

More Than 20,000 Strong!



DESERT EDGE

June 2007

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



Getting the word out: Members and staff from each of the seven Southern California UFCW locals hit the streets in May to educate customers about grocery workers' struggle for a fair contract. Above, Local 1167 volunteers distribute door knob hangers (pictured below) in several neighborhoods to inform the community about the big issues affecting contract negotiations.



20,000 children of grocery workers have no access to health care.

Ask Ralphs, Vons & Albertsons:

What's More Important, Her Health, or Their Wealth?

Because of Albertsons, Ralphs, and Vons' corporate greed, there are now 20,000 children of grocery workers in Southern California that don't have access to health care coverage.

The stores are raking in record profits—about \$3 billion a year each—but they say they can't afford to provide health care coverage for children.

Tell Albertsons, Ralphs and Vons that children's health is more important than record profits. Sign and return the card below.

Kids' health is more important than CEO's wealth!

I pledge not to shop at Ralphs, Vons or Albertsons stores if they force a lockout or strike.



Tell the Grocery Stores to Respect our Community—we don't want another strike!

Ralphs, Albertsons and Vons could have offered grocery workers a fair contract like Stater Bros. did months ago.

Instead they chose to drag out negotiations and risk forcing grocery workers to go on strike again, just so they can boost their billion dollar profits even higher.

They prefer to risk another debilitating strike that will hurt our community, just so they don't have to pay their workers decent wages and benefits.

Ralphs, Albertsons and Vons have a responsibility to the communities they serve and the employees that make their profits possible.

Tell Ralphs, Albertsons and Vons they need to treat grocery workers and our community with a little respect. Fill out the attached card and drop it in the mail.

Visit www.RespectWorkers.com to find a worker friendly store near you that treats its employees and community with respect.

President's Report

Which is more important: Kids' health or employers' wealth?



By Bill Lathrop

Here we are, almost three months past the expiration of our contract, and Albertsons, Ralphs and Vons/Pavilions still are not serious about negotiating a new agreement that our members can accept.

We have had our ups and downs in these marathon negotiations with the national supermarket chains. While we haven't reached an agreement yet, and it may be awhile before we do, it is our responsibility to negotiate a fair, just and reasonable contract that both sides can accept.

The long delay creates a difficult situation for some of our members. Nearly three months past the expiration of our contract, and the employers still refuse to present a plan that meets their employees' basic requirements.

Those requirements include wage increases for all of our members, protection of health and pension benefits, and a plan to end the two-tier system.

Pushing forward

Negotiations broke down on May 8 because the employers refused to bargain fairly. These enormously profitable, multi-billion-dollar corporations offered a proposal that would have bankrupted our health care benefits. It would have resulted in even greater take-aways than those that were forced on us in the last contract.

These companies averaged between \$2.4 and \$3.4 billion in profits last year. They can afford to eliminate the two-tier system. They just don't want to do it.

Our members have not had a raise since 2002. Nearly 40,000 grocery workers in Southern California don't have any health care coverage, and neither do 20,000 of their children.

Which is more important: kids' health, or the employers' wealth?

(Please see page 7)

Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
P.O. Box 1167
Bloomington, CA 92316

Address Service Requested

NON-PROFIT ORG.
U.S. POSTAGE
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SAN BERNARDINO, CA

MOVIES FOR LESS

Save up to 33%

AMC THEATERS — \$5.50

Ontario Mills 30 — Fourth Street off 15 Freeway, Ontario

CINEMARK THEATERS — \$6.00

Cathedral City — 34491 Date Palm Drive

Chino — 5546 Philadelphia St.

Rancho Mirage — 71800 Highway 111

Victorville — 12353 Mariposa Road

CINEMASTAR THEATERS — \$5.50

450 N. E St., San Bernardino

HARKINS THEATERS — \$5.50

Moreno Valley — 22350 Town Circle

Chino Hills — 3070 Chino Hills

REGAL CINEMAS TICKETS — \$6.00

Temecula — 40750 Winchester Road

Ontario Mills 22 — 4th Street off the 15 Freeway

Jurupa Stadium 14 — 8032 Limonite Ave., Riverside

Corona — North Main Street at Rincon Street, just north of the 91 Freeway

Discount tickets are for all Regal, Edwards or United Artists theaters in Southern California with the exception of theaters at Hutton Centre, Main Street on MacArthur at Costa Mesa Freeway in Santa Ana; Newport Beach at Newport Center; and Laguna Hills Mall, San Diego Freeway at El Toro Road.

