

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

Official Publication of Local 1167, United Food and Commercial Workers Union

April 2011



Public officials discuss issues with workers at Fresh & Easy Meat Campus

Riverside City Council Member Andy Melendrez shakes hands with a Fresh & Easy Meat Campus worker on Feb. 24. See pictures from the meeting in Riverside on page 4.

The next Quarterly Membership Meeting Wednesday, June 22, 2011

The meeting will start at 7 p.m. in the UFCW Local 1167 Auditorium,
855 W. San Bernardino Ave., Bloomington

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PRESIDENT'S REPORT

Negotiations: Don't listen to rumors and don't spread them

I was in a Stater Bros. the other day, picking up some things, when a member came up with the question that's on everyone's mind: "What's happening in negotiations?"

Progress is slow but steady for the moment. The local UFCW unions in Southern California are meeting regularly with the major supermarket companies and members are still working under a contract extension that protects the wages and working conditions of the now-expired contract.

Going over the language in the contract is a long and complicated process, but every step is crucial to protecting the standards that all members of our union have come to enjoy. There's more to the contract than wages and benefits, and all of it needs to be reviewed carefully.

The member then shared something disturbing. She said she asked this question because someone from Albertsons came into her store the other day and said we'll be going out on strike next week.

Are you serious?

Sisters and brothers, this is EXACTLY why we tell you, time and time again, to listen to your Union Reps and to check other union sources for reliable information about negotiations. Do not listen to or spread rumors.

When folks get bored, uptight or frustrated, some like to stir the pot for whatever reason. This does nobody any good.

(Please see page 3)



By Bill Lathrop

Negotiations updates:

Text the word "VOTE" to "37398"
to receive special message and alerts from UFCW Local 1167

Hotline: Call 1-866-662-0686

Your dues are now payable!

If you are one of the few members of the local who are not yet signed up for dues checkoff: APRIL DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE JUNE 1, 2011, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your pay check. If you do not have an authorization form, call the local and one will be sent to you immediately.

Non-payment or payment of the incorrect amount will automatically suspend you — a costly and inconvenient mistake. Although not required, the local, as a courtesy, normally sends billing notices by first-class mail to those not on dues checkoff. It is the member's obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

Avoid suspension. Authorize dues checkoff today!

Years of Service Awards



Karl Thorn, a meat cutter at Stater Bros. 14, was recently awarded his 30-year certificate and pin.



Oops: In the February *Desert Edge*, Charles Jakobetz, a meat cutter at Albertsons in Riverside, proudly displayed the certificate and pin he received from UFCW Local 1167 celebrating his 35 years of union membership.



Left: Steward Jessie Gomez, 20 years. **Right:** Don Whisler, 40 years. Both work at Staters Bros. 2 in San Bernardino.

Photos not available: George Ocampo, Ralphs 743, was awarded his 20-year certificate and pin and Armando Alvarado, Pactiv, was awarded his 40-year certificate and pin.

Notice: Union offices will be closed April 22, 2011



Heather Gutierrez

A 'thank you' note to those who have stepped forward to help Heather Gutierrez

UFCW Local 1167 member Leilani Gutierrez sends this note to all of those who stepped forward to help her daughter, Heather, who has experienced complete kidney failure and needs to obtain a transplanted kidney from a compatible donor:

"Thank you to all of the people who have been tested and are going to be tested for a transplant. We have not forgotten about you and will contact you as soon as we have more information about a surgery date."

Attention Indemnity PPO Food Trust Members

Life Balance



Don't miss out on money... Fill out your Health Risk Questionnaire!

Be sure to complete your HRQ as soon as possible (the deadline is April 30, 2011).

You can access your HRQ online at www.2011HRQ.com. Use any computer with a connection to the Internet.

Computer kiosks are also available at your Union Local or the Benefit Fund Office.

If you don't want to complete your HRQ online this year, you can do so by:

- **Phone:** Call HMC toll-free at 888-901-0477
- **Paper:** Call HMC or pick one up at your Union Local or the Benefit Fund office

Remember, if you complete your HRQ by the deadline, you will receive an extra contribution to your Health Reimbursement Account (HRA). Don't miss out on this extra money, which you can use for covered medical expenses.

