



A mother and her children kneel to pray in front of the memorial at Safeway 1255 in Tucson, Ariz.

UFCW members rushed to aid victims of Tucson shootings

Members of UFCW Local 99 were among the first to assist victims of a shooting rampage outside the supermarket where they work near Tucson, Ariz.

U.S. Rep. Gabrielle Giffords, an ally of Local 99 in Arizona, was

wounded severely in the attack by a lone gunman. Six people, including a federal judge, a 9-year-old girl and one of Giffords' aids, were killed and 13 were injured.

No UFCW members were harmed physically in the incident

(Please see page 3)

The next Quarterly Membership Meeting Wednesday, March 23, 2011

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

PRESIDENT'S REPORT

Supermarket negotiations: This is the time for unity!

As you pick up this copy of *Desert Edge*, the UFCW unions of Southern California are about to sit down with representatives of Ralphs, Vons and Albertsons to negotiate a new labor contract. We are also about to enter negotiations with Stater Bros.

It is difficult to overstate the importance of these talks, which will decide the wages, benefits and working conditions of many thousands of our members for years to come.

No one expects this to be easy. In fact, all indications tell us we're in for a long and hard struggle.

That was the case in 2007, when we inked our current contract after months of delays and wrangling over wages and health care. To reach a satisfactory agreement, we first had to ask our members twice to vote to reject the employers' proposals and to give our union the authority to call a strike if a labor dispute became necessary.

Our membership, still energized by the fantastic spirit of unity that prevailed during the Southern California grocery strike and lockout of 2003-2004, voted overwhelmingly to support its leadership.

The resolve of our members was the crucial factor in our success in 2007 and we expect to rely on that resolve just as much in 2011.

We have been following contract negotiations between UFCW unions and supermarket employers around the country. Many if not most of them required strike votes before the employers came to terms.

The slow economic recovery is one reason for the employers' hard bargaining stance. While the grocery industry has not seen mass layoffs — shoppers still need to eat, after all — the poor economy is taking a toll on profit margins and, consequently, on wages and benefits for workers. Part-time members have seen their hours cut severely.

Also, health plans have been hit hard by soaring medical costs, prompting increased employer contributions and greater cost-sharing by the workers.

(Please see page 3)



By Bill Lathrop

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Union Local 1167
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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: FEBRUARY DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE APRIL 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!

MAP

Membership Assistance Program

Eligible active or retired Food and Meat participants can call the toll-free MAP number at the Health Management Center at any time,
24 HOURS A DAY, SEVEN DAYS A WEEK.
Food Division, call (800) 461-9179
Drug Division, call (866) 268-2510
(All calls are confidential.)



DESERT EDGE

Bill Lathrop
Editor

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YOUR UNION

What's Happening

by Maureen McCabe

JUST RETIRED

The new year brought us three new retirees in January 2011. **Ernest Carlson Jr.** retired after 34 years with Gelson's, Vons, Pantry and Tip Top Meats. **Barbara Melendrez** retired after 22 years with Albertsons and Lucky Markets. **Monica Schmuck** retired after 27 years with Ralphs and Alpha-Beta.

Congratulations to our new retirees! We wish you many healthy, happy years ahead to enjoy your well-earned retirements!

JUST BORN

Erik Harmon, Albertsons, has a new daughter. Lilyanna Rose was born on Oct. 30 and weighed 8 lbs. "We love you Lily," the proud daddy

writes. ... **Shaun Belcher**, Stater Bros., welcomed Kayla Rose on Nov. 3. Kayla weighed 6 lbs. 1 oz. We're told father Shaun, mother Marissa and big brother Aiden are so happy she is here! ... **Eddie Wash**, Stater Bros., is pleased to announce the birth of Ariya Grace on Nov. 6. Ariya weighed 9 lbs. 1 oz. ... **Manmeet Kaur**, Rite-Aid, has a new son. Gurpartap Singh was born on Dec. 2 and weighed 6 lbs. 12 oz. ... **Alfie Ebreo**, Rite Aid, welcomed Lexi Adela on Dec. 16. Lexi weighed 7 lbs. 4 oz. ... **Aida Gonzalez**, Rite Aid, and her husband, Chris, welcomed their first baby on Dec. 18. Andre weighed 8 lbs. 10 oz. and his happy mom tells us he is "a beautiful baby boy." ... **David Lamm**, Stater Bros., has a new daughter. Karissa was born on Dec. 20 and weighed 10 lbs. 6 oz. ... **Perla Haque**, Rite Aid, gave birth to Joshua Rohan on Dec. 24. Joshua weighed 6 lbs. 13 oz. ... **Pedro Villalpando**, Vons, has a new son. Jose Luis was born on Dec. 28 and weighed 10 lbs.

