

SUN	MON	TUE	WED	THU	FRI	SAT
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# It's that time again

Management allows contract to expire before making any serious proposals



### Bread & Roses

UFCW Local 324 Executive Vice President Matt Bell among others arrested at union rally in Anaheim.

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### Deals & Discounts

New to members of Local 324, Union Plus offers member discounts on everything under the sun.

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### College & Cash

UFCW Local 324 is now accepting applications for the annual Non-Food Scholarship program.

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# What's Inside



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**Editor:** Todd Conger  
**Asst. Editor:** Mercedes Clarke



**UNION OFFICE HOURS**  
8 a.m. to 5 p.m.  
Monday-Friday

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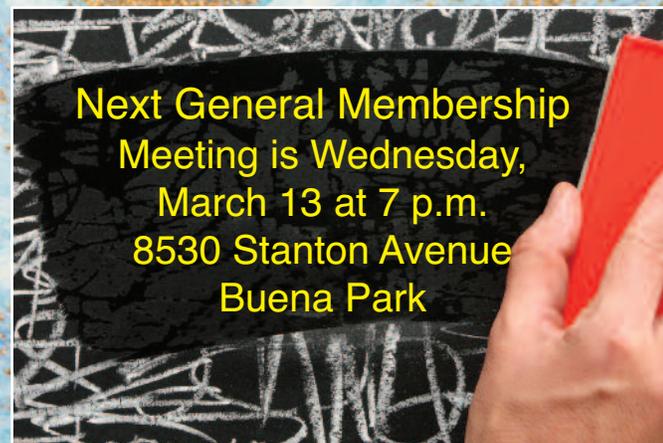
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## **U** *Too* **COMING SOON...**

For years members that work at a variety of Disney locations had their own publication, and now, that publication is making a come back. Stay-tooned for the magazine that tackles the issues that are most important to those working at the Happiest Place on Earth.



- 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!

## Corporations have one primary reason for existing—improving your life isn't one of them

Time flies.

So you may find it hard to believe that it has been a full three years since I used this space to remind our food division members to be prepared as the collective bargaining agreement between your employers and your union is re-negotiated.

One might think that such venerable corporate powerhouses like Albertsons/Vons and Ralphs, the only two remaining mega chains in Southern California, would behave in a manner befitting their status in the region.

Both remain respected members of the communities they serve, yet every negotiating cycle they insist on pushing the envelope to the point where we are forced to get loud. Then they complain that our actions are tarnishing their good reputation with their loyal customer base.

They know the routine and if you have been in the industry for about three years or more so do you. Management starts by staying quiet.

That is to say, silent in response to our repeated invitations to begin talks early. Those formal invites were sent to management mid-December with the hope that an early start would allow us to work through the more contentious issues and have a new agreement in place by the time the current contract expires.

Management finally got back to us to let us know their availability. Our first meeting is scheduled in March—after the current contract expires.

It's noteworthy to mention that the negotiators representing Ralphs and Albertsons/Vons are hired by the companies mainly to negotiate contracts with the unions that represent their employees.

It is hard to believe that any negotiator is going to tell his boss he is unavailable to negotiate a contract on their behalf—much less for months on end.

The sad fact is that there is a built in incentive to delay. After all, each successive contract is more expensive for employers than the previous one. So naturally the longer they can postpone incurring those additional expenses, theoretically the more money they can save.

Many years ago when there were as many as a dozen companies in the Food Employers Council, we could often count on a few of them to break ranks and agree to union proposals. That would put a lot of pressure on the

remaining companies to settle quickly and avoid even the remote possibility of a strike.

That is no longer the case as it is rather easy for just two companies to agree not to go it alone. Unity among two players is as simple as "I'll scratch your back if you'll scratch mine."