Questions? Call HMC at 888-901-0477 or call the Benefit Fund at **714-220-2207, 562-408-2715 or 877-284-2320, extension 424 (for all three numbers).**

Your HRQ answers are confidential. Only you and the Health Professionals at HMC and OptumHealth (two of the Benefit Fund's health care contractors) can see your answers and your report. Your Union Local and Employer do not have access to this information.

It PAYS to be UNION!

	MARCH 2011	2011 TOTAL
Back pay and benefits restored to members	\$10,547.98	\$70,145.11
Members reinstated	18	67
Grievances settled	56	223
Unemployment benefits restored to members		\$10,031.00



DESERT EDGE

Bill Lathrop
Editor

Official monthly publication of Local 1167, United Food and Commercial Workers International Union, San Bernardino, Riverside and Imperial Counties, California.

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Publisher



PRESIDENT'S REPORT**Don't listen to rumors**

(Continued from front page)

So when you hear someone spouting off with surprising or shocking information, or someone tells you something that doesn't sit right, the smart thing to do is call your Union Rep or ask your steward to get the straight scoop.

You can also get accurate information by calling our hotline 1-866-662-0686, by texting "VOTE" to 37398 to receive special messages and alerts, from this newspaper or our website, www.ufcw1167.org.

People who spread rumors like to get a reaction from folks and they like to see the frustration that results. Don't give them the satisfaction.

No one — not your union, not your company — wants a strike. As I've said before, taking a strike vote would be a last effort if the companies refused to agree to a fair and equitable contract for our members, who happen to be the people who built these companies and made them profitable.

If we come to the point where we have to ask you for a strike vote, you will know — and the news won't come from some guy or gal with an overactive imagination who happened to overhear part of someone else's conversation.

In the meantime, I cannot emphasize this enough: don't listen to rumors, let alone believe them. And don't, by any means, spread them.

Stay strong and stay united!

IN MEMORIAM

Marie Bogan, a retired manufacturing employee formerly employed by Theodor, died on Feb. 1, 2011, at the age of 87. She had been a continuous member since September 1973.

Carlos Castro Jr., a retired food clerk formerly employed by Safeway, died on Feb. 16, 2011, at the age of 85. He had been a continuous member since September 1964.

Angel Chapparo, a retired food clerk formerly employed by Paul's Market, Sages, Alpha Beta and Lucky, died on Feb. 18, 2011, at the age of 84. He had been a member since January 1952.

Rosa Gonzalez, a retired food clerk formerly employed by Safeway, died on Feb. 19, 2011, at the age of 90. She had been a continuous member since December 1955.

Helen Jones, a retired food clerk formerly employed by Gemco and Lucky, died on Feb. 17, 2011, at the age of 86. She had been a continuous member since October 1966.

Martha Pena, a food packaging worker formerly employed by Windsor Foods, died on Feb. 3, 2011, at the age of 52. She had been a continuous member since December 2010.

Paul Rimmer, a retired food clerk formerly employed by Stater Bros. Markets, Alamo Markets and Food Fair, died on Feb. 7, 2011, at the age of 93. He had been a continuous member since March 1964.

Tyronn Smith, a food clerk formerly employed by Stater Bros. Markets, died on Feb. 18, 2011, at the age of 21. He had been a member since February 2007.

We express our condolences to the families of these deceased members.

UNION REPRESENTATIVE'S REPORT**Electronic devices:
Don't use them at work**

As inhabitants of the Information Age, much of our waking lives is spent updating our Facebook profiles and reacting to the latest Twitter bombs. With all of the electronic resources available to us — cell phones, laptops, iPods, iPads, Kindles, BlackBerries, Nintendos, etc. — some of us might be tempted to use these devices to indulge in our networking and gaming habits while at work.

Don't give in to that temptation!

Many companies have policies that prohibit using electronic devices on the job. Your failure to follow these policies could lead to a reprimand, discipline or even loss of your job.