Congratulations to all of our new moms and dads!

**Union offices
will be open to
serve you on
Presidents Day
Monday, Feb. 21**

**You are
interesting!
Tell us about
yourself.**

You are the most interesting thing about our union! If there is something unusual or newsworthy about your life, hobbies, abilities or talents, call us at the office and tell us about it so that we may consider doing a feature about you in the *Desert Edge*. Just ask for Kathleen Franks or your Union Representative.

President Bill Lathrop



Celebrating 35 years of membership

Charles Jakobetz, meat cutter at Ralphs 6542 in Riverside, proudly displays the certificate and pin he received from UFCW Local 1167 celebrating his 35 years of union membership.

It PAYS to be UNION!

	JANUARY 2011	2011 TOTAL
Back pay and benefits restored to members	\$28,607.85	\$28,607.85
Members reinstated	31	31
Grievances settled	95	95

PRESIDENT'S REPORT

Supermarket negotiations: This is the time for unity!

(Continued from front page)

Pension plans, which are still recovering from investment losses sustained in the market collapse in 2008 and 2009, will require big increases in employer contributions if they are expected to maintain their current levels of benefits.

All of these factors and more — including erosion of union market share by the likes of Walmart, Target, Fresh & Easy and WinCo — will complicate our contract talks with the supermarket companies.

Nevertheless, our goal for the upcoming negotiations includes more than maintaining the status quo. We aim to make real progress.

We have always been responsible in our contract demands because we understand that our livelihoods

depend on our employers' success. However, we should also share in that success.

Let's not forget that the supermarket companies continue to be profitable, in part because of the skill and hard work of their unionized employees.

You can help us achieve our goals by speaking up for your union when you talk to customers, co-workers and managers. Wear your "March 2011" button and be prepared to answer questions about it (see page 8 for suggested replies).

Remember that your destiny is intertwined with those of your union sisters and brothers — Dave in produce, Pam behind the deli counter and Hector in the front end.

The stronger we stand together, the better off we'll be!

UFCW members rushed to aid victims of Tucson shootings

(Continued from front page)

and the union immediately sent representatives to the store to help the members recover from the emotional trauma of their ordeal.

Local 99 President Jim McLaughlin said in a statement: "Our union deplors the senseless

violence in Tucson that struck our friend, Congresswoman Gabrielle Giffords, and several others at a Safeway supermarket.

"Our thoughts and prayers go out to all of the victims, their families, their co-workers and their friends."

IN MEMORIAM

Betty Alkire, a retired food clerk formerly employed by Michael's Markets, ABC Markets, Mayfair, and Stater Bros. Markets, died on Jan. 6, 2011, at the age of 82. She had been a continuous member since September 1963.

Ronald Calvillo, a retired food clerk formerly employed by Lucky and Albertsons, died on Dec. 9, 2010, at the age of 67. He had been a member since December 1974.

Holleen Hill, a general merchandise clerk formerly employed by Vons, died Dec. 13, 2010 at the age of 83. She had been a member since July 1988.

William Mondfrans, a retired meat cutter formerly employed by Stater Bros. Markets, died on May 17, 2010, at the age of 89. He had been a member since August 1977.

Rose Prato, a retired drug clerk formerly employed by Thrifty Drug, died on Dec. 11, 2010, at the age of 87. She had been a continuous member since April 1964.

John Szabo, a retired meat cutter formerly employed by Alpha Beta, Vons and McCoy's died on Jan. 2, 2011, at the age of 88. He had been a continuous member since April 1946.

Harrison Weddell, a retired drug clerk formerly employed by Thrifty Drug, died on Jan. 4, 2011, at the age of 79. He had been a member since March 1984.

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

UNION REPRESENTATIVE'S REPORT

Use sick pay for when you are ill

The benefits in your contract are the result of hard-fought negotiations over the years. They are not to be taken for granted or abused.

It has come to our attention that some store managers are encouraging members to do things that directly violate the contract. In particular they are urging our members to use their sick pay and vacation pay to help reduce hours at the store level.

For example, a manager is told to cut some hours in the store, so he or she asks a member to stay at home, using up sick pay or even a vacation day. According to this scheme, the member still gets paid while the manager reduces the number of hours when employees are "on the clock."

In this way, union members are pressured to misuse their union-negotiated benefits to alleviate the pressure on managers to reduce hours in the store.

This is not only wrong, it is against the law. It violates the terms of a legally binding contract.

Your sick-day benefits exist to help you when you are sick, or you need to take care of your sick child. Your vacation benefits are exactly that... for vacation.

