

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

March 2009



Organizer Maria Perez discusses the benefits of union stores in the community with a customer.

1167 Organizing Department ready to build for the future

Local 1167 has re-established its Organizing Department. The local has not had a full-time department devoted exclusively to organizing since the start of the 2003-04 strike/lockout.

Leading the department as Director of Organizing is Joe Duffle.

Duffle began his career in the industry at age 16 at Safeway and became active in the union almost

immediately. After he joined Local 1167's staff, he worked as a political liaison, organizer and union representative.

In addition, Special Project Union Representative Maria Perez has been promoted to Organizer.

Perez has been a member since 1987 and began working at Local 1167 in 2005 in the Membership

(Please see page 3)

PRESIDENT'S REPORT

Obama's first month justifies our hopes

In the first month of his presidency, Barack Obama has done more for Labor and the middle class than his predecessor did in eight years in office.

He's already done much to repair the tremendous damage that was done by the anti-worker administration of George W. Bush.

I was a little nervous during the campaign when Obama told the nation how he wanted to help the unions who worked so hard to get him into office. After all, working people have been burned before. Many politicians, from mayors to governors to presidents, have let us down in our lifetimes.

Fortunately, events of the last few weeks have given us the proof we need that our president is the friend we'd hoped he'd be.

The first bill Obama signed into law, on Jan. 29, was the Lilly Ledbetter Fair Pay Restoration Act. This bill was one of our top legislative priorities. It closes a loophole, opened by a Supreme Court decision, that made it almost impossible for employees to sue a company for illegal pay discrimination.

It was a joyful moment when Lilly Ledbetter, a 20-year employee of Goodyear Tire & Rubber Co., watched as President Obama signed the law that bears her name. This brought home to me that working people would no longer be treated as second-class Americans and that they are now welcome in the White House!

More evidence of President Obama's pro-worker sympathies is provided by his choice of Hilda Solis as the next Secretary of Labor. Rep. Solis is well known to many of our members as a progressive-minded member of Congress representing the San Gabriel Valley. As I write this message, this proud supporter of union rights — Hilda is a sponsor of the Employee Free Choice Act — was

(Please see page 3)



By Bill Lathrop



The Joe F. Barragan Memorial Golf Tournament

April 27, 2009

Sierra Lakes Golf Club, Fontana
Shotgun start at 8 a.m.

For details and reservations,
call (909) 626-3333, Ext 241

Discounted Member Rate!

NON-PROFIT ORG.
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Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
P.O. Box 1167
Bloomington, CA 92316
Return Service Requested

Your dues are now payable!

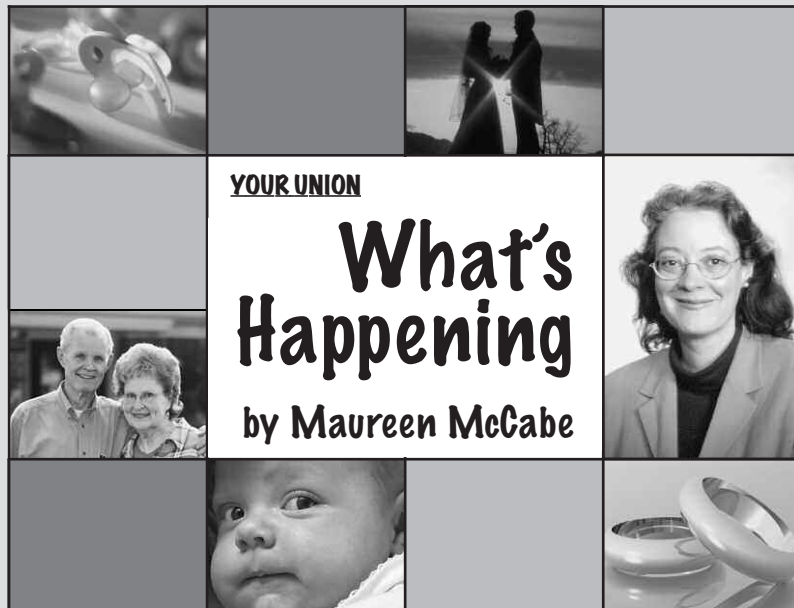
Sign up for dues checkoff!