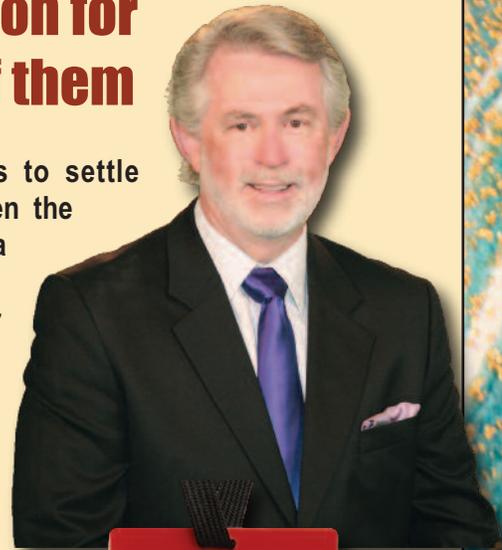
The cut-throat competition that has been a hallmark of Southern California's grocery industry has been good for the survivors when it is time to negotiate a new contract. It has also become a tradition for management to poke and prod at employees to test the union's level of solidarity.

One tried & true test is to carefully place rumors to see what you will be willing to accept. That is why it is important for you to let us know when this happens so we can set the record straight.

The issues we are dealing with this cycle are the same ones we have grappled with for years—health care, pension and wages. Management will do as it always does and plead poverty and we will call BS and prove it. The downside of being a publicly traded company is that your multi-billion dollar profit margin is also public.

One thing I am hoping repeats itself is your track record of showing strength and solidarity. If the past is any indication, your resolve will carry us through to a better contract. We will be using text messaging and social media to complement our communications with you. So visit our website and Facebook page to stay informed about what is going on.

Your solidarity has been our most powerful weapon for as long as we have been doing this. It is one part of the past I don't mind sitting through again and again.



**Greg Conger**  
President

A handwritten signature in black ink that reads "Greg". The signature is written in a cursive, flowing style.

# Union Plus

## Value of union membership expands as new program offers huge discounts on local goods and services

UFCW Local 324 is partnering with a prominent third-party vendor to offer a wide array of discounts on local products and services.

Through Union Plus, based in Washington DC, active and retired members of Local 324 are eligible for discounts on cell phone service, flowers, tires, car rentals, flights and hotels, theme parks tickets, movie tickets, concerts and events, restaurants, vacations & tours, truck rentals, moving services and more.

Members may log onto [unionplus.com](http://unionplus.com) and make a profile. "It's really that simple," said Union Plus Vice-President Jill Cashen.

After creating a profile and answering a few questions, members will start receiving various discount offers directly from Union Plus.

### *UFCW has inside track with new VP*

Cashen served as communications director for the UFCW International Union before assuming her current position. Local officials said that Cashen's elevated role in the organization should reassure skeptics about the program's validity.

"There are a handful of folks who are always looking for a catch," said Local Communications Director Todd Conger. "I've worked with Jill for many years and she has always had the members' best interest at heart."

During her tenure at the UFCW, Cashen helped streamline the union's digital communications projects.

That track record has given veteran members reason to be encouraged.

Navigating Union Plus' website to identify relevant discounts can be challenging at first, according to one member familiar with the process.

"But I think they have their priorities in order and are genuinely interested in making it as easy as possible," she said.

The company's website emphasizes both its independent character as well as its historical connection to the Labor Movement.

It proudly boasts that no union dues are used to finance Union Plus' budget. Members pay nothing to start a profile and discounts are not subject to fees or other charges.



- 5 % off wireless service
- 25% discount on flowers and gift baskets
- Mortgage financing
- Budget truck rentals and moving services
- Grocery store discounts

An expanded menu of options invites members to enjoy private access to corporate rates on everything from pizza and the zoo, to movie tickets and oil changes to car rentals and hotels.

Members can also download the mobile app to make access to Union Plus discounts even easier.

Members who update their location on the mobile app will notice a hyper-local list of discounts that includes businesses many members grew up with.

Union Plus is continuing to fine-tune its technology and expand its pool of participating vendors.

Union Plus officials have stated that much of what it currently offers is the result of feedback from users in dozens of unions across the country.

They hope to further improve its functionality as Local 324 members share their experiences with the company.

# Secretary-Treasurer's Report

## Food Division negotiations are coming We need to band together on the issues

After reviewing the contract questionnaires, talking with Reps and Stewards, visiting stores and talking with the pension and health and welfare experts, it is clear that the issues we must address in this year's retail food negotiations are significant and challenging. These issues include proposals we have made in the past and others that have surfaced in the last few years. We are prepared to make gains and changes in this contract to address age old problems and issues of the future.

