

More Than 20,000 Strong!



DESERT EDGE

April 2007

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

Albertsons Members in All 7 SoCal UFCW Unions Authorize Strike

UFCW members working for Albertsons voted on March 25 to authorize union presidents to call a strike, if necessary. Workers at all seven UFCW local unions in Southern California participated in the vote.

Following the authorization vote, Local 1167 President Bill Lathrop said:

“We have tried to bring Albertsons, Ralphs and Vons to the table to discuss meaningful issues, such as equal pay for equal work, a fair benefit plan and secure retirement for our members.

Unfortunately, they have delayed and refuse to compromise on a fair contract.

“We don’t want to strike, but we are forced to speak to them in a language that they understand. If all they are concerned with is the bottom line, then a strike authorization should bring them to the table to negotiate in good faith.”

Lathrop noted that Albertsons was selected for the strike authorization because the union has been in discussions with that company the longest and has achieved the least amount of progress.



We can get a fair contract.

But we need to stand up to the employers.

President’s Report

Employers Told: Get Serious About Negotiating!



By Bill Lathrop

When Albertsons members throughout Southern California voted on March 25 to authorize a possible strike, they delivered a powerful message to all three of the national supermarket companies:

Get serious about negotiating a fair contract or pay the consequences!

More than two months of talks with Albertsons, Ralphs and Vons/Pavilions have produced little of consequence. The federal mediator who facilitates the negotiations has ordered all parties not to discuss the details, but I can tell you this:

- The employers still refuse to eliminate the two-tier system.
- They still refuse to improve health benefits.
- They still refuse to grant respectable wage increases.

The recent vote by our Albertsons sisters and brothers authorizes the presidents of Southern California’s seven UFCW unions to call a strike against the company if it doesn’t change its attitude. Similar strike authorizations votes may be asked of Ralphs and Vons/Pavilions members at a later date.

If the three companies aren’t already convinced of the potential consequences of their stonewall tactics, they soon will be. The strike and lockout of 2003-2004 resulted in a \$2.5-billion loss for these same companies. The prospect of yet more staggering losses will give them the night sweats.

Nobody wants a strike, but the employers must be convinced of our

(Please see page 6)

Pactiv Members Ratify Contract



(See story and photos on page 7.)

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

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Death Benefit Lowered Due to Soaring Insurance Cost

The Local 1167 Death Benefit for eligible members, currently at \$9,000, will be lowered effective April 1, 2007 to preserve the present two-dollar per month cost. The action was taken pursuant to the Bylaws of Local 1167 when it became clear that no insurance company would accept the present two-dollar fee for \$9,000 in coverage.

Effective April 1, 2007, Local 1167's Death Benefit Coverage will be as follows:

Age	Percentage	Benefit
Up to age 70	100%	\$8,000
70 but less than 75	65%	\$5,200
75 and older	50%	\$4,000

Former Local 439 members who were 70 years of age or older on April 1, 1995 are not covered by the above Death Benefit. If eligible, these members will continue to receive a Death Benefit of \$1,500.00.

Members working at the following locations are not covered by either of Local 1167's Death Benefit programs:

Spartech Profiles, Pactiv Corporation, Russell Stanley, Former Local 213 Retirees and Fur Division Retirees.

Stay Informed!