If you are one of the few members of the local who are not yet signed up for dues checkoff: MARCH DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE MAY 1, 2009, 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!



YOUR UNION

What's Happening

by Maureen McCabe

JUST RETIRED

Several more members have retired at the beginning of the year.

Juan Chavez, Wendy Mead, Severiano Palacios, Patty Schaedel and Steve Smith all retired in January. **Jacqueline Evans** and **Sheree Tribble** both retired in February.

Juan Chavez retired after 35-plus years. He started with Hughes in May of 1973 and worked there through March of 1998, when the chain was bought out by Ralphs. He stayed with Ralphs through 2008. ... Wendy Mead retired after 38 years in the industry. She started with Food Giant in 1968 in La Mirada, then at Smith's and finally at Vons in 1977, finishing there in December. ... Severino Palacios retired in January after 35

years with Stater Bros. ... Patty Schaedel of Vons retired after 32 years in Southern California and in the Las Vegas area. ... Steve Smith called it time to relax after 34 years with Gemco, Lucky and Albertsons.

In February, Jacqueline Evans retired after three years with Albertsons in Southern California. Prior to that, she worked in Northern California. Finally, Sheree Tribble decided after 35 years in the industry with Ralphs that it was time for a change.

That is a combined total of 180-plus years of service!

Congratulations, retirees! Enjoy yourselves. You earned it!

JUST MARRIED

Daniel Bridenbaker of Stater

Bros. married Tanya Marie Lopez. They were married on Nov. 22 in Las Vegas and haven't decided when or where to honeymoon. ... **Stephanie Leal** of Rite Aid married Karl Richmond in Moreno Valley on Dec. 17. They too have yet to decide on when or where to honeymoon. Congratulations to all!

JUST BORN

Mickey Martinez of Stater Bros. announces the birth of daughter **Miley** on Dec. 8. She weighed 8 lb. 7 oz. ...

Daniel Munoz of Stater Bros. had a girl on Dec. 16. **Grisela May** weighed 8 lb. 15 oz. Her grandma, **Lorene Munoz**, also works at Stater Bros. ...

Valarie Basoco of Stater Bros. had a son on Jan. 3. **Robert Carroll Beasley IV** weighed in at 7 lb. 11 oz. ... **Audrey Cazares** of Vons announces the arrival

of 6 lb. 8 oz. daughter **Aubrey Karlene** on Jan. 11. ... **Jason Behee** of Stater Bros. announces that 7 lb. 1 oz. son

Gavin Tyler arrived on Jan. 12. ... **Maria Medina** of Albertsons had a daughter on Jan. 13. **Kassandra**

weighed 9 lb. 9 oz. ... **Mike Shiffer** of Albertsons had a daughter on Jan. 16.

Madison Nicole weighed 7 lb. 8 oz. ... **Gilbert Rodriguez** of Stater Bros.

greeted son **Ayden Christopher** on Jan. 21. Ayden weighed 9 lb. 1 oz. ...

Jessica and Mike Bustamante, both of Albertsons, announce the arrival of 7

lb. 5 oz. daughter **Eileena Celine**, on Jan. 22. Congratulations to our new

moms, dads and growing families!



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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(909) 877-1110

Drug & General Sales Div. Insurance:
(909) 877-2331

Bleiweiss Communications Incorporated
Publisher



Vacations must be reported to Benefits Department

Food members are urged to fill out Loss of Eligibility (vacation) forms to maintain health coverage. This does not apply to pharmacists and drug members.

In order to maintain health coverage, Food and Meat Division members must work minimum hours every month.

