



# Strike Averted

*Last-minute deal produces 3-year contract with pay hikes and other improvements*



## Goodbye & Farewell

*President Greg Conger wraps up 35 years in the Labor movement.*

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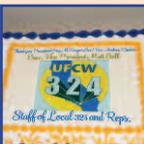
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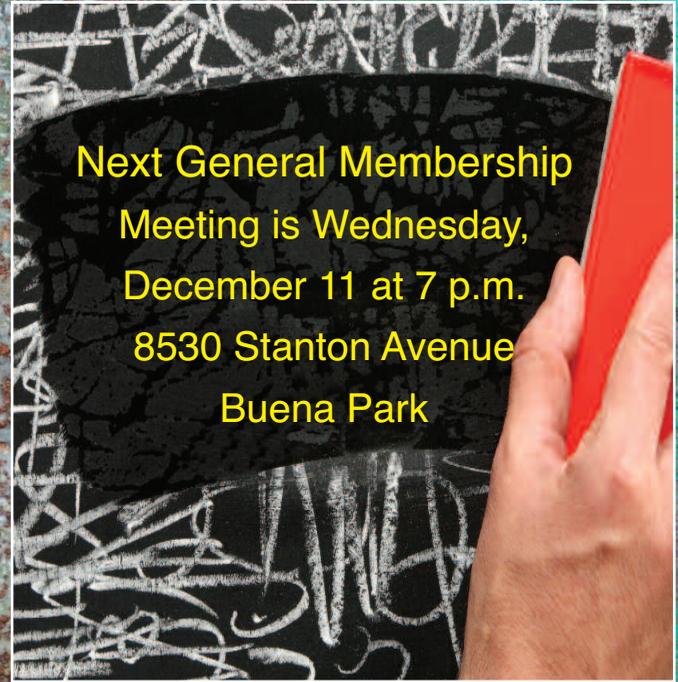
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Withdrawal Card Request

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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# President's Report

## After 36 years it's time to say 'I was here'

On Oct. 1, 2019 I will no longer be President of UFCW Local 324.

After nearly 36 years as a full-time representative of our Union, the time has come to call it a day, turn out the lights and go home.

The only thing that has made it possible for me to retire without any apprehension whatsoever is the knowledge that our local union will be in the hands of one of the brightest, most talented and tenacious union leaders I have ever had the privilege of working with. Newly elected President Andrea Zinder has been a friend, confidant and fellow foot soldier for more than 25 years.

Our newly elected Secretary-Treasurer is a man whose commitment to this union is virtually in his blood. Matt Bell will serve this membership with a vision and dedication seldom seen in the modern day Labor Movement. I'm certain that he and Andrea will keep our union moving forward far into the future.

I'd like to share what was told to me as a true story. It sums up what I believe is the proper way to retire.

Now keep in mind it has been my life-long conviction that no one is more important than the members, and no one is quite as important as he thinks he is.

As the story goes there was a retirement dinner at a local union several years ago. On this occasion there were four people retiring, so to save money and

time, one dinner would take care of the four retirements.

With four separate introductions and four separate speeches, the attendees were about to settle in for several hours.

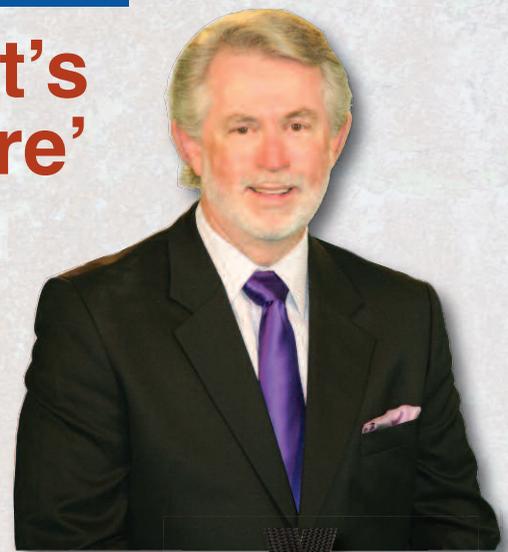
The first person was introduced, and with the appropriate exaggerations and revisions of history he finally made it to the podium.

When the applause subsided the honoree adjusted the microphone, looked out over the audience and simply said "Brothers and Sisters, I was here...and now I ain't"

He sat down to the loudest, longest standing ovation of the night.