KRIKORIAN THEATERS — \$6.50

Redlands — 340 N. Eureka St.

La Mirada — 15296 Rosecrans Blvd.

Downey — 8200 3rd St.

San Clemente — 641-B Camino De Los Mares

If mailed to you, there will be a 39-cent mailing charge per order.

CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.

Ticket prices are subject to change without notice.



DESERT EDGE

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Bill Lathrop
Editor

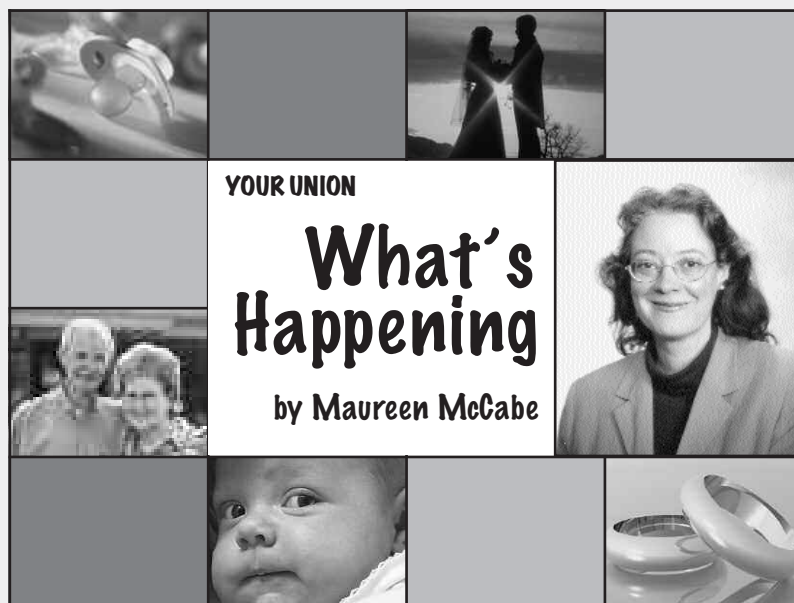
Bletwells Communications Incorporated
Publisher



You Are Interesting! Tell Us About Yourself

You are the most interesting thing about our union! If there's 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 Rep.

— **President Bill Lathrop**



JUST RETIRED: The month of May brought us three new retirees. **Reginald Karlson** retired after 36 years with Stater Bros. **Albert Lopez** worked as a meatcutter in the industry for 24 years with Food 4 Less, Albertsons, Ralphs, and Smith's. **Eddie Negri** worked for Food 4 Less and Hughes for 16 years.

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

JUST MARRIED: **Sandra Smith**, Stater Bros., married **Patrick Mann** on 1/29 in a ceremony held at the Indio Courthouse. **Mary Hudgens**, Stater Bros., became the bride of **Marc Robles** on 3/17. The wedding was held in Redlands.

Congratulations to our newlyweds.

JUST BORN: **Benjamin Cristanos**, Food 4 Less, is a proud new dad with the arrival of his first child **Candace** on 1/29/07. Candace weighed 6 lbs. 13 oz. **Brigette Crump-Chao**, Ralphs, welcomed **Peyton Leanne Chao** into the world on 3/23. Peyton weighed 7 lbs. 6 oz. **Carol Walden**, Stater Bros., has a new son. **Christopher Michael** was born on 3/24 and weighed 7 lbs. "I am so in love with the little guy. I never knew love like this before," his happy mother writes. **Tanya Baldwin**, Vons, welcomed **Tyler Alexander Mosqueda** into the world on 3/27. Tyler weighed 6 lbs. 7 oz. and

measured 18 inches long.

