

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

May 2008



Union activists and friends in the community were at Tesco's Fresh & Easy locations throughout Local 1167's jurisdiction. They handed out flyers and asked customers to demand that Tesco behave responsibly.

Fresh & Uneasy

Tesco suspends new store openings as analysts cite poor sales

Tesco's management is starting to feel uneasy about Fresh & Easy, according to analysts who cite disappointing sales at the newly-opened chain of grocery stores.

In late March, a Tesco official announced that openings of new Fresh & Easy stores will be suspended for at least three months to give the company a "pause for breath" after opening 61 locations since last November. Most of the new stores are in California, although others have opened in Nevada and Arizona.

Fresh & Easy said last December that it would open 200 stores by the end of 2008. In early April, that projection was reduced to 150.

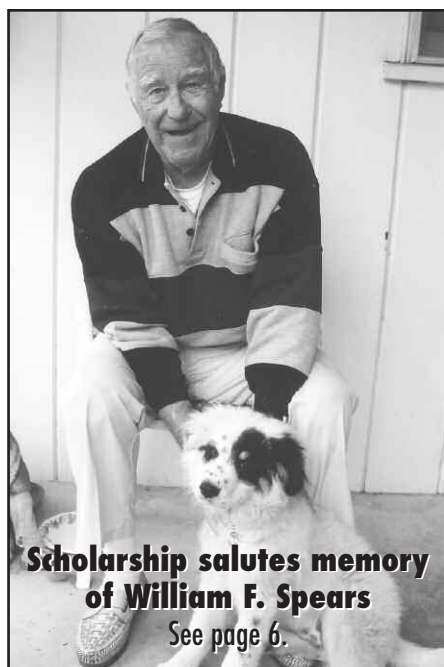
Despite the British company's upbeat expressions of confidence, market analysts say that Tesco's \$2-billion Fresh & Easy campaign is on the edge of disaster.

In February, the Piper Jaffray stockbroking firm reported that the new stores were making nearly \$100,000 less per week than Tesco

had predicted. In March, Piper Jaffray analyst Mike Dennis wrote that Fresh & Easy is running 70 percent below its projected U.S. sales for the third quarter of 2008, earning \$30 million instead of \$100 million.

Food industry analyst Jim Prevor

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Scholarship salutes memory of William F. Spears
See page 6.

President's Report

Old-timers and young whipper-snappers

Don't believe the pessimists. We can make make our world better!

By Bill Lathrop



Since the beginning of time, there have been old-timers who groused about the younger generations. Things were much better in the good old days, they say, before all the young whipper-snappers ruined everything.

It seems that folks in the previous generation always respected their elders, the athletes were faster and stronger, the music was better, people obeyed the law and everybody knew how to use common sense.

That's not necessarily true, though I could make a case that the music was better when I was a youth!

The subject came to my mind when I read about Pierre Jean "Buster" Martin, who participated in the London Marathon recently. Buster says he is 101 years old, and if that claim is correct he has broken the record set a few years ago by a Greek runner who was 98.

Thousands of people of all ages train for and compete in marathons around the world. Some of them even use wheelchairs.

Just about anyone who competes in today's marathon races knows that they commemorate the feat of an Athenian soldier named Pheidippides in 490 BC. (OK, I Googled that!)

Pheidippides was sent from the city of Marathon to Athens, about

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

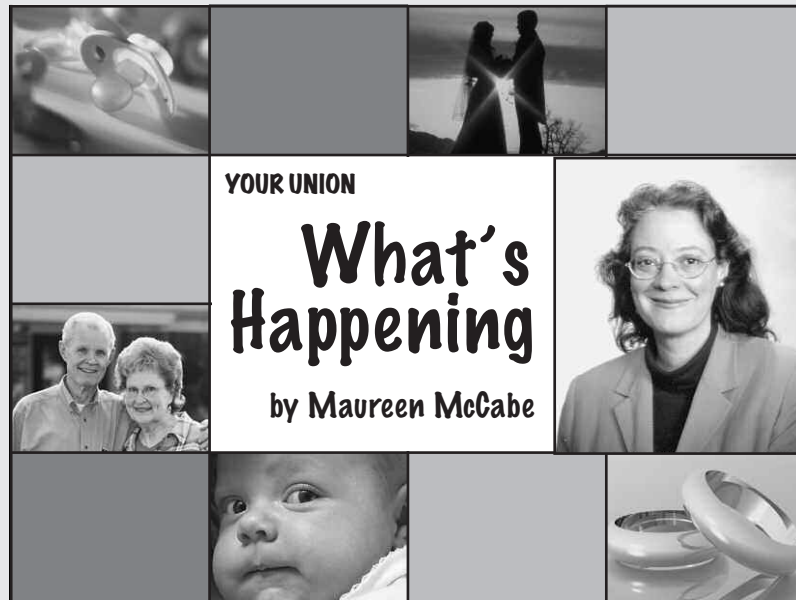
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SAN BERNARDINO, CA

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

April brought us several new retirees. But first, belated congratulations to **Paul Becker**, who retired in February. Paul worked in the industry for 36 years with Stater Bros., Albertsons, Ralphs and Super A Food Markets.

