



Contract talks continue at record slow pace

Companies show little interest in reaching a deal

Winks & Nods

Money talks as Anaheim city officials show where their loyalties lie.

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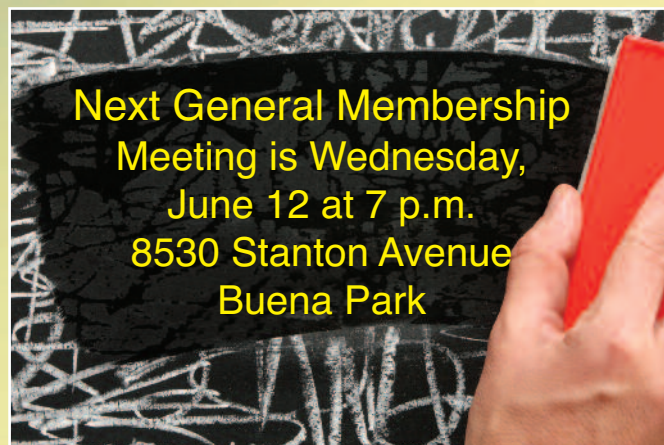
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- ☐ **Withdrawal Card Request**
☐ **Change of Address Form**

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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And they wonder why Americans are so blasé about politics and voting

For the first time in as long as I can recall a major American election produced the desired results. I'm not referring to voting results. I'm talking about the growing pool of election analysis that shows an increasingly engaged generation of young people who are participating in the process.

This election, however, has opened my eyes in ways I wish it hadn't. As academics continue to research reasons why Americans are so apathetic about public policy as compared to other democratic societies, I think they would find some answers by studying the path of Anaheim's Measure L.

The fight over the living wage in Anaheim is probably only at the halfway mark—not over by any means. But the convoluted path it has taken up to this point provides a classic example of why most Americans have no desire to participate in the political system.

There was a brief period where Measure L was proving to be an inspiring lesson in how to effect change.

Advocates for Disneyland and other resort area workers had successfully exposed the economic deprivation experienced by those workers (the vast majority at Disneyland, Disney California Adventure and Downtown Disney) and sought to increase the minimum wage as one of several solutions. Hundreds of volunteers staffed phone banks, walked precincts and engaged voters on how passing a ballot measure would benefit far more than just those workers directly affected. A healthy debate ensued on the subject that included members of the local business community, city leaders, community activists and labor leaders.

Two months was ample time for all sides to make their case before votes were cast. The election was so close that it took a week for all the votes to be counted and Measure L declared a winner.

Advocates for area workers had employed text-book tactics and played by the rules. I have witnessed few grass roots movements as pure of heart as this. But the days after the vote count were marked by an eerie silence.

Newscasts and media analysis didn't feature interviews from Disney executives or other business leaders criticizing the outcome.

We now know why. It's because they successfully initiated "Plan B" which called for calling in some favors. Prior to Election Day, Disney managed to perform a feat that even I thought was impossible.

They managed to get a real lawyer (sort of)—Anaheim's City Attorney—to formally declare that a city can fund the construction of a 10,000 car parking garage, hand it over to a private company for just \$1, allow that company to pocket 100 percent of the revenue generated by that structure AND claim that the deal is not a subsidy. And he did it with a straight face.

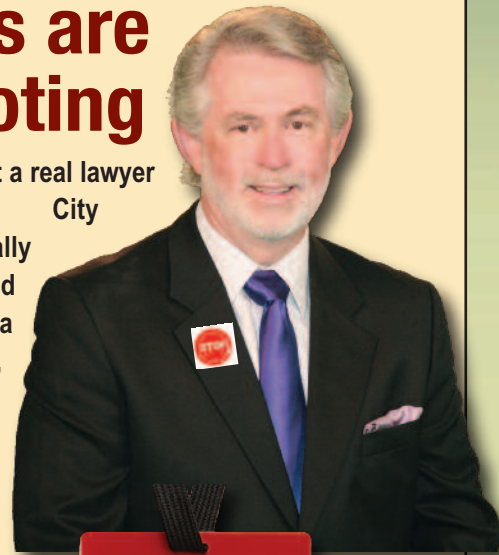
The City Council endorsed his findings and declared that Measure L did not apply to Disneyland resorts. This jaw-dropping display of corporate influence and leverage has set a new bar for sheer audacity. Anaheim's city council has proven it can be even more obedient than Disney's own stockholders.