Arifah Petersen, Stater Bros., has a new daughter. **Sierra Nicole Frilot** was born on 3/28. Sierra weighed 8 lbs. 4 oz. and we're told "she's so perfect." **William Rawlings**, Albertsons, has a new son.

Adam Thomas was born on 4/1 and weighed 7 lbs. 4 oz. "He's beautiful. We feel truly blessed," William writes.

Raquel Cholico, CVS, and **Fernando** are the proud parents of **Julian Lee**, who was born on 4/10. Julian

weighed 7 lbs. 9 oz. **Michelle Maccarone**, Stater Bros., has a new son. **Chase Michael Deboer** was born on 4/18 and weighed 7 lbs. 13 oz. According to his proud mom, Chase is "healthy, doing well, and his big brother loves him to death." **Jennifer Garfield**, Stater Bros., and her husband James proudly announce the birth of **Joseph Micah** on 4/19. Joseph weighed 9 lbs. 3 oz. and measured 21 inches long. His happy mother tells us he's a "beautiful baby boy, brother to Julia, son of James and Jennifer." **Megan Whynott**, Stater Bros., gave birth to **Makaela Rose Esquivel** on 4/20. Makaela weighed 7 lbs. 9 oz. **Ada Vazquez**, Stater Bros., welcomed **Samantha Jolie** into the world on 4/21. Samantha weighed 7 lbs. 3 oz. and measured 17 inches long.

Danny Atkinson, Food 4 Less, is pleased to announce the birth of **Evangeline Josephine** on 4/27.

Congratulations to all our new moms and dads.

HMC on board as new EMAP provider

The Employee Member Assistance Program (EMAP) has been administered by HMC Companies and APS Healthcare (HMC/APS) since March 1.

EMAP is the health and welfare fund's managed behavioral health and substance-abuse program for members of UFCW Local 1167 and their dependents.

APS Healthcare is one of the country's leading specialty healthcare companies. HMC serves more than two million union members and has more than three decades of experience delivering healthcare solutions to the multi-employer market. HMC/APS offers programs that are targeted to the needs of unions and focus on improving member health and reducing overall health care spending.

Participants and their eligible dependents can access the EMAP benefit 24 hours a day, seven days a week. Your first point of contact with EMAP are master's level clinical professionals who can provide comprehensive assessments and act as your advocate to coordinate appropriate treatment for you and your eligible dependents.

Conversations and sessions

with your EMAP professional are confidential and information regarding your contact with the EMAP cannot be released without your written consent, except in the following situations: by court order, when imminent threat of harm exists to yourself or to others, or in situations of abuse (such as child or elder abuse). Contact the EMAP if you have any questions or concerns regarding confidentiality issues.

The EMAP includes treatment for mental health and substance abuse issues, which include outpatient therapy, inpatient care and alternate levels of care. The program provides assessment, referral and coordination of care for these services to ensure that members and their dependents receive the most appropriate care at the time it is needed.

The EMAP network consists of more than 34,000 practitioners and facilities. Providers are selected for the network based on their ability to meet rigorous credentialing standards and demonstrate compliance with care management and quality of care guidelines.

You must contact the EMAP before receiving services or treatment for mental health or substance abuse issues.



Secretary-Treasurer's Report

Use common sense and good judgment at work to avoid harassment



By Brent Denkers

We continually hear about problems with sexual harassment in the workplace. With contract negotiations going on and stress levels in the stores at an all time high, this subject is more sensitive now than ever. You must be careful what you say and do to avoid discipline.

For instance, a 30-year member simply wanted to console a female coworker who was having a bad day, so he gave her a hug. The female employee wanted nothing of the sort from him, went to management and cried sexual harassment.

What you do and say can be easily misinterpreted. If you have to think twice about something you were going to say, don't say it. Use common sense.

That's why comments about a person's race, sex and religion should not be commonplace at work. Even though you may not mean to, you could be offending or even harassing somebody.

Another example: You're in the break room chatting with the guys, or with the girls. You start cracking jokes, get carried away and use a racially charged term or sexual innuendo. Everybody laughs so you continue, not realizing that you just offended a coworker. The next thing you know, you're called into the manager's office for a talk or charged with harassment.