Each year, it seems that the number of hours allocated to the Food Clerk classification have declined as Ralphs, Albertsons and Vons use and abuse lower classification employees to work in higher classifications. This is bad for everyone, but individual managers often have no choice due to corporate mandated inadequate labor budgets.

Clerk's Helpers often do not report their higher classification work and without documentation, it is hard to monitor. General Merchandise clerks are often scheduled to perform Food Clerk work instead of providing more hours to part-time employees. The decline in Food Clerk hours is noticeable and is not beneficial to anyone and must be addressed this year.

Currently, your Employer pays \$4.42 per hour worked by every employee to fund our medical plan. The contribution rate has not increased in several years. But the plan's reserves will be depleted in this contract if we do not successfully negotiate additional money. This is needed even without any benefit improvements. And since benefit levels have not been changed in many years, we are again proposing improvements to reduce your out of pocket costs.

Your Employer also pays \$2.40 per hour worked by every employee to fund our pension plan. This amount must increase annually but we expect that similar to previous negotiations, your Employer will propose cuts to future pension accrual rates instead of increasing contributions. This is an unacceptable solution and we cannot allow it.

Hours and scheduling are always an issue and in Southern California where the cost of living is among the highest in the nation, part time employees either need to know they will have sufficient hours to pay the bills or are forced to take a second job. This leaves them vulnerable when managers change the schedule and refuse to accommodate employee needs.

Minimum wage is rising annually. Unions fought for this legislatively because working people are living in poverty or have to work multiple jobs. But this doesn't address senior employees and we know that our goal of achieving significant wage increases for everyone will require a unified and strong membership.

Rapid changes are occurring in grocery stores as technology advances and customers alter their shopping patterns. We are currently processing grievances regarding the subcontracting of bargaining unit work to InstaCart workers. Ralphs has also introduced scan, bag and go in some stores cutting into checker hours. And customers continue to increase their on line shopping for household and dry goods. We must insist that your Employers work with us to develop retraining programs so employees can gain the skills necessary to perform other work in the store rather than face layoffs.

All negotiations are hard and we only succeed when we fight for what we deserve. There are many different ways to fight and we have tested some new techniques in recent bargaining with other Employers. We know that workers staying on the job is most important, but if history repeats itself, we also know that we are only successful when our members are prepared and support job actions if necessary.

It is clear that Albertsons, Ralphs and Vons will drag these negotiations out way beyond the March 3 expiration date. This is an employer tactic to try to weaken you. Don't let them succeed. All contract terms will remain in place after expiration including wages, benefits and seniority. Your Union Reps and Stewards will advise you when it is time for action. In the meantime, stay strong and united and direct any questions to your Union.



**Andrea Zinder**  
Secretary Treasurer

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

# Management continues shameful tradition of perpetual stalling in contract talks

Contract negotiations between Southern California's largest grocery chains and the seven UFCW Locals that represent their employees is striking a familiar tone.

As in years past, UFCW negotiators reached out to management as long ago as last summer in an effort to initiate talks on a new collective bargaining agreement that will cover roughly 130,000 retail grocery workers from Bakersfield to the Mexican border.

Despite repeated contact from the unions, management could find no time to meet with union negotiators guaranteeing that the contract would expire before a new one was in place.

"It's become a pretty predictable ritual that has grown old," said President Conger.

Similarly, management's time-honored tactics of sowing fear and mistrust among members is expected to grow the longer talks drag on, Conger said.

Many in the retail grocery industry have kept a concerned eye on Southern California to see how the industry's consolidation impacts negotiations.

Only two major national chains, Albertsons/Vons and Ralphs, remain. Several other chains, including Gelsons and Stater Bros. mostly piggy back on the final contract, however they each have their own proposals that they include in their contracts.

(See Greg Conger's thoughts on how to deal with management's tactics).



