

# DESERT EDGE

## UFCW LOCAL 1167

a VOICE for working America

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

November 2011

### Stater Bros.

Coverage begins on page 4.



### Stater Bros. and Windsor Foods members ratify agreements



### Windsor Foods

Coverage begins on page 6.

### PRESIDENT'S REPORT

## This is the season for being thankful

At this time of year, it is customary for Americans to reflect on the things we cherish and to express our gratitude for them. After the incredible year we've all experienced at this union, there's a lot to reflect upon.

First of all, I'm thankful that we finally ratified a contract with the Big Three supermarket chains.

Our new agreement protects our health care and pension contributions and preserves the contract language we worked so hard over the years to build. At the same time, it keeps the employers financially healthy and ensures that our communities will continue to receive the excellent service to which they are accustomed.

It's an agreement that should make us all proud.

This achievement was possible because tens of thousands of UFCW members in Southern California stood strong in the face of the employers' demands for takeaways and the potential for an extended labor dispute.

You showed the world that union solidarity — even in the circumstances of a bad economy and relentless sniping by anti-union propagandists — still gets the job done for America's workers.

Throughout our eight months of tough bargaining, you delivered strong messages of solidarity to the front doors of the employers, you educated consumers about our cause, and you voted twice to tell the supermarket companies you would strike, if necessary, to protect what you have earned.

(Please see page 2)



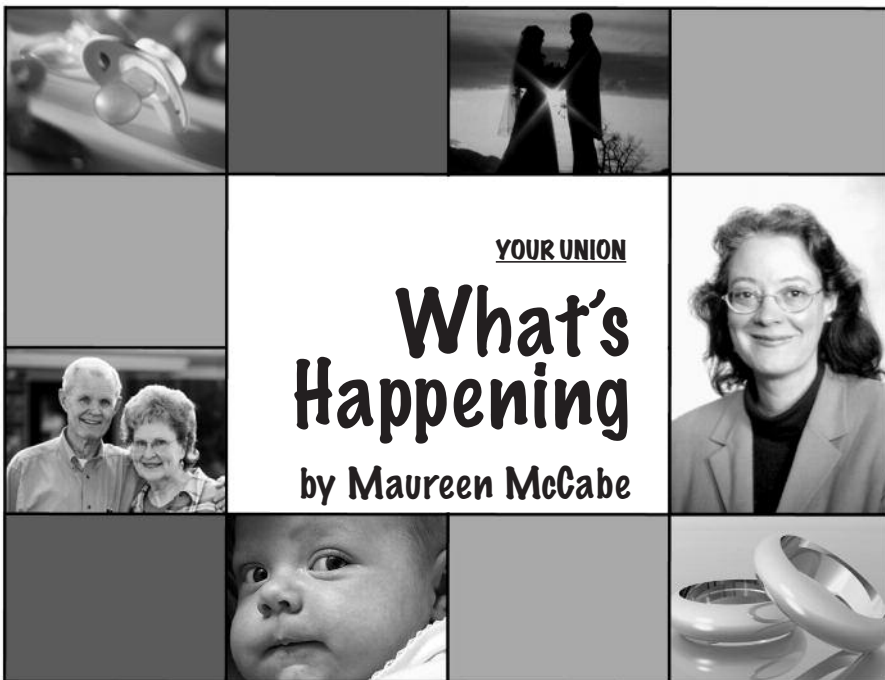
By Bill Lathrop

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### Next Quarterly Membership Meeting: December 28, 2011

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



## YOUR UNION

# What's Happening

by Maureen McCabe

## JUST RETIRED

Several members chose to retire in October. **Kathleen Courtney** worked for Ralphs for 37 years. **Renda Crismon** retired after 26 years with Albertsons. **Elias Franco** worked in the industry for 22 years with Ralphs, Albertsons, Viva

and Boys Markets. **Bob Kivrizis** worked with Lucky and Albertsons for 40 years. **Bruce Maddux** worked with Vons and Safeway for 29 years. **Ernest Pasillas** worked with Stater Bros. for 40 years. **Jesse James Scott** worked with Albertsons for 30 years. **Michael Spandakis** worked with Stater Bros. for 30 years.

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

## JUST MARRIED

**Amanda Lozano**, Stater Bros., married Saul Nanez, Jr. on June 11. The wedding was in Las Vegas ... **Angela Santa Cruz**, Stater Bros., said "I do" to Scott Sander on Aug. 12. The happy couple was wed in Las Vegas ... **Judith Mercado**, San Jacinto Dental Center,

married Gerardo Fuentes on Sept. 8. The wedding was in Hemet ... **Karin Fisher Knickerbocker**, Vons, married Steve Parker on Oct. 10 in Palm Springs.