According to the Equal Employment Opportunities Commission (EEOC), sexual harassment includes any unwelcome sexual advances, or other unwelcome verbal or physical conduct of a sexual nature, when:

1. Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting such individual;
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment, whether or not the harasser intended to create such a situation.

The third point is especially important. This goes beyond sexual harassment and can be applied to all kinds of harassment including racial, religious, ethnic

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CORRECT ADDRESS AND PHONE NUMBER A MUST

You lose out if there is no correct address and telephone number on file for you. We know the problem: people move frequently. But it only takes a phone call, a minute with the union rep or a letter to our office. It could avoid a big problem with a hospital, medical claim or pension inquiry.

IMPORTANT NOTICE

Some mail has been returned to us by the United States Post Office because of an incorrect address. Please fill out this card and return it to us with your correct address. This matter must be taken care of immediately or we will not be held responsible for any future mail returned to this office.

NAME _____

ADDRESS _____

CITY _____ ZIP _____

SOCIAL SECURITY NUMBER _____

STORE _____ # _____

HOME PHONE _____ AREA CODE _____

Thank you, United Food and Commercial Workers Union, Local 1167

Your Dues Now Payable: Sign Up for Dues Checkoff

If you are one of the few members of the local who are not yet signed up for dues checkoff:

JUNE DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE AUGUST 1, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your paycheck. 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.

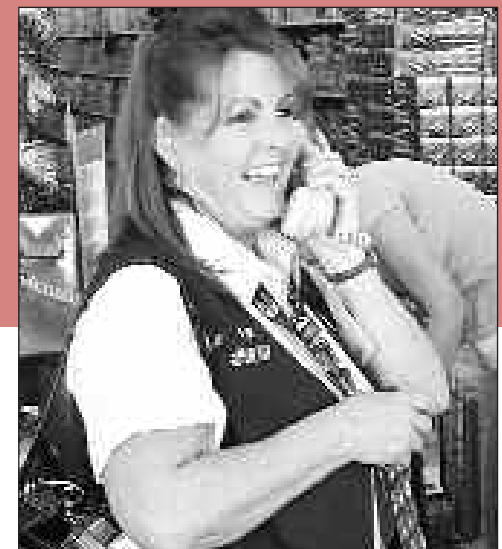
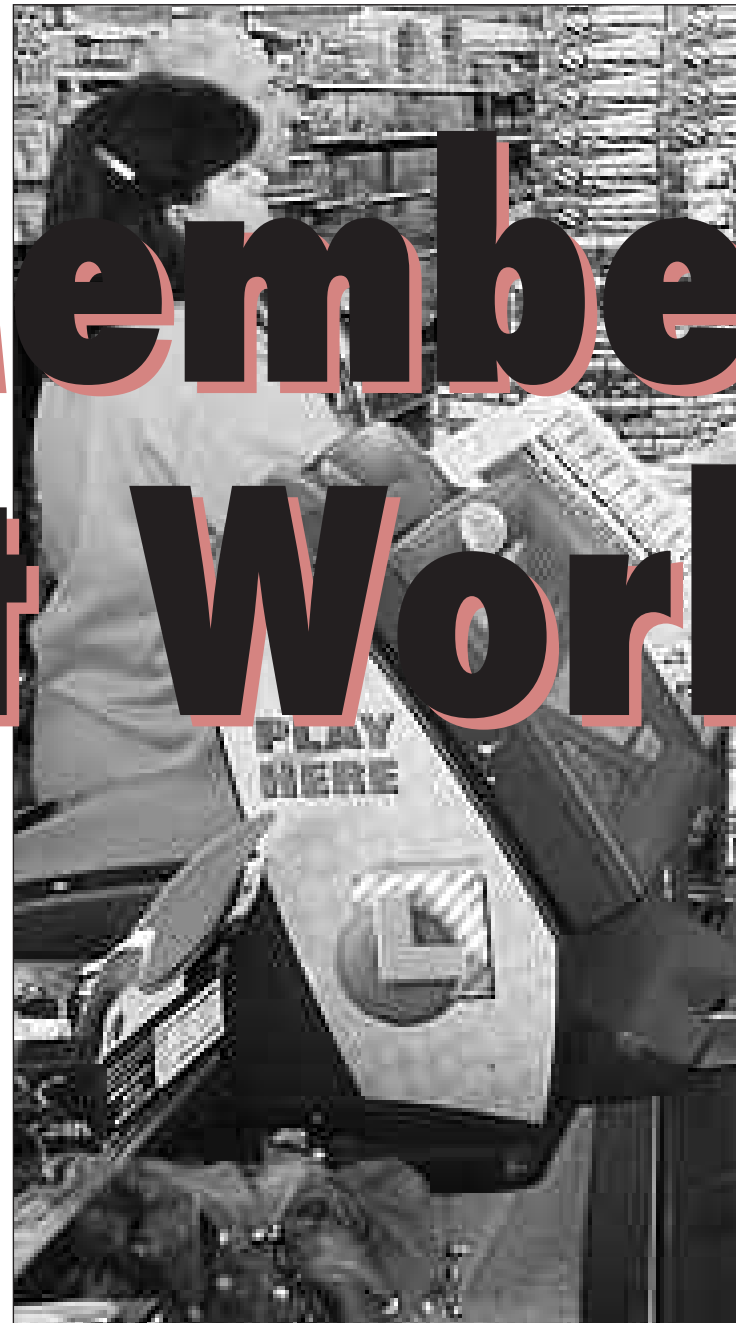
Avoid Suspension. Authorize Dues Checkoff Today!