The 2004 Collective Bargaining Agreements eliminated free months for insurance coverage and replaced them with a "skip month" eligibility system. For example, September hours earn coverage for November, October for December, and so on.

Food Clerks, General Merchandise Clerks and Meat Clerks must work a minimum of 92 hours and Meat Cutters must work 76 hours. Plan B Warehouse Clerks, General Clerks, Service Clerks and Meat Clerks must work a minimum of 76 hours. Clerks' Helpers and Utility Clerks need to work 64 hours.

Paid vacation hours count toward the monthly minimum number of

hours, but generally they need to be adjusted manually. This is because most stores report vacation hours when they are paid (on the member's anniversary date) and not when they are taken. For this reason, members may get a notice that they are short on hours in a month in which they took a paid vacation.

Many Food members are getting notices for the first time, since they have been accustomed to taking vacation time off in the free months.

As there are no longer any free months, many members taking vacation may get a short-hour notice. As of last year's contract, Vons will begin paying vacations when taken, therefore the vacation waiver may not be required, but it will depend on each individual.

Whenever members are short on hours, a Loss of Eligibility notice with a place to list vacation hours will be sent to them from the trust fund in Cypress. However, since these notices often go out right before the time eli-

gibility would lapse, this frequently results in a temporary loss of eligibility while the health trust fund processes the information and clears eligibility.

Because hours are reported just prior to coverage lapsing, if a Loss of Eligibility form reporting vacation is on record, you will most likely still receive a Loss of Eligibility notice, but can just call the Insurance Department and someone can generally have your coverage reinstated within the day. If there is no form on file, then there will be a lag due to mailing and processing times.

If you have taken a paid vacation and think you may be short on hours as a result, call the Insurance Department at (909) 877-1110 and request a Loss of Eligibility form (vacation waiver form). Complete the form and mail it back to the Insurance Department after you have returned from your vacation. This will maintain your insurance coverage with minimal loss of eligibility.

Duffle and Perez to head Organizing Department

(Continued from front page)

Department. She has been a SPUR since 2008 and has worked on the Tesco campaign and the effort to organize the 2 Sisters Food Group in Riverside.

"This is only the beginning," President Bill Lathrop said. "We plan to expand the department and have it grow as this union grows. The more workers we organize, the more members we have, and that means more clout at the bargaining table."

Duffle said he was excited to get back into organizing.

"Once an organizer, always an organizer," he said.

"Organizers serve as union ambassadors and are the lifeblood of the union. We do all sorts of things in addition to organizing, from working in the political arena to community service."

Perez related a story that she said drove home to her the importance of belonging to a union.

"I met a worker at Fresh & Easy who left his union job at Food 4 Less because he thought he could earn more money and have better benefits at a non-union company," she said. "After working there for six months, he left and wanted his union job back. Some people don't realize what

they have until it is gone."

Lathrop said that a full-time Organizing Department should help improve services to members.

"When there is no Organizing Department, union reps must be pulled off other projects to help recruit new union members," he

said. "Since the number-one job of a union representative is to serve the membership, taking a union rep away from that ultimately affects his or her ability to do the job effectively. With an Organizing Department in place, the union runs on all cylinders."

Lathrop said that the Labor Movement in the United States must grow in order to build its strength.

"The way to do that is to organize," he said. "There is always someone trying to take advantage of workers. A union is the only thing that can protect working men and women."

The first major project for the new department is the union's ongoing effort to organize the 2 Sisters Food Group in Riverside.

"This is part of a multinational company," Lathrop said. "If we're successful, it could have a ripple effect."

Lathrop urged members to get involved in organizing efforts.

"Membership involvement is crucial," he said. "We need rank-and-file members to volunteer and help in everything the union does. If just 10 percent of our membership came out to our functions, it would make a huge difference."

"Anything helps — from coming to union meetings, walking an informational picket line or attending a city council meeting to oppose a super Wal-Mart. All of these things significantly help improve the lives of all working people."