Perhaps most disturbing is the fact that this shameless cabal of sycophants did more than just slap their own constituents in the face. They also managed to confirm the warnings of the most cynical among us who cautioned Measure L activists not to get their hopes up in the first place.

They are the ones who shouted for volunteers to abandon their noble cause because "money talks" they said and Disney has enough to get anything it wants whenever it wants.

The company that prides itself on inspiring hope and imagination in the hearts of millions has extinguished those qualities in dozens of new, first time community activists.

I am wholly aware of the fact that my words here will not be enough to rekindle the spark that lit the path of so many of those young people. But I urge you to stay tuned. The fight isn't over it has just moved to a different venue. Disney may own the Anaheim City Council but it does not own the courts where the council's moronic decisions will be litigated. This union and our allies are not without resources. It will take time but this cannot stand.



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

Stewards huddle

Week devoted to getting informed, prepared

Food Division stewards from throughout the Local's jurisdiction gathered in North and South Orange County the week of March 11 for a comprehensive update on contract negotiations and to get prepared for any number of outcomes those talks could potentially produce.

President Greg Conger spoke in detail about the process and the complex economic formulas that make finalizing a contract such a tumultuous event every three years.

In addition, stewards were told what to expect from management as talks heat up and how best to counter some of the more predictable tactics used by the companies.

The entire executive staff was on hand for each meeting to field questions. Meetings such as these coupled with targeted text messaging have highlighted a more intense communications strategy this cycle than in years past, according to Sec.-Tres. Andrea Zinder.



Secretary-Treasurer's Report

Recent actions show high level of public support for workers at Ralphs

On April 17 and 18 we started hand billing in front of three Ralphs' stores. We asked the customers to support the workers as we bargain for a contract which improves the lives of all members.

We collected signatures and phone numbers and were overwhelmed by the positive response. We had participation at these actions from both members working at the stores we were in front of and from surrounding stores.

A few months ago, the teachers strike in Los Angeles demonstrated the tremendous value of public support. The strike was not just about wages, but issues that affect the community such as smaller class size and providing nurses on campus at every school. The public was outraged to hear the facts and lent support to the teachers wherever they could. After six days the teachers prevailed and negotiated a historic contract.

Your customers have experienced long lines at the check stands. They can see the service deli employees performing several tasks at once. They feel the effects of understaffing. Shoppers care about what you have to say and overwhelmingly support your efforts to make improvements.

In the past few years, cities around the country have started considering ordinances to address the problem of part time retail workers with unpredictable schedules. The media is beginning to highlight the nearly impossible task of making ends meet working a single job in the retail sector. When hours are cut, hardships worsen for retail workers as bills become harder to pay. And unpredictable schedules force many who already live paycheck to paycheck and suffer a constant state of anxiety.

These are stories you can share with customers when you are participating in union activities in front of stores. Part of management's delay tactics are designed to foster complacency among your supporters. If they can prolong discussion of any issue long enough, many will grow fatigued with the subject and some may forget altogether.

You have the ability to remind your supporters of the issues at stake in this contract and how they impact your future. That's why your participation in all our future actions is so important.

Many of you have been through prior negotiations and know

that your companies don't get serious until they realize that their employees are strong and united.

During negotiations, major decisions and bargaining positions are set by corporate executives who are not at the bargaining table and not in communication with the store managers.

Our store activities are one way we make sure that they hear us.

Additional negotiation dates have been scheduled during May, however the pace of progress remains slow. Since contract expiration, management has only agreed to a limited number of days for bargaining.

We hope now that a federal mediator is involved, the company negotiators will make more dates available. But as in the past, we expect that progress will not be made until management realizes that you will not back down from pursuing fair wage increases; maintaining of health and retirement benefits; and creating job and income security.