There are far too many people to thank who have helped me along this journey, and even more who have moved me beyond words. It was my life's greatest honor and privilege to represent working men and women in the Labor Movement, particularly here at United Food & Commercial Workers Local 324.

So, brothers and sisters, I was here...and now I ain't!



**Greg Conger**  
President

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

# After years of quietly toiling away, Democrats finally become the majority party in Orange County

Capping a process that has been decades in the making, July 2019 marked the official end of Orange County as a majority Republican county.

According to the Orange County Registrar Recorder, August 7 marked the day that more Democrats were registered in the county than Republicans.

The official “flip” is perhaps more symbolic as the recent mid-term elections were highlighted by a Democratic sweep of the Congressional delegation, a more substantive measure of the status of the parties.

There is no shortage of people taking credit for the news, but Local 324 has some legitimate claim for taking some ownership of the momentous shift.

“Tefere Gebre helped set this in motion years ago and we provided seed money for the project,” said President Greg Conger. At the time Gebre led the Orange County Labor Federation. He currently serves as Executive VP of the AFL-CIO, a career rise that is in no small part due to his nationally recognized efforts in Orange County.

Experts say that the numbers are important, but most say that the 2020 Presidential election is the more important litmus test for whether political power in the county has actually undergone a shift or whether all the hoopla is overblown.

“The Democrats who won their elections last cycle will need to defend them and get re-elected to show that this wasn’t a fluke,” Conger said. If all of the county’s newly elected Democrats can



maintain their seats in 2020, then reality can begin to set in.

Most activists tend to understand the arithmetic and understand that the current outlook is not set in stone. But that didn’t stop several hundred from converging on Local 324’s auditorium Aug. 28 to celebrate the news.

Elected officials, Democratic Party organizers and died-in-the-wool activists gathered to give credit to one another for exercising patience and tenacity over the years.

*“The Democrats who won their elections last cycle will need to defend them and get re-elected to show that this wasn’t a fluke.”*

*—President Greg Conger*

The atmosphere was exuberant among those in attendance, many of whom recalled only a few years ago when running as a Democrat in Orange County was a guarantee of defeat.

Local 324

Political Director Derek Smith attended the party at the union headquarters and celebrated with fellow activists. He was, however, mindful of not being overconfident.

“The registration trends in the county are really exciting, but the real test will be getting these new Democrats to the polls in March and November of 2020” Smith said.

## Secretary-Treasurer's Report

# New collective bargaining agreement sets standard nationwide

After extremely contentious negotiations with Albertsons, Ralphs and Vons, members were finally presented with a contract they felt good about ratifying.

The new three-year contract includes adequate funding for medical and pension benefits, annual wage increases for everyone, improvements in medical benefits, additional hourly guarantees and more vacation for those hired after the 2003-2004 strike / lockout. This is among the best retail contracts negotiated with these employers anywhere in the country.

The process for getting to this point was extremely contentious and often hostile. The companies delayed until the unions set a deadline and fully prepared for a strike.

Local 324, along with the other UFCW local unions in Southern California, were forced to take our message public and generated tremendous customer support. Management tried repeatedly to weaken members hoping to settle with a substandard contract.

The companies' strategy backfired. During the six months of negotiations, members got stronger and angrier at management tactics. At the same time the public became increasingly sympathetic.

There is no doubt that if a strike became necessary, customers would shop elsewhere and possibly never come back. In fact, during a three-hour boycott in front of a Ralphs store on Pacific Coast Highway in Long Beach just days before the Labor Day holiday weekend, almost all customers left the parking lot without ever entering the store.

Ralphs' corporate executives are beholden to their shareholders. These Executives' employment and enormous compensation packages are subject to review each year at the annual stockholders' meeting.

In the case of Albertsons', its corporate executives answer to private equity investors who's only interest is divesting the company for the highest price possible.

This vision fails to account for the most important element — YOU. You are the reason customers shop at your store. They are loyal to you, not the company. Unlike the corporate executives, customers value your service.

They value your hard work, friendly attitude and they know that you are trained in safe food handling practices and will be diligent in assuring that the food they purchase is fresh and unspoiled.

When you are short staffed or worried about having enough income to feed your family, your customers know and sympathize with you.

They know that those at the top are compensating themselves well while offering only nickels at a time to you. They respect you and will support you when asked.