Lathrop added: "This department will help our union grow. There is change coming in this country and in our union, and the Organizing Department will play a major role in that change."



Joe Duffle directs the new Organizing Department of UFCW Local 1167.

'There is always someone always trying to bring the union down and take advantage of workers. A union is the only thing that can protect working men and women.'



By Jerry Espinoza

UNION REPRESENTATIVE'S REPORT

It's about time! Don't show up late for work

When you want to catch a flight, you need to arrive at the airport on time to buy your ticket, check your luggage and get through security.

When you want to catch a fly ball, you need to get underneath it before it falls to the ground.

But if you *don't* want to catch a lot of grief, you need to show up for work on time!

Timing is important in all walks of life. It is especially important if you want to keep your job.

Every union member has to arrive on time when reporting for work.

It's also essential to be ready to work immediately after punching in. Too often, members are reprimanded for not being ready to work immediately.

It's not OK to put on makeup, go to the bathroom, comb or brush your hair or change into your uniform after you check in. These actions can lead to disciplinary action up to and including suspension or termination.

You are not paid to get ready to work. You are paid to do your job as soon as you report.

Your manager doesn't care about your reasons for being late. It doesn't matter that the alarm clock didn't go off, that your ride didn't show up or that

you missed the bus. It only matters that you report on time and are ready to work.

Many members believe there is some sort of "grace period." There are no grace periods! If you want proof, read the contract:

"The employer shall post a work schedule in ink for all employees, specifying start and finish of shifts."

There is nothing about a grace period for being late or punching out early.

Here's another good piece of advice: Know your work schedule. It is your responsibility to copy it down correctly.

Never rely on your co-workers to find out what the schedule is for the next week.

That is a dangerous practice. They may be looking at an old schedule. If you have questions about your schedule, ask the store manager or the person in charge directly.

Be sure to verify your schedule once you get to work. As a matter of convenience, ask your union representative for a complimentary work schedule book.

Finally, when you are at work, you must complete your shift. Never leave early, unless the person in charge tells you it is OK.

It's about time!

PRESIDENT'S REPORT

Hope for change is justified

(Continued from front page)

confirmed as the Secretary of Labor on Feb. 24.

There's more good news to report: President Obama drafted and signed several executive orders that undo some of the anti-worker policies put into place by George W. Bush.

The first order bars federal contractors from spending public money for union-busting activities.

The second removes requirements that employers must print anti-union notices and post them in workplaces.

The third requires federal contrac-

tors to offer positions to their employees when contracts undergo a change.

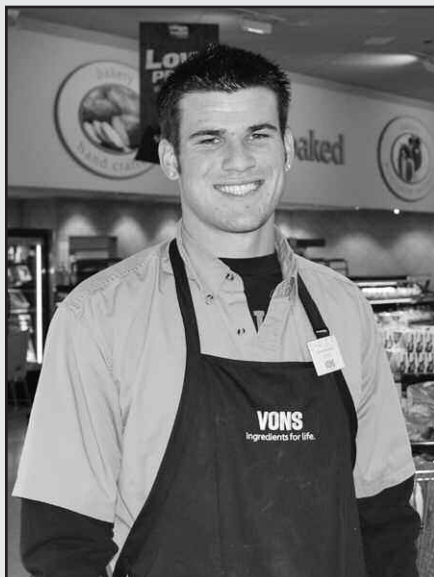
That's not all. President Obama designated a task force to address the recovery of the American's middle class during the current recession. The committee, which is chaired by Vice President Joe Biden, had its first meeting on Jan. 27. Biden has said many times that unions are an essential part of a healthy and growing middle class.

It's good to have friends in high places!



Members at Work

Vons 2659, Riverside



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 2009-2010.

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

Food contract members, Stater Bros. Meat Distribution Center 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 1, 2009.**

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, 2009. 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

(Please Print)

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, 2009. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2009.
- 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)

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 2009
(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.)