This can be a tense time for all members. Ralphs executives have already started sending letters to all employees calling them 'team members' and attempting to portray the corporation as a good caring employer. Their only goal though is to convince you to accept less than you deserve and to weaken employees through scare tactics.

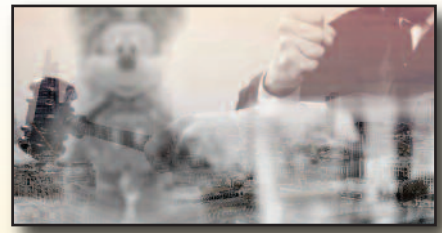
If this is your first negotiations, speak to someone in your store who has been through the process. Stewards will make sure you are properly informed throughout the process. Although it's hard at this point to see an end, we know from experience that with a strong and united membership, we will prevail.



Andrea Zinder
Secretary Treasurer

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

Disney claims it has never taken a subsidy as fight over Anaheim living wage initiative heads to court



Handshakes, hugs and even some tears were part of the celebration following mid-term elections last November for supporters of Anaheim's Measure L. But even the most optimistic among them knew the fight for a living wage had just begun.

One could say that the first shot in the inevitable legal battle came about a month before voters cast a single ballot. That was when Anaheim's city attorney issued the jaw dropping opinion that Disneyland does not receive subsidies from the city and the initiative, as a result, did not apply to them.

"These are the typical bullying tactics that mark Disney's way of doing business. They do it in the entertainment industry, they do it at Disney World and they do it here. But make no mistake, this will not stand," said President Greg Conger.

The campaign's primary sponsors promised to do whatever it takes to force companies to comply with the will of voters.

Ironically, the first phase of the new contract approved by cast members only weeks before the election boosted the minimum wage to \$15 for all Disneyland workers effective Jan. 1. Some believed that the larger paychecks they were receiving was the result of Measure L. It was not.

Non-union workers in the Resort District confirmed that area employers were not complying with the new law prompting Measure L supporters to threaten legal action.

According to officials who helped draft the measure, they are close to announcing details of a class action lawsuit seeking to force compliance with the law. Lawsuits of this nature are filed on behalf of a handful of plaintiffs with the ultimate goal of including the roughly 15,000 workers who will be out money because of actions by their employers.

Anonymous Issue?

Although supporters of the measure have made some contact with affected workers, there remains a lot of confusion about what has already taken place and what to expect. The measure's basic goals remain unclear to many workers who stand to benefit from its passage. Others, including those hired after the mid-term elections, don't even know it exists.

Union Representative Sylvia Baruch said that most workers didn't expect their employers to do right by them and are not surprised that they haven't.

"There is no collective sense of outrage that an injustice has to be corrected," Baruch said. "Basically employers met the low expectations that their workers already had for them."

Los Angeles-based attorney Lester Aponte has spent more than 30 years practicing employment law, working primarily on the side of corporate clients.

He has defended large companies targeted in the kind of class action lawsuit that Disney and others will likely face.

He said that arguments are likely to revolve around pinpoint legal minutiae and often the broader question of what is morally and ethically proper never enters the equation.

"They will probably spend a lot of time on the wording of the measure itself and defining the true nature of a subsidy," Aponte said.

According to Exec. VP Matt Bell, an argument over what is and is not a subsidy is something supporters welcome.

"The city of Anaheim built a giant parking structure that fits 10,000 cars and Disneyland keeps all the money generated from parking fees 365 days a year," Bell said emphatically. "The city charges Disneyland \$1 a year to lease the parking lot that was built with tax dollars and they want us to believe that they don't take subsidies from anyone. It sounds more like the plot of a new animated fairy tale."

Aponte said that, on the surface at least, initiative backers appear to have all the ingredients of a winning case.

And although Disney has a reputation for having a highly aggressive litigation strategy, one element of the case gives supporters reason for optimism.

A loss for Disneyland would come with an enormous backpay award. "That makes delays pretty expensive exercises in the long run and might push them into coming to their senses," Aponte said.



Inside Insight

—by Field Director Brett Midkiff

Your contract has expired; Your rights have not

As most of you are aware, your current contract with Albertsons, Vons and Ralphs expired March 3. But management's habit of blatantly disregarding deadlines, does not mean that you lose the many legal protections and rights extended to you by state and federal labor laws.