## Taking a stand by taking a seat

### Bell gives high profile example of union solidarity

Executive VP Matt Bell was one of about a dozen activists arrested by Anaheim Police Jan. 24 for blocking traffic at a major downtown intersection.

Bell's defiance was part of a major action by UNITE HERE whose members took to the streets to demand a fair contract from Hilton and Sheraton hotels, both in the Disney Resort area of the city. The issue that so inflamed UNITE members centered around a contract between UNITE



Exec. VP Matt Bell is arrested by Anaheim Police for blocking traffic at a downtown intersection.

HERE members who work for Hilton and Sheraton in Downtown Los Angeles.

Both companies were refusing to offer workers at their downtown Anaheim locations the same collective bargaining agreement.

"We just finished a campaign for a contract at Disney and UNITE HERE stood with us shoulder to shoulder until the end," Bell said, explaining the motivation for his civil disobedience.

"That's ultimately what this whole movement is—workers sticking

together, supporting each other."

Public scrutiny inspired partly by the demonstrations, helped spur the hotel giants back to the bargaining table in the days following the action.

By week's end UNITE HERE settled the dispute and members overwhelmingly approved a new contract, the details of which were already familiar with the collective bargaining agreement ratified by their brothers and sisters in Los Angeles days earlier.



More than a dozen UFCW members attended the rally to support UNITE HERE

# Discount Tickets

Many tickets are available online and may hold additional discounts. Tickets may carry date restrictions and price variations. See office for details.  
www.UFCW324.org



**\$10.25**



**\$8.00**



**\$7.50**



**\$8.50**



**Legoland/Sea-Life Hopper Tickets**

Adult: \$85      Child: \$81

**Legoland Park**

Adult: \$80      Child: \$75



Valid Thru 9/15/19

**\$56**

**Available online only**



Prices vary by date



Prices vary by date



Prices vary by date



Adult: \$18.95  
Junior: \$13.95

\*See page 14 for additional tickets and discounts

Prices are subject to change and availability

Online prices may vary

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

Tickets are for Southern California Local 324 Members Only



January - March 2019

# Mr. Brin's neighborhood

## A model progressive activist tackles a

To say that Dan Brin has a full plate is like saying there are a few cars on the road during rush hour. He has made a full-time job of agitating for change and that's on top of his other full-time job writing about people agitating for change.

As a staff writer for Calabasas-based Bleiweiss Communications Inc., he has managed to weave a pursuit of social justice into his career, parlaying his journalism background into a bullhorn to spread the gospel of the Labor Movement.

Being at the vanguard of progressive politics was easy for Brin and his wife Janette when they lived in the notoriously left-wing suburb of Santa Monica in the early 90s. For Janette, it was more of a frequent hobby. For Brin, it was more like going to the gym—a part of his daily routine. Attending rallies/protests on such venerable causes as police violence, women's rights or increasing the minimum wage was akin to a daily workout.

"Janette took part in some but, believe it or not, she was a Republican when I met her," Brin recalled, lowering his voice as if he was protecting a state secret.

But Brin's interest transcends the usual appetite of a political junkie. Many habitual protesters stick to headline causes where they can join massive crowds to release pent up frustration with the system.

Brin always gravitated toward local controversies. Most of his energy was spent battling the local politics as he fought vigorously to make his immediate surroundings a better place to live and raise a family.

He talks nostalgically about how he helped organize a group for renters' rights in Santa Monica. "We ran people for office, took on the elite and ended up over throwing city government," he recalls with a satisfied smile.

The couple was raising two kids when they made the choice to move to a place with more affordable real estate. They settled in West Hills, a sleepy upscale suburb in Northwestern San Fernando Valley. Its location was far enough from the concrete jungle of the big city but close enough to taste its cultural influence.

Brin went from being well known among the multiple cliques of dedicated politicians to being anonymous among a far flung group of less focused homeowners. It took some adjustment to live in a place where PTA and Little League inspire more passionate

debate than nuclear disarmament and global warming. He focused on learning everything he could about his new town, discovering new interests but also identifying what it lacked.

"It was missing something. We loved where we lived but it lacked a sense of community," Brin lamented. So he set about to change that.

