

Demanding Equality

Number of Activist Members Grows



Front & Center

Stewards train to improve one-on-one communication skills.

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Dollars & Scholars

Find out how to get as much as \$10,000 for college.

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Pomp & Ceremony

AFL-CIO Exec. VP Tefere Gebre returns to OC to swear in leaders.

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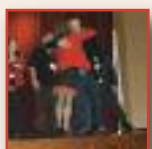
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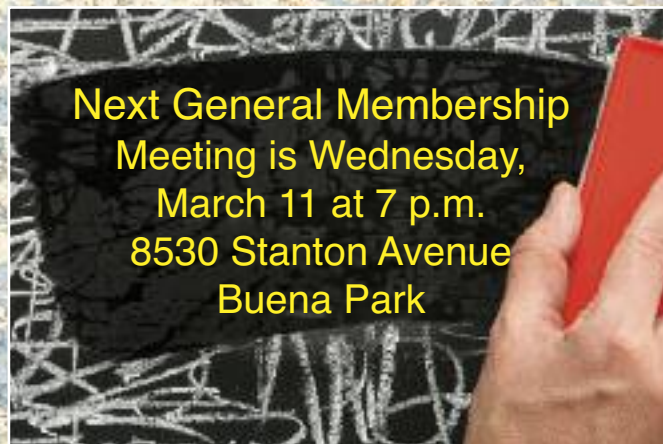
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Next General Membership Meeting is Wednesday, March 11 at 7 p.m.
8530 Stanton Avenue
Buena Park

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President's Report

*In 2019 we saw our potential;
Now let's build on that success*

In 2019, Local 324 mobilized and empowered thousands of members during the long and protracted retail food negotiations. The result was the best retail food contract in about 20 years. Through member action and solidarity we sent a clear message—we are prepared and willing to fight to protect our future.

In 2020 we will expand our efforts to activate and involve more members. We know we cannot only activate members at contract time, rather we must encourage member involvement throughout the year. In order to do this, members need to understand that they are part of a union family and contract negotiations and grievance handling is only part of what we do.

Once a quarter, we have regular membership meetings. We hope to increase participation at these meetings, and beginning with our meeting on March 11, we will provide hot dogs and drinks as well as balloons for your children, beginning at 6:30 p.m. We conclude our membership meetings by 8 p.m. to accommodate your busy schedules and always end with raffle prizes.

These meetings provide an opportunity to hear about our current activities and campaigns and for you to ask questions of me or Matt and all union representatives are present if you have specific worksite issues that you need addressed. We will also extend our discount ticket sales during the meetings.

In addition to quarterly membership meetings, we will conduct telephonic town hall meetings about once every quarter. We know that it is not always possible to attend in person meetings and hope that this alternative will provide more of you an opportunity to hear about our union programs and upcoming events and to ask questions about union concerns.

Our first meeting will be February 12 for retail and February 19 for Disney members. Specific details will be provided prior to the meetings.

This Spring, Local 324 will host two special events. In late April or early May, we will host a health fair for all members and their families.

Basic health services and screenings will be provided at no cost and we hope to make the event fun for the entire family, with give aways, raffle prizes and other goodies. More information will be sent out prior to the event.

We have also scheduled a pre-retirement seminar for

April 29 for retail food and drug members who are close to or thinking about retirement. Our last pre-retirement seminar in 2018 was very well attended and informative.

At the seminar we will have presentations by experts from our Pension Trust Funds and will provide specific print outs to members who RSVP sufficiently in advance. A representative from the Social Security Administration will explain social security benefits and the various options. Members approaching retirement age will receive notification of the date and time.

Our Food 4 Less contract expires June 7, 2020. We are beginning preparations now and along with the other Southern California local unions we have requested early negotiations with the goal of concluding by expiration.

Food 4 Less is a division of Kroger and historically, Kroger delays bargaining and does not get serious until after we have engaged in customer actions and impacted their sales. We have asked Food 4 Less to change this pattern but it is too soon to determine if they will. In any case, we will be prepared.

Every time we negotiate with one employer, all our other employers are watching. This includes CVS, Rite Aid and Disney, all of which have contracts expiring in 2021.

Regardless of where you work, we will ask for your help. This sends a strong message to all employers that Local 324 is powerful, united and will not back down from our universal goal of improving working standards for everyone.

I look forward to connecting with many of you at our events, rallies and meetings. I will also visit stores with union representatives throughout the year. You are the Union and your leaders are grateful for all you do.