Some employers ban picture-taking inside work locations. Even if a celebrity comes through your check stand or bumps into you while walking down the frozen food aisle, commemorating the incident by taking a photo with your cell phone could get you into serious trouble.

If your employer does not have such a policy, it's still a bad idea to use these devices at work.

Think of how a customer waiting in line would feel while you are texting a friend. How do you think your colleagues would feel while listening to you engaging in a personal conversation on the phone when they are stocking shelves?

If you are caught merely looking at your cell phone or iPod, etc., you still could get in trouble.

Don't even try to use these devices secretly. It isn't easy to hide on the job anymore. Most work locations have security cameras that could provide conclusive evidence in a disciplinary hearing.

Using these devices also could jeopardize your safety.

You may remember the train accidents in Los Angeles and



By Gabriel Suarez

The job
you save
could be
your own.

Boston a couple years ago when the engineers were distracted because they were texting. While your use of an electronic device may not lead to something as dramatic as a train wreck, it could distract you from your duties enough to cause an accident that could injure you or one of your coworkers.

If the company determines that an accident occurred because you violated company policy, it may attempt to deny your worker's compensation claim.

The safest way to avoid the use any of these devices on the job is to keep them in your locker, your car or at home.

If you aren't sure about your employer's policy regarding electronic devices, contact your Union Representative.

The job you save could be your own.



Fresh & Easy Meat Campus workers discuss issues at Riverside forum

Workers from the Fresh & Easy Meat Campus — formerly 2 Sisters — spoke about issues at their workplace on Feb. 24 at the Cesar E. Chavez Community Center in Riverside. Colton Council Members Vincent Yzaguirre, Susan Oliva and Alex Perez attended and Riverside City Council Member Andy Melendrez stopped by to speak to the workers. Representatives of UC Riverside and community groups also attended.





Local 1167's Scholarship Awards Competition now available for applicants!

The union local is proud to announce the launch of its scholarship program for certain members only, for the academic school year 2011-2012.

Scholarships will be awarded to winners chosen from among qualified contract applicants.

Food contract members, Stater Bros. Meat Distribution Center members and Vons Meat Service Center members ARE NOT ELIGIBLE for this program because they may participate in the million-dollar Scholarship Award and Tuition Assistance Programs offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

Food members who were hired prior to March 1, 2004 (or had 12 months of employment if hired after March 1, 2004, as of October 2008), are qualified to apply for the Trust Fund's Scholarship Award and Tuition Assistance Program and ARE NOT ELIGIBLE for the scholarship program listed here.

Rules and Eligibility Requirements

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the "REQUEST TO PARTICIPATE IN THE LOCAL 1167 COLLEGE (UNIVERSITY or JUNIOR COLLEGE) SCHOLARSHIP AWARDS COMPETITION" application published in this newspaper at the right of this announcement. **The application must be returned to Local 1167 no later than Friday, May 6, 2011.**

2. Those eligible to compete are current active members of the local not eligible to compete in the above-described Benefit Fund Scholarship Program, their spouses and their dependent children. Dependent grandchildren of dues-paying retirees are eligible. Sisters, brothers and non-dependent grandchildren are not eligible.

3. Applicants must be at least seniors in high school.

4. Applicants are not eligible if they previously received Local 1167 Scholarship Award monies.

5. To be eligible, the member must be in continuous good standing for at least one year through June 30, 2011. The member whose eligibility is used cannot be suspended, take a withdrawal or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.

6. Winners are selected by the Scholarship Committee based on:

- academic record
- leadership record
- community service and volunteer activities
- character and personality
- personal achievement

7. Awards will be made to undergraduate or graduate applicants at the sole discretion of the local's Scholarship Committee.

8. Finalists selected by the Scholarship Committee must provide proof of academic record and submit completed forms (blank forms to be provided by the union) listing leadership activities, community service and volunteer activities and personal achievements, substantiated by two teachers and two personal recommendations.