Although these rights always apply to you, they take on added importance when a collective bargaining agreement is being negotiated.

Why? Because this is the time when your participation is needed most.

And if recent history is any indication, the degree to which you exercise your right to free speech and take part in public actions will have a direct impact on what the final contract ultimately includes.

In a nutshell, you have the legal right to interact with co-workers to address work-related issues in many ways. Examples include: talking with one or more co-workers about your wages and benefits or other working conditions, trying to induce group actions, or seeking to prepare for group actions.

This might include hand billing, signature gathering, rallies, boycotts, etc. Federal law also protects the rights of workers to join together in cyberspace such as Facebook, YouTube, and other social media.

Although both the Fortune 500 companies with whom we are negotiating have legal departments that could fill a football stadium, knowledge of the law doesn't always extend to store-level managers. It is not unheard of for workers to be told that attendance at a rally or participation in an informational picket line is grounds for termination—they are not.

Keep in mind that it is in management's interest to keep union-sponsored activities to a minimum. If they can keep you from joining your co-workers in speaking out, then they will face less pressure to make concessions at the bargaining table.

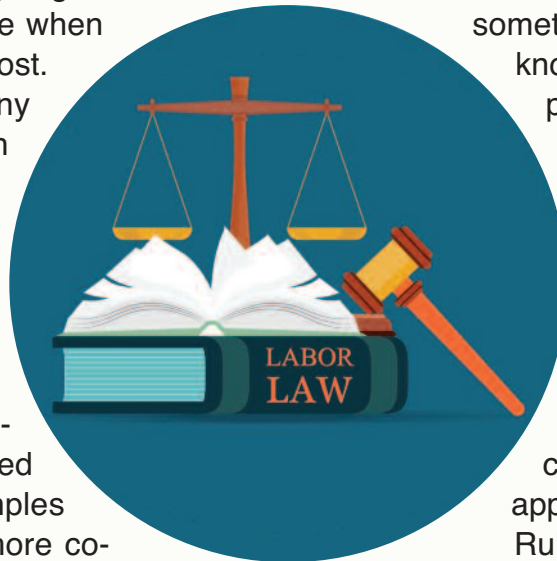
Although the law provides an extensive shield of protection covering a wide range of activity, it is not without its limits.

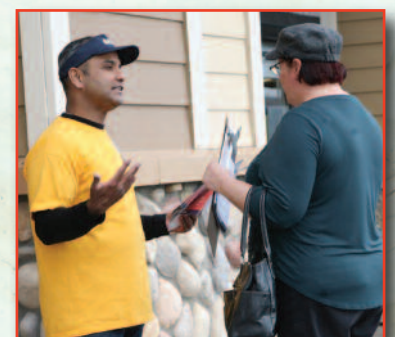
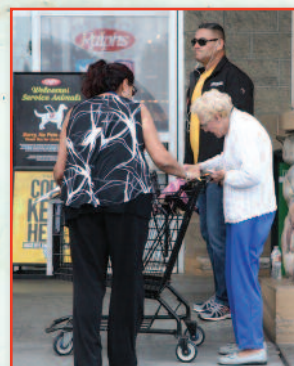
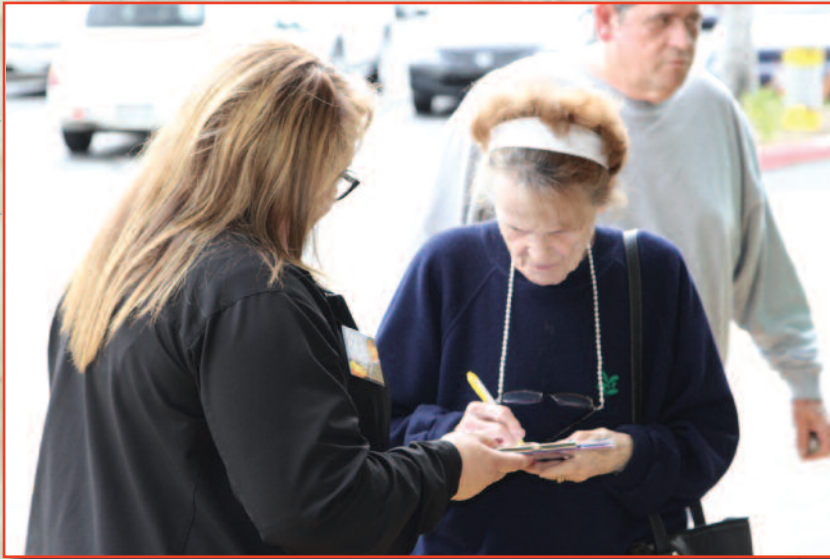
You can lose protection by saying something egregiously offensive or knowingly and maliciously false, or publicly disparaging your employer's products or services without relating it to any labor controversy. Your union will never ask you to do anything that puts your job in jeopardy, but on rare occasions workers have allowed their emotions to get the best of them and crossed the line of what is appropriate.