Fortunately we avoided a strike by demonstrating our customer support. It is unfortunate that this is something we have to do every three years. We can only hope that this years' experience will sharpen management's memory and allow for a different dynamic in the future.

Your support through this entire process has been amazing. You should feel proud that you stood united against management tactics to deprive you of all you work so hard for.



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

# How did procrastination

## *Can anything be done to fix a system that*

Figuring out exactly how a company can benefit financially by delaying a collective bargaining agreement isn't rocket science.

Contract negotiations —no matter who the players are—share some universally accepted elements that are always part of the final equation before, during and after the process.

One is the effect of inflation. Americans have been fortunate in recent years to live in a time of historically low inflation. As talks begin, it is generally understood that in order to maintain the status quo—or keep everything in place exactly as it is—the cost to employers must rise at the same rate of inflation.

Any increases in wages or other costs for example, must rise more than the inflation rate to be noticed in any meaningful way.

The most complicating factor in contract negotiations across the country for the past two decades has been the fact that health care costs have risen at nearly twice the rate of all other goods and services in the U.S. economy, according to government statistics.

In this environment, cost cutting initiatives become

epic accomplishments that can make or break a career.

The easiest and most obvious way to save money in the face of increasing costs is delay having to pay those costs—hence the negotiating strategy that has characterized the process for the last 15 years.

Current estimates are that Albertsons, Ralphs and Vons save as much as \$15 million every month they successfully dodge the added costs associated with a new labor contract. If that estimate is accurate it means that a six-month delay in implementing a new collective bargaining agreement could save upwards of \$90 million for the companies.

If a young, enthusiastic junior executive were to propose a cost-savings plan that ultimately produced \$90 million, his or her career would be sealed. It's easy to see how a lawyer assigned to oversee negotiations for a corporate behemoth could see a similar trajectory for their career.

Union veterans recall a time when deadlines mattered. According to President Greg Conger, negotiators went to great lengths to meet deadlines.

“Ultimately everything we agreed to became retroactive to the expiration of the contract,” Conger recalled. “That was a pretty big factor because it took away the incentive for companies to devote time to such pivotal topics as whether a semi-colon should replace a comma in paragraph 4, section B.”

The practice of making retroactive terms and conditions in a final agreement



Seattle  
7 months



Portland  
6 months



Memphis  
9 months



# Can it become profitable?

## Does it discourage punctuality and reward delay?

helped calm the nerves of members who followed the process.

Kent Wong, Director of the UCLA Labor Center, pointed out that companies have exploited the nervous anticipation experienced by workers whose futures are tied to the outcome of contract talks.

“I think there is a mindset on the part of corporations that supposes a worker under increased financial stress is more likely to settle for a quick solution even if it means accepting an inferior contract,” Wong said.

But Wong went a step further in explaining the behavior of the companies that have been the primary players in Southern California in recent years.

“It’s the consequence of a changing power dynamic stemming from the decline of union density,” Wong said.

He went on to detail the widespread impact union market share has on the status of workers in every industry, citing the retail grocery industry as a primary example of that relationship.

“In places where union density (market share) has decreased, workers have struggled to maintain wages and benefit levels and, in some cases, they have even gone backward,” he said.

The challenges to union market share are multi-faceted, providing more formidable challenges than many other industries. For example, the influx of new immigrant communities in Orange County

has given rise to ethnic enclaves and supermarkets that cater to those communities. Those chains have entered the U.S. market with hostility toward American Labor Unions.

Wong’s assessment may seem gloomy and even discouraging to some, but he is quick to counter his analysis with an equal number of highly positive signs.

Near the top of that list is the UFCW’s success in organizing the cannabis industry. The potential growth within that sector has been talked about among financial gurus for years. The high growth potential for the UFCW can’t be understated. Cannabis stands as perhaps the only new industry to hit the world market in the last several years.

Wong lauded UFCW organizers for recognizing the potential and staking a claim to the thousands of workers who staff crowded dispensaries in a growing number of states.

The loss of market share has been a slow process. Rebuilding it will likely also take time.