Andrea Zinder

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

New leadership team takes oath of office



Pictured From left:
Matt Walters,
Carlos Camacho, Tony
Campanello, Dana
Palmer, Brett Midkiff,
Gilbert Davila, Andrea
Zinder, Shari Bolam,
Matt Bell, Jose Ortiz,
Hector Pereida,
Laurinda Fiddler, Maria
Rosa Ibarra, Rachel
Rosen, Jason Lockhart

AFL-CIO Executive VP Tefere Gebre swore in the newly elected leaders of Local 324 who promised to uphold the International Constitution and Local 324 by-laws. In a short speech, Gebre said that the transition represented a pivotal moment not just for Local 324 but for the UFCW as a whole. "It's time that women move beyond having just a seat at the table to being the ones who make the final decisions," he said.



Local leaders urge members to amplify their voices by contributing to Active Ballot Club

The entire union staff mobilized for a 3-week sweep beginning Jan. 6, reaching out to thousands of members at nearly every worksite in the Local's jurisdiction.

The goal: to strengthen the fund the union uses to pursue a pro-labor legislative agenda at all levels of government.

UFCW 324 has long been one of the nation's most politically prolific unions. It has historically supported candidates at the local, state and federal levels and has stepped up to play leadership roles in defeating anti-union ballot measures.

President Andrea Zinder credits a well-informed

membership to explain the Local's consistently high percentage of donors to the Active Ballot Club.

At its peak, Local 324 has reached as much as 84% of members donating about \$1 per week to ABC.

But a high turnover rate in the retail industries periodically results in a dip in that rate of participation.

Zinder directed Union Representatives and other support staff to make reversing the trend a top priority. Derek Smith, Local 324 Political Director, said it was impossible to overstate the importance of the fund in an election year.

"Employers have millions of

dollars at their disposal to influence politicians on issues. This is our way to fight back," Smith said.

Political experts, academics and even prominent media outlets have credited unions with helping flip the entire Orange County Congressional delegation from red to blue in the 2018 mid-term elections.

Last year's epic announcement that Orange County's number of registered Democrats finally overtook the number of Registered Republicans provided further evidence that unions have reached a level of political maturity on par with its adversaries.

Contract win proves massive participation can move mountains

As we look back on the successes of last year's food contract it is important to reflect on the key factors that contributed to one of the best contracts in decades. This success was not achieved in a vacuum, nor was it achieved out of the benevolence and good heart of the food employers. The central factor that brought around Ralph's, Vons and Albertsons was the demand from the membership for a fair contract with wage increases, secure pensions, and affordable healthcare.

The mobilization of the membership to turn out not only for a strike vote, but to attend rallies and engage customers in front of the stores to discuss the contract fight was the catalyst that forced the management to come to reasonable terms.

This last contract fight shows us what power we have when we mobilize our entire membership for a fight. From the members at grocery stores to Disneyland, to the members who work in warehouses, cold storage, retail drug and cannabis shops, speaking with one voice has an equally powerful impact. As we move forward from this contract fight, it is critical that we continue to mobilize and build our member participation not only for future contract fights but to advance an agenda that benefits all UFCW 324 members.

This year's Steward Conference focused on our continuing efforts to mobilize our membership for action and to continue to engage the entire membership of Local 324. Together, we have the ability to positively impact the lives of working families nationwide.

As members of Local 324, we can be the change. We have proven that when we speak as one union we can make massive companies like Ralph's, Albertsons and Vons bend to the needs of our members.

This next year we will be engaging our membership to

participate, mobilize, and utilize our strength as a Union like never before. We will be texting and posting on our social media upcoming rallies, picket lines, and other actions to support UFCW

members and other brothers and sisters in the Labor Movement all year. We encourage you to attend these actions and have your voice be heard.

In June, the contract for Food 4 Less will be expiring, and we are all aware that negotiations with Food 4 Less and its parent company Kroger, are always contentious as corporations continue to put shareholder profit before the lives of UFCW 324 members and their families.

Not since the days of the robber barons has there been such a wealth divide in our country. Working people nationwide must find two to three jobs just to survive financially. The American Dream seems to be slipping away from millions of working families while wealth is consolidated for a small few. These are the moments when bold action and solidarity can truly change the course of history.

Now is the time that you as a UFCW 324 member can make a difference. Together we mobilized and made a stand for grocery workers, and together we can make a difference for all working people.



Matt Bell

A handwritten signature in black ink, appearing to read "Matt Bell". The signature is stylized with a large, flowing "M" and a cursive "Bell".

Attend your membership meetings



Prizes to be raffled
after the meeting.

