



UFCW Local 770
PO Box 770 Hollywood, CA 90078

www.ufcw770.org

Periodicals



General Membership Meeting

For the Record

The next General Membership Meeting will be held on Tuesday, June 11
7 p.m. - 4th Floor
Los Angeles Office

There will also be a General Membership Meeting on Tuesday, September 10
7 p.m. - 4th Floor
Los Angeles Office

Office Closed

Thursday, July 4, Independence Day
Monday, September 2, Labor Day

Coming Soon:

Our new Santa Barbara office will open shortly. Watch for our announcement on the UFCW Local 770 Web site.

OFFICE LOCATIONS

Los Angeles Main Office

630 Shatto Place - 2nd Floor
Los Angeles, CA 90005
(213) 487-7070 or (800) UFCW770

Arroyo Grande

127 Bridge Street
Arroyo Grande, CA 93420
(805) 481-5661

Bakersfield

For Kaiser Members only
5000 California Ave., Suite 211
Bakersfield, CA 93309
(661) 323-2866

Camarillo

816 Camarillo Springs Road,
Suite H
Camarillo, CA 93012
(805) 383-3300

Harbor City

25949 Belle Porte Avenue
Harbor City, CA 90710
(310) 784-5340

Newhall

23030 Lyons Ave., #205
Newhall, CA 91321
(661) 726-4656

Huntington Park

For Packinghouse Members Only
1:30 to 5 p.m. • Monday - Friday
2701 Gage Ave., Suite 202
Huntington Park, CA 90255
(323) 581-2071



Volume 66 June 2013 Issue 2

VOICE

OF UFCW LOCAL 770



YES on L.A.'s Measure D

Protect Patients • Protect Workers

PRESIDENT'S MESSAGE



RICK ICAZA
President

In this issue you will read about your union's efforts to organize and professionalize the medical marijuana industry in Southern California. This may seem an unusual partner for the UFCW.

But in reality this isn't a new profession for us. We've long represented pharmacists and other health care professionals, and our International union has focused on this industry for years. Your union represents pharmacists, pharmacist technicians, and laboratory technicians, many of whom already dispense medication similar to medical marijuana to patients suffering from painful or debilitating diseases.

In fact, one of our pharmacist members was recently appointed by Governor Brown to the state board governing pharmacists and their practices. Medical marijuana is here to stay, and is gradually being accepted into mainstream

health care. It only makes sense we would organize it and work to protect workers and patients, just like we do with pharmacies and Kaiser technicians.

This is why our efforts to organize and professionalize this industry are so important. As recent elections in Colorado and Washington state have shown, support for medical marijuana is growing, and so is the workforce supplying it. This industry isn't going away. In fact, it is only likely to become more mainstream and accepted in the future.

Our goal in this industry is the same as any other: to ensure that employees receive fair wages and benefits, work in a safe and supportive environment, and help contribute to the health and stability of the communities in which they serve and live.

While union membership across the country declines, our union is growing. Why? Because we are willing to pursue opportunities like this, organizing industries on the ground floor, and helping instill in their culture a respect for employees and an understanding of how critical a stable, union workforce is to their success.

This May in Los Angeles we are partnering with some of the most established and respected medical marijuana dispensaries in Southern California to sponsor an initiative that will clarify city law regarding medical marijuana and help rid the city of illegal and unscrupulous

dispensaries. This initiative will help create an environment where medical marijuana dispensaries can be effectively regulated and controlled, just like any other business. Prop D, as this measure is called, will help bring stability and professionalism to this industry, and aid us in our goals of protecting employees and good jobs. ■

PRESIDENT RICK ICAZA has been a member of Local 770 since 1956. He has served on the union's staff as a Research Assistant, Organizer, Business Representative and Secretary-Treasurer. He was elected President in 1981.



