid finally agreed to both union trust fund medical benefits and wage increases. This would not have been possible without member engagement.

Kaiser bargaining is generally a little less contentious but 2018 was different. Kaiser, a profitable health care company in Southern California resisted adequate wage increases for its employees and was inflexible on work rules creating a difficult work environment. Due to a lack of adequate staff, workers' requests for days off were frequently denied. Many managers were not adequately trained and did not treat workers with respect.

(Continued on page 14)



From Main Street at Disney UFCW Local 324 members

Members working at Disneyland streamed into the Lincoln Auditorium on Main Street at a steady pace for hours.

Most made their way to the registration line where they picked up a ballot and began studying the agreement that union officials were recommending they ratify.

Most would receive an immediate pay increase. Benefits were protected and issues such as seniority were addressed.

By the time they were done, members appeared to have a solid grasp of the issues and how they were ultimately resolved.

They then gave over-

whelming approval to a collective bargaining agreement that capped a four-month battle and made headlines around the world.



Sec.-Tres. Andrea Zinder credited the Disneyland bargaining committee with helping maintain a high level of solidarity among members.

“Your participation and activism in this fight has demonstrated that when workers stand together, workers win!” declared Secretary-Treasurer Andrea Zinder.

“I honestly think it’s an amazing outcome... The union kept fighting and stuck with the issues and wouldn’t give up. That was good to see that someone was on our side,” said cast

Rite Aid workers stick together to defeat an

Fresh off a near marriage with Albertsons and still reeling from a previous merger-gone bad with Walgreens, Rite Aid’s future was a mystery to even its top executives as contract talks began in May.



Members at Rite Aid recorded video appeals directed to co-workers urging them to stick together and to never give in to company bullying.

The cloud of uncertainty made negotiating a contract a highly unpredictable affair—something the company hoped to exploit.

Management’s initial proposal confirmed the worst fears of many—that its top priority was to convince workers to abandon their union-sponsored medical plan in favor of a company plan that covered less and cost more.

Negotiators for Rite Aid held firm to their proposal, showing no signs of backing down. UFCW members produced short minute-long videos, appealing directly to their co-workers to remain strong under pressure.

Rite Aid workers voted in jaw-dropping numbers to reject the company’s offer and authorized the union to call a strike if necessary.

Executive VP Matt Bell said he had never seen such uniform commitment to the cause than that shown by Rite Aid workers.

As picket captains met to discuss the un-

land to the halls of Congress, reserve a place in history

member Julia Herrera-Villar after casting a Yes vote on the contract.

Members throughout the park expressed similar sentiment, with the most common reaction being one of relief.



effort to gut their healthcare plan

Rite Aid



thinkable, workers ratcheted up the pressure by asking customers to boycott the store.

Finally, Rite Aid negotiators called for a special meeting where they withdrew their insistence on the company health plan.

From there, everything seemed to fall into place as both sides met well into the evening to conclude the terms of a new three-year contract that included pay increases and other improvements.

An elated membership overwhelmingly ratified the contract Oct. 1, capping a cycle that felt more like a roller coaster ride than collective bargaining, according to those involved in the talks.

“Union members at Rite Aid rose to the occasion and made it clear that they would not be bullied into accepting less than what they deserved. They can hold their heads high,” Zinder said.

National contract included solid gains for

Thousands of UFCW members working at Kaiser Permanente from worksites and union halls nationwide cast ballots on a new three year collective bargaining agreement Oct. 10.

A partnership of several unions, including the UFCW, negotiated with Kaiser since early Summer on a comprehensive national contract that covers 45,000 workers at Kaiser hospitals, labs and pharmacies from coast to coast.

The unions and company remained at loggerheads on a handful of issues before coming to a conclusion at the end of September. Kaiser's workforce is as far flung in Orange County as it is across the country.

As Kaiser workers made their journey to Local 324 headquarters in Buena Park they



Union Rep Berny Enriquez confers with Kaiser members about the changes in the new contract.

Election Day

'Boots on the ground' proved decisive in key races

It was mostly after hours and weekends—times the average visitor wouldn't necessarily notice, but for the past couple of months, several thousand volunteers have made the Local's Buena Park office a mandatory part of their weekly routine.

They placed tens of thousands of phone calls to registered voters, asking for their support for pro-union candidates in the mid-term election.

They walked door-to-door passing out literature and ensuring that like-minded voters had transportation to the polls on election day.

When the dust settled Nov. 6, no one could dispute the fact that their efforts most likely made the difference in several races so close that results remained unknown for several days.

The paper-thin victory of Measure L resulted from Labor's support— a factor made all the more important given the superior financial resources deployed by opponents of the measure.