In April, **Richard Boice**, **Vickie DeGruyter**, **Debra Flores**, **Dennis Mata**, **Michael McDonald**, **Paulette Porter** and **Alicia Ramirez** joined the ranks of the retirees. **Richard Boice** worked for Stater Bros. for 19 years. **Vickie DeGruyter** worked in the industry for 32 years with Stater Bros., Fed Mart and Alpha Beta. **Debra Flores** worked for 32 years with Stater Bros., Lucky, Smith's and Alpha Beta Markets. **Dennis Mata** worked for Vons for 30 years. **Michael McDonald** worked in the industry for 39 years with Stater Bros., Food Fair and Cinna Mart. **Paulette Porter** worked for Stater Bros. and Alpha Beta for a total of 26 years. **Alicia Ramirez** worked for Ralphs and Hughes for 33 years.

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

Just Married

Diane Rieckrode, Stater Bros., married **Richard Wellman** on Feb. 21. The wedding was in Las Vegas and the happy couple honeymooned in San Jose. **Cristina Vasquez**, Rite-Aid, said "I do" to **Luis Faragoza III** on Feb. 22. The ceremony was at the Castaway Restaurant. **Jessica Lynn Kurth**, Stater Bros., became the bride of **Terry Byles** on Feb. 29. The wedding was at the couple's Twin Peaks home.

Congratulations to all of our newlyweds!

Just Born

Christen Glass, Rite-Aid, welcomed **Madison Gold** into the world on Jan. 31. Madison weighed 6 lbs. 13 oz. **Joe Croom**, Food 4 Less, is pleased to announce the birth of **Gaybrelle Elyssabeth** on Feb. 8. Gabrielle weighed 6 lbs. 11 oz. and measured 19 inches long. Her happy dad writes: "She is the pride and joy of her mom and dad and sister Morgyn." **Jeremy Johnson**, Stater Bros., has a new son. **Julius James** was born on Feb. 15, weighing 9 lbs. 15 oz. **Abigail Padilla**, Ralphs, gave birth to **Jacob Daniel** on Feb. 19.

Jacob weighed 9 lbs. 3 oz. **Lauren Christine Prado** and **Joe Anguiano**, both of Stater Bros., proudly announce the birth of their daughter **Aaliyah Monaye** on Feb. 20. Aaliyah weighed 7 lbs. 8.2 oz. **Yadira Santa Maria**, Albertsons, welcomed **Dillon Lee Rowland** into the world on Feb. 23. Dillon weighed 7 lbs. 6 oz. **Mia Wright**, Rite-Aid, proudly announces the birth of **Morgan LeAysia Payne** on Feb. 26. Morgan weighed 6 lbs. 4 oz. **Myasia Florant**, Food 4 Less, has a new daughter. **Kylie Laniece Bacon** was born on Feb. 27, weighing 5 lbs. 15 oz. and measuring 18 inches long. "Heaven sent us a big blessing in a small package," her proud mom tells us. **Dale Howse**, Stater Bros., has a new son. **Aiden Bennett-Charles Dale Eugene Frederick Glen Howse** was born on March 3 at home at 11:18 a.m.

Aiden weighed 9 lbs. 7 oz. **Gerardo Alvarez**, Stater Bros., proudly announces the birth of **Citlali Celeste** on March 5. Citlali weighed 7 lbs. 11 oz. **Prajay Patel**, Rite-Aid, has a new daughter. Shriji was born on March 7 and weighed 6 lbs. 7 oz. **Dana Rivera-Ramos**, Rite-Aid, proudly announces the birth of **Elijah James** on March 10. Elijah weighed 6 lbs. 5 oz. **Kevin Goodson**, Stater Bros., writes that his family is "truly blessed with the arrival of our second baby girl," **Alexis Presley**. Alexis was born on Easter, March 23, weighing 7 lbs. 13 oz. **Nikky Lynch** and **Marc Gudino**, both of Stater Bros., have a new son. **Anthony Carter** was born on March 23, weighing 6 lbs. 3 oz. and measuring 18 inches. **Vanessa Bogar**, Rite-Aid, gave birth to **Curtis Kane Torres** on March 23. Curtis weighed 6 lbs. 11 oz. **Jaime Cuevas**, Vons, welcomed **Joseph Michael** into the world on March 29. Joseph weighed 7 lbs. 2 oz. **Cristina Rios**, Albertsons, gave birth to **Noah Lee Whitacre** on March 3. Noah weighed 8.58 lbs.

Congratulations to all of our new moms and dads!



DESERT EDGE

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855 West San Bernardino Ave.
Bloomington, California
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(Closed Sat., Sun. and holidays)
P.O. Box 1167, Bloomington, CA 92316

Telephone Hours: 8:30 a.m.-4 p.m.

Business Telephone:
(909) 877-5000

Toll-Free Telephone:
(800) 698-UFCW

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

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

Bill Lathrop
Editor

Bleiwiss 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 eligibility 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

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They took the prize

At the March 26 membership meeting in Bloomington, UFCW T-shirts were won by Wayman Fitts of Ralphs 92 and Tesa Shepherd of Albertsons 6503. A pair of tickets to the Aquarium of the Pacific were won by Debbie Taylor of Ralphs 717. Eddie Garcia of Ralphs 609 won a pair of Disneyland tickets. Four-packs of AMC movie tickets were won by Mike Rossiter of Ralphs 717, Christy Quintanilla of Ralphs 717, Robert Svatos of Albertsons 6520, Diane Jones of Local 1167, Juanita Quezada of Ralphs 609 and Carol Biocca, a Local 1167 retiree. Pictured, from left: Carol Biocca, Robert Svatos, Juanita Quezada, Tesa Shepherd, Debbie Taylor, Christy Quintanilla, Wayman Fitts and Mike Rossiter.