VOICE

OF UFCW LOCAL 770

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UFCW 770 VOICE

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SECRETARY-TREASURER'S MESSAGE



John Grant outside Nelson Mandela's cell on Robben Island; Mandela is pictured in the garden he tended while being held prisoner.

JOHN GRANT Secretary-Treasurer

As I write this, the health of Nelson Mandela, the Nobel Prize winning freedom fighter from South Africa, is not good. He is confined to a hospital bed and gravely ill.

Mandela's life is an exemplar of rectitude and sacrifice. He led the South African struggle against Apartheid from a variety of vantage points—law office to underground military camps and then from the infamous Robben Island prison for 27 years. And in doing so, he brought down one of the most odious political-economic systems in the world.

But what does that have to do with us? UFCW members are struggling to get hours and make ends meet as employers refuse to share their profits. It ain't Apartheid that's driving workers out of the middle class, nor is our fragile labor movement located in Africa.

What I am asking we reflect on here is:

a) this is a fight, a long fight;
b) it must take many forms;
c) our courage to fight must be drawn from our belief that workplace democracy is a core principle that inevitably leads to respect and dignity for workers and must not be denied to anyone.

The struggle against Apartheid spanned nearly the entire 20th Century. There were many twists and turns. Yet, for us, as it was for Mandela, it is perseverance and organizational agility that will afford us opportunities for change:

- **our varied organizing drives**
- **our comprehensive contract campaigns**
- **our leadership in forging new political alliances and electoral mobilizations**
- **and our developing shop steward empowerment programs**

All reflect a realization that the fight to improve the lives of working people and their families is one that will take a long time and one we have to approach in many different ways.

But Mandela did not end Apartheid. It was the mass movement that he was part of. Similarly, we will be successful only when greater and greater numbers of our members take part in our organizing drives, our contract campaigns, our electoral work and our shop steward

program. There is much adversity facing us. But it will only be when we stand up and fight that we will be able to win.

This month's prize of four Disneyland tickets will be awarded to the member who tells Kim at **213-201-7117**: **a)** how Mandela defined courage and fear *and*; **b)** is volunteering in one of the four ways we are trying to improve the lives of our members.

Last month's answer was **1)** *fighting for greater democracy and for more equitable distribution of wealth are the two objectives of the labor movement* and **2)** *Yogi Berra was the author of the quote about knowing where you are going*. But we did give a consolation prize to those who guessed the artists that ripped off Yogi's quote. ■

2013 ELECTION RECOMMENDATIONS

MAY 21, 2013 • LOS ANGELES CITY ELECTION

YES ON D

www.yesondla.org

Los Angeles City Mayor
ERIC GARCETTI

Los Angeles City Attorney
MIKE FEUER

Los Angeles City Controller
DENNIS ZINE

Los Angeles City Council - District 1
JOSE GARDEA

Los Angeles City Council - District 13
JOHN CHOI

Los Angeles City Council - District 9
CURREN PRICE

Los Angeles City Council - District 6
CINDY MONTANEZ

LAUSD Board of Education - District 6
ANTONIO SANCHEZ

JUNE 11, 2013 • INGLEWOOD CITY COUNCIL

JUDY DUNLAP

For more information, go to: WWW.UFCW770.ORG

FROM THE FIELD



PAUL EDWARDS
Field Director

Know Your Rights at Work: What Is “Just Cause”

hire to cover this criteria, but many times policies change and the company does not notify an employee of the changes.

- **CONSISTENCY** An employee should not be punished for violating a policy that has not been enforced for a long period of time. An employer cannot “revive” a rule that has not been enforced in order to discipline an employee.

- **DUE PROCESS** Employers should conduct an interview or investigation before issuing discipline. In many cases today, our members are disciplined without hearing the facts of an investigation. In these situations, due process comes during the grievance procedure.

- **SUBSTANTIAL PROOF** There must be credible evidence for charges of policy violations to be justified. An employer cannot rely on hearsay, rumors or speculation. Evidence must be verifiable.