And if the final tallies hold, Harley Rouda and Mike Levin, from the 46th and 49th Congressional Districts could cite their army of union volunteers as the deciding factor in breathtakingly close victories.

The election of two pro-Labor candidates to the House of Representatives guarantees that the days when Orange County was seen as a the land of predictable Republican landslides is over.

"We had some great victories election night," said Political Director Gilbert Davila. "But the heartbreakers that we didn't win simply gives us some tangible goals to focus on going forward."



Four Congressional districts in Orange County, all considered toss ups, garnered nationwide attention. Ultimately, each party won two contests each. The outcome continues the trend of slowly moving Orange County from a Solid Red enclave to a highly competitive "purple" area.

Rep Dem

39th Congressional Dist.

Young Kim 50.2
Gil Cisneros 49.8

45th Congressional Dist.

Mimi Walters 49.9
Katie Porter 50.1

48th Congressional Dist.

Harley Rouda 50.7
Dana Rohrabacher 49.3

49th Congressional Dist.

Mike Levin 52.4
Diane L. Harkey 47.6

* Vote totals reflect official tally at press time. Final numbers may change significantly.

or workers at local facilities

knew some of the details encompassed in the new contract, but most of it remained a mystery.

After union staff, including Secretary-Treasurer Andrea Zinder, explained details of the new agreement with members, a palpable sense of relief and excitement characterized the typical reaction.

“I knew it didn’t have any take-aways and I knew it included a pay increase, but I didn’t know much more,” said Brandi Rode-



man who works at the Kaiser mail order pharmacy in Downey. “We did a lot better than a lot of people thought we would... I am very happy.”

Not only did union negotiators successfully dodge any contract take-aways this cycle, they also secured across the board wage hikes, bolstered workplace protections and improved training protocol for thousands.

Livable Wage appears headed for victory in Anaheim

At press time, Measure L was ahead by 500 votes

For two months, volunteers for the “Yes on Measure L” campaign walked thousands of miles across Anaheim in an ambitious effort to reach every voter in town.

They watched nervously as public opinion surveys indicated sweeping support for the initiative that would boost the minimum wage for workers in the city’s Resort District.

On election night they huddled together in the local’s main auditorium and watched as the vote tally proved to be closer than expected.

Numbers were slow to come in after polls closed at 8 p.m., marking the process an agonizing ordeal for some whose nerves were on edge.

When 129 out of 129 precincts reported, the measure clung to a razor-thin margin that came as a surprise to many who anticipated a more comfortable win.



Measure L relied on a crew of mostly young volunteers who worked tirelessly to ensure its passage.

At press time, Measure L was up by about 500 votes, with an unknown number of absentee and provisional ballots still to be counted.

Measure L ended the night in a special category—one of the handful of races so tight that the results could change as the remaining ballots are counted.

Campaign organizers, however, have expressed confidence that the margin of victory is enough to hold up.

President Greg Conger, although reluctant to comment on uncertified results, said if the victory holds up the impact will be profound for roughly 15,000 workers in Anaheim.

“Hopefully it will be the pebble that triggered the avalanche and we will see more initiatives like this one elsewhere,” Conger said.

They were just seeds years ago—now they are bearing more than just fruit



Any conversation with a cannabis enthusiast is likely to dispel a handful of myths quickly. The first is the idea that cultivation of the product is a simple task. After all, it's just a weed. How hard could it be?

There is a laundry list of proper practices that must be mastered before a final product can be declared ready for market.

As the subject of marijuana has evolved from taboo to mainstream, UFCW leaders have applied that philosophy to organizing the industry

It's an almost natural fit. "Planting seeds today is just a first step," said Executive VP Matt Bell. "It is just as important to be sure that the subject has what it needs to be healthy when the growing is done."

Consultations with city attorneys and partnerships with police departments and community groups that have been ongoing for years bore fruit in 2018 with the addition of over 9 dispensaries in Santa Ana and Long Beach.

All told, over 100 members have joined the ranks of Local 324, many of whom are planting seeds in other cities by sharing their positive experiences with colleagues in the industry.

Santa Ana and Long Beach are two case studies that remain active. When both cities first grappled with how to regulate the medical marijuana industry in their jurisdictions, Local 324 insisted on having a seat at the table.

"We were not a major voice in the debate about whether marijuana should be legal. That was for others to decide," said President Greg Conger. "But once the question is settled then it is no longer relevant. We represent the service industry. People who work behind the counter work for a paycheck and they deserve to be treated with dignity and the ability to pay their bills. That is what we are all about."