Congratulations to all of our newlyweds!

## JUST BORN

**Alejandra Garcia**, Stater Bros., has a new daughter. Sophia Margaret Davison was born on July 19 and weighed 8 lbs. 12 oz. ... **Kristin Torres**, Stater Bros., welcomed Arianna Christine on Aug. 8. Arianna weighed 7 lbs. 4 oz. ... **John Diaz**, Stater Bros., is pleased to announce the birth of Nicole Amelia on Aug. 17. Nicole weighed 8 lbs. 10 oz. ... **Monica Earl**, Stater Bros., gave birth to Savanna Lynn on Aug. 17. Savanna weighed 7 lbs. 14 oz. ... **Carrie Cruise**, Food 4 Less, has a new son. Logan Johnsen was born on Aug. 27 and weighed 5 lbs. 13 oz. ... **Mary Owen**, Ralphs, proudly announces the arrival of Brodie Garrett, born on Aug. 31. Brodie weighed 8 lbs. ... **Brittney Gutierrez**, Stater Bros., welcomed Stephanie Noel on Sept. 9. Stephanie weighed 5 lbs. 8 oz. and her happy mom writes, "Our surprise baby girl is beautiful and surprised us again arriving five weeks early." ... **Daniel Granato**, Stater Bros., has a new son. Dominic James was born on Sept. 14 and weighed 6 lbs. 11 oz. ... **Tarun Dhiman**, Rite Aid, is proud new father to Ved Aditya, born on Sept. 15 and weighed 5 lbs. 10 oz. ... **Jennifer Mendoza**, Rite Aid, gave birth to Alex David on Sept. 21. Alex weighed 8 lbs. 7 oz. ... **Michael Aguilar**, Food 4 Less, is pleased to announce the birth of Elijah Michael, born on Sept. 22. Elijah weighed 5 lbs. 3 oz.

Congratulations to all of our new moms and dads!

## PRESIDENT'S REPORT

# This is the season for being thankful

(Continued from front page)

For what else am I thankful?

I'm thankful we were able to ratify a good contract with Stater Bros. so quickly after completing our negotiations with Albertsons, Ralphs and Vons. Our members at Stater Bros. deserve credit for standing strong with their UFCW sisters and brothers throughout this long season of collective bargaining.

Credit also should go to the management of Stater Bros., and especially its CEO, Jack Brown, who has had the wisdom over the years to cultivate a positive and productive relationship with our union. That's one reason why Stater Bros. employees are the happiest in the industry and the most successful in Southern California.

Stater Bros. understands that a union is management's partner in building a successful business with a loyal, productive and professional work force.

I'm also thankful that, despite these tough economic times, we succeeded in negotiating the best possible agreement with Windsor Foods.

Finally, I'm grateful for the opportunity to serve as your president over the years. Ours is a great union, and you prove it every day with your strength and solidarity.

Thank you!

## 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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855 West San Bernardino Ave.  
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(Closed Sat., Sun. and holidays)  
P.O. Box 1167  
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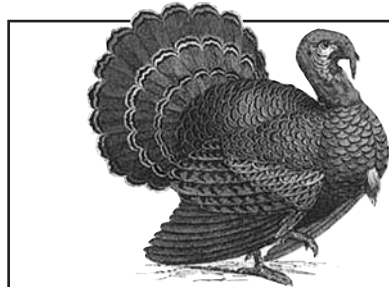
Business Telephone:  
(909) 877-5000

Toll-Free Telephone:  
(800) 698-UFCW

Food and Meat Division Insurance:  
(909) 877-1110

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

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## Happy Thanksgiving!

Union office will be closed  
Nov. 24 and 25.

## IN MEMORIAM

**Jim East**, a provider formerly employed by Pine Ridge Treatment Center, died Oct. 9, 2011 at the age of 72. He had been a member since August 1993.

**Matilda Sieg**, a retired food clerk formerly employed by Vons, died Oct. 12, 2011 at the age of 99. She had been a member since April 1954.

**Josephine Vergine**, a retired meat wrapper formerly employed by Crawford's and San Gabriel Valley Meats, died Oct. 10, 2011 at the age of 88. She had been a member since January 1952.

**Jonathan Zackula**, a retired meat cutter formerly employed by Hughes, died Oct. 6, 2011 at the age of 88. He had been a continuous member since May 1953.