<i>March</i>						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



Hot dogs and soda
provided before the
meeting at 6:30 p.m.



balloons for
the kids



Spanish translation provided if needed

7 p.m. 8530 Stanton Ave., Buena Park

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dependents

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| ✓ Business Management | ✓ General Studies - Transfer | ✓ Marketing |
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| ✓ Cyber Security | ✓ Hospitality: Food and Beverage Operations | ✓ Patient Navigator (Medical Insurance) |
| ✓ Digital and Social Media Marketing | ✓ Hospitality: Hotel and Event Management | ✓ Professional Office Management |
| ✓ Teacher Education | ✓ Human Resources | ✓ Programming and Development |
| ✓ Entrepreneurship | | |

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UFCW.org/College or call **888-590-9009**



Stewards challenged to i

President Zinder says member mobilization



President Andrea Zinder, in a speech to the more than 250 Shop Stewards who attended the Annual Stewards Conference on Dec. 5, praised the patience and tenacity of members who mobilized in huge numbers in 2019 to win a fair contract. Zinder's remarks as well as those from Secretary-Treasurer Matt Bell, were heavy on praise for the stewards in attendance.

But both leaders also urged stewards to use the success of the recent contract campaign as a starting point, not a finish line.

Zinder described the newly ratified collective bargaining agreement as an achievement both for the monetary gains it secured but also for the enthusiasm it generated among members.

More than 500 attended rallies and walked informational picket lines during the campaign, more than ever before.

Zinder challenged stewards to help their fellow members connect that surge in activism with concrete examples of progress written into the new contract.

"Today, we discuss how we build an army of members who have not previously engaged in union activities and causes," she said. "We will do it member by member, reaching out and listening to them, encouraging and empowering them."

Her speech served to preview the day's training, which was aimed at sharpening stewards' communications skills as they reached out to new members going forward.

For the first time since its inception, the Local saluted some of its most die-hard supporters with formal recognition. About 150 trophies, plaques and certificates were dispensed to stewards who converged on stage where they waited for Zinder to announce this year's Steward of the Year.

Zinder said that the only down side to the surge of active members this cycle was that it made selecting a Steward of the Year especially difficult. She began by recalling that the recipient became a fixture at the union hall early in the year by showing up for every activity the union sponsored in support of the contract campaign.

"Whenever we called on members to step up and participate, Brian was already at the front of



Imagine the possibilities

in 2019 is just a sample of union's potential



the line ready to go,” Zinder said.

The crowd rose to its feet as Brian Baxley made his way to the stage, smiles visible from the furthest reaches of the room.

His brief, unassuming acceptance of the award seemed to mark a crescendo to the day's events. The stage was full of stewards who had invested significant time to a cause for which they were all being honored, creating a festive atmosphere that prevailed throughout the day.

Many of the stewards took a moment to congratulate Baxley as well as each other. Whereas previous conferences provided a venue for stewards to make new acquaintances, this occasion seemed to be as much about stewards re-uniting to swap “war stories” about their experiences during the fight.

Conference organizers described the day in glowing terms, saying that the camaraderie on display was exactly the result they all hoped for when the program was first envisioned.



In his opening remarks Bell asked a question he returned to several times during the day. He praised those in attendance for inspiring more than 500 members to become activists in 2019. “Now imagine what we would be able to accomplish if that number turned into 5,000?” Bell asked.



Training aims to give stewards new



Event allows stewards to learn from each other

Stewards participated in some of the most intensive training to take place at a Stewards Conference in years. An in-depth presentation touched on the most effective ways to approach co-workers and get to know them better by listening, asking questions and identifying their concerns.

Stewards broke up into groups and practiced on one another, offering feedback on how best to modify their

approach. Many said they found the material—including the breakout sessions—highly useful.

Member Donna Villagomez from Vons said she believes the interaction among members from different companies has long been a primary benefit of the conference. “It’s helpful just to see how they are doing things in other companies and see how we can learn from each other,” she said.



Senator hailed as Loyal friend of unions

Former State Senator Josh Newman was honored by President Andrea Zinder as an elected official who stood by Labor in every single fight we waged. In addition to joining members on informational picket lines and rallies, Newman helped push legislation to protect overworked pharmacists from abuse by employers.

Newman lost his seat when right-wing groups targeted him in a recall election. He is running to reclaim that seat in 2020.

In a brief speech to the conference, Newman hailed Organized Labor for improving the lives of thousands. He urged stewards to continue showing management a united front as we seek contracts in the future.



tools to better communicate



Local members join nationwide march



Dozens of Local 324 members joined thousands of activists in Santa Ana on Jan. 18 to demand an end to practices that have kept women from reaching full equality.