Rule of thumb: Act with courtesy and professionalism and you have nothing to worry about. You know how it is done because you do it every day on the job.

If they haven't already, your union rep or union stewards will be asking you to volunteer to participate in one or more labor actions. If they haven't, now is the time to reach out to them. At a time when most headlines involving the retail grocery industry are ominous updates about Walmart or Amazon's latest move toward world domination, you can give industry experts a new angle to cover.

"Union solidarity equals progress for grocery workers" is a headline I'm hoping to see when this is all over. It has a nice ring to it.





Members target Ralphs in handbilling blitz

Hundreds of Ralphs customers pledged their support for Local 324 members in their pursuit of a fair contract by signing petitions and asking to be kept informed as the process progresses.

The show of support came April 16-17 as members and their supporters fanned out over three locations to reach out to customers.

The coordinated actions came after months of negotiations have yet to yield any significant progress toward a new collective bargaining

agreement. Members have been without a contract with Albertsons, Ralphs, and Vons since March 3. Stater Bros., and Gelsons are on a contract extension.

Union leaders have accused management of stalling and say that actions such as these will grow in size and frequency if progress is not made soon.

Kroger, Ralphs' parent company, has allowed contracts to expire in every jurisdiction where talks were being held.



Local member plans to be house

Marium Bryant—he goes by Mario —is going on 19 years as a produce clerk for Stater Bros. He doesn't want to give the wrong impression. He likes his job, his co-workers and the company. He's even fond of the customers.

13-year-old Marium Jr. practices with dad.



But if given a choice, he'd much rather end his work day by ducking behind a closing curtain as thousands demand an encore. For now, he'll settle for punching a timecard.

"It's not if," Bryant says with a half-hearted smile—the kind meant to suggest that he's really not kidding. "It's just a matter of when."

Those plans and the timetable for putting them into action aren't scenes from a vivid daydream. Bryant has methodically mapped where he's been, how he got there and where he needs to be with an almost scientific precision.

"It usually takes about 10 years to make it if it's going to happen and it's been nine," he said.

When that day arrives he will have a story flavored with uniquely local influences that he credits with keeping his feet on the ground as he reaches for the stars.

When Bryant opened the 2018 Annual Stewards Conference in Buena Park, the standing room only crowd saw how it all began.

On that particular morning Bryant mesmerized

the crowd with "America the Beautiful." It was a similarly rousing rendition of the national anthem that he sang to open an executive conference of Stater Bros. top brass that began Bryant's journey.

There are few songs that showcase the range and talent of a vocalist better than the Star Spangled Banner. The ease with which Bryant's high tenor voice masters the varied pace and famously daring pitches makes you wonder if he and Frances Scott Key had a kind of cosmic connection.

So impressed was the crowd to have one of their own master the song that he has been invited to open every one of the company's corporate events since then.

"I'm not really sure he knew my actual name, but every time he saw me he'd say 'hey lungs how are you?' He called me lungs," Bryant said, referring to the late Jack Brown, Stater Bros. beloved founder.

Word of mouth travels fast. Within a few years he was routinely performing the anthem at Laker games as well as for the Angels and Anaheim Ducks. Although such honors can be claimed by an elite few, it hasn't gone to his head—well, not in a bad way.