Call the Negotiations

Update hotline: (866) 662-0686

Members visit: www.RespectUFCW.com

www.groceryworkersunited.org

Public: www.Respectworkers.com

UFCW LOCAL 1167
a VOICE for working America

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(909) 877-2331

Bill Lathrop
Editor

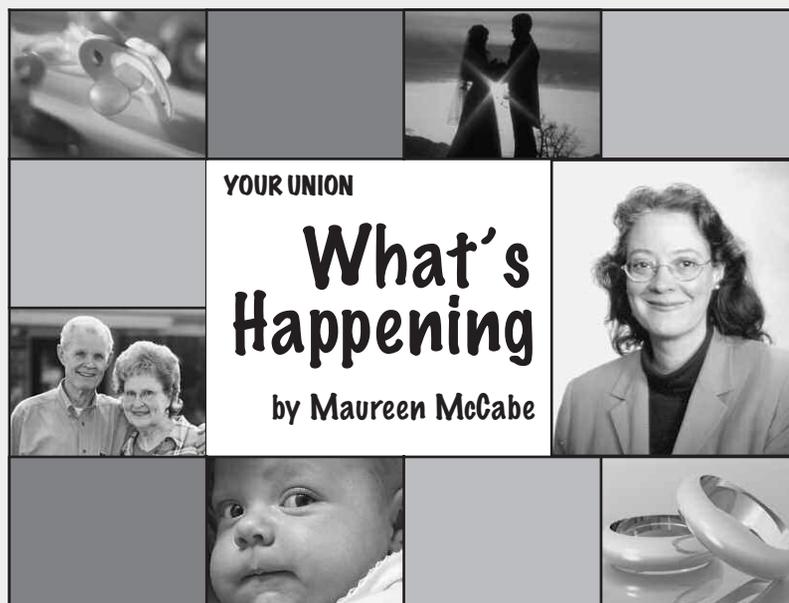
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Publisher



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

FOR THE RECORD: First of all congratulations to **Mike Gallegos**, who retired in February after 31 years with Vons and Safeway. It was previously reported in error that Mike worked for Ralphs. We apologize for the mistake and hope you've been enjoying yourself, Mike!

JUST RETIRED: The month of March brought us several new retirees. **Edward Bird** retired after 29 years with Stater Bros., Albertsons, and FedMart. ... **Ora Bleckert** worked for Albertsons for 17 years. ... **Aurora Farley** worked in the industry for 18 years with Stater Bros. and Lucky. ... **Thomas Gemoll** worked for Albertsons and Fazio's for 30 years. ... **Rhonda Gordon** worked for Albertsons and Stater Bros. for 30 years. ... **Bonnie Gresswell** worked for Food 4 Less and Stater Bros. for 14 years. ... **Cheuk Lee** retired after 31 years with Ralphs and Albertsons. ... **Theresa Ricciardi** worked for Vons for 35 years. ... **Lance Riebsomer** worked in the industry for more than 31 years with Top Value, Lucky and Albertsons. ... **William Murray** worked for Vons and Market Basket for 33 years. ... **Terry Williams** worked for Albertsons and Market Basket for 38 years.

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

JUST MARRIED: **Ines Tula**, Ralphs, married **Jon Mendoza** on 1/11. The ceremony was in

Indio. ... **Sandeep Konda**, Rite-Aid, married **Preeti Kortha** on 1/28. The wedding was in Hyderabad, India. ... **Yesenia Anguiano**, Ralphs, said "I do" to **David Rafferty** in Las Vegas on 2/24. The happy couple stayed in town to honeymoon.

Congratulations to all of our newlyweds!

JUST BORN: **Heidi O'Leary**, Stater Bros., had a happy new year with the arrival of **Morgan** on 1/1/07. Morgan weighed 5 lbs. 12 oz and her happy mom tells us "she's very cute, just like her big brother Sean." ... **Leo Valdez III**, Stater Bros., has a new son. **Kevin Corben** was born on 1/18 and weighed 5 lbs. 14 oz. ... **Leo and Alma Valdez** are now the proud parents of **Julia Marie** and **Kevin Corben**. ... **Lupe Gonzalez**, Stater Bros., welcomed a new son on 1/23. **Angelo Fidel Mendoza** weighed 7 lbs 13 oz. ... **Todd and Denis Blankenship**, Vons, are pleased to announce the birth of **Kelsie Ann** on 1/26. Kelsie weighed 6 lbs. 15 oz. ... **Melissa Ramirez**, Stater Bros., has a new daughter. **Madeline Herrera** was born on 2/11 and weighed 7 lbs. 10 oz. ... **Mary Davies**, Rite-Aid, gave birth to **Kira Simone** on 2/20. Kira weighed 6 lbs. 14 oz. ... **Frank Vertti**, Ralphs, welcomed **Isabella Gianna** into the world on 2/25. Isabella weighed 7.5 lbs. and measured 20 inches long. ... "She's mommy and daddy's little princess," her proud father writes.

Congratulations to all of our new moms and dads!



**We can get a fair contract.
But we need to stand up to the employers.**

Just a few days ago, union grocery workers in New England faced down their employer—and won.

UFCW members at Stop & Shop markets in Connecticut, Massachusetts and Rhode Island just ratified a new contract.

Their employer, the Dutch-owned Ahold, wanted to take away benefits and resisted giving fair wage increases.

But grocery workers held strong, stood up to Ahold and demanded a fair contract.