Fresh & Uneasy

Tesco suspends new store openings as analysts cite poor sales

(Continued from front page)

wrote in the Perishable Pundit blog: "The more stores they open, the more money they lose. I believe there is good reason to believe they will fail" unless the company is "willing to rethink the whole concept."

Analysts said that customers are unimpressed by Fresh & Easy's selections, store designs and locations, and that suppliers resent the company's "bullying" tactics.

"If Fresh & Easy fails, it will add to the list of U.K. retail brands unable to break into the U.S. market," Dennis wrote.

Despite Tesco's uncertain future in the U.S., the UFCW and the Food & Drug Council, an alliance of unions

in the retail food and drug industries, are intensifying their campaign against Tesco's anti-union policies.

Pro-union activists are circulating fliers outside of Fresh & Easy locations. The fliers call attention to Tesco's past failures in meeting food safety and environmental standards.

The fliers also urge customers to pledge not to shop at Fresh & Easy until it addresses its problems and opens its doors to union representation.

While Tesco has union contracts with its employees in the United Kingdom, it has chosen to open its U.S. Fresh & Easy operations without union representation.

Union Representative's Report



By Christina Pugsley

If you eat, have a receipt!

A wise person once said, "A man's gotta eat." As simple and even comical as that sentence might be, it does hold a basic truth. We have to eat to survive. We work jobs so we can buy food to put in our mouths and the mouths of those who depend on us.

The problem is that many of us in the retail food industry are surrounded by food every day at work. We handle it and stock it and check it out for customers and many more of us work on the night shift or through our normal meal times.

Working in this environment, it's easy to develop the mentality that "It's just a couple grapes, I've earned it," or maybe "I'm hungry, they won't miss just one snack cake."

Unfortunately, that attitude, even if it is over a single, seemingly insignificant item like a pistachio or a candy bar, can get a person fired.

We haven't "earned it," because we haven't paid for it. It's stealing, pure and simple, and the contract we negotiated

and under which we work says that such 'grazing' is a terminal offense.

That's the black-and-white situation. Here's where it gets more confusing.

If you open a merchandise item for personal use and then go up to the counter and pay for it immediately, you can still be fired. It happens every day and is one of the most common grievances.

Why does it happen? Because it falls under the same category as stealing, according to our contract. If you do not pay for the merchandise and have a receipt in your hand when you open/use it, you have just stolen from the company and can be fired.

Two questions regarding this situation continually come up. The first is, "Well, nobody saw me do it, so how can they fire me?" But somebody *always* sees you do it. The managers at your store are trained to watch the aisles like hawks (especially when you think they aren't looking) and the store security camera system also has its many eyes trained on

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Stater Bros. Meat Distribution Center members ratify agreement

Stater Bros. Meat Distribution Center members voted overwhelmingly to ratify a new four-year agreement that includes wage increases and protection of health benefits and working conditions. Voting took place at the union headquarters in Bloomington.

2008 Membership Meetings

JUNE 25 SEPT. 24 DEC. 17

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

SHOW YOUR UNION



Proud membership is

Are you proud to belong to a strong, effective and growing union? Is it an embarrassment to have good benefits and wages?

Some workers today — even those who do not belong to a union — have job security, decent wages and benefits because of the contracts that unions have negotiated. So, why are there so many people trying to conceal the fact that they belong to a union?

The conditions workers faced in the past were dangerous, arbitrary and unfair. As unions grew in strength, the conditions of workers improved and they

established a middle class in our society.

Working conditions in societies that have strong unions are far superior to those that have weak unions or no unions at all.

Since we are not ashamed to have good wages and benefits, and we know why we have these benefits, then should we not express and share that reason with others?

If everyone received decent wages and benefits, would not our world be a better place for our children and ourselves?

A proud membership is vital for a strong union. Participating in union activities, including



PRIDE AT WORK!



vital for a strong union

organizing campaigns, is a duty for all members, not just the leadership.

To keep and improve our lifestyle, our union must grow. Talk to your co-workers and ask them to attend union meetings with you. Get them and yourselves involved in working with the union.

When someone speaks negatively about unions, remind him or her that unions are responsible for creating the good working conditions and decent wages that make America's middle class possible.

We should not keep it a secret that we belong to a union. All my

relatives, neighbors and friends know that I belong and that I am active in my union. My family knows that the union is responsible for the wages and benefits that enable us to afford our food, clothing, shelter and college educations.

No, I am not ashamed to be a union member. I am proud to be a union member!

It is up to us to let people know what the union has done for us and what it can do for them.

Members can destroy a union or make it grow. Which do you prefer?

— *President Bill Lathrop*



IN MEMORY OF WILLIAM F. SPEARS

Scholarship is tribute to Bill's inspiring example

By Lorene Munoz, Stater Bros.

UFCW Local 1167 mourns the loss of retired union member and former executive board member William F. Spears, who passed away on January 5, 2008, the day before his 85th birthday.