If anything, they had good timing. Their move came at a time when Los Angeles was recovering from a full-scale political rebellion by San Fernando Valley residents. Voters had just narrowly rejected a move to secede from greater Los Angeles.

In an attempt to pacify Valley residents who felt ignored by city government, municipal leaders formed a city-wide system of neighborhood councils designed to advise the city council on local matters.

Brin ran for a seat on the council and won. In short order he earned the respect of colleagues who elevated him to council president.

He rapidly evolved into a walking encyclopedia of knowledge about every aspect of West Hills, from its history to its restaurant scene.

Community functions and fundraisers became his primary social outlet. Although filling in potholes and erecting stop signs at dangerous intersections wasn't as glamorous as a rally for nuclear disarmament, it was far more satisfying.

They could see the results of being active residents simply by driving down the middle of town and noticing the lack of litter on city sidewalks.

But in March of 2013 tragedy struck.

At age 56, Janette was killed in a car accident. Anyone who has experienced the kind of life altering event Brin's family endured will understand part of what he went through.

The part most people may not grasp is the text book manner in which he picked up the pieces of his life.

Some who experience the kind of loss Brin faced are so paralyzed with grief that recovery remains a life-long struggle. Many never fully recover.

Others describe the process differently, pointing out that recovery should not be confused with forgetting. Brin redoubled his efforts to bring a sense of community to West Hills. Infusing new life into West Hills was now something he could do in his beloved wife's memory.

# never ending to-do list

And so the consummate activist who rarely had spare time before the tragedy, packed his personal itinerary with projects that drew him closer to the town they both loved.

He could still be counted on to march for racial equality or criminal justice reform. During the recent teacher's strike, he joined teachers on picket lines every day.

He volunteered for everything from beautification efforts to historical preservation. Community safety and emergency preparedness jostled for top priority with a campaign to build a community center in town. He is on a committee to study the effects of urban sprawl and has taken on the US Postal Service for maintaining internal policies that he insists delays the efficient delivery of mail.

His community outreach efforts include helping victims of domestic violence and crafting a plan for how to deal with an active shooter. When the city came dangerously close to being burned by wildfire in October 2018, Brin used his background as a journalist to set up a command center of sorts.

He checked and re-verified news reports to ensure that a flow of accurate information was available to hundreds of residents who waited helplessly in evacuation centers for news of the fire's progress.

Weeks later, he spent days packing sand bags for residents whose homes survived the fire but were now threatened by debris flows or mudslides.

At the urging of colleagues on the neighborhood council, Brin took a shot at securing the Democratic Party's nomination for a state Assembly seat. It was one of only a few, if any, personal endeavors that didn't end in success. But Brin's account of his campaign makes one think it won't be his last attempt. "I know the issues pretty well," he said matter-of-factly. "I think I would make a good Assemblyman."

One gets the sense that his biggest challenge would be convincing voters that he is only human. But even the most advanced form of technology has yet to produce a robot with a to-do list as long as his and a tenacity that won't stop until every item is checked.



**How To Apply For A Non-Food Scholarship Award**

(Disney, Food 4 Less, Rancho Federal Credit Union, CVS, Rite-Aid, Kaiser Permanente, Day-Lee Foods, Bridgford, El Super, South Coast Safe Access, Americold, vision and dental offices)

Complete and sign all sections of this form. If the Applicant is different from the Member, both persons must sign and date the form. Mail the application to the Union Office. Include all documents listed below in Section 3.

**Incomplete applications will not be accepted. All applications and accompanying documentation must be postmarked no later than May 10, 2019 in order to be eligible for consideration.**

**1. Member's Information**

Member's Last Name		First Name		Middle Initial	Social Security Number (last 4)
Mailing Address		City	State	Zip Code	Date Of Birth
Home Telephone Number	Employer		Work Telephone Number		Union Local 324

**2. Applicant's Information (if dependent of member)**

Applicant's Last Name		First Name		Middle Initial
Mailing Address (If Different From Above)		City	State	Zip Code
Home Telephone Number	Employer, if currently employed		Work Telephone Number	
				Union Local 324

