

More Than 20,000 Strong!



DESERT EDGE

May 2007

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

Employer Propaganda: Consider the Source

By President Bill Lathrop

Before you believe the employers' hype about the strike vote, consider the source.

What are Albertson's goals in the contract negotiations?

Albertsons wants to keep your wages low. Albertsons consistently resists any attempt to give you a fair wage—even though they haven't raised your wages since 2002. All this while they made over \$2.4 billion in profits last year alone.

Albertsons wants to protect the two-tier system that was forced on you, putting health care out of the reach of new workers. New employees and their families have to wait up to a year and a half to

get benefits. The employer refuses to provide sufficient money to pay for fair benefit increases.

Albertsons is trying to weaken your retirement. By creating two tiers and splitting pension contributions, the employer dramatically reduced the amount of its contributions to your pension fund. This has the potential of reducing your benefits when you retire.

What are your union's goals in the negotiations?

The union wants to raise your wages. We are pushing Albertsons for a fair raise — like the one we got from Stater Bros. and Gelson's Markets.

(Please see page 6)

Court Affirms Class-Action Status of Gender Lawsuit vs. Wal-Mart

In a 2 to 1 decision, the U.S. 9th Circuit Court of Appeals affirmed the class action status of the largest gender discrimination case in U.S. history, Dukes v. Wal-Mart.

In the case, more than two million former and current female employees of Wal-Mart are suing the company for gender discrimination. In total, Wal-Mart faces more than 57 wage and hour lawsuits across the nation.

"The decision by the court is a huge victory not only for the women who work at Wal-Mart, but for all Americans who care about equal rights and a discrimination-free workplace," President Bill

Lathrop said.

"With more than 57 wage and hour lawsuits, it appears more obvious every day that Wal-Mart suffers from a systemic pattern of ignoring labor laws that has resulted in the mistreatment and exploitation of its employees."

Lathrop said that as America's largest employer, Wal-Mart must take responsibility for its actions and do the right thing for its employees.

"I hope this decision will help Wal-Mart change into a responsible and moral employer," Lathrop said, "because the American people will not tolerate discrimination or unfairness in the workplace."

President's Report

Solidarity Vital As Talks Reach Difficult Stage



By Bill Lathrop

Our negotiations with the national supermarket chains have reached a difficult and complicated stage, both for our members and for our bargaining team.

On the downside, we have yet to reach an agreement that achieves our goals, which include wage increases, protection of health benefits and, most important, elimination of the two-tier system.

On the upside, we are still talking and our members are still working at their jobs under the terms of their old contract. That situation will continue as long as we see the potential for progress in these talks.

On April 20, the Federal Mediation and Conciliation Service (FMCS), which is trying to help us find common ground with the employers, released a statement announcing that there had been "some progress on difficult and complex issues." It also said that the FMCS "is pleased that employees continue to work, the stores remain operational and that the parties continue to meet and explore solutions."

I can't tell you more than that because of a media blackout that has been imposed on all parties by the FMCS.

Our members are understandably anxious because of the delays in reaching an agreement and because of our inability to provide details of the bargaining process. But our union will do whatever it takes to get the best possible terms, and if that means keeping our mouths shut when we emerge from the conference room, then so be it.

In the meantime, our members must make their support for their union obvious to the employers.

Success at the bargaining table depends on our ability to marshal our forces effectively if and when a job action becomes necessary. Any signs of weakness will be exploited by the employers, who will be tempted to test our strength by hardening their negotiating positions.

Ultimately, our ability to win a fair and equitable contract depends on your

(Please see page 6)

Return in 5 days to:

United Food and Commercial Workers

Union Local 1167

P.O. Box 1167

Bloomington, CA 92316

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SAN BERNARDINO, CA

Fill Out Vacation Waiver Forms To Maintain Insurance Coverage

In order to maintain insurance coverage, Food and Meat Division members must work at least a certain number of hours every month. This does not apply to pharmacist and drug members.

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, while 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 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.

Whenever members are short on hours, a billing notice with a place to list vacation hours will be sent to them. However, since these notices often go out right before the time eligibility would lapse, this sometimes results in a temporary loss of eligibility while the health trust fund processes the information and clears eligibility.

Many Food members are getting notices for the first time, since they have been used to taking vacation time off in the free months. As there are no longer any free months, any member taking vacation will get a short-hour notice.

This can be avoided by filling out a vacation waiver form at the time vacation hours are taken.

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 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 without any breaks in eligibility.