He joined the union in 1948 in Chicago, Ill., where he worked as a meat cutter for Kroger. In 1953 he moved to California, where he worked his way up to Meat Department Manager at Alpha Beta. He continued in the same position at McCoys Market and ended his career at Jurgensen's Market in Pasadena.

Bill was a member of the executive board of Meat Cutters Local 439 and an advocate of pro-worker causes throughout his career. He attended many union meetings and served for a time as a union guide.

During the last strike, while in his 80s, he walked picket lines, sometimes bringing his two dogs, Tildie & Mel, with him. He would bring

water to the picketers and tell them stories about the "good old days."

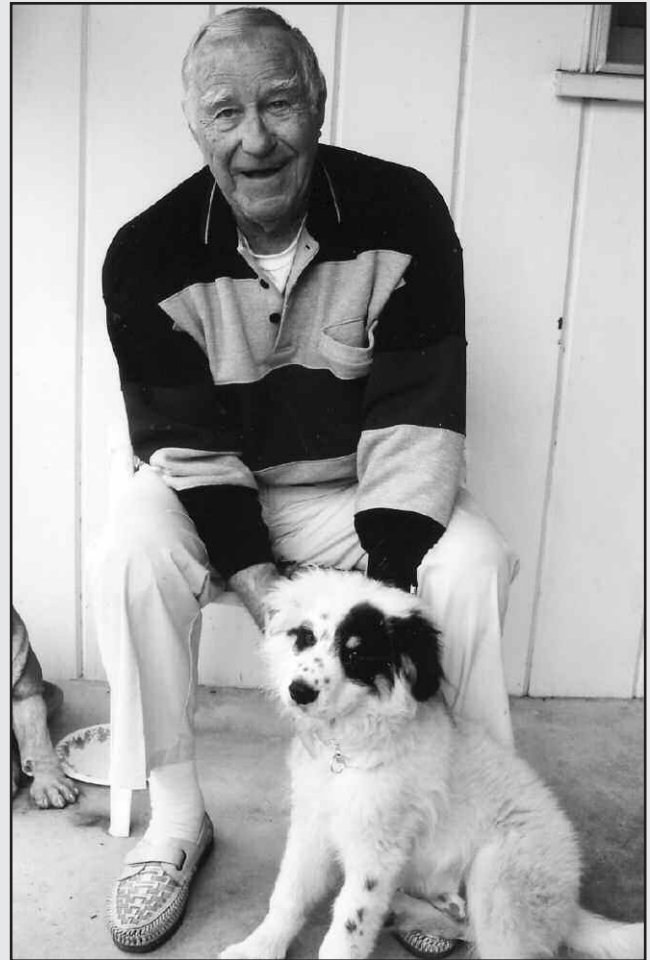
He was truly an inspiration to all who had the pleasure of listening to him.

I met Bill in 1993. He inspired me to join the meat industry when my husband became severely ill and was unable to work. I have now been in the industry for 12 years and am grateful to Bill. I am now enrolled in the Continuing Education Program at San Bernardino Valley College, co-sponsored by the union and the retail markets.

Because of Bill's strong belief that young and old people should continue their education, I believe a scholarship in his name would be a fitting way to honor his memory.

Therefore, a scholarship in his name will be awarded to a deserving union member or union member's immediate family.

Bill's surviving daughter and his five granddaughters would like to thank the union for all their support during these sad days.



In Memoriam

Sigrid Howell, a retired food clerk formerly employed by Market Basket and Ralphs, died March 10, 2008 at the age of 73. She had been a member since October 1962.

Ann Meserve, an associate member employed by Albertsons, died March 18, 2008 at the age of 58. She had been a member since September 2002.

Barbara McCullough, a retired drug clerk formerly employed by Rite Aid, died April 3, 2008 at the age of 73. She had been a member since August 1996.

Bruno Tonin, a retired meat cutter formerly employed by Bazar and Stater Bros. Markets, died March 24, 2008, at the age of 84. He had been a member since October 1967.

Our condolences to the families of these deceased members.

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: **MAY DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE JULY 1, 2008, 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's Report

If you eat, get a receipt!

(Continued from page 3)

you at all times to see when you so much as pocket a jellybean.

The system is in place to guard against theft, whether it's by customers or employees.

On that note, the second question is, "Customers do that kind of stuff all the time, why are they coming down on me for it?"

We all know about rude customers who eat a doughnut or open a bag of food or sip a drink before they get to the check stand. Unfortunately, these customers can afford to be rude because they

don't have a job to lose at that store. Yes, technically they are stealing according to the contract, but they didn't read or sign the contract. And the hard, simple truth is that the company has little authority over a rude customer, but they may discipline an employee.

Sampling is also a huge question for many members who wonder, "If I'm off the clock and doing my shopping, can I accept a free sample?" Every company might have a different policy on this, but the best answer is "Don't do it!" Just say "no" when you're offered a sample and you'll avoid any problems.

Vacations must be reported to benefits department

(Continued from page 2)

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.

Rite Aid Steward Julie Barron knows solidarity counts

Julie Barron has a message for her fellow Rite Aid union members: Don't take your benefits for granted.