Public ambivalence and even hostility from some law enforcement kept marijuana dispensaries on the down low for years. But the decision by voters in 2016 to make recreational marijuana legal is knock-

ing down the last remaining barriers to popular acceptance. And as cities struggle with how best to regulate would-be dispensaries, Local 324 is continuing to play a crucial role.

Municipal codes in Santa Ana and Long Beach require that a new dispensary must maintain a "labor peace agreement" with working staff as a requirement to operate. That mandate has served as the cornerstone for the union's overall strategy.

Those facilities that have been quick to embrace the union also stand out as the most active in their communities. With work staffs that make a livable wage and benefits, the industry can count on its unionized workers to serve as ambassadors to municipal leaders who remain skeptical.

The success of these new unionized facilities could bear fruit thousands of miles from city boundaries as state and local governments across the country figure out how best to regulate the industry.

More than 20 states have either legalized cannabis in some form or are seriously considering doing so in the next few years. Many will look to California to see if they can identify what to do and what not to do when it comes to enforcing the will of voters.

If the process in Long Beach and Santa Ana continue to progress with minimal hiccups, Labor Peace agreements like the ones negotiated by Local 324 may become the rule rather than the exception.

Those activists who have been at the vanguard of the movement for decades see an irony they can't help but share.

Today, a spike in cannabis sales means the number of people earning vacation pay and getting health benefits goes up as well.

Helping other cities duplicate the success of the local experiment may be the best way to keep the progress made so far from going up in smoke.



When We Fight . . .



Stewards urged to raise their voices

Annual conference held as Local fights on multiple fronts to safeguard benefits and raise wages

Nearly 350 Food Division stewards met in Buena Park Sept. 20 for an annual conference that sought to remind them of the hard-fought victories over the years.

The event was titled “When We Fight, We Win” — a theme that organizers believed would serve as a healthy reminder of their ability to win fights often seen as insurmountable.

The timing of the conference served as one of the best examples of the message underlying the theme as members at Disneyland had just concluded a bruising battle with their company.

President Greg Conger talked about some of the tactics employed by the unions against a company that derives a great deal of its power and influence from its positive public image

Sec.-Tres. Andrea Zinder followed, devoting the bulk of her speech to the need for member engagement.

Presentations by executive staff transitioned into an unusual first for the stewards—a live theatrical performance by Ian Ruskin.

The Australian-born actor has made a name for himself in recent years by portraying radical union activist Harry Bridges.

His highly emotional 40-minute monologue is both a Labor history lesson as well as a contemporary reminder of what is at stake for workers today. He drove home the point that the fundamental relationship between industry and labor has changed very little in the U.S. over the years.

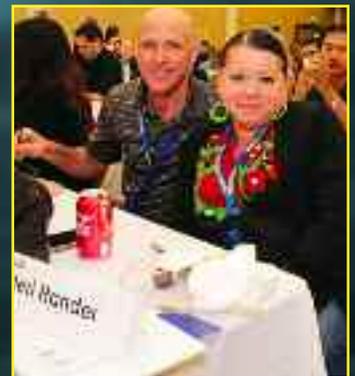
Stewards also listened as John Marshall from the International Union delivered a sobering reminder that new technology is constantly threatening retail jobs.

He said that it is no secret that the retail grocery industry will continue to be ground zero for new technologies that seek to, among other things, maximize profits by minimizing labor.

Marshall attributed the flurry of research in the area to Amazon’s entrance into the grocery sector. Their large-scale investment has prompted Kroger and Albertsons to invest massive amounts of capital in systems that seek to replace cashiers with automated counters that can tally a grocery cart in seconds.

Although alarming, Marshall assured stewards that the International Union has devoted extensive resources to staying abreast of such progress with the ultimate goal of protecting members.