- **EQUAL TREATMENT** Employees who commit the exact same offense should receive equal punishment if the offense is proven valid. At times, however, there can be reasons one person receives a different level of discipline based on a better work record, seniority and the last point below, progressive discipline.

- **PROGRESSIVE DISCIPLINE** Unless an employee commits an egregious act, such as theft, violence, or harassment, the employer must issue at least one level of discipline that puts the employee on notice that they must improve in this area. Two basic examples of cases requiring progressive discipline are attendance and job performance.

By being aware of these criteria, you can protect your rights on the job. If a member finds that an employer does not meet any of these conditions, that member should file a grievance with the union representative immediately. Also remember that if you are asked to write a statement or be interviewed about a situation that may result in discipline, you are not required to write a statement and your Weingarten Rights allow you to have your union representative present for any interview regarding discipline as long as you request their presence at the meeting. ■

Paul Edwards has been with Local 770 since 1991; he served as a union representative for 15 years before becoming Field Director, overseeing all field activities for union representatives in five counties.

We all know our union contract affords us many protections on the job that set the standard for our working conditions. However, one important provision in your contract is the clause known as “just cause.” This short but powerful clause protects members from unfair discipline at work. Essentially, just cause, sometimes referred to as proper or good cause, has several basic criteria that arbitration judges have ruled employers must adhere to when making disciplinary decisions against their employees.

As cited by Robert M. Schwartz in his latest book, *Just Cause*, listed below are some of the most common criteria you should be aware of in the event you encounter a disciplinary situation at work.

- **FAIR NOTICE** You should not be disciplined for violating a policy you had no knowledge of. The employer usually has you sign a policy manual upon

AT THE BARGAINING TABLE

Local 770 Pushes for More Full-Time Jobs and Protections for Part-Time Workers



Research Director Kathy Finn and other members of the International UFCW Women's Network Executive Board with Congresswoman Judy Chu after meeting to discuss her support of the Part-Time Workers Bill of Rights.

KATHY FINN
Director of Research,
Bargaining and Education

We all know it's difficult to support a family on part-time hours. That's why Local 770 has been pushing to enforce the bedrock language of our contract to protect full-time jobs. We recently were able to force Vons to promote 51 members from part-time to full-time, guaranteeing those individuals 40 hours of work per week. We will continue to monitor these bedrock numbers with Vons as well as our other food employers to gain as many full-time jobs for our members as we can.

Despite these efforts, the retail industry remains a primarily part-time industry. That's why we are also pushing for a national Part-Time Workers Bill of Rights that would guarantee part-time workers many of the rights that today only full-time workers enjoy and would eliminate many incentives for

employers to hire part-time workers over full-time workers.

One example of these incentives is the Affordable Care Act (ACA) that penalizes employers who fail to provide health insurance to full-time employees but has no such penalty for part-timers (defined, for purposes of the Act, as those who work less than 30 hours per week). This creates an incentive for employers to hire fewer people working more than 30 hours per week and more people working less than 30 hours per week and allows them to drop all those working less than 30 hours per week from their health insurance plans without any penalty.

Of course, this does not currently affect our unionized employers who must abide by our contract that guarantees health plan eligibility to both full-time and part-time employees and defines full-time as 40 hours per week. But Walmart and other non-

union employers have already announced that they will drop what little health insurance they currently offer for their employees who work less than 30 hours per week. This will create an even more un-level playing field and, ultimately, could jeopardize our union health plans.

In addition to eliminating these preferences for part-time workers, the Part-Time Workers Bill of Rights will also protect part-time workers by extending the Family Medical Leave Act to cover employees who work less than 1250 hours per year. As the workforce is shifting to more part-timers, we need to make sure these workers have the same protections as full-time workers.