"I know a lot of people who work non-union," Barron said. "They don't have anywhere near the pay and benefits we have. Those who have health insurance have to pay a premium each month and their plan is nowhere near as good as ours."

Barron speaks from personal experience.

"A few years ago I had gall bladder surgery," she said. "I got great care and, best of all, I didn't have to pay a penny out of pocket. These days, you have to be in a union to have those benefits."

Barron, a 25-year industry veteran, is a steward at Rite Aid 5695 in Fontana. She began her career at the Rite Aid in Azusa. When that store closed she transferred to one in Duarte and has been at her current store for 19 years.

"We are treated with more respect on the job because we are in a union," Barron said. "We also have job security. If there is a problem with a super-



Julie Barron

visor or if you are being treated unfairly, we have our union representative to back us up."

Barron said that showing support for the union is especially important during contract negotiations.

"Solidarity isn't just a word," she said. "It is something that has to be demonstrated on a daily basis. If we stand together and do what we need to do to support our union, we will succeed."

Barron and her husband, Ron, live in Rialto. They have three girls, ages 8-14.

"I spend most of my spare time with my family," she said. "All of the girls play soccer, so I spend a lot of time driving them and watching their games."

"I also like to make scrapbooks out of family photos and other memorabilia. I'm close to my extended family, so there are a lot of photos and things to go through."

If that wasn't enough, Barron recently took up quilting.

"I like to keep busy," she said.

President's Report

Old-timers and young whipper-snappers: Don't believe pessimists!

(Continued from front page)

26 miles away, to announce that the Persians had been defeated in a great battle. He ran the distance without stopping and burst into the Senate, exclaiming "We have won!" before dropping dead on the spot.

I'm not suggesting that old Buster Martin is in better physical shape than the typical Athenian soldier, but we are, sometimes, a little too much in awe of the "good old days."

I read something else that got me thinking along these lines. In spite of a recent uptick in murders, the Los Angeles Police Department informs us that the per-capita rate of serious

crimes in that city is far below the rate that was reported for 1956.

That's right: Your chances of getting killed, raped, robbed or burgled in L.A. are lower today than they were when Norma Jeane Mortensen changed her name to Marilyn Monroe and Elvis Presley recorded "Heartbreak Hotel"!

You don't believe me? This is from the LAPD website:

"In 2007, the per capita crime rate for Part I crime remained below the 1956 level. During that year the population of Los Angeles was 2.3 million. Per capita crime was 385 per 10,000 people. In 2007 the estimated

population is 4.2 million with a per capita crime rate of 290 per 10,000, a significant decrease from 1956."

Violent crimes in 1956: 385 per 10,000 people.

Violent crimes in 2007: 290 per 10,000 people.

That only begins to tell the story. Teen pregnancies are way down from their highs in the 1970s and 1980s. So is the illegal use of drugs.

All this should come as quite a surprise to those who have been conditioned by TV news and political scaremongers to fear everything and think we're all going down the drain.

Yes, we have real problems and it

is our responsibility to fix them. They include a political establishment that is working against your economic interests. One of the best things we can do is to kick out the old guard in Washington and replace it with people who care about working families.

It's important to reject despair and keep our hopes and dreams alive. Things can be better if we focus on our real problems and what can be done to solve them.

Many of those old-timers in the past knew that when they fought to give us a better world. We owe it to the young whipper-snappers of the future to do the same.

UFCW Local 1167 Retirees
Club Monthly Meeting
and Potluck!

Wednesday, May 21

BINGO!
Everyone's invited!

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

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

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

Activities at the
Local 1167 Auditorium
855 W. San Bernardino Ave.

CORRECTION:

Last month's Retirees Club Monthly
Meeting and Potluck was on April 16.

**More
Theaters!**

MOVIES FOR LESS

Save up to 33%

**More
Theaters!**

AMC THEATERS

— \$6.00 —

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

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

METROPOLITAN THEATERS

Calxico — 2441 Scaroni Rd — \$4.00

Riverside — 1201 A University Ave. — \$5.50

(Expires Dec. 31, 2008)

If mailed to you, there will be a 42-cent mailing charge per order.

CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.

Ticket prices are subject to change without notice.

MISSION GROVE THEATER —

— \$5.50 —

Riverside — 121 E. Alessandro Blvd.

REGAL CINEMAS

— \$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.*

UFCW sponsors raffle to benefit leukemia research

Region 8 UFCW local unions throughout California, Arizona and Nevada are sponsoring a raffle to raise money for leukemia research. Some of the wonderful prizes are listed below. Tickets are \$10 each, 3 for \$25 or 15 for \$100, and can be ordered by filling out the form below or purchased at the union office. Members are encouraged to help support the Leukemia Foundation in its research.

5-Day Exotic Eastern Caribbean Cruise for 2
CARNIVAL CRUISE LINES
Ocean View Balcony Stateroom, Airfare, Transfers,
Port and Government Fee, Insurance
Donated be Local 1167 Value \$2,500

5-Day Jamaica Vacation for 2
ALL INCLUSIVE HOLIDAY INN SUNSPREE
Airfare, transfers, Ocean View Room, Meals, Insurance
Donated by Local 1167 Value \$2,500

5-Day Cancun Vacation for 2
GRAND OASIS OR RUI CANCUN HOTEL
Airfare, Transfers, Ocean View, All-Inclusive, Insurance
Donated by Local 1167Value \$2,500

4-Day Cabo San Lucas Vacation for 2
RUI PALACE HOTEL
Airfare, Transfers, All-Inclusive, Ocean View, Insurance
Donated by Local 1167Value \$2,000

2-Night Las Vegas Vacation
Donated by Local 711

50" Plasma TV
Donated by Local 135 & 1428

\$1,000 Cash
Donated by Local 8 Golden State

\$500 Cash
Donated by Local 5

Plus additional prizes!