– Continued on Page 11



*In 8 days, Local 324 members engaged customers at 49 Ralphs stores in these cities.*

# Unprecedented numbers turned out to deliver message: our patience has worn thin

- Aliso Viejo
- Anaheim
- Buena Park
- Brea
- Cerritos
- Costa Mesa
- Cypress
- Dana Point
- Downey
- Fullerton
- Garden Grove
- Irvine
- Huntington Beach
- Long Beach
- Lake Forest
- Lakewood
- Laguna Hills
- Laguna Beach
- Mission Viejo
- Newport Beach
- Orange
- Rancho
- S.Margarita
- San Clemente
- San Juan Capistrano
- Santa Ana

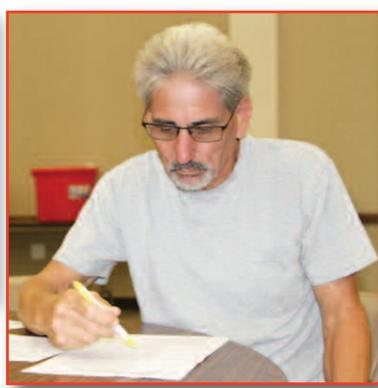


SUPPORT  
WORKERS  
RIGHTS  
FAIR  
TRACT



# New contract ratified

*Agreement includes across the board raises, maintenance of benefits and other improvements all retroactive to March.*



# Laurinda Fiddler has seen a lot change at Disneyland

It was 35 years ago when Laurinda Fiddler started at Disneyland.

Fiddler's positive view of the union grew over time.

"I really didn't know my rights or how I was protected or anything like that," she recalls, comparing her experience then to today's new-hires.

"Most come to the job not knowing what the union is about, not knowing what their rights are or how they are entitled to be treated," she said.

It was a time when only one union representative and five stewards served the entire park—an impossible task.

She tells one story that made a lasting impact on her relationship with the company and the union.

"A manager accused me of stealing merchandise," she said. "He told me that I couldn't leave the office until I admitted what I had

done."

She was unaware of her right to have a union rep present during questioning. Only a couple of weeks after that incident, Disney security caught the thief who had amassed a large cache of stolen merchandise.

Her manager offered no apologies and the company saw nothing wrong with its standard operating procedure.

Fiddler made it her mission to learn what rights came with union membership. She was elected to the local's Executive Board a few years later armed with an encyclopedic knowledge of the rights and protections that come from a collective bargaining

agreement.

She currently holds the title of longest serving E-Board member, which has given her a unique vantage point to observe Disneyland's remarkable evolution.

Laurinda has been an intricate part of the collective bargaining process and has served on the union's bargaining team for the past several contract negotiations.

Fiddler's advice over the years helped shape the union's relationship with the park. Today, two representatives and dozens of stewards serve two parks and Downtown.

She makes a point of meeting new-hires and encourages them to find out what being union is all about.



## Foot dragging has grown common and profitable

*(Continued from page 7)*

The loss of market share and its trickle-down impact on collective bargaining is perhaps the one issue that meets with universal agreement among labor activists.

Other possible solutions to the problem have produced spirited debate among those who feel the system is broken.

Joseph Paller, legal counsel for UFCW Local 324, said that debate

has raged for decades about how to address the inherent advantages Labor law gives to corporations in America.

Various remedies have been introduced in Congress ever since passage of the National Labor Relations Act in 1935.

"Those efforts have failed because of Republican opposition," Paller said.

He described the current National Labor Relations Board as "the most hostile toward organized labor in history," a problem that is tied exclusively to who occupies the Oval Office.

"Trump has appointed foxes to guard the chicken coop," Paller said, resulting in a board that "has no problem at all with reversing 50 years of established precedent in order to weaken labor."

Paller sees the issue and any possible solutions as resting squarely in the political realm, making change a longshot, but not impossible.

"The origin of many, if not most, of the problems that plague America's workers have their origins in politics," Conger said.



# Legislation in Sacramento could shape the labor market nationwide

—By Matt Bell, Executive Vice President

Technology has always had a dramatic effect on the members of UFCW Local 324. Whether you work in a parking lot in Long Beach, drive a forklift in a warehouse, fill prescriptions in a pharmacy, or ring up groceries, your work life has been evolving with new technologies.

With the introduction of companies like Uber, Instacart, and doordash, the gig economy has redefined what an “employee” actually is. Seizing on the ambiguity in state’s labor laws, many corporations have hijacked the definition of “private contractor,” redefining it for their own purposes.

The debate currently raging in the state capital clarifies the difference between an employee and private contractor in a way that re-defines the relationship between many companies and the workers they employ.

Many of our members reading this article probably already use these technological platforms for either transportation or even as a part time second job.