On May 2, Local 770 will be participating in a hearing at East L.A. College to investigate the issues affecting part-time workers. If you would like to participate or if you have any questions, please call your union representative. ■

GETTING ORGANIZED



RIGO VALDEZ
Director of Organizing

There is no prouder moment for an organizer than when you get to welcome newly organized members into the union. That said, it is our great pleasure to welcome to the new Medical Cannabis and Hemp Division our new members from:

Venice Beach Care Center; Venice, CA
Green Earth Pharmacy; Van Nuys, CA

Beach Collective; Playa de Rey, CA
Advanced Cannabis Collective; L.A., CA
Perennial Holistic Wellness Center; Studio City, CA
California Patients Alliance; Hollywood, CA
Kenmore Medical; L.A., CA
Melrose Herbal Collective; L.A., CA

And to the Drug Division, we welcome:

CVS Store # 9734; 2500 W. Victory Blvd. Burbank, CA
CVS Store # 9781; 5985 W. Pico Blvd., L.A., CA
CVS Store # 9212; 1843 La Cienega Blvd. L.A., CA
CVS Store # 9850; 5969 North Lankershim, N. Hollywood, CA
CVS Store # 8070; 825 Van Nuys Blvd, Panorama City, CA
CVS Store # 9789; 9900 Sepulveda Blvd, Mission Hills, CA
CVS Store # 4792; 15232 Sherman Way, Van Nuys, CA
CVS Store # 9692; 1615 W. Verdugo Ave, Burbank, CA

CVS Store # 9503; 8490 Beverly Blvd. L.A., CA
CVS Store # 1573; 4744 Lankershim, N. Hollywood, CA
CVS Store #9630a; 6201 Sepulveda Blvd, Van Nuys, CA
CVS Store #9848; 20 E. Orange Grove, Pasadena, CA

In my 18 years as an organizer, I have never had the pleasure of being able to welcome so many newly organized workplaces to the union. We hope it is not the last time. With your help we have built an organizing department that is working full-time every day, building power to grow our union. Help us keep this going, get involved, stay involved!

On May 21 don't forget to protect the jobs of our Medical Cannabis members in Los Angeles by voting Yes on D. www.yesondla.org ■

Local 770 Union Representative Cheryl Butler Appointed to California Board of Pharmacy

We are pleased to announce that Local 770's Cheryl Butler has been appointed by Governor Jerry Brown to the California State Board of Pharmacy. With Cheryl's appointment, two members of the UFCW Professional Division are now serving on the Board (Rosalynd Hackworth of UFCW Local 135 is serving her second term).

Cheryl has been a union representative and vice president serving the San Pedro/Harbor district at Local 770 since 2002. Before that, she was a head pharmacist at Rite Aid Pharmacy for 22 years, from 1980 to 2002. Sister Butler is also a member of the California Pharmacists Assn.

Congratulations Cheryl! ■

Prop D protects patients' access to medical marijuana



"Prop D is the only way to guarantee safe access to medical marijuana and also guarantee the safety and quality of our neighborhoods. Patients, doctors, and city leaders say vote YES on Prop D."

— Carlos Kruschewsky, patient

Prop D is the only initiative on the ballot that protects access to medical marijuana and also regulates and controls medical marijuana dispensaries.

Prop D:

- Ensures that the genuinely ill have a safe, protected place to get their medicine
- Keeps dispensaries at least 1,000 feet from schools
- Closes down illegal dispensaries that don't follow city rules or pay taxes
- Raises millions for vital city services by raising the tax on dispensary sales by 20%
- Drafted by the City Attorney and supported by doctors, pharmacists, patients, and advocates for medical marijuana



**Protect patients
Protect neighborhoods**

Vote Tuesday, May 21

YesOnDLA.org

UFCW LOCAL 770 TICKET SALES



\$20.00 Adults 12+ (reg 24.95)
\$12.00 Children 3-11 (reg 13.95)
Expires 11/30/2013



\$85.00 Adults 10+ (reg 87.00)
\$78.00 Children 3-9 (reg 81.00)
Expires 12/31/2013 Good for California Adventure and Disneyland on the same day. Children 2 and under free.