The benefits in the union contract belong to you, NOT your store manager.

Whether you work for one of the major food stores or a drug store like Rite Aid, this is a violation of the contract.

If you know of this practice going on in your store, or if you know a fellow union member who has brought this practice to your attention, please call your Union Rep immediately. If a manager asks you to misuse your sick pay or vacation pay, try not to commit yourself to an answer right away. Say you'll think about it — and then call your Union Representative at the first opportunity.



By Chris Marentes

Go online and complete the Negotiations Survey



www.ufcw1167.org

Solidarity rising

Unions share strengths and ideas at Food & Drug Council convention



UFCW Local 1167 President Bill Lathrop, center, listens as Organizing Director Joe Duffe, left, and Union Representative Jerry Espinoza, right, discuss the strong solidarity expressed by FDC affiliates for UFCW unions in Southern California.

In a display of solidarity and strength, delegates from UFCW Local 1167 participated in the 2010 Food & Drug Council convention. The event brought together members and leaders from the UFCW, the Teamsters and other unions.

At a time when unions are confronting challenges in organizing, collective bargaining and market share, the FDC has been experiencing rapid growth in size and influence. The coalition now includes 45 local and regional labor organizations based in nine states. Among these organizations is UFCW Local 1167.

FDC affiliates represent more than 375,000 members of the UFCW, the International Brotherhood of Teamsters, the International Longshore and Warehouse Union, the International Association of Machinists and Aerospace Workers, the International Union of Operating Engineers, the Sprinkler Fitters and the Bakery, Confectionery, Tobacco Workers and Grain Millers.

In her report, FDC Director Ellen Anreder noted that the FDC reflects the labor movement's increasingly unified response to concentrated corporate power.

"Our growth demonstrates the willingness of labor organizations to reach across old institutional, industrial and regional boundaries to build solidarity, organize more workers and win better contracts than they could accomplish on their

own," Anreder said.

"The more affiliates we gain, the stronger we get."

As she welcomed the delegates, UFCW Local 711 President Roberta West provided a sobering description of the unemployment that still grips U.S. cities. Nevertheless, she drew encouragement from the FDC's support for her union. West said the FDC's assistance in picketing Fresh & Easy markets helped prompt the non-union chain to close six of its stores in her city.



Retired U.S. Army Brig. Gen. Clara Adams-Ender inspires delegates to be better leaders.

diversity as it stays united.

"Unity is simply a coming together around a common mission and goals," she said. "The better every worker understands the mission and its

goals, the more unified the organization will be."

She continued: "Diversity helped ensure America's greatness. It ensures an exchange of ideas from different points of view. Imagine the brainpower that is possible with a diversified organization."

Adams-Ender encouraged the delegates to step up and take personal responsibility for their organizations' destinies. "Our attitude is about the only thing in the world we can truly control," she said.

"These times of unparalleled economic hardship require resilience," she said. "Thank you for all you do to help others."

Doug Dority, the UFCW's former international president and the current president of America's Agenda: Health Care for All, described aspects of health care reform legislation that disappointed him.

Nevertheless, he said, activists have the power to define future developments in health care.

"We can make positive changes," Dority said. "It's just a matter of getting started."

Dority also praised the concept of union benefit trust funds forming co-ops to consolidate their strengths and become eligible for government funds.

In addition to guest speakers addressing a variety of topics, union leaders from across the country delivered "field reports," sharing information about their respective challenges and successes.



Left: Secretary-Treasurer Rick Bruer, right, discusses negotiations in other parts of the United States with another delegate. **Center:** FDC President Paul Kenny addresses the delegates vowing Teamsters support for the UFCW. **Right:** President Bill Lathrop leads UFCW Local 1167's delegation in applauding a speaker pledging support to Southern California UFCW unions.

Union pharmacist weaves 50 years of stories

If someone is looking for a skilled pharmacist in the Inland Empire with plenty of experience, Richard King should be near the top of the list.

The Sav-on pharmacist in Redlands is 80 years old, and in January he received his 50-year service pin from UFCW Local 1167.

"I love going to work," he said. "I get to see friends and watch their children and grandchildren grow up. I'd probably do it for nothing, but that wouldn't be so good for negotiations coming up!"

King began his five-decade career as a staff pharmacist at Sage's Redlands store in 1960.

"Sage's was a local chain with only five stores in the Inland Empire," he said. "I would work for two days in Redlands, then I'd go two days in San Bernardino, then the same in Riverside. They finally hired me full-time at the Redlands store in 1963."

When Sage's went bankrupt in 1973, King was laid off and forced to seek other employment for two years.