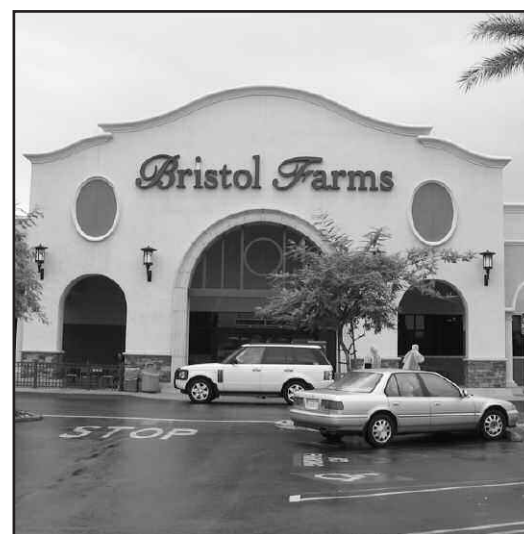
Complete and mail promptly to
UFCW Union Local 1167
P.O. Box 1167, Bloomington, CA 92316
Attention: Shaelyn

Return by Friday, May 1, 2009

Union volunteers target Alta Dena, Bristol Farms in Palm Desert



On a rainy Presidents Day, Feb. 16, volunteers from UFCW Local 1167 joined members of the Teamsters in distributing handbills at a Bristol Farms market in Palm Desert. As part of a statewide effort coordinated by the multi-union Food and Drug Council, the volunteers asked shoppers not to buy Alta Dena Dairy products until the company makes affordable health care available to Alta Dena employees in the City of Industry. Shoppers also were asked not to shop at Bristol Farms stores because the chain was interfering in the Alta Dena campaign.



President Obama signs Lilly Ledbetter Act

Senate victory is first test of Senate's new pro-Labor majority

President Barack Obama signed the Lilly Ledbetter Fair Pay Restoration Act on Jan. 29, achieving one of Labor's highest legislative priorities.

"This was the first piece of legislation signed into law by the President," UFCW Local 1167 President Bill Lathrop noted.

"It indicates that the interests of working people are foremost in his mind.

"It also indicates that pro-Labor forces in Congress have the majorities they need to pass other bills we support."

The new law reverses the effect of a Supreme Court ruling that upheld severe time limits on lawsuits alleging illegal pay discrimination.

Ledbetter had worked for Goodyear Tire & Rubber Co. for almost 20 years before she learned she hadn't been paid as much as male employees with similar jobs. She sued the company for the dif-



President Obama signs the Lilly Ledbetter Fair Pay Act as Vice President Joseph Biden, Secretary of State Hillary Clinton and Lilly Ledbetter (wearing brooch) look on.

ference in back pay.

Ledbetter won the case, but an appeals court ruled she had to act within 120 days of each discriminatory paycheck in order to collect.

Ledbetter appealed the decision, objecting that she didn't know about the discrimination because the company kept it a secret. The

Supreme Court voted 5-4 to reject her appeal.

The new law amends the federal statute of limitations to give workers like Ledbetter the ability to collect damages in such cases.

The House of Representatives passed the Lilly Ledbetter Fair Pay Restoration Act last year, but

Republicans used a political maneuver to prevent a vote in the Senate.

This year, Democrats used their new, larger majority to overcome the maneuver. The Senate approved the bill with a 61-36 vote.

"I consider this victory a trial run for passage of the Employee Free Choice Act later this year," Lathrop said. "That is our top priority in Congress."

President Obama has said he would sign the EFCA bill if and when it reaches his desk.

Businesses and anti-union organizations are lobbying to defeat the legislation, which would remove obstacles that keep millions of working Americans from joining unions.

**STEWARDS,
MARK YOUR CALENDARS!**

UFCW LOCAL 1167

STEWARDS SEMINAR

APRIL 16, 2009

SAN BERNARDINO HILTON

IT PAYS TO BE UNION!