*Our condolences go to the families of these deceased members.*

## 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: NOVEMBER DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE JAN. 1, 2012, 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!*

## Union will help members through difficult times during the holidays

By Secretary-Treasurer Rick Bruer

The holiday season is one of my favorite times of the year. I have always viewed Christmas and Thanksgiving as a time when most people try a little bit more to focus on being happy and doing something for others.

However, it can be a difficult time for people who, for whatever reason, find themselves in the throes of depression. Maybe they just lost a loved one, or they are victims of a natural disaster or they recently lost a job. Whatever the case, we at the union try to ease members' problems as much as we possibly can.

One of the methods we use is the Holiday Assistance Fund. This fund provides truly needy families with financial assistance when possible.

We wish we could do more, but

our funds are limited and can only go so far.

We also try to collect donations of toys, games, dolls and anything else we can get from members, providers and others. In years past, we have adopted families at Christmas to help make their holidays a little brighter.

If any of you would like to help your fellow members, please feel free to bring in a toy for a child that we can give during the holidays.

Local 1167 relies on the generosity of our own members, including the little portion of dues money that goes into the Holiday Assistance Fund annually to keep the fund going.

We wish you and yours a happy holiday season and hope that you will remember that old adage, "It is better to give than to receive."

## How holiday evolved from Armistice Day to Veterans Day

By President Bill Lathrop

In light of President Obama's announcement in October that nearly all of our troops in Iraq will be withdrawn by the end of the year, this Veteran's Day takes on a more special meaning.

Veterans Day, Nov. 11, gives Americans the opportunity to celebrate the bravery and sacrifice of all U.S. veterans.

Veterans Day began as Armistice Day, established as a legal U.S. holiday to commemorate the end of World War I. Fighting on the Western Front of that terrible conflict ended on Nov. 11, 1918 — "on the 11th minute of the 11th hour of the 11th day of the 11th month."

In 1938, Congress passed a law designating Nov. 11 as a day "dedicated to the cause of world peace and to be hereafter celebrated and known as Armistice Day."

In 1954, at the urging of veteran service organizations, Congress amended the law by striking out the word "Armistice" and inserting the word "Veterans." With the signing of this legislation on June 1, 1954, Nov. 11 became a day to honor American veterans of all wars.

Many people confuse this holiday



with Memorial Day.

Memorial Day honors men and women who died in service to their country. While deceased veterans are also remembered on Veterans Day, Nov. 11 is set aside to thank and honor living veterans who served honorably in the military, in wartime or peacetime.

On Nov. 11, please thank the men and women who have served in America's armed forces.

We are all in their debt.

### UNION REPRESENTATIVE'S REPORT

## Check IDs this holiday season

### It could save your job!

The holiday season is upon us. The weather will soon be getting cooler and those sweaters and jackets that hid in the back of the closet will soon become part of our wardrobes again. The Halloween decor will soon be replaced with images of turkeys, cornucopias of food, reindeer and Santa Claus.

Another sure sign of the season will be customers who buy alcoholic beverages for their holiday parties. This means checkout lines will get longer as our members check ID for all alcohol purchases.



By Gil Ramirez

Some of us may not be looking forward to dealing with those long lines and the angry faces of some customers who are annoyed by the wait, but it is important to remain calm and not become intimidated.

A busy checker might unintentionally let someone who doesn't appear to be over age 35 buy alcohol without checking identification to verify age.

Don't let yourself get into that situation, because it could cost you your job.

State regulators are aggressive in cracking down on the sale of alcohol to minors. Huge fines can be levied against the company, and the checker as well.

### Beware of sting operations

A common set-up might be something like this: A young-looking undercover sting agent casually walks through the checkout line with a six-pack of beer or a bottle of wine. The agent's only true intention is to see whether the checker requests formal identification prior to selling the merchandise.

The instant the transaction is made, the case is essentially over. Either you carded the agent or not. Case closed.

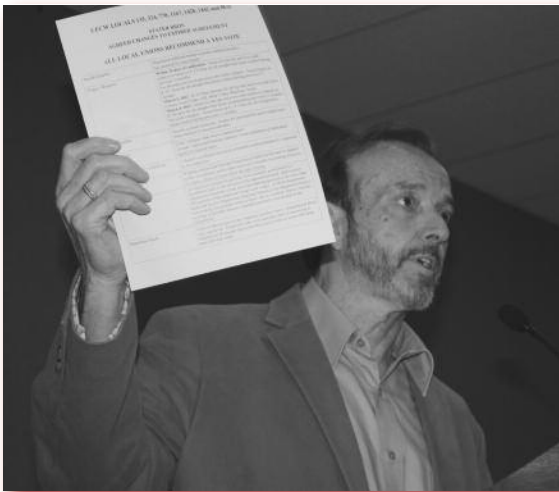
The process allows little room for challenge. Virtually all transactions are recorded on tape by your store's security system. Furthermore, there is no ambiguity in the law requiring card-checks and state statutes that mandate swift punishment.