And they got one.

We can too.

But only if we stand strong, stick together and demand a fair contract.

After all, if Stater Bros., Gelsons and Ahold can do it, so can Ralphs, Vons and Albertsons.

For more information, visit our negotiation website:
www.RespectUFCW.com, or text UFCW to 30644 on your cell phone.

MOVIES FOR LESS

Save up to 33%

AMC TICKETS — \$5.50

Ontario Mills 30—Fourth Street off 15 Freeway, Ontario

CINEMASTAR THEATERS — \$5.50

450 N. E St., San Bernardino

REGAL CINEMAS TICKETS — \$6.00

Temecula — 40750 Winchester Road

Ontario Mills 22 — 4th Street off the 15 Fwy.

Jurupa Stadium 14 — 8032 Limonite Ave., Riverside

Corona — North Main Street at Rincon Street, just North of 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 TICKETS — \$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.

Union Representative Report

The Family Medical Leave Act



By Matt Bruno

Passed by Congress in 1993 and signed into law by President Clinton, the Family Medical Leave Act (FMLA) entitles an eligible employee to a total of 12 weeks unpaid leave during any 12-month period in one or more of the following circumstances:

- medical leave when the employee is unable to work because of a serious health condition;
- care for an immediate family member (spouse, child, or parent) with a serious condition;
- the birth and care of the newborn child of the employee;
- placement with the employee of a newborn for adoption or foster care.

An employee is eligible if he or she works for a covered employer and meets all of the following requirements:

- has been employed with the employer for at least 12 months;
- has had at least 1,250 hours of service during the 12-month period immediately preceding the start of the leave;
- is employed at a worksite where 50 or more employees are employed by the employer

within 75 miles of that site.

Eligible employees in California are allowed to take time off to care for a domestic partner as well.

The California Family Leave Act (CFRA) provides the same rights for workers as the federal FMLA, except for pregnancy and medical leave.

Under a California law called the Paid Family Leave (PFL) Law, workers may take up to six weeks of paid leave each year for the purpose for bonding with a new child by birth, adoption or foster-care placement.

The PFL makes paid leave equally available to mothers and fathers. It also provides paid leave for the care of a seriously ill child, spouse, domestic partner or parent.

If you qualify under the above guidelines, be sure to submit all of the required forms to your employer and that you obtain all of the necessary documentation from your doctor.

All forms must be submitted no later than 15 days after the FMLA or CFRA qualifying event.

Your request may be denied if all of the proper information is not submitted.

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:

APRIL DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE JUNE 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!

Special Scholarship Program to Provide Grants to Qualified Member, Spouse or Child Students

The union local is proud to announce the launch of its scholarship program for certain members only for the academic school year 2007-2008.

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

Food contract members, Stater Bros. Meat Distribution Center and Vons Meat Service Center members ARE NOT ELIGIBLE for this program because they may participate in the million dollar Scholarship Award and Tuition Assistance Programs now offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

Food members who were hired prior to March 1, 2004 (or have 12 months of employment if hired after March 1, 2004 as of October 2005) are qualified to apply for the Trust Fund's Scholarship Award and Tuition Assistance Program and ARE NOT ELIGIBLE for the scholarship program listed here.

Rules and Eligibility Requirements

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the "REQUEST TO PARTICIPATE IN THE LOCAL 1167 COLLEGE (UNIVERSITY or JUNIOR COLLEGE) SCHOLARSHIP AWARDS COMPETITION" application published in this newspaper at the right of this announcement. **The application must be returned to Local 1167 no later than Friday, April 27, 2007.**

2. Those eligible to compete are current active members of the local not eligible to compete in the above described Benefit Fund Scholarship Program, their spouses and their dependent children. Sisters, brothers, and grandchildren are not eligible.

3. Applicants must be at least seniors in high school.

4. Applicants are not eligible if they

previously received Local 1167 Scholarship Award monies.

5. To be eligible the member must be in continuous good standing for at least one year through June 30, 2007. The member whose eligibility is used cannot go suspended, take a withdrawal, or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.

6. Winners are selected by the Scholarship Committee based on:

- academic record
- leadership record
- community service and volunteer activities
- character and personality
- personal achievement

7. Awards will be made to undergraduate or graduate applicants at the sole discretion of the Local's Scholarship Committee.