Union Representative Matt Bruno (right) visits with workers.



Members At Work





Union Representative Bill Collard (second from left) visits with workers.

Members 'Walk for Respect' across SoCal

Hundreds of UFCW and other union activists, clergy members, elected officials and community leaders attended simultaneous rallies in San Diego, Los Angeles and Orange County on May 16.

The events launched Walk for Respect, a door-to-door campaign to generate public support for the union in its negotiations with the national supermarket chains.

Following the rallies, volunteers walked through neighborhoods to distribute door hangers that asked customers not to shop at Albertsons, Ralphs or Vons in the event of a strike and/or lockout and to emphasize their support by filling out a pledge card.

'They should take care of us'

UFCW Local 135 member Suzanne Castro, an employee of Albertsons, spoke at one of the rallies.

"The profits that the companies are making are insane," Castro said. "We want to provide for our families and have health care for our children. They don't seem to want to help but have no problem giving their CEOs outrageous bonuses at our expense."

"We are taking care of the companies and they should take care of us," she continued. "All we want is a fair contract."

Jerry Butkiewicz, secretary-treasurer of the San Diego-Imperial Counties Labor Council, also addressed the San Diego rally.

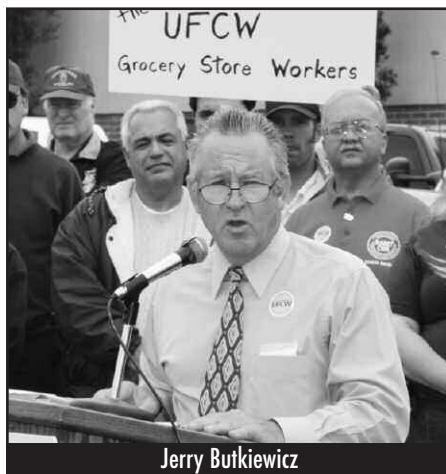
"The next time I go into the store where I usually shop, I will tell the manager that I want a contract for my sisters and brothers or I won't be back in his store."

Butkiewicz cited the UFCW's fight as an example for all of Californians. "By being here today, you are sending a clear message to the employers," he said. "We want to live in a state where every child has health care. The contract for our sisters and brothers in the UFCW is a big part of that fight."

Chants of "kids' health, not employers' wealth!" echoed during the rally to emphasize a key goal in the negotiations: health care for families that aren't getting it under the current two-tier system.

Butkiewicz noted that out of the 47,000 new workers in the industry, only 75 families have health coverage.