The ability to merely sign on to an app like Lyft or Uber and to work a few hours to help make ends meet has become attractive to a growing pool of workers.

Working as a “private contractor” sounds almost glamorous to some who see the term with increased freedom and mobility. What many of these workers find out though is that when working for Lyft or Uber, is that they do not have the same protections or even basic benefits that are afforded to regular employees.

Re-classifying workers has become trendy among companies eager to eliminate the burden of providing healthcare benefits and other protections that they would normally have to

provide a traditional payroll employee.

Under the guise that “private contractors” are not “employees,” companies have circumvented dozens of labor laws designed to protect workers from unscrupulous employment practices. Some examples even show that companies have ignored the basic minimum wage.

A recent decision by the California Supreme

Court, *Dynamic Operations West, Inc. v. Superior Court of Los Angeles*, held that workers who meet certain requirements are not independent contractors but actual employees of the company and must be afforded the rights of employees under state law.

In order to ensure that this case remains the law in California, UFCW 324 and other labor unions

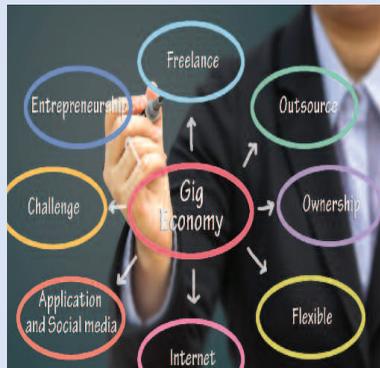
are supporting AB-5, which will require these companies to classify workers as employees and not private contractors.

This will mean that workers who serve the primary function of the company, such as driving a car to deliver products or goods, shall be classified as an *employee* and afforded basic protections such as workers’ compensation and the right to organize a union.

We cannot roll back the hands of time to make the gig economy go away. We can engage at the local and state levels to ensure that the new economy creates sustainable jobs that can support a family.

AB-5 is the first piece of legislation that attempts to deal directly with this growing threat to America’s standard of living.

Considering that safeguarding middle class living standards is at the root of the Labor Movement, it is no wonder that unions have been the most vocal supporters of AB-5.



## ***E-Board member Hector Pereida counseled by family members early to find a ‘good union job’***



Hector Pereida

Hector Pereida's recent election to the Executive Board has been a long time in the making and it began about the time he got hired 25 years ago.

Pereida recalls talking with relatives after landing the job where the advice was pretty unmistakable.

"I remember my uncle saying how important it was to be in a union and to stick together with co-workers," he recalled.

The 46-year old father of four said he has seen a lot since he

began working at the warehouse.

He attributes a lot of the progress to the union.

"Reaching a deal that put us at the same pay levels as Teamsters was major," Pereida said. The issue had become a point of contention between the union and management for years, even threatening to boil over into full-scale mutiny.

The union's successful push to extend equal pay to everybody at the facility is a reminder of the achievements workers can secure

collectively that could never have been done alone.

Pereida wasted no time in helping ensure the union's strength at the facility by becoming one of stewards shortly after.

He recently took one more step up the union hierarchy by being elected to the Executive Board.

## **Night Crew vet Tony Campanello says the union has been a ‘stabilizing force’ for him and his co-workers**

42 years ago Tony Campanello was "just a dumb 16 year-old surfer kid. I didn't know anything about the business, the union, my rights, etc," he recalled shaking his head slightly.

He recalled having an attitude like that of many young people who come to work in the grocery industry. And as a typical teenager he found himself sometimes at odds with adults in authority positions.

One particular exchange with one of his supervisors earned a reply that he took to heart.

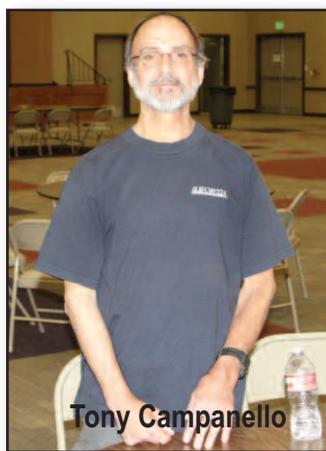
"You're not going go to the union about me are you," he remembered the manager asking.

That was the moment Campanello realized that management viewed the union as an equal. Anything that caused his managers to exhibit a sense of fear was something he was eager to embrace.

It was maybe a few months later that Tony was falsely accused of stealing \$1,200 from the store.