Tickets Only Available Until May 16, 2008
Drawing to be held Wednesday, May 21, 2008

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

* Need not be present to win

UFCW REGION 8 LEUKEMIA RESEARCH RAFFLE TICKETS

Members Name _____

Soc. Sec. # _____ Day Phone # _____

Address _____

City _____ State _____ Zip _____

Please send me _____ tickets @ \$10.00, 3 for \$25.00, or 15 for \$100.00
Total enclosed \$ _____
Check must be made payable to **THE LEUKEMIA SOCIETY.**
Send to UFCW LOCAL 1167, PO BOX 1167. BLOOMINGTON, CA 92316

IT PAYS TO BE UNION!

	April 2008	2008 Total
Back pay and benefits restored to members	\$6802.03	\$26,426.38
Members reinstated	27	117
Grievances settled	75	377
Unemployment Benefits Restored to Members		\$472.80

MEMORIAL DAY

May 26, 2008

We salute the memory of the brave service people who have fallen in our country's wars, including more than 4,000 killed and 28,000 injured in Iraq and Afghanistan.



Union Office will be closed.

for March:

AMERICA IN 1907

How life has changed in 101 years

What a difference a century makes! This item found on the Internet lists some interesting statistics about life in the United States in 1907. Enjoy!

— Desert Edge Editorial Staff

- The average life expectancy was 47 years.
- Only 14 percent of homes had a bathtub.
- Only eight percent of homes had a telephone.
- There were only 8,000 cars and only 144 miles of paved roads nationwide.
- The maximum speed limit in most cities was 10 mph.
- The tallest structure in the world was the Eiffel Tower.
- The average wage in 1907 was 22 cents per hour.
- The average worker made between \$200 and \$400 per year.
- A competent accountant could expect to earn \$2000 per year, a dentist

- \$2,500 per year, a veterinarian between \$1,500 and \$4,000 per year, and a mechanical engineer about \$5,000 per year.
- More than 95 percent of all births took place at home.
- Ninety percent of all doctors had no college education — instead, they attended so-called medical schools, many of which were condemned by the press and the government as “sub-standard.”
- Sugar cost four cents per pound.
- Eggs were 14 cents per dozen.
- Coffee was 15 cents per pound.
- Most women only washed their hair once a month, and used borax or egg yolks for shampoo.
- Canada passed a law that prohibited poor people from entering into their country for any reason.
- The five leading causes of death were:
 1. Pneumonia and influenza
 2. Tuberculosis

3. Diarrhea
 4. Heart disease
 5. Stroke
- The American flag had 45 stars.
 - The population of Las Vegas, Nev., was 30 people.
 - Crossword puzzles, canned beer and iced tea hadn’t been invented yet.
 - There was no Mother’s Day or Father’s Day.
 - Two out of every 10 adults could not read or write.
 - Only six percent of all Americans had graduated from high school.
 - Marijuana, heroin and morphine were all available over the counter at the local corner drug store. Back then, pharmacists said, “Heroin clears the complexion, gives buoyancy to the mind, regulates the stomach and bow-



- els, and is, in fact, a perfect guardian of health.”
- Eighteen percent of households had at least one full-time servant or domestic help.
- There were about 230 reported murders in the entire United States.

Try to imagine what life in America might be like in another 100 years!

Deadline Extended!

Look for your HRQ: Fill it out and send it in!

*For members enrolled in the new **indemnity** medical plan*

In your mailbox you will find an important tool that can help you improve your quality of life — and get paid for it! It's called the **Health Risk**

Questionnaire. With the HRQ, you can make a comprehensive assessment of your overall health and, in the process, identify any health risks that you should address.

After you have completed the HRQ and sent it in, you will receive a personalized wellness plan, as well as information tailored to your situation that will guide you in making healthy changes for life.

The HRQ is voluntary, confidential and — as part of the New Indemnity Medical Plan — there is no cost to you.

"The Health Risk Questionnaire is a great benefit," said President Bill Lathrop. "Be sure to fill it out right away and return it to the Local immediately!"

Look for the HRQ in the mail (see photo) and return it immediately.



If you need help filling out your questionnaire, have questions of your own, or haven't received a questionnaire in the mail, please call the Assistance Line, (800) 461-9179.

Oregon UFCW members stand strong for a fair contract

Strength and solidarity, as well as the support of community members, paid off for the members of UFCW Local 555 in Eugene, Ore.

The workers finally achieved victory last month in their fight for a fair contract.

Workers voted overwhelmingly to ratify the new contract agreement, which includes improvements such as voluntary Christmas Day shifts and wage increases of up to \$1.30 over the life of the contract.

The new agreement also contains improvements to the Health and Welfare plan and retains retirement benefits.

For nearly a year, employers refused to offer satisfactory terms, but the members stood strong against attempts to degrade their health care coverage and to win them over with bonuses instead of fair monetary increases.