"We need to make supermarket jobs respectable again," Butkiewicz said. "We are one with the UFCW."



Jerry Butkiewicz



Albertsons worker Suzanne Castro



Disneyland Tickets

Adults \$58 (\$5 savings)

Children \$50 ages 3-9 (\$3 savings)

Valid Through Dec. 13, 2007

Call the Union Office at (800) 698-8329 for tickets

RETIREES NEEDED!

*Retirees of 1167 are encouraged to join the club!
Renew old friendships and start new ones!
Travel, Bingo, and other special events are
just part of your Retirees Club!*

UFCW Local 1167

Retirees Club

Monthly Meeting and Potluck

Wednesday, June 20

Local 1167 Auditorium

BINGO! Everyone's invited!

Play is open to the public! Come have fun and win money!

Tuesdays, 6:30 to 9:30 p.m.

Thursdays, 12:30 to 3:30 p.m.

Local 1167 Auditorium

855 W. San Bernardino Ave.

President's Report

Which is more important?

(Continued from front page)

Our negotiators have been more than reasonable in working this long to achieve a deal that is fair for everyone. Before 2003-4, it was unheard of for us to go past a contract expiration date. In 1995, we negotiated a deal one year ahead of time. In 1999, we reached an agreement eight months ahead of schedule.

Stater Bros. and Gelson's were able to reach positive agreements with union negotiators, and they are much smaller regional players in the industry.

Nobody wants a breakdown in the talks. But unless the markets come to their senses and start negotiating fairly and reasonably, they will have to suffer the consequences. Our members are more active than ever and are committed to fighting for a fair contract.

Fortunately, our members can remain at their jobs while we continue to press the employers on our demands. How long that will take is anyone's guess.



Herman Ortega

Steward Herman Ortega thanks union for his career and quality of life

Experience counts for Herman Ortega.

He began his career 31 years ago as a courtesy clerk at Alpha Beta in San Bernardino. He is currently manager of the Meat Department at Albertsons 6503 in Highland, where he also serves his co-workers as a union steward.

"We have a lot of new members at our store, and I felt that, with my experience, I could help mentor them along," Ortega said. "With contract negotiations going on, it was my time to step up to the plate."

Ortega explains to new workers what the industry and the union are all about.

"We need to motivate new workers to stay," he said. "With the two-tier system, it's difficult. I explain to them that it wasn't always this way and that the union is working to change it so that young workers can once again make a career here."

"Our union contract means that everyone has a set standard of wages, benefits and working conditions," he continued. "You don't have to go to your supervisor and bargain as an individual. That's why the union is here."

A union family

Ortega has known about unions all of his life. His father was a union laborer and his uncles were union bricklayers and plumbers.

"Working at union jobs has given everyone in my family a quality life," he said. "You can't get the wages, pension and job security any other way than working at a union job."

"Because of the wages I make, my wife, Charlotte, was able to be a stay-at-home mom and help raise our two daughters, Alyssa, 17 and Andrea, 13."

In his spare time, Ortega likes to hunt for deer in Big Bear, Utah and Colorado.

"My buddies like to hunt with me because when we get an animal, I can cut it professionally so that everyone gets his fair share," he said.

Ortega plans to spend the rest of his working life in the industry.

"We have a terrific pension plan and health insurance in retirement because of the union," Ortega said. "You don't find many jobs with those benefits anymore."

Secretary-Treasurer's Report

Use common sense to avoid harassment

(Continued from page 3)

— you name it.

One's purpose at work is to do a job. Since co-workers come from a wide array of religious and cultural backgrounds, it is safer to assume a rigid ban on "sex talk" or romance at work.

In general, avoid sexual comments and jokes, unwelcome "romantic" advances, and other verbal or physical contact that could be misinterpreted.

Many members think that they will not be able to compliment someone without being accused of sexual harassment or discrimination. But compliments in and of themselves are not generally considered harassment.

Use common sense. This notion applies to a number of different issues as well such as cash handling, and obeying company policy, among others. If you wouldn't do or say something in front of your co-workers, manager or security, don't do it. If you have to think twice about saying or doing something, you probably shouldn't do or say it. It may be cliché, but what is said in the Disney movie *Bambi* is true: "...if you can't say something nice, don't say anything at all..."