**Current Academic Information:** Are you Currently enrolled in school?  Yes  No

High School: \_\_\_\_\_ (name of institution)      Undergraduate College/University: \_\_\_\_\_ (name of institution)

Date of High School Graduation: \_\_\_\_\_      Technical/Vocational School: \_\_\_\_\_ (name of institution)

Degree objective:  College/Undergraduate degree  Technical school credential  Vocational license or credential  
 Graduate Degree

Do you have a bachelor's degree?  Yes  No

School or Schools you plan to attend:

(name of institution)	(address)	(telephone number)
(name of institution)	(address)	(telephone number)
(name of institution)	(address)	(telephone number)

**3. Documents you must attach to your application:**

**a. Transcript**

Obtain a transcript of courses you have completed and grades you received from your high school and other schools including undergraduate colleges and universities that you have attended.

**Your official transcripts MUST show your cumulative GPA and SAT scores. (SAT scores not required if you have attended college for 2 years or more.)**

**b. Teacher's Appraisal Forms**

There are two Teacher Appraisal Forms with your applications package. You must sign and date each form and give them to two teachers who have taught courses you have taken. The courses may be academic, technical, or vocational subjects. **Letters of recommendation are required.**

## Instructions for Written Portion of this Application

On a separate sheet or sheets of paper, type your response to Questions in Part A or Part B below. Be sure to caption your sheets as "Part A" or "Part B" responses. Your responses must be numbered to correspond to the questions. Your name must appear on each sheet.

<b>Part A</b>	<b>Part B</b>
<b>Applicants who are graduating high school seniors or who graduated high school last year</b>	<b>Applicants who graduated from high school two or more years ago</b>
<b>QUESTIONS FOR PART A APPLICANTS</b>	<b>QUESTIONS FOR PART B APPLICANTS</b>
<b>Limit your answers to the last three years of high school and first year of college, vocational or technical training school.</b>	<b>Restrict your answers to your post-high school years.</b>
<p>4A <b>Describe your academic, vocational, and/or other technical goals</b> State whether you plan to attend a two-or four-year college next year, or a technical or vocational school. State your long-term goals for your education. Name the institutions to which you intend to apply.</p> <p>5A <b>List major events, honors, scholarships, awards, and athletics</b> List honors, scholarships and awards you have received. Describe your participation in athletics and other major school activities.</p> <p>6A <b>List membership and responsibilities in organizations</b> List positions and leadership roles you have held in school or community organizations</p> <p>7A <b>List volunteer, community service, and/or other extracurricular activities</b> List volunteer work and community service that you have performed and any extracurricular activities you have participated in.</p> <p>8A <b>List your employment history</b></p> <p>9A <b>Describe your career and life goals and how this scholarship will help you attain them</b> Your college entrance application essay may be used to fulfill this requirement.</p>	<p>4B <b>Describe your academic, vocational, and/or other technical goals</b> State your academic plan for the remainder of your post-high school education. Name the institutions to which you intend to apply.</p> <p>5B <b>List major events, honors, scholarships, awards, and activities</b> Describe your participation in major campus activities and list honors, scholarships and awards you have received.</p> <p>6B <b>List membership and responsibilities in organizations</b> List positions and leadership roles you have held in college, vocational or technical training schools or community organizations</p> <p>7B <b>List volunteer, community service, and/or other extracurricular activities</b> List volunteer work and community service that you have performed and any extracurricular activities you have participated in.</p> <p>8B <b>List your employment history or participation in career internships</b></p> <p>9B <b>Provide an explanation of how you see your career and life developing.</b></p>

- 10 **Return this application and all documents to:**  
 UFCW Local 324  
 8530 Stanton Avenue  
 PO Box 5004  
 Buena Park, CA 90620-5004

**REMINDER – Be sure to include:**

- Your transcript
  Two Teacher Appraisal Forms  
 Your separate pages with your response to Part A or Part B Questions

11. **Sign And Date Below** *Both Member and Applicant must sign this form.*

I/We hereby certify that all information supplied above is true and correct to the best of my/our knowledge.