Support from the community and local union leadership helped the membership in Eugene sustain the will to improve their contract through 11 months of bargaining.

Got Sun?

Getting Enough Vitamin D Essential for a Healthy Body

When someone asks what the human body needs to build and maintain strong bones, the answer is usually immediate: "Milk. Dairy. Calcium." But this answer is only partially correct. Even though calcium is critical for maintaining strong, healthy bones, there is another, more subtle substance that helps keep the skeleton in working order. That substance is vitamin D.

Vitamin D not only helps the body absorb the calcium it needs from the food it digests, but also prevents the body from robbing calcium from the bones causing osteoporosis. It has been reported that too little vitamin D over time could actually lead to osteoporosis.

But bones are only one of the areas positively affected by vitamin D. Studies have shown that vitamin D helps to prevent autoimmune disorders such as rheumatoid arthritis and multiple sclerosis. It also reduces the risk of breast, prostate and colon cancer as studies have shown that those diseases may be linked to a vitamin D deficiency.

The human body actually makes vitamin D by itself when the skin encounters sunlight. Just 10 to 15 minutes of sunlight several days a week allows the skin to provide all the vitamin D the body needs.

So why, then, would people need vitamin sup-

plements? One reason is that some people do not get outside very often. And when they do, sunblock (which should be used to prevent skin cancer) inhibits the skin's ability to produce vitamin D.

Another reason is that as people get older, their skin doesn't produce vitamin D as efficiently as it used to. Sometimes no matter how much sun an older person gets, he or she still might have a vitamin D deficiency.

Extra vitamin D can be obtained in two ways. The first is through food items. Fish, including tuna, mackerel, salmon, and cod-liver oil all con-

Re-busting the air traffic controllers

By Dick Meister

It's not easy for air traffic controllers with a Republican in the White House. First, it was Ronald W. Reagan firing 11,000 of them in 1981 for striking to try to better their onerous working conditions. Now, it's George W. Bush making the conditions even worse.

The controllers aren't the only ones involved. Millions of airline passengers and employees and many fliers who pilot their own aircraft face serious threats to their safety because of what's being done by the controllers' bosses—Bush appointees who run the Federal Aviation Administration.

FAA policies have kept many air traffic control towers badly understaffed, subjecting the clearly demoralized men and women who operate them to long, fatiguing work shifts with little time to rest.

Listen, for instance, to what one veteran controller says of the work schedules (anonymously, for fear of employer retaliation):

"Hundreds, if not thousands of air traffic controllers work a day shift—typically from 6 a.m. to 2 p.m.—then report back to work that night, eight or nine hours later. On a good evening, I get four hours sleep. A typical evening I get 2 1/2. That's right, 2 1/2 hours of sleep for an already sleep-deprived mind and body that has been going all week. Then it's in the shower, a snack, pack up and drive back to work to separate airplanes from the ground and from each other."

Under such circumstances, the potential for serious accidents is obvious. Consider the crash of a Conair jet on takeoff from the Lexington, Ky., airport in 2006 that killed all 49 passengers and crew members. Only one controller was on duty, although staffing requirements called for two, and the lone controller had had only nine hours between shifts — and only two hours sleep.

The controllers have tried through their union to

improve the situation. But the FAA, as unabashedly anti-labor as all other federal agencies under Bush, rejected union demands for improvements during negotiations for a new five-year contract last year. The agency then unilaterally imposed a new contract that made the situation even worse.

But give Bush his due. He's actually managed to outdo Ronald Reagan, long proclaimed the greatest of all union-busters.

Previously, controllers were guaranteed rest breaks after every two hours of their eye-straining high-anxiety work of following aircraft paths across radar screens. But no more. And they can now be forced to work overtime, however fatigued or stressed they may be. Nor are controllers any longer guaranteed two consecutive weeks of vacation.

Newly-hired controllers will be paid 30 percent less than those now on the job, creating a two-tier system that's bound to cause friction among the controllers and give the FAA a great incentive to force veteran controllers out

in favor of cheaper newcomers.

And whether they be long-time or recently-hired employees, the FAA is aiming to increase their workloads by an average of 10 percent each over the next few years.

That's not all, either. The agency imposed a dress code on controllers. No jeans, no T-shirts, no sneakers or sandals. The FAA said it wanted to make certain that controllers' attire would not "erode public confidence" in them, although most work in windowless rooms, unseen by the public.

Not surprisingly, the controllers' morale appears to be near rock-bottom. Recent FAA surveys indicate that two-thirds of them are unhappy with how the agency is managed. What's more, they've filed more than 280,000 formal grievances charging the FAA with violating their union rights.

The number of controllers, about 15,000 when President Bush took office, has been steadily declining at the same time that air traffic has been steadily increasing.

In the past three years alone, the controllers' ranks have shrunk by 1,100. The union says that has caused "massive fatigue" among the remaining controllers who've had to take on extra workloads. Some control towers have had to be shut down for hours at a time for lack of controllers.

Nearly 70 percent of the current controllers are expected to retire over the next decade, and an undetermined but significant number expected to resign because of the working conditions imposed by George Bush's FAA — conditions that threaten the safety of millions.

But give Bush his due. He's actually managed to outdo Ronald Reagan, long proclaimed the greatest of all union-busters.