Major employers have strict policies requiring checkers to request identification for anyone who looks younger than 35. It's a practical policy and good advice.

Some of you may be familiar with the television commercial that encourages checkers to be vigilant in checking IDs. It has a rather elegant-looking, long-haired woman in her 40s who flashes a smile after the young, male clerk asks for her ID.

Think about the many impatient and frustrated shoppers who will feel flattered when they are told they look like they could be underage. You just might make their day! More than a few gratified customers are likely to smile and thank you for your kind words.

So remember to spread the holiday cheer... and perhaps save your job in the process.



# Stater Bros. members ratify agreement

**M**embers of UFCW Local 1167 employed by Stater Bros. assembled on Oct. 6 to ratify their new collective bargaining agreement.

The members cast their ballots at UFCW Local 1167's headquarters in Bloomington and locations in Rancho Mirage, Hesperia and Menifee.

The ratification brings a sense of relief to Stater Bros. workers who stood with members of Albertsons, Ralphs and Vons as they negotiated their new contract.

"We are proud that our

Stater Bros. members supported our other members during this arduous round of negotiations," President Bill Lathrop said. "Our success in preserving the right to affordable health care is great news to all of our members."

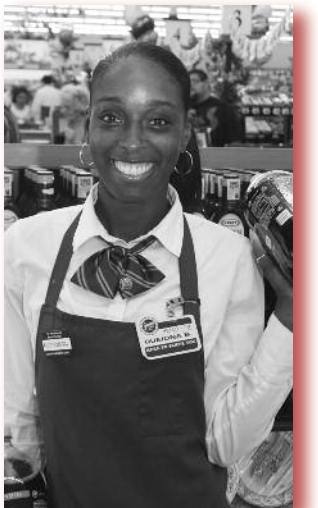
"We are especially pleased that we were able to reach an agreement with Stater Bros. so soon after concluding our collective bargaining with the other major employers," Lathrop said.

"Our aim was to bring these members a contract that would make them proud, and we succeeded."





**Members at work  
Stater Bros.  
178, 123, 118  
High Desert**





## Windsor Foods members overwhelmingly ratify new two-year contract

**M**embers of UFCW Local 1167 employed by Windsor Foods voted overwhelmingly on Oct. 9 to ratify a new two-year contract that maintains their affordable health care and provides a 3 percent wage increase in each year of the agreement.

The members assembled at Local 1167's headquarters in Bloomington to learn about the agreement and cast their votes.

"I'm proud that we were able to secure a good contract for these longstanding union members," President Bill Lathrop said. "This accomplishment is especially meaningful given the state of our economy."

Windsor Foods processes frozen foods that are distributed in grocery stores and restaurants around the country. Its brands include Bernardi, Golden Tiger, José Olé and Whitey's Gourmet Chili.



## Gov. Brown signs self-checkout alcohol ban into law

**A** new California law prohibits the sale of alcohol at self-checkout lanes in retail stores.

Gov. Jerry Brown signed Assembly Bill 183 into law in the late hours of Sunday, Oct. 9, at the end of a marathon bill-review session.

Unlike a previous bill that was vetoed by former Gov. Arnold Schwarzenegger, AB 183 does not require retailers to remove self-checkout lanes if they possess a license to sell liquor. However, it does require all alcohol sales to be processed by an adult cashier.

The law could deal a blow to British-owned Fresh & Easy Markets, a non-union company that

exclusively uses self-checkout lanes. Fresh & Easy may be forced to change its format and hire human checkers to comply with the law.

The bill was backed by a coalition that included faith groups, law enforcement organizations, Mothers Against Drunk Driving and the United Food and Commercial Workers.

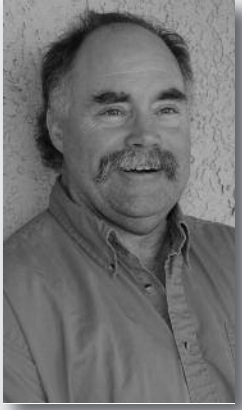
Supporters noted that minors could exploit flaws in the machines to purchase alcohol illegally.

"This new law will protect young people while making our roads safer for everyone," UFCW Local 1167 President Bill Lathrop said.

"It also helps create jobs for workers in the retail food industry."