"I didn't even want to hear the explanation I knew I didn't do it and I knew the only chance I had to protect myself was to go the union. . . So I did," he said.

The incident that drove him to the union hall that day faded away, but it marked a turning point. The final straw came in the 03/04 Strike Lockout. Campanello



Tony Campanello

served as a picket captain at the Ralphs store where he worked.

Before contract talks broke down resulting in the strike, he began noticing store managers exhibit a surprising lack of regard for worker rights and protections.

Enforcing contract provisions as a steward became one way he helped the union assert its presence in the store. He was elected to the Executive Board soon after the strike ended.

As a longtime veteran of night crew, Campanello said that he and his co-workers maintain a "different dynamic" with management.

He describes that relationship as somewhat more informal and less rigid than workers on a day shift.

But he looks back on a career marked by constant change. He has worked through the sale or merger of virtually every chain to do business in the Southern California market. He's worked for dozens of store directors and just as many night crew supervisors, forcing him to place added value on one rarely noted benefit the union brings his workwise—stability.

While virtually everything around him is changing constantly, the union has always stood for the same fundamental principles from day one.

# Thanks to our active members co

Following are the names of members who took part in at least one job action over the past several months. If you participated and are not listed, we apologize for the oversight as we tried to include everybody who signed an attendance sheet. We are grateful to all the members who took the time to participate in these actions.

“ It’s amazing. It was good to see we kept all of our benefit and with the new rollover on dental and vision benefits, it is awesome.

—Rocio Van Lue, *Ralphs*



Alejandrina Aguilar, Mary Ann Alarcon, Marcile Alesi, Keith Alexander, Isabel Allen, Cortney Allgood, Maria Almonte, Wael Altamimi, Robert Alvarado, Sepehr Amini, Daniel Anderson, Brian Anderson, Frank Andruss, Tyler Applegate, Johana Araujo, Diane Arce, Jose Arismendi, Johann Bacqueiro, Jennifer Baisch, Loren Barger, Michael Barnhart, Joanna Barragan, Marina Bartlett, Brian Baxley, Maureen Baxter, Gricelda Beaman, Kara Bell, Mary Benkirane, Sheri Biggs, Juan Blanch, James J. Blinn, Holly Blodgett, Brooke Boscia, Guillermo Brito-Castillo, Rob Brown, Marium Bryant, Urvi Buch, Daniel Bunch, Annette Burris, Ivette Cabral, Susan Camacho, Anthony Campanello, Dan Campbell, Abigail Candela, Juan Capiz, Susan Carle, Brian Carreiro, Cristian Carrillo, Nora Lee Caruso, Johnny Castellanos, Coral Castro, Jacqueline Cerpa, Melissa Chico, Suzanne Child, Kimberly Cisneros, Maureen Collins, Jacqueline Cooper, Julie Coronado, Elaine Correa, Maria Covarrubias, Aaron Cowley, Mary Crawford, Denise Cross, John Cruz, Jose Cuellar, Kathryn Daily, Lisa Marie Delgado, Brianna Demuth, Terry Deruyter, Denise Dickinson, Tiffany Driscoll, Faustino Duran, Kyle Emerick, David. Escalante Jr., Adalberto Espinoza, Leah Fagnant, Billy Falcone, Raquel Felipe, Melanie Felix, Laurinda Fiddler, Allen Finlay, Albert Flores, Daniel Flynn, Maureen Foley, Daun Fondarella, Torrie Francoeur, Mike Frantz, Victoria Frantz, Jamie Fremgen, Josie Frisbee, Melissa Frisbee, Priscilla Garcia, Eva Garcia, Mariana Garcia,

“ I can’t believe how great it turned out. It’s an excellent deal. The union really worked hard for this one and we are grateful.

—Dan Flynn, *Albertsons*



“ It shows that Ralphs’ attempt to divide and intimidate us didn’t work. It’s a great victory for all of us.