Bryant's personality is a complex combination of confidence and fortitude—enough to convey a sense of swagger without crossing the line into cockiness.

He describes his vocal style in much the same way. It's a cocktail of contrasts blending classic opera, gospel, R&B, and pop to create what he calls "popera." He has been to the try-out stage of all of the major television talent contests including The Voice and America's Got Talent.

With the help of his wife of 16 years, Ali, who has served as his business manager, Bryant's voice has become a lucrative asset. He's booked months in advance for private parties, weddings and other events.

He has even written and recorded a single sold on iTunes titled "The End of My Beginning." The song is a semi-autobiographical story of recognizing life's challenges and pitfalls and celebrates starting from scratch.

It captures the sentiment around a time where

hold name by this time next year

he set in motion major changes to his social environment. Although the clean start has been healthy, overcoming some of the negative emotions has been a challenge. But he met his wife Ali during this period. Together with their two kids, Marium Jr., 13, and Aaron, 9, he is seeing light where none used to shine.

Bryant's approach suggests that the past decade has been more of a marathon than a sprint. It is equally apparent that he's picking up the pace as if in sight of the finish line. Finding new gigs, working with other artists, and marketing his talent in multiple ways represent the final stretch before the finish line. Most runners will tell you that this is the part of the race that feels the longest.

Every opportunity he has to expose more people to his music, he reflexively seizes.

Those experiences are more important than ever for artists waiting to be discovered. Gone are the days when a hot shot agent from a record label emerges from a night club crowd with an offer to change your life. The age of social media and streaming music services has made it possible for word of mouth and a massive

Instagram following to propel talented artists to rapid notoriety.

"It used to be that the way to making it big was to hope that you are seen by someone at a record label or a talent agency but that's not how it happens anymore," Bryant said. "Today you do it on your own. But people have to see you perform for that to happen."

That doesn't mean you can't have help. Over the years, Bryant has had a few chance encounters with big name celebrities. He recalls being pulled to the side after a performance and encouraged to not give up. Radio personality Steve Harvey and David Foster were two of those voices. Renowned psychologist Dr. Phil was another.

Recalling details of the meetings, Bryant straightens his posture and smiles as he describes how unexpected words of wisdom energize him long after being spoken. That same kind of unexpected advice spurred him to take a bold risk last year when he organized and starred in his first ever solo concert.

Bryant was hesitant at first to commit to such a huge undertaking. He was shocked when the event sold out in only a few days and a wildly enthusiastic audience couldn't get enough. According to friends, topping last year's performance has been Mario's overriding obsession for months. He's calling it "This is Mario 2," which like his first, will showcase the full array of musical styles that make up the whole package.

Even a casual mention of the event and Mario's body language and demeanor give away just how important this concert is for him. If Bryant exceeds expectations he may look back on this big night as the pivotal moment in time that launched it all. Then he can look back on everything in his past as a quaint reminder of a much simpler time—before stage lights and paparazzi changed it all.

He'll try not to forget the little guys when he's a big deal—but they all say that. He promises to remember the days when he drove himself to work instead of summoning the chauffeur and when the reporter at the front door was from U Magazine not Rolling Stone.

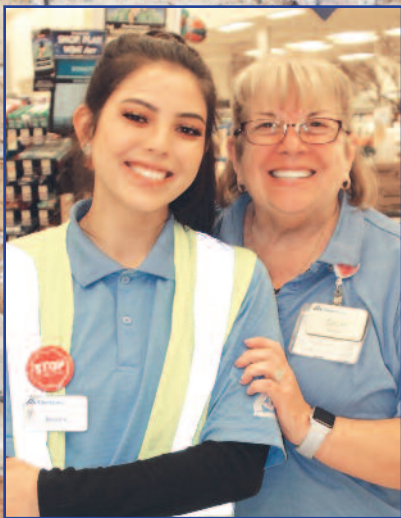




REPRESENTATIVE

Union Representative Syed Karim





Current negotiations mark first major shift in union's communications strategy in decades

—By Executive VP Matt Bell

As negotiations with Ralph's, Albertsons, and Vons move into the summertime, our ability to communicate with the membership at large and the general public will become critical to achieving a successful contract.