1-DAY PARK HOPPER
\$116.00 Adults 10+ (reg 125.00)
\$109.00 Children 3-9 (reg 119.00)
Expires 12/31/2013 Good for California Adventure and Disneyland on the same day. Children 2 and under free.



\$24.00 Adults & Children (reg 27.99)
Good from 5/26/2012 through 9/30/2012



\$34.00 Adults 12+ (reg 59.99)
\$24.00 Children 3-11 & Seniors 62+ (reg 30.99)
Expires 12/31/2013 Not Valid for special events. Children 2 and under free.



GEN. ADMISSION
\$60.00 Adults (reg 78.00)
\$60.00 Children (reg 68.00)
Expires 12/31/2013 2nd day free. Must use within 90 days of 1st visit.



RESORT HOPPER
\$69.00 Adults (reg 97.00)
\$69.00 Children (reg 87.00)
Expires 12/31/2013 Admission to Legoland, Sea Life Aquarium, Legoland Water Park. Free 2nd day through end of year. Children 2 and under free.



For Chivas USA Soccer tickets, contact Pablo Troncoso at: (310) 630-4572 or ptroncoso@cdchivasusa.com



\$36.00 Adults (reg 61.99)
\$36.00 Children
Expires 9/29/2013



\$42.00 Adults 13+ (reg 57.95)
\$31.50 Children (reg 35.95)
Dinner and Tournament. Call to make reservations. Valid only at Buena Vista. Not Valid on 12/30 & 12/31



\$26.00 Adults (reg 36.99)
\$26.00 Children & Seniors (reg 24.99)
Good from 5/12/2012 through 9/16/2012



\$37.00 Adults 12+ (reg 40.00)
\$27.00 Children 3-11 (reg 30.00)
Best Value Ticket. See ticket for extras. Expires 5/16/2013



\$37.00 Adults 12+ (reg 40.00)
\$27.00 Children 3-11 (reg 30.00)
Best Value Ticket. See ticket for extras. Expires 5/16/2013



\$59.00 Adults (reg 78.00) Expires 11/30/2013
\$58.00 Children 3-9 (reg 70.00) Expires 8/31/2013
See ticket for blackout dates.



\$10.00 Adults
\$6.00 Children 6-12
FREE Children 5 & Under



\$69.00 Adults (reg 80.00)
\$69.00 Children (reg 80.00)
GET 2 FREE VISITS IN THE NEXT 12 months from 1st use. Expires 1/31/2014



GIFT CERTIFICATE
\$13.00 (reg 16.90)
Gift Certificate for 1 pound box of See's Candies. No expiration.



SMALL POPCORN
\$3.00
Gift certificate for small popcorn at AMC Theatres. The perfect gift. No expiration.



SMALL DRINK
\$3.00
Gift certificate for small drink at AMC Theatres. The perfect gift. No expiration.



MOVIE TICKETS
\$6.50 AMC Silver
\$8.00 AMC Gold
Silver good for movies 10-14 days after its release. Gold valid for special engagements.



GIFT CERTIFICATE
\$10.00
Gift Certificate good for Admissions & Concessions. No expiration.



MOVIE TICKETS
\$6.50 Regal VIP
\$7.50 Regal Premiere
VIP good for movies 10-14 days after its release. Premiere valid for special engagements.



MOVIE TICKETS
\$6.00 General Admission
Good for movies 10-14 days after its release.



MOVIE TICKETS
\$7.50 Cinemark Platinum
Classic good for movies 10-14 days after its release. Platinum valid for special engagements. Lancaster/Palmdale, Long Beach and North Hollywood areas.