□ Dick Meister is a San Francisco-based journalist who has covered labor and political issues for more than four decades. Contact him through his website, www.dickmeister.com.

UFCW voices concerns at USDA public meetings

Representatives from the UFCW International Union joined consumer advocates at public meetings in Virginia earlier this month to oppose the U.S. Department of Agriculture Food Safety and Inspection Service's proposal to water down workplace safety and food inspection regulations at the nation's poultry slaughter establishments.

The proposal, titled "Public Health-Based Slaughter Inspection System," would remove maximum line speed regulations and further subject poultry workers to dangerous workplace conditions. The proposed system also increases the risk of food-borne illnesses by weakening the on-line poultry inspection process.

Poultry workers often face physically demanding, repetitive work, during which they stand for long periods of time in production lines that move quickly as they wield knives or other cutting instruments. They often work in extreme temperatures and make up to 40,000 repetitive cutting motions per shift.

Worker safety will play no role under the PHBSIS proposal, which would allow poultry slaughter establishments to run their lines with no maximum line speed.

Line speeds have been linked to food contamination, and the new proposal may put consumers at additional risk of food-borne illnesses by removing on-line FSIS inspectors who are trained to inspect bird carcasses for contaminat-

ed material, including fecal matter. Under the new system, poultry slaughter establishments will be allowed to monitor the poultry carcass inspection process themselves.

Turning back the clock

"Over 100 years ago, Upton Sinclair wrote *The Jungle* in an effort to shed light on the unhealthy and dangerous working conditions in meat packing plants, and it is amazing that the poultry industry would be allowed to turn back the clock and dismantle our last line of defense against workplace injuries and food-borne illnesses," said Mark Lauritsen, UFCW International vice president and director of the Food Processing, Packing and Manufacturing Division. "We urge members of Congress to join the UFCW in opposing this misguided proposal in order to protect the health and safety of our workers and families."

For more than 100 years, the UFCW has been fighting to improve the working conditions of food workers and the safety of our food. It represents more than 250,000 workers in the packing and processing industries.

In addition to protecting the rights of food workers, the UFCW is a founding member of the Safe Food Coalition of consumer groups, groups representing victims of food-borne illnesses and watchdog groups that are dedicated to reducing the incidence of food-borne illnesses in the United States.

WHAT'S UP in Washington

Employee Free Choice Act (EFCA)

America's middle class is in danger as working people struggle to make ends meet. One-time tax rebates won't be enough to solve this problem. The solution is to let workers unite and bargain with their employers for better wages and benefits.

Recent research has shown that some 60 million U.S. workers would join a union if they could. But the current system for forming unions and bargaining is broken. Every day, corporations intimidate, harass, coerce and even fire workers who try to form unions and bargain for economic well-being.

The Employee Free Choice Act, introduced in Congress' 2005-06 session, was written to protect the rights of workers to organize.

The legislation was supported by a bipartisan coalition and passed the

House, but was killed in the Senate through parliamentary maneuvering by its opponents.

It would have restored workers' freedom to choose a union by:

- establishing stronger penalties for violations of employee rights when workers seek to form a union and during first-contract negotiations;
- providing mediation and arbitration for first-contract disputes; and
- allowing employees to form unions by signing cards authorizing union representation.

EFCA's sponsors say they will re-introduce the measure in the next session of Congress in 2009 when they hope that there will be more labor-friendly members elected, as well as a more labor-friendly president.

America Saves Week focuses on retirement planning

Nationwide campaign seeks to help workers save for a secure future

By Yolanda York

America Saves Week, which takes place Feb. 24 to March 2, is a nationwide campaign involving a broad coalition of more than 1,000 nonprofit, corporate and government agencies. The campaign is designed to help individuals and families save and build wealth.

America Saves helps people by providing information, advice and encouragement on saving for important things like a home, education and retirement.

Saving for retirement is a critical goal that sometimes gets forgotten in the day-to-day management of money.

Importance of savings

For the average American worker, Social Security will replace about 40 percent of his or her pre-retirement earnings. However, according to financial experts, you will probably need at least 70 percent of your annual working income when you retire to enjoy a comfortable lifestyle. The remaining 30 percent will need to come from private pension plans, savings or investments.

That's why it's important to save for

your retirement — even if it's not easy to part with those extra dollars.

Many people believe that low- and moderate-income families cannot afford to save and build wealth. Yet research shows that there are “savers” and “spenders” in all income classes and almost everyone has the ability to build wealth over time.

We at Social Security share the goal of America Saves Week: to encourage all Americans to save, and to help them do just that.

For more information, visit www.americasavesweek.org.

You can also use the free resources provided by Social Security. Every year, about two to three months before your birthday, workers 25 and older receive a Social Security statement in the mail.

The statement gives you an estimate, based on current earnings, of what you might expect in Social Security retirement benefits. And by using our online Retirement Planner, you can personalize various financial scenarios to determine what your individual retirement plan should look like. Visit the Retirement Planner at www.socialsecurity.gov/retire2.

Yolanda York is a Social Security public affairs specialist in San Diego.

Important links:

www.americasavesweek.org

www.socialsecurity.gov/retire2



Display your solidarity!

Members wear their union pride at work. See photos on pages 4-5.