DESSERT EDGE

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(800) 698-UFCW

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

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

Bill Lathrop
Editor

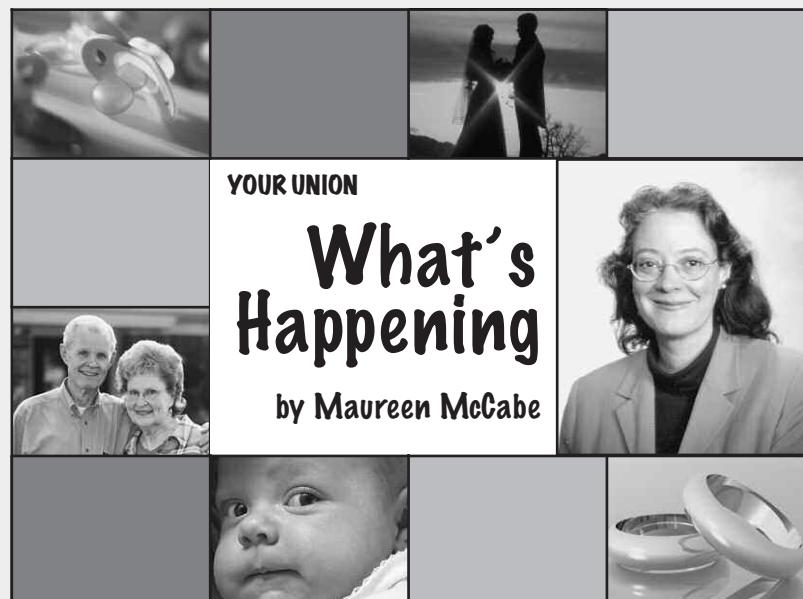
Ble Weiss Communications Incorporated
Publisher



You Are Interesting! Tell Us About Yourself

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

— President
Bill Lathrop



YOUR UNION What's Happening

by Maureen McCabe

JUST RETIRED: The month of April brought us several new retirees. **Leslie Bingenheimer** retired after 33 years with Vons. **Tonia Collins** worked for Vons and Safeway for 33 years.

Adrienne Dixon worked for 35 years for Vons and Safeway.

Gregory Gililand worked in the industry for 28 years with Albertsons and Stater Bros.

Elaine Merritt worked for Albertsons, Lucky, and Gemco for a total of 33 years. **Wayne Nelson** worked for Stater Bros.

for 30 years. **Dorothy Royal** worked for Albertsons, Hughes, Smiths, Safeway and Country Farms for 32 years. **Brant Swink** worked for Stater Bros.

for 16 years. **Kevin Tischner** worked for Ralphs for 18 years.

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

JUST MARRIED: **Geoffrey Conti**, Ralphs, married **Michelle Myrant** on 1/27 in Las Vegas.

Cindy Ritchie, Ralphs, married **Michael Katt** on 2/10 in a ceremony held in Bullhead City. In August the newlyweds plan to take a camping and fishing trip to Alaska. **Rosa Grow**, Stater Bros., exchanged vows with

Warren Horton on 3/18. The wedding was held at the Cimarron Golf Resort in Cathedral City. The happy couple honeymooned in Morro Bay, Monterey, and Santa Barbara.

Congratulations to all our newlyweds.

JUST BORN: **Lourdes and Albert Lara**, Stater Bros., welcomed **Matthew Jo** into the world on 2/2. Matthew weighed 8 lbs. 1 oz. **Maria Sierra**, Food

4 Less, gave birth to **Giovanni Marcel Montano** on 2/6. Giovanni weighed 8 lbs. 10 oz. and his mother calls him "mommy's precious angel."

Vian Vu, Ralphs, is pleased to announce the birth of **Aidan Tran** on 2/7. Aidan weighed 6 lbs. 10 oz. **Michelle Blakeslee**,

Stater Bros., welcomed **Aiden** on 2/14. Aiden weighed 7 lbs. 7 oz. **Peggy Givens**, Albertsons, gave birth to **Kinton Bajwa** on 2/28. Kinton weighed 9 lbs.

Melanie Marin, Food 4 Less, and **Michael Antillon** are pleased to announce the birth of **Emilio Ray Antillon** on 3/1. Emilio weighed 4 lbs. 12 oz.

Monique Franco, Rite-Aid, has a new son. **Geeno Martinez** was born on 3/1 and weighed 8 lbs. 14 oz. **Tammy Lopez**, Stater Bros., welcomed **Aundrea**

Gisselle Molina into the world on 3/7. Aundrea weighed 7 lbs. 8 oz. Her happy mother writes, "I have another little angel."