	February 2009	YEAR TO DATE
Back pay and benefits restored to members	\$2,751.11	\$11,592.75
Members reinstated	17	27
Grievances settled	98	156
Unemployment benefits restored to members	—	—

Add to your health, add to your savings...

...by sending in your Health Risk Questionnaire!

Attention, Indemnity PPO Medical Plan participants! Local 1167 and the Trust Fund office have been receiving calls from members asking "How can I get more money into my Health Reimbursement Account?"

Did you have to reach into your pocket to cover pharmacy co pays and up-front medical expenses last year?

There's a way to get an *extra* contribution of up to \$250 in your Health Reimbursement Account (HRA). All you need to do is complete a confidential and easy Health Risk Questionnaire (HRQ) between Feb. 1 and May 1.

It's that simple! Take 15 minutes to answer the HRQ — online or on paper — and receive the extra contribution in your HRA.

If you completed the HRQ last year, you are eligible for *another* contribution if you complete the HRQ this year.

Remember, the contributions in your HRA are used to help pay your medical PPO deductibles, your co-insurance (the percentage of covered expenses that would otherwise come out of your own pocket) and even your prescription drug copays.

If you don't use all of your HRA contributions in one year, you can use them to pay eligible health care expenses in the future — as long as you stay in the Indemnity PPO Medical Plan.

Go online and do the HRQ now at www.2009hrq.com.

Have questions or need help? Call (800) 721-2763.

This special benefit is available only to Indemnity PPO Medical Plan participants and their spouses or domestic partners. HRA contributions are not available to HMO members.

Don't lose out! Complete the HRQ today and give a boost to your health as well as your wallet.

IN MEMORIAM

Joanne Adams, a general merchandise clerk employed by Ralphs, died Jan. 12, 2009, at the age of 68. She had been a member since December 2006.

Clarence Arps, a retired meat cutter formerly employed by Desert Produce Co., Freeman Foster, Olson Meats and Stater Bros. Markets, died Jan. 20, 2009, at the age of 82. He had been a member since September 1954.

Lloyd Castle, a retired pharmacist formerly employed by Lucky, Safeway and Vons, died Jan. 6, 2009, at the age of 80. He had been a member since August 1986.

Vernon Claiborne, a food clerk employed by Ralphs, died Feb. 8, 2009, at the age of 56. He had been a continuous member since June 1974.

James Clark, a retired food clerk formerly employed by Albertsons, died Feb. 9, 2009 at the age of 82. He had been a continuous member since December 1984.

Charlene Clough, a retired food clerk formerly employed by Mayfair Market, died Jan. 23, 2009, at the age of 101. She had been a member since July 1957.

Esther Hedrick, a retired drug clerk formerly employed by Sages Markets, died Feb. 3, 2009, at the age of 86. She had been a continuous member since October 1962.

William Katich, a retired meat cutter formerly employed by Beach's, Market Basket and Lucky, died Dec. 31, 2008, at the age of 88. He had been a member since March 1948.

Marille Moore, a retired food clerk formerly employed by Safeway, died Feb. 8, 2009, at the age of 94. She had been a member since July 1943.

Lavern Ostrander, a retired meat cutter formerly employed by Model Grocery, Our Market and Jurgensen's, died Jan. 30, 2009, at the age of 90. He had been a member since February 1947.

Kay Phillips, a retired food clerk formerly employed by Market Basket and Safeway, died Feb. 4, 2009, at the age of 79. She had been a continuous member since October 1970.

Wilfred Stansberry, a retired meat cutter formerly employed by Safeway, died Dec. 7, 2008, at the age of 86. He had been a member since April 1960.

Our condolences to the families of these deceased members.

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, DAY OR NIGHT, 24 HOURS A DAY, SEVEN DAYS A WEEK.