9. Finalists may be required to appear for a personal interview.

10. Awards are contingent upon the student being accepted by, registered at and attending an accredited academic institution of higher learning. Trade schools are not included.

11. Winners must be full-time students taking at least 12 undergraduate or nine graduate units or part-time working students taking six undergraduate or four graduate units.

12. Decisions of the Scholarship Committee are final.

**REFER ANY QUESTIONS
TO SHAELYN**

AT

(800) 698-8329

(909) 877-5000

Request to Participate in Local 1167 Limited Scholarship Awards Competition

I understand that in order to be eligible for a scholarship award:

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2011. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2011.
- I must be at least a senior in high school.
- I am not eligible to apply if I previously received scholarship award money from Local 1167.
- If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
- If the member is involuntarily laid off or transferred out of Local 1167, I will become ineligible and will notify the local union.
- Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will appear for an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

My cumulative Grade Point Average in High School is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in College is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in Graduate School is _____.
(Finalists to confirm with transcripts)

(Signature of Applicant in acceptance of the above)

(Please Print)

Applicant name _____ Phone _____

Full address _____

I am a member of Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Applicant's Social Security number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

I am related to a member of Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Relationship to member _____

Member's name _____

Member's Social Security number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

Highest academic level completed by June 2011
(Must be at least a senior in High School to apply)

Year graduated from High School or month and year will graduate

I applied for a Local 1167 Scholarship in (year applied).
(Not eligible if monies received in past.)

Complete and mail promptly to
UFCW Union Local 1167
P.O. Box 1167, Bloomington, CA 92316
Attention: Shaelyn

Return by Friday, May 6, 2011

**Last chance
to apply!**



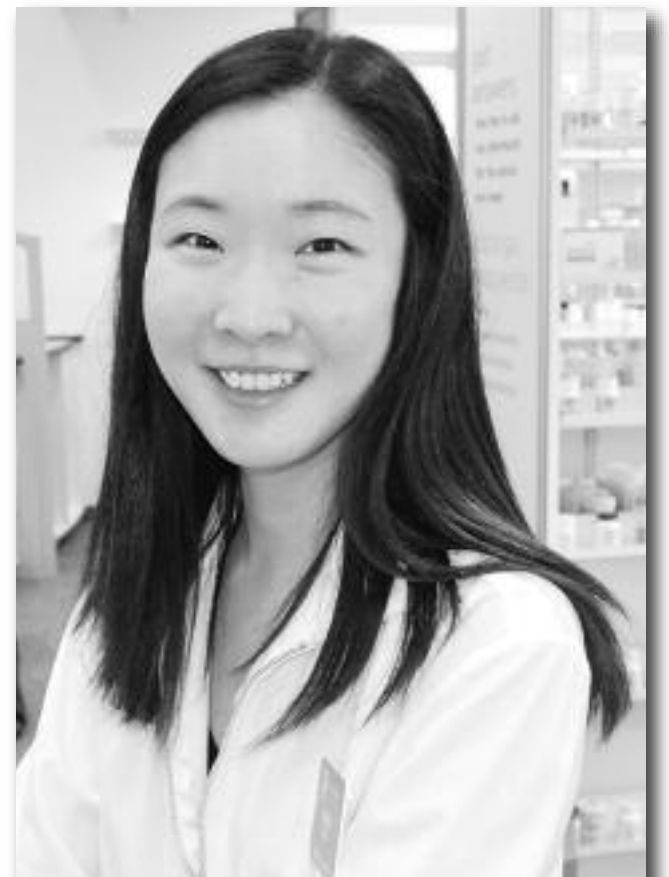
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OUR MEMBERS AT WORK



Rite Aid 5684



STEWARD FEATURE

Teresa Stewart builds on a solid union foundation

From the days she visited the Hoover Dam as a small child, Teresa Stewart has understood that people who work together can build great things.

“My grandfather was a strong union man,” Stewart recalled. “He belonged to the Laborers union when he helped build the dam. When I visited him in the summer, he would tell me how proud and thankful he was that he belonged to a union, how his brothers and sisters stuck together and got the job done.”