Michele Marquez, Rite-Aid, tells us she's "very proud and happy to have my baby girl" since the birth of **Emily Michele Amaro** on 3/8. Emily weighed 7 lbs. 2 oz. **Charles Goldbach**, Vons, has a new son. **Charles Nicolas** was born on 3/17 and weighed 6 lbs. 12 oz. **Thelma Arredondo and Paul Avalos**,

both of Stater Bros., proudly announce the birth of **Nicholas Paul Avalos** on 3/20. Nicholas weighed 7 lbs. 11 oz. We're told "he was a very healthy baby and both parents are very happy."

Vince Trujillo, Stater Bros., is thrilled with the 4/4 birth of **Alanna Aubrey Alexis**. Alanna weighed 6 lbs. 15 oz and her happy father writes, "Wow! A baby girl for Vince, his first daughter!"

Congratulations to all our new moms and dads.

Union Representative Report

Avoid Insubordination Charges; Do What You're Told!



By Deborah Hutton

Ever since we were little girls and boys, we have had to listen to people in positions of authority. Our parents told us what to do, and when we didn't obey, we'd get punished. Our schoolteachers told us what to do, and if we didn't obey we'd get detention, bad grades or other forms of punishment.

Now that we are adults, we have another form of authority that we deal with: bosses and supervisors, among others. But this time the punishment for disobedience is more severe. If you do not do what your bosses tell you, you could get fired. Not doing what you're asked or told to do is called insubordination.

Webster's Dictionary defines someone who is insubordinate as one who is not submitting to authority or is rebellious. If someone is insubordinate on the job, this behavior could lead to termination.

The best way to deal with insubordination is to avoid it. If someone in a position of authority tells you to do something, do it. As long as

it's not immoral, illegal or unsafe, you should comply.

If a manager or supervisor asks you to do something that you think is not correct according to your union contract, you should still do it, then notify your union rep. That's what union representatives are here for—to make sure the contract is followed.

Language Protects You

The contract language protects you, but you should not try to interpret the contract. Let your union representative make sure the rules, regulations and protections of the contract are followed.

Even if you know your manager is telling you to do something you know you are not supposed to do because you sincerely believe you are more versed on the contract than your manager, just make a note of it and do it. At your first opportunity, call your union rep and discuss your problem. A grievance will be filed on your behalf if there has been a violation of the contract.

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, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

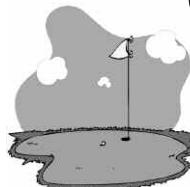
With dues checkoff, all future dues can be deducted automatically from your paycheck. If you do not have an authorization form, call the local and one will be sent to you immediately.

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!

Fifth Annual

Joe F. Barragan Memorial Golf Tournament



Tuesday, May 22, 2007



Sponsored by

UFCW 1167 and 1428

Mark your calendar and plan to join us on **May 22, 2007**, for 18 holes of golf and dinner at Sierra Lakes Golf Club, Fontana.

Special Member Rate: \$60

Proceeds will benefit the UFCW Local 1167 and UFCW Local 1428 Scholarship Programs & the Leukemia/Lymphoma Society

We look forward to seeing and spending the day with you.
Call 909-877-5000 for information.

MOVIES FOR LESS

Save up to 33%

AMC THEATERS — \$5.50

Ontario Mills 30 — Fourth Street off 15 Freeway, Ontario

CINEMARK THEATERS — \$6.00

Cathedral City — 34491 Date Palm Drive
Chino — 5546 Philadelphia St.
Rancho Mirage — 71800 Highway 111
Victorville — 12353 Mariposa Road

CINEMASTAR THEATERS — \$5.50

450 N. E St., San Bernardino

HARKINS THEATERS — \$5.50

Moreno Valley — 22350 Town Circle
Chino Hills — 3070 Chino Hills

REGAL CINEMAS TICKETS — \$6.00

Temecula — 40750 Winchester Road
Ontario Mills 22 — 4th Street off the 15 Freeway
Jurupa Stadium 14 — 8032 Limonite Ave., Riverside
Corona — North Main Street at Rincon Street, just north of the 91 Freeway
Discount tickets are for all Regal, Edwards or United Artists theaters in Southern California with the exception of theaters at Hutton Centre, Main Street on MacArthur at Costa Mesa Freeway in Santa Ana; Newport Beach at Newport Center; and Laguna Hills Mall, San Diego Freeway at El Toro Road.

KRIKORIAN THEATERS — \$6.50

Redlands — 340 N. Eureka St.
La Mirada — 15296 Rosecrans Blvd.
Downey — 8200 3rd St.
San Clemente — 641-B Camino De Los Mares

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

CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.
Ticket prices are subject to change without notice.