Stewards get oral history of Labor's fights and their lasting impact



Charles Swain named Steward of the Year

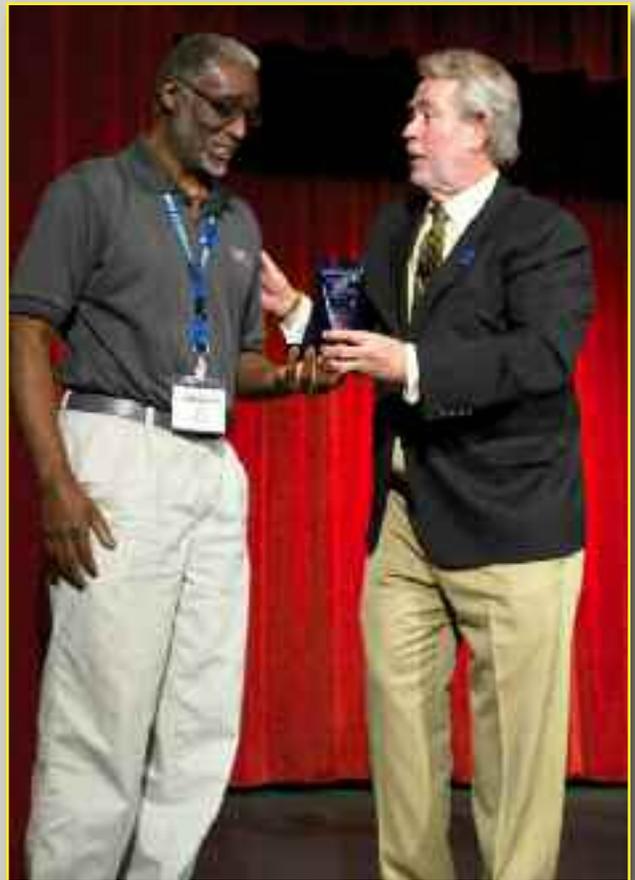
President Greg Conger spoke at length about a steward who sat among the crowd, lavishing praise on the anonymous figure who he described as “100 percent devoted to the cause” of Labor.

Conger went on to paint a picture of a steward who was always available to take part in an action or volunteer to help a candidate or similar local issue when called upon.

Conger slowly revealed details about the mysterious subject, concluding that the person in question has helped define the model union steward for years to come.

When the last of the mystery was uncovered, 30-plus year union veteran, who works at Albertsons in Yorba Linda, Charles Swain stood up to receive the Matt Jefferson Steward of the Year award amidst an approving roar from the standing room only crowd packed into the auditorium.

Swain appearing gratified and surprised at the same time modestly described the key to his success as a steward can be accessed by anybody in the Local at any time. “It’s a matter of showing up,” Swain said.



... We Win



BY MATT BELL
Executive VP

Union to rely on text messaging to communicate with members during contract negotiations

Over the past decade, technology has made drastic changes to our society and the things we thought that were impossible, just years ago, are now an everyday reality.

From smart phones, to social media, to what we watch on television, and through the industries that we work in, technology has transformed the way we interact with the world and the customers we service every day.

Your employers also utilize social media to push advertisements and information to customers based upon their demographics, shopping patterns, and even where they live.

We can utilize these same tools as a union, to spread our own pro-worker message and target consumers as well.

During Rite Aid negotiations, customers were asked to boycott stores until Rite Aid management made a fair contract.

During this time we were able to send social media ads to customers who live within a distance of the stores asking them to boycott. This proved incredibly efficient as tens of millions of customers saw the boycott ad and responded by not patronizing Rite Aid stores.

Along with member support, this utilization



of technology helped bring the Rite Aid contract to a successful conclusion.

As we approach the upcoming Master Food negotiations next spring, your union will be utilizing new technologies to not only communicate with you about updates and actions, but also with customers in a potential contract fight.

Whether you're a member at Stater Brothers, Gelsons, Rite Aid, CVS, Ralphs, Albertsons or Vons, it is important that you be aware and engaged with these negotiations.

Every negotiation cycle, management tries to bargain for takeaways that can affect you directly no matter which company you work for.

Over the next several months, your shop steward and union representatives will be asking you to update your info and to opt in to receiving texts on your cell phone.

We urge you to update this so you can receive the most accurate and current information about upcoming negotiations. When there is a call to action, a rally, or media event that we need to show solidarity, the ability to communicate instantly with you and your co-workers will be critical.

Member involvement critical to union success

(Continued from page 5)

UFCW Southern California, along with UFCW members employed by Kaiser in several other states joined with unions representing various other Kaiser professionals in a show of solidarity and strength and wore buttons and signed pledge cards. Unions were beginning to schedule strike votes and Kaiser knew it would affect the positive patient experience it prides itself on.

After many long nights of bargaining we negotiated a new agreement which provides wage increases of 3% a year, pro-

tected all benefits and set parameters for better communication and involvement of workers in decisions affecting time off and the work environment.

I expect that 2019 negotiations with Ralphs, Vons and Albertsons will be among our most difficult. Worker involvement will make the difference. It's likely that managers are already trying to determine who will be strong and who can be intimidated. We must start now to assure that we are united and powerful. You are the union and together we will prevail.

Off the Wall



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

STATS
January-October
2018

GRIEVANCES FILED	1113
MEMBERS BACK TO WORK	110

BACKPAY COLLECTED:
\$ 279,780.00

UFCW324.ORG

LIVE BETTER WORK UNION

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Umagazine is published by



8530 Stanton Avenue
P.O. Box 5004
Buena Park, California 90622-5004



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