Her mother and stepfather, both retirees from Thrifty/Rite Aid, also spoke often of their pride of union membership. When it was time for Stewart to choose her career, she knew where to look.

“A position opened up at Thrifty (now Rite Aid) and my mom encouraged me to apply,” she said. “That was in 1977 and I’ve been with the company ever since.”

Currently, Teresa Stewart is the steward at Rite Aid 5864 in Palm Springs.

“My union job provided what I needed as a single mom: good wages, benefits, a pension and security,” she said. “The union provides all these things. And now that I am closer to the age when I can retire, I see the value in having a pension as well.”

“We don’t have these things because management wants to be nice to us. We have them because we stand together and fight for it. Being in a union enables us to do that.”

Stewart said she has been a steward “forever.”

“I’ve been here so long, I’m kind of like the mother of the store,” Stewart said. “Even before I officially became a steward, everyone would come to me with questions about our rights and benefits. I always made it a point to greet new employees to tell them about the union.”

“So when my former Union Representative, Steve Duffle, asked me to become a steward and told me what I had to do, I said, ‘No problem.



Teresa Stewart

I’m already doing it.”

Stewart said she tries to spread the pride she feels about being a union member to all of her co-workers.

“Being in a union involves a lot more than paying dues,” she said. “I tell my co-workers they should always stand up for themselves, because they have a union to back them,” she said.

Stewart believes that being in a union is better for all workers.

“With the economy the way it is, it’s more important than ever to have a union job,” she said. “We have seniority to protect us if there are layoffs. I know people who work non-union who don’t have that protection.”

Stewart praised Local 1167’s members and leadership.

“We are only as strong as we allow ourselves to be,” Stewart said. “We have strength because we stand together in solidarity.”

“We have leaders with real backbone who are growing our union by organizing the unorganized workers. They are doing what is right for our members and for all working people in the community.”

In her spare time, Stewart enjoys spending time with her two adult children and three grandchildren.

“They are the loves of my life,” she said. “But my other love is making handcrafted jewelry.”

“I used to sell it on EBay, but it became more trouble than it was worth, so I now sell only to family and friends.”

UFCW sponsors raffle to benefit leukemia research

5 Day Puerto Rico Vacation for 2

LA CONCHA, A RENAISSANCE RESORT
Airfare, transfers, Insurance
Donated by Local 1167 Value \$2,500

4 Day Bahama Vacation for 2

ALL INCLUSIVE RUI PALACE PARADISE ISLAND
Airfare, transfers, Insurance
Donated by Local 1167 Value \$2,500

2 Night Las Vegas Vacation

Donated by Local 711

Disneyland Family Vacation

Donated by Local 324

San Diego Family Vacation

Donated by Local 135

42” Plasma TV

Donated by Local 1428

\$500 Macy’s Gift Card

Donated by Local 5

\$1,000 Cash

Donated by UFCW 8-Golden State

... plus additional prizes!

*Need not be present to win

Region 8 UFCW local unions throughout California, Arizona and Nevada are sponsoring a raffle to raise money for leukemia research. Some of the wonderful prizes are listed here. Tickets are \$10.00 each, 3 for \$25.00 or 15 for \$100.00, and can be ordered by filling out the form below or purchased at the union office. Members are encouraged to help support the Leukemia Foundation in its research.

Tickets are \$10 each, 3 for \$25 or 15 for \$100

**Tickets Only Available Until May 20, 2011
Drawing to be held Wednesday, June 1, 2011***

UFCW REGION 8 LEUKEMIA RESEARCH RAFFLE TICKETS

Member’s Name _____

Soc. Sec. # _____ Day Phone # _____

Address _____

City _____ State _____ Zip _____

Please send me _____ tickets @ \$10.00, 3 for \$25.00, or 15 for \$100.00

Total enclosed \$ _____

Check must be made payable to WESTERN STATES LEUKEMIA FUND, with tax ID#: 87-0801660

Send to UFCW LOCAL 1167, PO BOX 1167, BLOOMINGTON, CA 92316