The days of television and newsprint being the vehicle to disseminate information are becoming obsolete. It's important that your union embraces new communication technologies and social media platforms to get out current and correct information both to the membership and the general public.

This move to social media and away from traditional forms of news outlets can be seen daily in your own break rooms.

Members rarely engage in conversation with each other, but instead, are glued to their phones to catch up on the daily news or to browse their personal social media pages. Customers as well are constantly on their cell phones whether in the store or at home plugged into social media. Social media is where we must go to get our message out.

All of the locals engaged in the Southern California grocery bargaining are utilizing the Food Fight Us website and social media pages to get out the clear message that you and your co-workers deserve a fair contract and are willing to fight for it.

Already, several member videos have been posted on www.FoodFightUs.com, Facebook, and Instagram pages. These selfie style videos have been a great tool to speak directly to the



The concentration on social media sends the message that you and your co-workers deserve a fair contract and are willing to fight for it.

thousands of grocery members and their customers throughout Southern California.

When it comes to delivering the message of the necessity for a fair contract and that one job should be enough to raise a family, there are no better messengers than you and your fellow union members.

The FoodFightUs website will continue to shine a light on the grocery companies' push for profits over the needs of you and your family and even the wellbeing of the customers you serve every day.

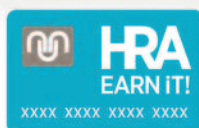
If you haven't already, please go to the website www.FoodFightUs.com and encourage your friends and family to do the same. Share your experiences on the social media platforms you follow so our movement can not only grow with boots on the ground, but also across the internet.

What's Your HRActivity?

If you're an Active Indemnity PPO Medical Plan Participant, it's easy to earn hundreds of dollars for your Health Reimbursement Account (HRA) every year by doing these simple Healthy Activities:

Got a few minutes? No matter where you are, if you can connect to the internet, you can earn \$375/\$450* just by:

- Completing an online Health Risk Questionnaire (HRQ), and
- Viewing a program information video, and
- Registering your Benefits Plus Portal, or downloading, completing and mailing a Contact Information form.



Got 15-30 minutes? Go to a store with a participating in-store pharmacy—you can earn \$250/\$300* by:

- Getting a flu shot, and
- Getting a health screening.

Get credit for what you're already doing! You can also earn HRA dollars if you:

- Belong to a gym/fitness center, take yoga/Pilates, participate in a 5K (or longer) run/walk/bike event, etc.
- Get preventive care services such as your annual physical, a mammogram/PAP test (for women), PSA test (for men), colonoscopy, etc.

Remember...

- Complete as many Healthy Activities as you can every year so you can earn the maximum HRA rewards. Even if you watched the Fund's video, completed a Contact Information form, etc. last year, do it again this year to earn more HRA rewards!
- Double your HRA rewards if your covered spouse/domestic partner does Healthy Activities too.



For more information on Healthy Activities, scan this QR Code or visit: scufcwfund.com/wellness

The UFCW Unions and Food Employers Benefit Fund (the "Plan") complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 877-284-2320.

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 877-284-2320。

* Each Healthy Activity earns \$125 for Silver & Gold benefits, or \$150 for Platinum & Platinum Plus benefits. Healthy Activities completed June 1, 2019, through May 31, 2020, will be added to your HRA for 2020. Earnings are limited to an annual maximum.

June 1, 2019

To: All UFCW Union Local 324 Members

Official Notice of Nominations

The offices of President, Secretary-Treasurer, Recorder and Vice Presidents 1 through 12 inclusive are open for nomination for election to three-year terms of office. Each of the 12 Vice Presidents is numerically designated for nomination and election purposes (for example, Vice President #1, Vice President #2, etc.).

This shall serve as official notice to the active membership of UFCW Local 324 that nomination petitions for any of the above offices must be submitted in person, or received via U.S. Mail or other carrier no later than 8:00 am July 1, 2019, at the main office of UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, to the attention of Louanne Punsalang, General Chairperson. Official petition must be picked up from Local 324 from the Election Chairperson. Signatures of no less than 406 active members in support of said nomination are required.