"I worked for Thrifty Drug for two years," he said. "Thankfully, I got a call from Lucky, which had bought the Sage's stores, and I went back to work in Redlands. I've been there ever since."

Over his 50 years of service, Richard has participated in two strikes (one week-long strike in 1973 and the four-month Southern California grocery strike and lockout in 2003-04) and has seen the industry he loves change in many ways.

"For example, we used to have two full-time pharmacists at each location and their schedules would overlap so they could confer," he said. "Now we have clerks helpers and pharmacy techs working behind the counter with one full-time pharmacist per location."

King's union wages and benefits have helped provide for his family over the years. He has been married to his wife, Mary-Ellen, for 40 years. They have four adult daughters and three grandsons.



Richard King

"I love going to work. I get to see friends and watch their children and grandchildren grow up."

"One of my daughters was born disabled — with a disease called microcephaly — and I want to say how much I appreciate how my union health benefits helped with treating her," King said. "My union insurance picked up everything and I'm so grateful for that."

When King isn't on the job at Albertsons 6519 or relaxing with his family, he can be found in a most unlikely place: behind a loom.

"I keep busy by weaving Indian-type rugs," he said. "I started in the early '90s when I met a cousin I hadn't seen in years at a family reunion. He was an excellent weaver and he got me interested in it."

Native American culture was all around King as he grew up on his grandfather's ranch in South Dakota. "The ranch was in the middle of the Pine Ridge Indian Reservation," he said.

King's specialty is Rio Grande-style rugs of the Southwest.

"They come from New Mexico mainly and have a Spanish style to them," he said.

"They're made on a horizontal loom and are much less complex than Navajo-style rugs. My whole house is decorated with Southwestern art."

King doesn't sell or show his art, but he does give it as gifts.

"I think my family is getting tired of getting them sometimes," he said with a laugh. "Sometimes my daughters will say, 'Dad, another rug? It looks just like the other four or five we have at home!'"

King is proud of his union and will tell anyone who asks.

"The union has done so much for us," he said. "I didn't always feel that way, though. For a while, I was a pharmacy manager and I gave the union some trouble. But in the end, it's so blatantly obvious how much it does for the workers in our industry."

King shows no sign of slowing down in the next few years.

"I think I have another good five years of work left," he said.

Apply for UFCW International Scholarship online!

14 winners will receive as much as \$8,000 in scholarships over four years

Your union is about more than your pay check and benefits. The UFCW is about workers coming together to build better lives for themselves. It's about creating opportunity.

That's why each year the UFCW awards several scholarships of up to \$8,000 each to UFCW members or their dependents. Fourteen Full Scholarship winners receive \$2,000 a

year for up to four years. There are also 11 Outstanding Essay winners who will receive a one-time payment of \$2,000.

The scholarships are limited to members who have been active since Jan. 1, 2010, and their unmarried children or dependents under the age of 20.

The scholarship winners will be selected and awards made on the

basis of scholastic achievements, community involvement and completion of an essay that shows understanding of the principles of the Labor Movement.

The UFCW Scholarship Application Form must be post-marked no later than April 15, 2011.

Entrants must read the rules and regulations thoroughly.

Complete the UFCW Scholarship

Application online at

www.ufcw.org/scholarship. The application will require you to fill out a family profile, list school activities and awards, your work experience and completion of an essay. If you are unable to apply online, you may request an application by writing to: UFCW International Union, Attn: Scholarship Program, 1775 K St. N.W., Washington, DC 20006.



'Union security' states at risk

Indiana UFCW members from Locals 700, 881, 1546, 227 and 75 visited their state capitol in Indianapolis on Jan. 6. The members urged legislators to oppose attempts to impose an anti-union "right to work" law on workers in Indiana. A similar law was narrowly defeated recently in Colorado and other states, including California, are expected to be targeted by anti-union forces in the near future. Wages and benefits in "right to work" states are significantly poorer than contracts in "union security" states like California.



Members of UFCW Local 1564 in New Mexico solicited the support of shoppers during negotiations that concluded recently with a ratified contract.

Smith's employees ratify contract in New Mexico

Smith's employees represented by UFCW Local 1564 in New Mexico ratified a new four-year agreement covering 2,000 workers.

Smith's is Local 1564's largest employer.

The agreement covers 26 stores and 11 fuel stations. Health insurance was the major issue in the negotiations.

Apply for the UFCW and Food Employers Benefit Fund Scholarship!

The Scholarship Award Program, jointly sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Fund, is one of the best offered to union members anywhere. The Scholarship Award Program can help you or your child earn a degree, certification or license and find new opportunities for prosperity and success.