The 4th Annual Women's March, which began in 2017 as a reaction to the presidential election, has grown into a nationwide movement that attracted 2 million participants nationwide.

Members brought their families, including children and elders to the event.

Disneyland Steward Christina Ybarra said she and the Local members she brought with her took part for a simple reason:

"Because our opinions matter and the more people who come out to something like this the louder our voice," she said.

The sentiment seemed universal as

in support of equality



the crowd appeared energetic and firmly focused on the stated goal. But this year's event parted from previous years, pivoting from a collective expression of frustration to a strategy for success at the ballot box.

Speakers took to the podium to drive home the message that the change they are demanding can best be achieved through legislation.

Politicians who rode a blue wave of electoral success in 2018 were also on hand to ask for help in defending their seats in 2020.

Organizers hoped to convert marchers into volunteers and help propel women candidates into office at all levels.

This year saw the largest number of Local 324 members participate, many of whom said they planned to play some role in the 2020 election.



President's Report

En el año 2019 Miramos nuestra Potencia; Ahora Debemos Construir en este Exito

En el 2019, el Local 324 ha potenciado y movilizado a miles de miembros durante las largas y prolongadas negociaciones con los supermercados; el resultado fue el mejor contrato en los últimos 20 años. Con la participación y la solidaridad de los miembros enviamos un mensaje claro, estamos preparados y dispuestos a luchar para proteger nuestro futuro!.

En el 2020 ampliaremos nuestros esfuerzos para motivar e involucrar a más de nuestros miembros; sabemos que no solo debemos motivar a los miembros en el momento de las negociaciones del contrato sino que debemos alentar y fomentar la participación de los mismos durante todo el año. Para esto, todos los miembros deben comprender que son parte de la familia sindical y que las negociaciones contractuales y el proceso de quejas y reclamos es solo una parte de lo que hacemos.

Una vez en cada tres meses tenemos reuniones general de la membresía; esperamos aumentar la participación de los miembros en dichas reuniones y comenzando con la reunión del 11 de marzo, proporcionaremos hog dogs y bebidas, así como globos para todos los niños presentes. Las reuniones generales de la membresía comienzan a las 6:30 p.m. y para que no interfieran con sus actividades personales concluyen alrededor de las 8 p.m. con rifas y premios para todos los participantes.

Estas reuniones brindan a los miembros la oportunidad de interiorizarse de nuestras actividades y campañas, y a su vez la oportunidad de poder hacer preguntas. Todos los representantes sindicales están presentes por si algun miembro tiene un problema específico en el lugar de trabajo que necesita ser abordado. También ampliaremos nuestras ventas de tickets con descuento durante estas reuniones.

Sabemos que no siempre es posible asistir en persona a las reuniones, es por eso que además llevaremos a cabo reuniones telefónicas aproximadamente una vez cada tres meses, esperando que esta alternativa les brinde a muchos de ustedes la oportunidad de interiorizarse de nuestros programas sindicales, de conocer nuestros próximos eventos, y además de poder hacer preguntas acerca de cualquier inquietud. Nuestra primera reunión esta programada el 12 de Febrero para los trabajadores de los supermercados y el 19 de Febrero para miembros de Disney. Se proporcionarán detalles específicos antes de dichas reuniones.

Durante la primavera, el Local 324 será el anfitrión de dos eventos especiales. A fines de Abril o principios de Mayo organizaremos una feria de salud para todos los miembros y sus familias donde se proporcionarán servicios básicos de salud y

evaluaciones sin costo alguno. Esperamos que el evento sea divertido para toda la familia, con rifas, premios y obsequios para los participantes. Se enviará más información antes del evento.

También para el 29 de Abril hemos programando un seminario de jubilacion para todos los miembros de las diferentes industrias que representamos y que estén cerca o que estén pensando en retirarse .

Nuestro último seminario de jubilacion en el 2018 fue muy concurrido e informativo, en el seminario tendremos presentaciones de expertos de nuestros Fondos Fiduciarios de Pensiones y proporcionaremos informacion personal detallada a todos los miembros que confirmen su asistencia con suficiente antelación. Un representante de la Administración del Seguro Social le explicará los beneficios y las diversas opciones disponibles . Los miembros que se aproximen a la edad de retiro recibirán una confirmacion de la fecha y hora de dicho seminario.