Member's Signature

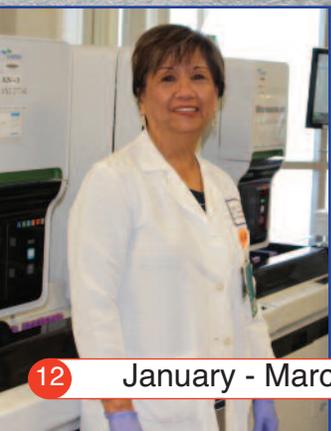
Applicant's Signature

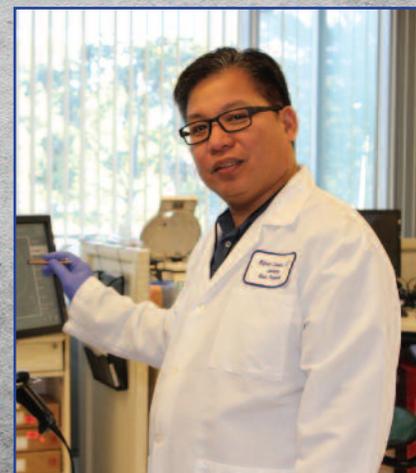
January - March 2019



# REPRESENTATIVE

Union Representative Berny Enriquez





# UFCW Local 324

is always looking to make your life easier and stretch your dollars a bit further.



**Employee Savings Tickets is a new portal we offer on our website that offers access to additional discounts for:**

Catalina Express • Davey's Locker Sportfishing • Davey's Locker Whale Watching • Medieval Times • Pirate's Dinner Adventure • LA County Fair • Knott's Berry Farm • Universal Halloween Horror Nights • Movie Tickets • Big Bear Mountain • Aquatica • Raging Waters • Hurricane Harbor • Knott's Soak City • Splash Kingdom • Knott's Berry Farm • Legoland • Sea World • Six Flags • Universal Studios • Aquarium of the Pacific • Los Angeles Zoo • San Diego Zoo • San Diego Safari Park • Sea Life Carlsbad AND MORE!

Tickets change regularly, so if you are planning an outing, check for discounts here first!

Visit **[www.ufcw324.org](http://www.ufcw324.org)**, scroll to the bottom of the page and click the logo for access. Enter the Access Code:

**324MEM**, set up an account and save some money.

**IT'S THAT EASY!**

2019

# RICK EIDEN LABOR LEADER SCHOLARSHIP AWARD

Applications accepted beginning May 1, 2019  
The deadline for completed applications is August 31, 2019



This Scholarship is in addition to the Food and Non-Food Scholarships currently offered at Local 324. This scholarship is for all members attending school part-time and member's dependents who are attending college full-time. The scholarship will be awarded based on an essay of 500 words or less on the relevance of the Labor Movement today.

There will be three winners as follows:

- 1st Place = \$2,500
- 2nd Place = \$1,000
- 3rd Place = \$1,000

Essays must be submitted to the Scholarship Department at Local 324 by August 31, 2019. Please include members and/or dependent's name, work location, last four social security numbers, current mailing address and a contact phone number. For additional information, please contact Joanne John, (714) 995-4601, ext. 209

## TRAVEL

With the Retirees' Club!

**Camelot Theater Tribute Show**  
February 28, 2019

**'Walk Like a Man' Jersey Boys Tribute**  
April 24, 2019

**Our Lady of the Angels, St. Sophia and St. Vincent Churches Tour**  
March 14, 2019

**San Manuel Casino**  
May 2, 2019

**Viejas Resort and Casino & Seaport Village San Diego**  
OCTOBER 5, 2017-OCTOBER 10, 2017

**The best of Eastern Canada**  
September 22-29, 2019

For additional information contact the Retirees' Club or check the website  
[www.ufcw324.org/member-info/retirees-club/](http://www.ufcw324.org/member-info/retirees-club/)