Members are eligible to apply for an award if they have completed a year of service as of October 2010 and are still actively employed in the Southern California Retail Food Industry when the awards are determined. Dependent children are eligible to apply if they are unmarried and younger than 24 years of age, and if the member has had at least three years of service and has met other Fund qualifications, including employment in the industry when the awards are determined.

The deadline for Scholarship Award applications is Feb. 28, 2011.

Applications must be postmarked by this date. All members should receive an application in the mail. If you did not receive one, please call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715.

Members step forward; kidney donor still needed

Five union members have stepped forward as potential kidney donors for Heather Gutierrez, the 16-year-old daughter of Leilani Gutierrez, a GM clerk at Albertsons 6575 in Moreno Valley.

Heather has experienced complete kidney failure and urgently needs to obtain a transplanted kidney from a compatible donor.

Heather's struggle with a rare kidney disorder called nephrotic syndrome was the subject of an article in the October 2010 issue of the *Desert Edge*.

Even after he or she has been tested, there is no guarantee that a person will be a suitable donor.

Anyone who is interested in testing for donor compatibility is asked to contact the union office immediately at (909) 877-5000.



Heather Gutierrez

FOR MORE ABOUT KIDNEY DONATIONS:

Call the **Transplant Institute of Loma Linda Hospital** at (909) 558-3636 or visit its website, lomalindahealth.org

...or visit these websites:

National Kidney Foundation
kidney.org

United Network of Organ Sharing
unos.org

American Society of Pediatric Nephrology
aspnep.com

American Kidney Fund
kidneyfund.org

...or members are urged to ask their primary-care doctors to see if they could be a candidate to donate a kidney to someone in need.

Tax Consulting & Preparation Services

Offering personalized tax-preparation services for Local 1167 members, retirees and their families.

Services are provided at the Local 1167 office.

Feb. 14th & 25th

Electronic Filing Services

Call today and inquire about our preferential rates.

The numbers to call are

(909) 874-0829 or

(626) 795-3815

Call day or evening, including weekends.

This is not a walk-in service. An appointment is required.



Our members at work

Stater Bros. 122



STEWARD FEATURE

Educating younger members key to union strength and solidarity

Don Oldaker, a meat manager and steward at Ralphs 752 in Ontario, says he knows the key to union solidarity.

“Those of us who are veterans in the industry need to educate and mentor the kids coming in,” Oldaker said. “Many of the younger workers don’t really know what the union is all about. It’s up to us to tell them.”

Oldaker definitely qualifies as a “veteran.” He has been in the industry for more than 31 years, starting as an apprentice meat cutter at Boys Market in Pasadena.

“We were all young once,” he said. “And just like the kids today, we didn’t understand that the union was responsible for the good wages and benefits we enjoyed.

“So I take every opportunity to tell new hires about what the union does and how important it

is for all of us.”

Oldaker said young workers need to know that the union is fighting for their future.

“When I began, you could make a career in the food industry,” he said. “You still can do that today, but only because we have the union fighting for us.

“Nothing we have today was given to us. We had to fight for it.”

As negotiations begin for a new Master Food Agreement, it is important to promote union solidarity among all of the members, Oldaker said.

“Unity makes us strong,” he said. “When you stand together, it shows management that we have the strength we need to accomplish our goals.”

Oldaker became a steward after the 2003-04 strike and lockout.

“Our struggle demonstrated the importance of unity and solidari-



Don Oldaker

ty,” he said. “We stood united and we were able to get through it because of our collective strength.”

Oldaker cited benefits of union

membership that go beyond wages and vacations.

“We have a Member Assistance Program (MAP) that helps people with a variety of personal problems,” he said. “This program is the place to go for help with drugs, alcohol, depression or even financial problems.

“No one should ever hesitate to contact the union for help. The entire staff, from President Lathrop on down, is there to serve our members.”

When he is not at work, Oldaker likes to spend as much time as he can with his four daughters who range in age from 13 to 24 years old.

He also enjoys playing golf, coaching and playing soccer, and working in his backyard.

“I feel fortunate to have had a union job,” he said. “That’s why I will do everything I can to support our union.”

Here’s what you can say when customers ask about your ‘March 2011’ button:



- “March 2011 is when my current contract expires.”
- “This button reminds me that customers like you helped protect my job so I can provide for my family and keep my health care coverage.”
- “Thank you for supporting us during our last contract negotiations. Without your support, we might have lost our entire health care coverage.”
- “We may need your support again when our contract expires in March 2011.”
- If customers want to help, they can send letters to the company or tell the store manager that they will support the workers in the event of a labor dispute.