Food Division, call (800) 461-9179

Drug Division, call (866) 268-2510

(All calls are confidential)

UFCW SCHOLARSHIP PROGRAM

Your union is about more than
your paycheck and benefits.

That's why each year the UFCW awards several
SCHOLARSHIPS of up to \$8,000 each to UFCW
members or their unmarried dependents.

The application will be available online from
January 15 - March 15, 2009. For more information,
and to find out if you're eligible, please visit:

www.ufcw.org/scholarship

UFCW
Scholarship Program

If you are unable to apply online, you may request an application
by writing to: UFCW International Union, Attn: Scholarship Program,
1775 K Street NW, Washington, DC 20006.

If you need the scholarship rules or application in another language,
please contact us (1-800-551-4010) and we will obtain assistance for you.

UFCW Programa de BECAS

Su unión tiene que ver con más
que su sueldo y beneficios.

La UFCW representa una forma en que nosotros trabajadores nos
unimos para mejorar nuestras vidas. Tiene que ver con la creación de
oportunidades. Por eso, cada año, la UFCW concede varias becas a
miembros de la UFCW o a sus dependientes no-casados de hasta
\$8,000 cada uno.

La solicitud será disponible en línea entre el 15 enero - 15 marzo, 2009.
Para mayores informes, y para ver si usted cumple con los requisitos,
visite:

www.ufcw.org/scholarship

UFCW
Programa de becas

Si usted no puede solicitar por internet, usted puede pedir una solicitud.
Escriba a UFCW International Union, Attn: Scholarship Program, 1775 K Street N.W. Washington, DC 20006
Si usted necesita saber las reglas o una solicitud en otra lengua, llame al (1-800-551-4010) para asistencia.

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.

STEWARD FEATURE

Thomas Wallace dedicated to union team

Thomas Wallace has never been shy about “hitting the line,” be it a football line or an informational picket line.

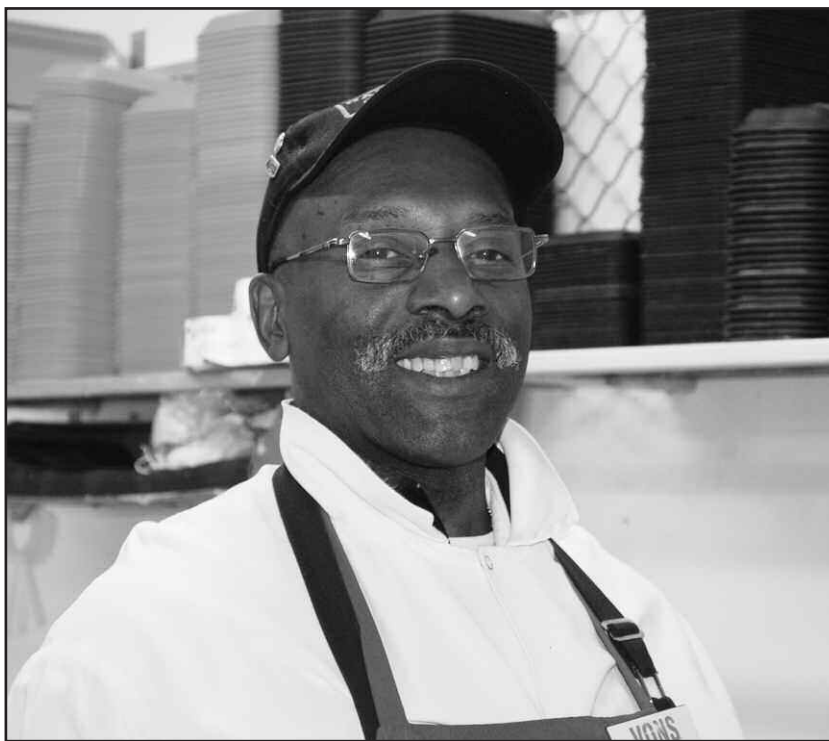
From 1973 to 1975, Wallace played flanker and running back for the University of Washington Huskies and for the Cal State Long Beach 49ers. Since 1978 he has been a member of Local 1167's team and works as a meat cutter at Vons 2659 in Riverside.