Albertsons

March 2

Bloomington



Strike Vote

25, 2007



Menefee



Solidarity Vital for Negotiations

(Continued from front page)

willingness to stand proudly with your union sisters and brothers.

"Solidarity" isn't an abstract principle. It is the embodiment of all that we are as a labor union. Please keep that in mind when you hear, see and read the propaganda of employers who seek to weaken your resolve and pry your allegiance away from your union.

The national supermarket companies don't care about you and they don't have your interests at heart. If they cared about you, they wouldn't have forced tens of thousands of our

members out of the stores in 2003 and 2004. If they had your interests at heart, they would have already agreed to eliminate the two-tier system, as Stater Bros. and Gelson's did in their contracts with the UFCW.

They do care about maximizing their profits, and they will say and do whatever it takes in order to make the most money possible, even if that means driving their employees out of the middle class.

Your union is all that stands in the way of corporate greed. It deserves your strongest support.

Employer Propaganda: Consider the Source

(Continued from front page)

We want to improve your benefits. Your union is fighting to make more members eligible for benefits earlier and prevent the companies from pushing the cost of health care onto employees.

We want to strengthen your retirement. The UFCW wants you to be able to retire with security and not

worry about being pushed out the door so a corporation can improve its bottom line for wealthy investors. We're fighting to protect your retirement options.

Before you believe the employers' wild claims, consider their goals: keeping your wages low, weakening your benefits and eliminating retirement security — all to boost their profits.

In Memoriam

Lakshman DeSilva, a meat cutter employed by Vons, died April 10, 2007, at the age of 54. He had been a member since December 1991.

Salvatore Foggia, a retired meat cutter formerly employed by Safeway, died April 3, 2007, at the age of 82. He had been a member since June 1949.

Gordon Huffman, a retired food clerk formerly employed by Albertsons and Grocery Warehouse, died April 5, 2007, at the age of 69. He had been a continuous member since November 1970.

John Jennerson, a retired meat cutter formerly employed by Stater Bros. Markets, died April 2, 2007, at the age of 81. He had been a member since September 1969.

Vernon Long, a retired meat cutter formerly employed by Stater Bros. Markets, died March 31, 2007, at the age of 81. He had been a member since June 1946.

Margaret O'Hare, a retired food clerk formerly employed by Lucky and Albertsons, died March 3, 2007, at the age of 65. She had been a member since June 1972.

Our condolences to the families of these deceased members.

Disneyland Tickets

Adults \$58 (\$5 savings)

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

Valid Through Dec. 13, 2007

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

Members Celebrate Years of Service



Veloria Singleton, Ralphs 118, 15 Years



Gladys Marshall, Rite Aid 5713, 15 Years



Phil McClellan, Stater Bros. 72, 20 Years



Becky Wells, UFCW 1167, 25 Years, with Secretary-Treasurer Brent Denkers



Yolanda Herberger, Vons 1742, 30 Years, with Secretary-Treasurer Brent Denkers

Congratulations to these devoted members!

RETIREES NEEDED!

Retirees of 1167 are encouraged to join the club!

Renew old friendships and start new ones!

Travel, Bingo, and other special events are

just part of your Retirees Club!

UFCW Local 1167

Retirees Club

Monthly Meeting and Potluck

Wednesday, May 16

Local 1167 Auditorium

BINGO! Everyone's invited!

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

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

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

Local 1167 Auditorium

855 W. San Bernardino Ave.

Communication Key for Steward Marie Mosier

Marie Mosier believes in communication. Mosier works as a cashier at Albertsons 6706 in Temecula. She became a steward shortly after the 2003-04 strike/lockout because she wanted to let members "know what's going on."

"It was time to step up to the plate and be more actively involved," Mosier said. "It's important to let members know what the union is doing on their behalf, especially when negotiations are in progress."

Mosier checks the Local 1167 website daily and calls to speak with her union representative as often as she can. I like to get my news straight from the source," she said.

"I usually come in early or stay late to get the word out to my colleagues," she continued. "It's important to give them accurate information. It's also important not to be pessimistic while negotiations are in progress. If the time comes when we need to

talk about any possible work actions, we'll let them know. In the meantime, I try to put a positive spin on what's going on."

Mosier began her career with Albertsons in Costa Mesa in 1978. She has been a proud supporter of the union since then.

"In a non-union store, the pay is lower and the benefits, if you have them at all, are inferior," Mosier said. "Seniority doesn't count in a non-union store. No matter how long you have been there, they can take away your hours and do just about anything else they want."

"That's why I tell everyone that working union is the way to go."