In Memoriam

Bill Bellenfant, a retired food clerk formerly employed by Safeway Stores and Gulletts Grocery, died February 22, 2007, at the age of 76. He had been a continuous member since December 1964.

James Callahan, a retired meat cutter formerly employed by Stater Bros. Markets, died May 6, 2007, at the age of 74. He had been a member since March 1956.

John Debell, an associate member formerly employed by El Rancho Market, died April 23, 2007, at the age of 94. He had been a member since July 1971.

Lawrence Giddens, a retired meatcutter formerly employed by El Rancho Markets, died April 7, 2007, at the age of 81. He had been a member since October 1945.

Tamara Godinez, a drug clerk employed by Rite Aid, died May 1, 2007, at the age of 20. She had been a member since April 2006.

Ida Gross, a retired general merchandise clerk formerly employed by Sage's, died May 9, 2007, at the age of 94. She had been a continuous member since March 1961.

Nancy Harritt, a retired general sales clerk formerly employed by Gemco, died January 19, 2007, at the age of 78. She had been a member since September 1976.

Virginia Johnson, a retired food clerk formerly employed with Vons, died March 2, 2007, at the age of 62. She had been a continuous member since November 1977.

Alphonzo Knott, a retired meatcutter formerly employed by Vons, died May 17, 2007, at the age of 61. He had been a continuous member since January 1996.

Desiderio Lopez, a food clerk employed by Ralphs, died April 14, 2007, at the age of 44. He had been a member since August 2000.

Glen Peale, a courtesy clerk employed by Albertsons, died April 27, 2007, at the age of 53. He had been a member since March 1978.

Renee Rose, a food clerk employed by Stater Bros. Markets, died May 11, 2007, at the age of 56. She had been a continuous member since September 2003.

Georgia Smith, a retired food clerk formerly employed by Safeway Stores, died March 7, 2007, at the age of 82. She had been a continuous member since September 1949.

Our condolences to the families of these deceased members.

Annual Joe F. Barragan
Golf Tournament **Postponed** to June 18
Due to Contract Negotiations

Call (909) 877-5000 for more information.

Taking Action

Volunteer members and union staff took the fight for a fair contract straight to customers on May 17 at Ralphs 98 in Riverside. The union activists signed up several supporters at tables set up outside the market.



We need to light a fire under the employers.

The Employers Are Stalling Negotiations.

The employers are stalling negotiations.

Why?

Because they are pocketing millions in profits every day they stay in negotiations and don't give us a raise or improved benefits.

We've tried to negotiate. And we did with Stater Bros and Gelsons, two companies that respected their workers enough to negotiate a contract on time.

Now we need to turn up the heat on Ralphs, Vons and Albertsons and demand a fair contract. If we don't, the employers will stall for years to come.



TURN UP THE HEAT.

We need to turn up the heat on the employers and take our message to the consumers.

Volunteer your time to walk the communities around stores, leaflet and gather petition signatures in front of stores and phone members and community members.

Let them know we're serious and give the attached card to your manager. Let them know they're not fooling us about who's REALLY at fault for stalling negotiations.

Go here to sign up to volunteer or find the phone number for your local union:

www.RespectUFCW.com

GET MOVING!

Dave Hirz, Jeff Noddle and Steve Burd:

You've stalled long enough and you've made millions at our expense.

Now's the time for you to get serious about negotiating a fair contract.

You've seen the Stater Bros contract, so you can work out our contract with ease. If you are serious, this shouldn't take more than a few days.

Show us some respect and get serious about a contract. We won't wait forever.

Southern California Grocery Workers

IT PAYS TO BE UNION!

	<u>May 2007</u>	<u>2007 Total</u>
Back pay and benefits restored to members	\$8,452.26	\$24,922.03
Members reinstated	37	135
Grievances settled	99	427

Membership Meetings

June 27

September 26, December 19

Meetings start at 7 p.m.,
UFCW Auditorium, Bloomington