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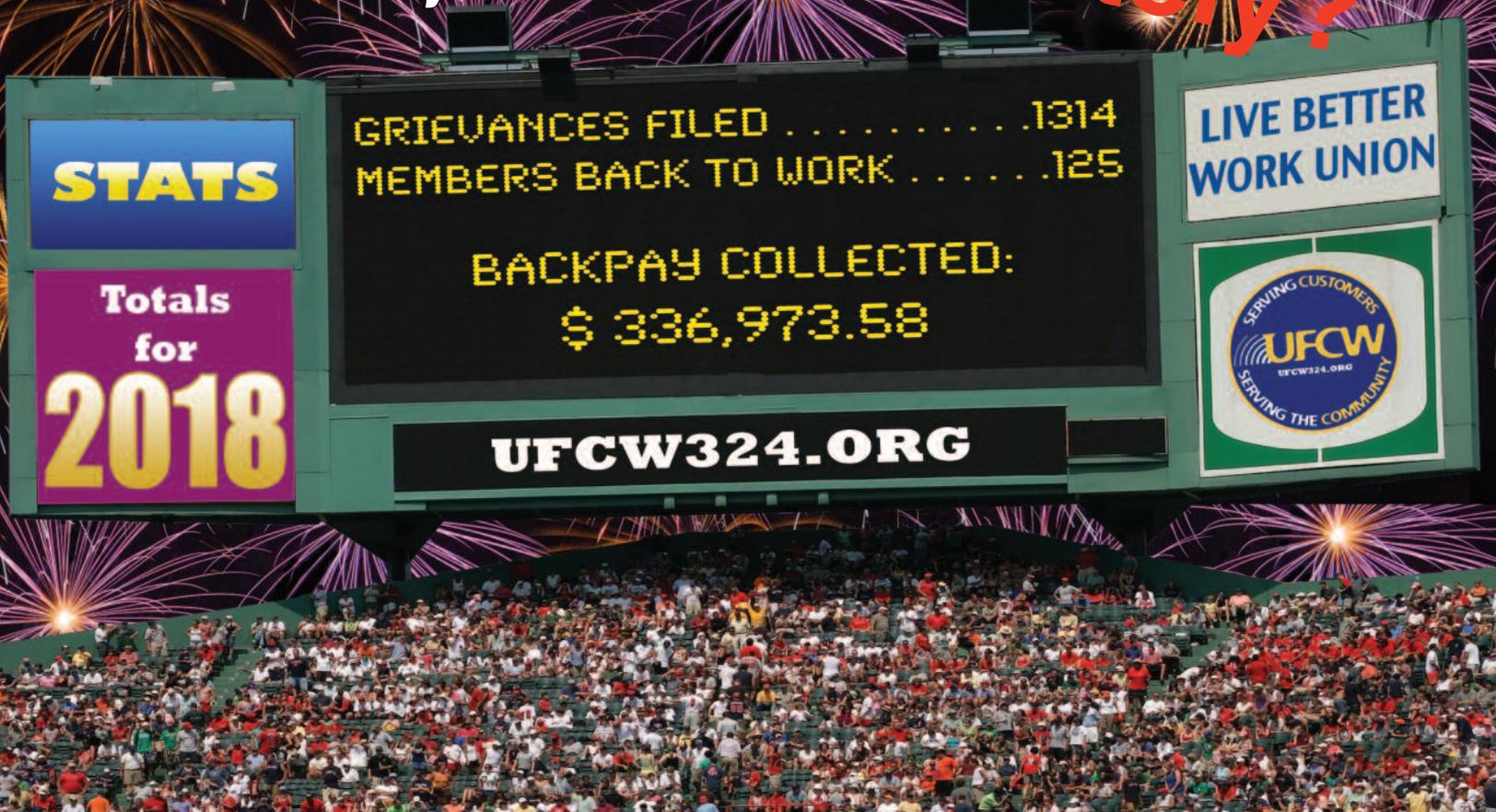


8530 Stanton Avenue  
P.O. Box 5004  
Buena Park, California 90622-5004



PERIODICAL  
POSTAGE  
PAID

# What have you done for me *Lately?*



**STATS**

Totals  
for  
**2018**

GRIEVANCES FILED . . . . .1314  
MEMBERS BACK TO WORK . . . . .125

BACKPAY COLLECTED:  
\$ 336,973.58

**UFCW324.ORG**

**LIVE BETTER  
WORK UNION**