—Mario Frias, *Ralphs*

Felipe Garcia, Maria Garcia-Vargas, Greg Gates, Reina Gavidia, Patricia Gibson, Laura Gillespie, Tatiana Glass, Mercedes Gomez, Lidia Gonzales, Maricela Gonzalez, Teresa Gonzalez, Kelleen Gordon, Gina Granado, Isaac Guerrero, Mike Gurrola, Alan Gustilo, Syliva Gutansky, Edna Gutierrez, Augustine Gutierrez Jr., Ruth Hall, Melissa Hanna, Ron Harrison, Octavianus Hermawan, Donna. Hernandez, Sonia Hernandez, Maritza Hernandez, Edgar Hernandez, Maria Herrera-Soriano, Robert Hineman, David Holguin Jr., Kenny Hungerford, Daniel Hunt, Gilbert Hyman, Alex Inderlied, Steven Iniguez, Dania Janczak, Norma Jaramillo, Audon Jimenez, Christine Johnson, Robert Johnson, Jennifer Johnson, Aryana Johnston, Parivash Kardan, Janise Kauhola, Deborah Kelly, Margaret Kemnitz, Jacqueline Kennedy, Pamela Kilroy, Jeffrey Klauza, Kerry Klingaman, Carol Knight, Andy Knizan, Kevin Kohl, Karen Kollenda,

# Contract sees major improvements

Jaskaran Kooner, Kelly Krause, David Lara, Kim Ledbetter, Douglas Legan, Lora Lenning, Arthur Linden, Jade Liu, Annalisa Locke, Gary Logeman, Patricia

Long-Hayashi, Hollie Lowery, Gina Luna, Joann Luthi, Channelle Macias, Veronica Maldonado, Steve Manzanares, Lorena Manzanares, Jeff Manzanares, Ricky March, Michelle Marquez, Tomas Martinez, Elsa Martinez, Daniel Masai, Astrick Masumoto, Juan Mata Jr., Catherine McGallian, Richard. McKusick, Jaime Medina, Ursula Mejia, Marcelino Mendez, Estefana Mendez, Madeline Mitchell, Mauricio Moet, Linda Molina, Teri Mondor, Lena Monk, Ramiro Montiel-Silva, Jay Montinola, Elizabeth Mora,

Kimberly Morgan-DeLa Paz, Salvador Morris, Amani Nabout, Jose Nava, Jesus. Negrete, Felicia nnnnnNelson, Trespere Newman, Harvey Nieves, Leah Nocifore, Martin Nomura, Cody Norton, Denise Nowell, Gerardo Obispo, Erik Ocampo, Jerome Ochs, Satrina Ojeda, Phillip Omatsu, Noemy Orellana,



I voted Yes because this deal avoids a strike. I was hoping for a better raise but I was in the first strike and my main goal is to avoid another one.

—Mike Currola, *Ralphs*



Jose Ramos Jr., Aaron Reed, Elana Roberson, Michelle Rodriguez, Angel Rojas, Susan Roope, Esperanza Rosas, Nathan Rosecrans, Rachel Rosen, Karen Rosendahl, Virginia Russell, Cynthia Rutledge, Margarite Ryan, Rebecca Sahl, Tony Sampilo, Agustin Sanchez, Leanne Sanchez, Linda Schmitt, Lisa Shank, Carla Shinji, Gurbindar Sidhu, Howard Simmons, Silvia Sloan, Lori Slyman, Greg Smith, Dollie Smith, Kelly Smith, Ashley Stanley, Don Stevenson, Terry Stinson, Alan Stover, Meta Sullivan, Robert Swan, John Tarr, Robert Thatcher Jolleen Thompson, Sandra Torres, Guadalupe Torres, Christopher Tucci, Amy Tyler, Dawn Tymony, Philip Underwood, Joseph Upton, Vivian Valenti-Flores, Paulina Vasquez, Minerua Vaz, Adriana Vazquez, Lisa Velasco, Vince Velasco, Damian Velazquez, Deborah Venegas, Donna Villagomez, Ventura Villegas, Givanni Vivas, Zachary Voss, Richard Walters, Matt. Walters,

Tammyell Watkins, Bonnie Watson, Renee Weir-Fontes, Calvin Williams, Judy Wood, David Wood, Peter Wright, Tiffany Wu, Tammie Yates, Lujaeen Zaza, Susan Zazueta, Latasha Ziegler, Carl Zinser



I'm glad it's over. I enjoyed talking to our customers and being a part of everything and I'm glad the contract turned out to be fair.

—Maria Seaton, *Ralphs*



Mayra Orozco, Jose Ortiz, Amante Pacleb, Michael Pantano, Shemika Pecot, Patricia Perez, Priscilla Perez, Amy Perez, Dolores Pierce, Erin Pierce, Carmen Pimentel, Robin Plotnik, Hannah Purcell, Dawn Rabonza, Kathleen Rackley,



I'm happy it is finally over. We got a good raise and our rights back.