MOVIE TICKETS
\$7.50 General Admission
Except for 3D
Valid for special engagements. Available at Camarillo & LA Offices

Purchase Tickets At Any Of the Following UFCW Locations:

Los Angeles 630 Shatto Pl Los Angeles, CA 90005 (213) 487-7070 ext 7200 (800) UFCW-770	Newhall 23030 Lyons Avenue Newhall, CA 91321 (661) 259-9900	Camarillo 816 Camarillo Springs Rd, Ste H Camarillo, CA 93012 (805) 383-3300	Harbor City 25949 Belle Porte Ave Harbor City, CA 90710 (310) 784-5340	Arroyo Grande 127 Bridge St Arroyo Grande, CA 93420 (805) 481-5661	Bakersfield Kaiser Members 5000 California Ave, Ste 211 Bakersfield, CA 93309 (661) 323-2866
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UFCW Locations are open Monday Friday, 8:30am 4:30pm (Cash, money orders, Visa or MasterCard)

Mail Orders (Money Orders Only): UFCW Local 770 P.O. Box 369 Harbor City, CA 90710	Internet Purchases: www.ufcw770.org	Internet & Mail Orders must add shipping & handling costs- 5-7 days \$3.75 Delivery time may vary.	Limit 20 tickets per event ** ALL PRICES SUBJECT TO CHANGE
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MENSAJE DEL PRESIDENTE

RICARDO ICAZA
Presidente

En esta edición usted leerá los esfuerzos de la Unión para organizar y profesionalizar la industria de la marihuana medicinal en el Sur de California. Esto puede parecer un asociado inusual para la UFCW. Pero en realidad esto no es una nueva profesión para nosotros. Por mucho tiempo hemos representado a farmacéuticos y otros profesionales de salud, y nuestra Unión Internacional se ha enfocado en esta industria por muchos años. Su Unión representa a farmacéuticos, técnicos de farmacia y técnicos de laboratorios, muchos de los cuales ya dispensan medicamentos similares a la marihuana medicinal para pacientes que sufren de enfermedades dolorosas o debilitantes.

De hecho, una de nuestros miembros de farmacia recientemente fue nombrada por el Gobernador Brown a la Mesa del Consejo de Farmacéuticos del Estado de California. La marihuana medicinal está aquí para quedarse y gradualmente está siendo aceptada en el cuidado de salud primaria. Tiene sentido que

organicemos y trabajemos para proteger a trabajadores y pacientes; igual como lo hacemos con farmacias y técnicos de Kaiser.

Por esta razón nuestros esfuerzos para organizar y profesionalizar a esta industria son tan importantes. Como han demostrado las recientes elecciones en los estados de Colorado y Washington, el apoyo de la marihuana medicinal está creciendo y así la fuerza de trabajo lo provee. Esta industria no va a desaparecer. De hecho, será más común y aceptable en el futuro.

Nuestro objetivo en esta industria es igual a cualquier otra—asegurar que los empleados reciban salarios y beneficios justos, trabajo en un ambiente seguro y apoyo para ayudar a contribuir a la salud, estabilidad y bienestar en las comunidades donde viven y trabajan.

Mientras que disminuye la afiliación de miembros a través del país, está creciendo nuestra Unión. ¿Usted se pregunta, como o por qué? Porque estamos dispuestos aprovechar oportunidades como ésta, organizar en esta industria y ayudar a inculcar respeto para los empleados y un

entendimiento de la importancia de un lugar de trabajo estable con unión que es crítico para el éxito de la compañía.

Este mes de Mayo en Los Ángeles nos estamos asociando con algunos de los dispensarios de marihuana medicinal más establecidos y respetados en el Sur de California para patrocinar una iniciativa que clarificará la ley de la ciudad con respecto a la marihuana medicinal que ayudara librar a la ciudad de dispensarios ilegales y sin escrúpulos. Esta iniciativa ayudará en crear un ambiente donde dispensarios de marihuana medicinal pueden efectivamente ser regulados y controlados, al igual que cualquier otro negocio. La Proposición D, como se llama esta medida, contribuirá en traer estabilidad y profesionalismo a esta industria y ayudara con nuestros objetivos de protección a empleados y buenos empleos. ■