Mosier and her husband, Steven, live in Sun City and are the parents of two adult children. In their spare time they like to travel and fish in Utah.

"Strawberry Reservoir and Jordanville have some of the best fishing around," she said. "We try to go there as often as we can."



Mosier keeps members informed at Temecula Albertsons 6076.

March 28 Membership Meeting Winners



UFCW hats were won by Gina Estrella, from Ralphs 144; Richard Zendejas, from Stater Bros. 5; Eduardo Quezada, from Ralphs 144; Penelope Grantley, from Albertsons 6501; Mike Rossiter, from Ralphs 717, and Norma Jordan, from Food 4 Less 304.

**Next 1167 Membership Meeting
June 27**

Outsourcing America: (No Longer) Made in the U.S.A.

When one thinks of American products, names like Levi Strauss, Black & Decker, Etch-a-Sketch and Radio Flyer jump to mind. Unfortunately, consumers who support American manufacturers and workers are now likely to associate those names with disappointment and loss.

All of these companies, which once represented pride in American enterprise, have moved their manufacturing operations to China.

Under growing pressure from retailers such as Wal-Mart to ship higher quantities at lower costs, America's industrial icons have joined the stampede to exploit low-cost labor in the Far East.

Chevrolet's subcompact Aveo is actually a Korean Daewoo with a golden bow tie slapped on its grille. Most of Ford's new models are rebodied cars from Ford's Japanese subsidiary, Mazda.

In this age of globalization, any product still wearing the "Made in America" label is fast becoming an endangered species.

In 2004, Levi Strauss declared that it could no longer keep pace with its low-cost overseas rivals. So Levi fired its unionized

American work force, closed its 60 factories in the United States and broke ground on a new manufacturing facility in China.

Similar stories are told about countless other companies including Sunbeam Products and Stanley Tools, both former strongholds of domestic manufacturing. The only remaining presence of these firms on U.S. soil is their corporate offices.

'American Icons' No Longer Made in America

- Levi's jeans
- Black & Decker power tools and home appliances
- Stanley tools
- Fedders air conditioners
- Sunbeam mixers and home appliances
- Hoover vacuum cleaners
- Radio Flyer wagons, bikes and toys
- Etch-A-Sketch toys

Though their products' sales continue to be enhanced by their "hometown U.S.A." reputations, not a screw or thread on any of them comes from America anymore.

It is still possible to find products that are made by American workers who make good

union wages. Here are some of them:

Still 'Made in U.S.A.'

- UFCW's own Union Jean Company/King Louie Clothiers
- Porter-Cable, Dremel, RotoZip, Powermatic and Baldor power tools
- Wright, Armstrong and Allen hand tools
- Carrier, York, Sears and Armstrong air conditioners

- VitaMix and KitchenAid kitchen appliances
 - Oreck and Riccar vacuum cleaners
 - Cartwheels wagons
 - Cannondale and Trek bicycles
 - Poof and Slinky toys
- With your support, these companies can become the American icons of future generations.

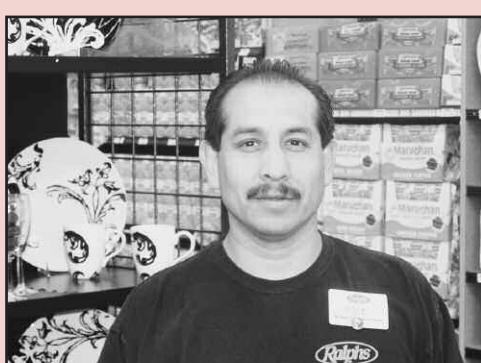
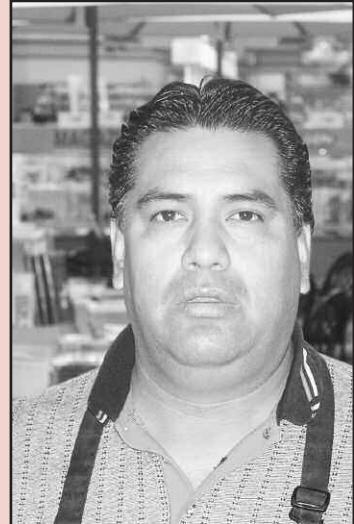
The Union Office will be closed Monday, May 28, in observation of Memorial Day.

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.

Members at Work

Ralphs 98



IT PAYS TO BE UNION!

April 2007

2007 Total

Back pay and benefits
restored to members

\$4,343.97

\$16,469.77

Members reinstated
Grievances settled

31

89

98

328

Membership Meetings

June 27

September 26, December 19

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