—Steve Ramirez, *Ralphs*



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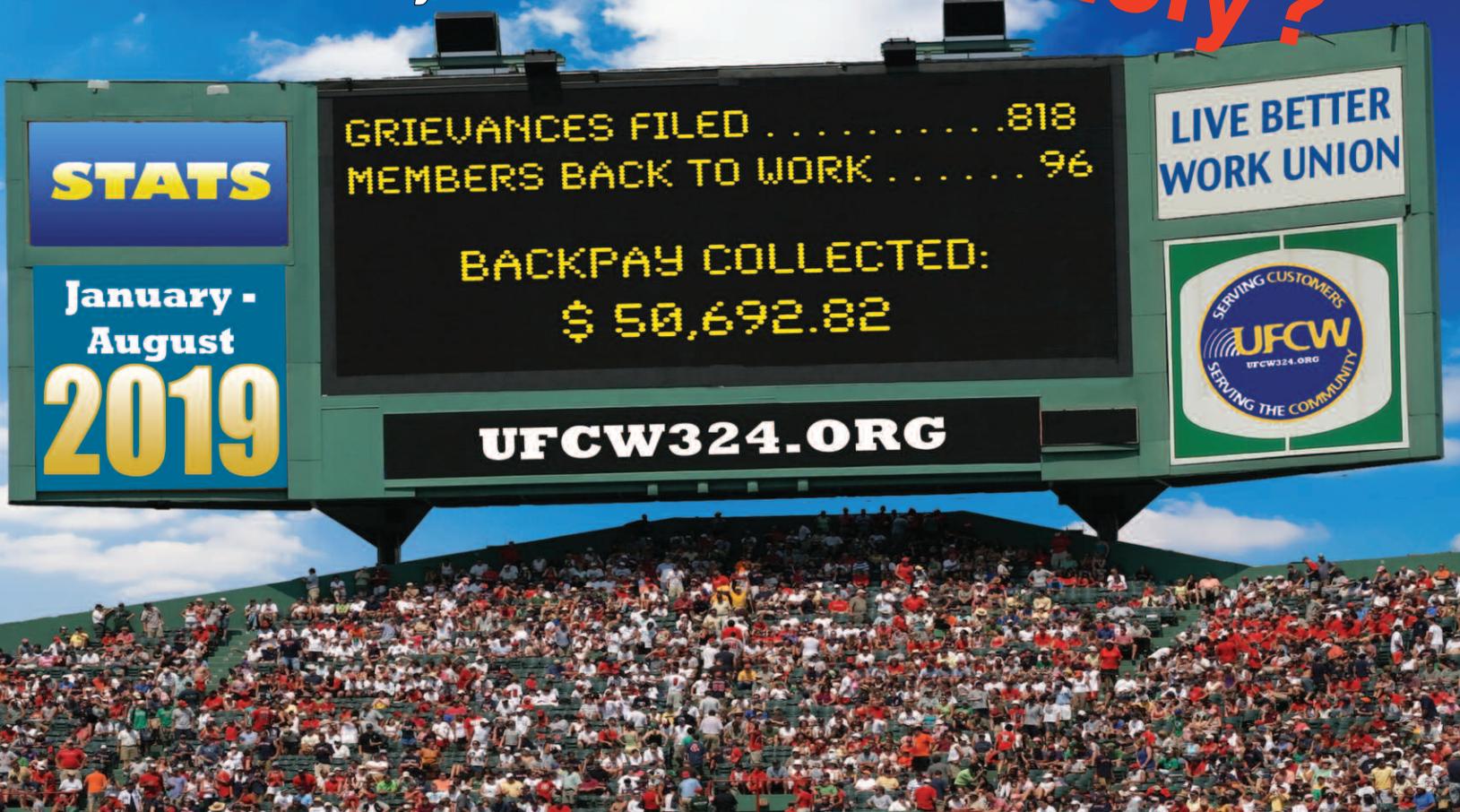


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PERIODICAL  
POSTAGE  
PAID

# What have you done for me *Lately?*



**STATS**  
January -  
August  
**2019**

GRIEVANCES FILED . . . . . 818  
MEMBERS BACK TO WORK . . . . . 96  
  
BACKPAY COLLECTED:  
\$ 50,692.82

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