## It PAYS to be UNION!

	OCTOBER 2011	2011 TOTAL
Back pay and benefits restored to members	N/A	\$98,408.86
Members reinstated	12	180
Grievances settled	58	674
Unemployment benefits restored to members	N/A	\$18,771.00



**Bill Goodwin**  
Meat Manager, Vons 1914  
37-year union member

*"The union leaders stood with us. We didn't get taken to the cleaners because we all backed each other."*



**Susan Kawai**  
Sales Manager, Ralphs 700  
29-year union member

*"I'm thankful for all the hard work of the negotiators. I'm proud of our union members and that we got it done. I'm also thankful we're not out on the picket line."*



# Q: What makes you proud...

...as you vote to ratify the Master Food Agreement?

**Chuck McCoy**

Dairy Clerk, Vons 2659  
23-year union member, Steward

*"I'm so proud of the way we all stuck together. We did that and the union negotiators were able to bring a fair contract for us to ratify."*



**Mary Aboytes**

GM Clerk, Albertsons 6512  
10-year union member, Steward

*"We wanted to be able to work under a contract, which enables us to take care of our families. I'm proud we got what we need."*



**Carmen Bryant & Aimee Garcia**

Fuel Clerks, Vons 2688  
3-year & 5-year union members

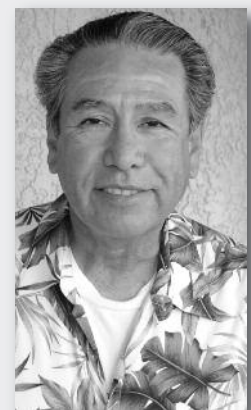
*"We are proud that we stayed in the store during negotiations to get it done. The thought of a strike was scary to all of us, but we would have done it."*



**Hector Ontiveros**

Produce Clerk, Ralphs 717  
32-year union member

*"I'm proud that the union got us a contract we could ratify. The members stuck together so they could bring us this contract."*



**Joe Romero, Jr.**

Butcherblock Clerk, Albertsons 6503  
23-year union member

*"I'm proud our union worked hard to bring us a fair and equitable contract. We stood together every step of the way so our union leaders could negotiate a deal without a strike."*



**Larry Wisniewski**

Grocery Manager, Ralphs 737  
34-year union member, Steward

*"It's a two way street. We need the company and they need us, too. All we ask for is a respect and fairness. I'm proud we got that."*



STEWARD FEATURE

# 'We need to stand united or we'll fall apart'

## Steward Marlene Parrington educates her co-workers on the importance of unions

**M**arlene Parrington, a sales operations assistant at Albertsons 6728 in Corona, is passionate about educating her co-workers about the perils of taking their union wages and benefits for granted.

"We need to make sure we show people how viable unions are today," the 42-year union veteran said. "We are the building blocks of this operation. We can't let each other down."

Parrington was hired by Lucky Markets in 1969 and has been a proud union member ever since.

Her husband passed away a year before she became a steward in 2003. Although they were separated at the time, it was still a difficult time for her. Both of her sons were away at San Diego State University and the University of Michigan and she was home by herself.

"Fortunately, my friends from

work got me through those difficult times," she said.

To feel more connected with her sons, Bobby and Trevor, she followed their schools' football teams.

"I'm a huge Aztecs and Wolverines fan," she said. "When people ask me where they should send their kids to school, I say either of those schools."

Parrington was on disability during the 2003-04 strike and lockouts because she had torn the tendons in her left arm while working in the deli department. Despite her injury, she stood with her co-workers during those tense times.

"I went to the picket lines at night and brought food," Parrington said. "I wasn't allowed to hold a sign, but I did my best to be there for my friends."

Parrington's experiences in 2003 and 2004 prepared her for the tensions of the recent contract



**Marlene Parrington**

negotiations that ended in September. She recalls there was a "frightened atmosphere" at her store when a strike appeared likely.

"Some of our younger members would ask me, 'Why don't the unions just settle?' and I would tell them how the union cares for

us and works hard for us," Parrington said. "We need to stand united or we'll fall apart."

The unease of the negotiations did little to deter her co-workers from getting together after clocking out. They watched movies, had dinner and attended parties as a group.

In September, they drove to Del Mar for a day at the racetrack. Parrington didn't win anything, but she was happy to promote camaraderie among her fellow union members.

These days, she's taking a little "me" time and getting around to the world traveling she couldn't do while her sons were in college. So far, she has traveled to Costa Rica and Alaska and she has more plans to travel next year.

"I didn't travel for 10 years because I was busy raising my wonderful children," Parrington said. "I can't wait to go to Portugal with my sons."

## The grocery strike that almost was...

A look back at the eight months of negotiations that almost resulted in a strike