“I’m always ready to help my union,” Wallace said. “Whether it’s walking a picket line, volunteering at a phone bank or attending a meeting, I am ready to do whatever I can to help.”

Wallace enrolled in the stewards program after it began a few years ago.

“The more I learned about being a steward, the more I liked it,” he said. “[Union Representatives] Gil Ramirez and Rick Bruer helped educate me about the importance of the union and about having an additional set of eyes and ears in the stores.”

Wallace said most of the time his role is to answer questions and try to solve issues at the store level.



Thomas Wallace

His advice to his colleagues is simple: “Do your job and follow all company rules.”

“I show them the bulletin board and the list I put up there of the ‘10 Best Ways Not to Get Fired,’” Wallace said. “The union is here to protect us. But you have to do your job. If you do and you are treated unfairly, then that’s what union protection is all about.”

Wallace became a meat cutter when he needed some extra money while still in college.

“I started working at the store down the street,” Wallace recalled. “While working there, a friend suggested I learn a trade and I took up meat cutting.”

Having a trade to fall back on served him well when Wallace decided to leave college and

start a family.

“Sometimes, life steps in and you need to prioritize things,” he said. “I decided that learning to master the trade and working full-time would be the best way to support a family.”

He and his wife, Sharon, have been married for 21 years. They have three children: Tia, a senior at University of California, Riverside; a son, Kyjione, who works in the banking business, and their youngest daughter, Tea’anna, a middle school student.

“Having a good union job has enabled us to live a middle class lifestyle,” Wallace said. “With the union, you have guaranteed raises, medical benefits and a good pension to look forward to when you retire.”

In his spare time, Wallace can be found taking care of the other “pride and joy” in his life outside of his family: his 1966 Chevrolet Chevelle SS with four-speed four-on-the-floor.

“It’s got about 475 horsepower,” he said with pride. “Since I put in a new engine in 1979, it’s got only 19,700 miles. It’s my toy and I like to keep it right.”

PROFESSIONAL DIVISION

Bargaining update for pharmacists at Albertsons, Ralphs and Vons

Pharmacists at Albertsons, Ralphs and Vons stores voted overwhelmingly last August for representation by the UFCW’s Professional Division. The UFCW immediately demanded bargaining for a new contract.

Albertsons, Ralphs and Vons said they were not obliged to bargain until the termination of the 2007-2011 Retail Food Agreement. The UFCW’s attorneys replied that such a delay was illegal.

The UFCW filed federal Unfair Labor Practice charges against the employers for their failure to bargain with the newly-certified Professional Division. Region 31 of the National Labor Relations Board investigated the charges and sent the information



to Washington, D.C., for advice before rendering a final decision.

A decision in favor of the UFCW Professional Division would order the employers to immediately bargain a separate contract for pharmacists. Until a decision is rendered, all terms and conditions relating to pharmacists in the 2007-2011 Retail Food Agreement are in full effect.

In preparation for the contract campaign, the Professional Division sent letters to all UFCW members asking for their support in the contract fight. The division also is prepared to com-

municate with other Southern California unions and their members.

“If necessary, we will ask all union members to temporarily patronize alternative union pharmacies until we achieve a fair contract,” a spokesperson for the Professional Division said.

At press time, the UFCW Professional Division plans to host a booth at the California Pharmacists

Association’s annual meeting and the Pharmacy Foundation’s Ed Faire 2009 Outlook at the Disneyland Hotel Convention Center in Anaheim. For more information, visit the UFCW Pharmacy Division’s website at www.ufcwrx.com, email the Professional Division at info@ufcwrx.com or contact your union representative.

**Spring Ahead
March 8!**

**Daylight
Savings Time
Begins!**

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Call the Union Office!
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