Nuestro contrato Food 4 Less expirara el 7 de junio del 2020. En estos momentos hemos comenzado los preparativos previos a las negociaciones y junto con los otros locales del sur de California hemos solicitado comenzar con dichas negociaciones lo antes posible con el objetivo de concluir con las mismas para la fecha de vencimiento del contrato.

Food 4 Less es una división de Kroger, e históricamente Kroger retrasa las negociaciones y no comienza a actuar seriamente hasta después de que comenzamos a tomar acciones frente a sus tiendas involucrando a los clientes e impactado sus ventas. Le hemos pedido a Food 4 Less que cambie este modo de proceder, pero es demasiado pronto para determinar si lo harán. En cualquier caso, estaremos preparados.

Cada vez que negociamos con un empleador, todos los demás empleadores están observando el progreso de dicha negociacion, esto incluye CVS, Rite Aid y Disney; todos los cuales tienen contratos que vencen en el 2021. Independientemente de dónde trabaje, le pediremos su ayuda y participacion ya que esto enviara un fuerte mensaje a todos los empleadores de que el Local 324 es poderoso, está unido, y no retrocederá del objetivo principal que es el de mejorar los estándares de trabajo para todos.



Andrea Zinder

Un Contrato Ganado Es Prueba que participacion masiva puede mover Montanas

Al recordar los éxitos conseguidos en el contrato de los supermercados el año pasado, es importante reflexionar sobre los factores claves que contribuyeron a uno de los mejores contratos que hemos logrado en décadas. Este éxito no se logró solo, ni se logró por la benevolencia y el buen corazón de las compañías; el factor central que convencio a Ralph, Vons y Albertsons fue la demanda de los miembros de un contrato justo con aumentos salariales, pensiones seguras y atención médica accesible.

La movilización de la membresía, no solo para una votación de huelga, sino también para asistir a manifestaciones e involucrar a los clientes frente a las tiendas para discutir la lucha contractual, fue el catalizador que obligó a las compañías a llegar a términos razonables.

Esta última pelea por el contrato nos muestra el poder que tenemos cuando movilizamos a todos nuestros miembros para la lucha; desde los miembros de los supermercados hasta Disneyland, y hasta los miembros que trabajan en bodegas, cámaras frigoríficas, farmacias minoristas y tiendas de cannabis. Cuando hablamos con una sola voz somos poderosos, y a medida que avanzamos en esta lucha contractual, es fundamental que sigamos movilizandos y construyendo la participación de nuestros miembros, no solo para futuras luchas contractuales, sino que avancemos en una agenda que beneficie a todos los miembros de la UFCW 324.

La conferencia de Shop Stewards de este año se enfoco en nuestros esfuerzos continuos para movilizar a nuestra membresía para la lucha y continuar involucrando a toda la membresía del Local 324.

Como miembros del Local 324 podemos ser el cambio y hemos demostrado que cuando hablamos como un sola Union podemos hacer que compañías como Ralph's, Albertsons y Vons se dobleguen a las necesidades de nuestros miembros.

El año que viene comprometeremos a nuestra membresía a participar, movilizar, y utilizar nuestra fuerza como Unión como nunca antes. Durante todo el año, estaremos enviando mensajes de texto y publicando en nuestras redes sociales todo tipo de manifestaciones, piquetes y otras acciones para apoyar a los miembros de la UFCW y tambien a otros compañeros y compañeras del movimiento laboral. Le recomendamos que asista a estas acciones y haga que su voz sea escuchada.

En junio de este año el contrato de Food 4 Less expirará, y todos somos conscientes de que las negociaciones con Food 4 Less y su empresa matriz Kroger siempre son polémicas debido a que las corporaciones continúan poniendo las ganancias de los accionistas por encima de la vida de los miembros de la UFCW 324 y sus familias.

Desde los días de los Barones Ladrones (Robber Barons) no ha habido tanta división de riqueza en nuestro país; los trabajadores en California y nuestro país deben tener dos o tres empleos solo para sobrevivir financieramente, el sueño americano parece estar escapándosele a millones de familias trabajadoras mientras que la riqueza se consolida para unos pocos. Estos son los momentos en el tiempo en que la acción audaz y hablar con una voz unificada realmente puede cambiar el futuro y el curso de la historia.

Ahora es el momento en que usted como miembro de la UFCW 324 puede marcar la diferencia. Juntos nos movilizamos y defendimos a los trabajadores de supermercados, y juntos podemos marcar la diferencia para todos los trabajadores.

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Matt Bell

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PERIODICAL
POSTAGE
PAID

Numbers don't lie

All of 2019

1,251

Grievances filed

141

Members back to work

\$99,154.22

Backpay collected