The name of the member who is being nominated and the specific office for which he or she is being nominated must appear at the top of each and every page of the petition. If any member signs two petitions for the same office, both signatures will be voided. The nomination petition must contain information sufficient to permit the Election General Chairperson to verify the identity of the signatories thereto. For that purpose, in addition to a legible signature, each member must print their full name and include their last four (4) Social Security Numbers for verification.

The following are Local 324's rules for nomination:

Section A. All officers shall be elected by secret ballot of the membership, and their term of office shall be for three years, commencing **January 1, 2020**. Terms of office shall expire on **December 31**, and the terms of newly elected officers shall commence on **January 1**.

Section B. Nominations and elections shall be conducted during the last six months preceding the expiration of the term of office.

Section C. Not less than thirty (30) days prior to the deadline for the receipt of nomination petitions, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations, the actual number of signatures required for nomination petitions, the deadline date for the receipt of petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain.

Not less than 15 days prior to election, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the times, dates, and places for conducting the elections.

Notice of nominations and election may be combined into a single notice, which shall be mailed in accordance with the time requirements specified in the first paragraph of this Section.

Section D. No person shall be eligible for nomination or election to any office unless such person is:

1. An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a

continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs; or

2. An active member in the Local Union who has been an active member of the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petition occurs.

Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

Section E.

1. Nominations shall be conducted by petition. Nomination of a member for a specific office shall require the signatures of two percent (2%), of the average monthly active membership of the Local Union based on the number of active members on which the Local Union pays per capita to the International Union, for the twelve-month period ending with the next to the last month prior to the month in which the notice of nominations is mailed to the membership.
2. The top of each petition shall indicate the member who is being nominated and the specific office for which the member is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which the member is being nominated. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office and that the office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name, and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.
3. Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.
4. If a signature on any petition is not accompanied by a printed name or the other identifying information required by the general chairperson, but the identity of the member can be determined from the signature, the signature shall be deemed valid and shall be counted.

Section F. No member may run for more than one office in any election and no member may hold more than one elected office at any one time. The regular employees of the Local Union shall not constitute more than fifty percent of the membership of the Local Union Executive Board.

All questions concerning the nomination process should be directed to Louanne Punsalang, UFCW Local 324, 8530 Stanton Avenue, Buena Park, CA 90620, (714) 995-4601.

Completed nomination petitions must be received by Election General Chairperson Louanne Punsalang at the UFCW Local 324 main office, 8530 Stanton Avenue, Buena Park, CA 90620 no later than 8:00 am on July 1, 2019.

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Links also on our website: UFCW324.org



Access to your Union Contract is just a click away...

Contracts currently in negotiations:

Retail Food & Meat 3/7/16 – 3/3/19

Gelsons 3/7/16 – 3/3/19

Stater Bros. 3/7/16 – 3/3/19

Contracts Available online:

Food 4 Less 6/5/17 – 6/7/20

CVS 7/1/17 – 6/30/21

CVS Pharmacist 7/1/17 – 6/30/21

Kaiser Clinical Lab Scientists 10/1/18 – 2/1/22

Kaiser Pharmacist Clerks 10/1/18 – 2/1/22

Kaiser National (No new contract at this time)

Rite Aid 7/5/18 – 7/17/21

Rite Aid Pharmacist 7/5/18 – 7/17/21

Disneyland 10/1/18 – 6/16/21

Disney California Adventure 10/1/18 – 9/30/21



Contracts available at: www.UFCW324.org/MemberInfo/Contracts

NEW

PACIFIC VISIONS

Opening May 24th

Aquarium of the Pacific

**Adult tickets over 30% off when
purchased through the UFCW
324 discount eTicket store.**

**Visit ufcw324.org
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Pacific Visions is the Aquarium's new wing housing an art gallery, exhibit spaces, a state-of-the-art theater, and new animal exhibits.



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PERIODICAL
POSTAGE
PAID

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

STATS

January -
March
2019

GRIEVANCES FILED 305
MEMBERS BACK TO WORK 31

BACKPAY COLLECTED:
\$ 25,270.03

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