8. Finalists selected by the Scholarship Committee must provide proof of academic record and submit completed forms (blank forms to be provided by the union) listing leadership activities, community service and volunteer activities, and personal achievements, substantiated by two teachers and two personal recommendations.

9. Finalists may be required to appear for a personal interview.

10. Awards are contingent upon the student being accepted by, registered at and attending an accredited academic institution of higher learning. Trade schools are not included.

11. Winners must be full-time students taking at least 12 undergraduate or nine graduate units.

12. Decisions of the Scholarship Committee are final.

**REFER ANY QUESTIONS
TO SHAELYN
AT
(800) 698-8329**



Request to Participate in Local 1167 Limited Scholarship Awards Competition

(Please Print)

I understand that in order to be eligible for a scholarship award:

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2007. This means the member cannot go suspended, take a withdrawal or transfer to another local prior to June 30.
 - I must be at least a senior in high school.
 - I am not eligible to apply if I previously received scholarship award money from Local 1167.
 - If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
 - If the member is involuntarily laid off or transferred out of Local 1167, I will become ineligible and will notify the local union.
 - Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will appear for an interview if invited to do so.
 - All decisions of the Scholarship Committee are final.

My cumulative Grade Point Average in High School is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in College is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in Graduate School is _____.
(Finalists to confirm with transcripts)

(Signature of Applicant in acceptance of the above)

Applicant name _____ phone _____

Full address _____

I am a member of Local 1167 yes no

Eligibility (office use only) _____

Applicant's Social Security Number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

I am related to a member of Local 1167 yes no

Eligibility (office use only) _____

Relationship to member _____

Member's Name _____

Member's Social Security Number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

Highest academic level completed by June 2007
(Must be at least a senior in High School to apply)

Year graduated from High School or month and year will graduate

I applied for a Local 1167 Scholarship in (year applied).
(Not eligible if monies received in past.)

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

RETURN BY FRIDAY, APRIL 27, 2007

Employers Warned: Get Serious About Negotiations!

(Continued from front page)

readiness to use our ultimate weapon if we must. We need that weapon in our arsenal as we continue to press our case in contract negotiations.

On March 19, negotiators for the seven UFCW unions in Southern California agreed with Albertsons, Ralphs and Vons/Pavilions to extend the current contract for another three weeks.

If we don't agree on a new contract by the time those three weeks are up at midnight on April 9, the extension will continue on a day-to-day basis. Either party — the unions or the employers — will be able to cancel the extension by giving 72 hours notice.

This is the second extension since the contract's original expiration date on March 5. Extensions aren't the usual practice in Southern California's grocery industry, though they are increasingly common in negotiations in North America.

We agreed to these extensions in hopes that the employers will finally move on our core demands. As long as the current contract remains in

effect, our members will continue to work at their jobs under the same terms as before.

But our patience isn't limitless. If it turns out that the employers aren't serious and are just trying to string us along, we'll have to move to the next step.

Our goals in these talks have been consistent. We want a fair and equitable contract that respects the dignity and rights of all of our members. We want a contract that acknowledges the principle of equal compensation for equal work. We want a contract with real wage increases and enhanced health benefits.

We achieved those goals in our recently-ratified contracts with Stater Bros. and Gelson's. If these regional chains can afford to compensate their workers fairly, so can the national companies, each of which averages nearly \$3 billion in annual profits.

Ralphs, Albertsons and Vons/Pavilions — you have enough money. Let your workers have their fair share of your success.



Retirees Club Officers Take Oath of Office

From left: Local 1167 Executive Secretary Kathleen Franks administers the Retiree's Club oath of office to President Mary Lou Hoguee, Vice President Selinda Narsin, Secretary-Treasurer Joyce McKenzie, Treasurer Alvina Zeh and Sergeant at Arms Sal LoGrasso.

In Memoriam

Harold Nelson, a retired meat cutter formerly employed by Hughes, died Jan. 19, 2007, at the age of 69. He had been a continuous member since April 1964.

Roy Hawkins, a retired food clerk formerly employed by Sages, died March 6, 2007, at the age of 89. He had been a continuous member since December 1946.

Our condolences to the families of these deceased members.

Talks Continue Through Media Blackout

The public is unaware of many details about our ongoing contract negotiations with the national supermarket companies. That's because a federal mediator has instructed all parties not to talk about them in the media.

The important fact is that we are talking — and we will continue to talk as long as hope remains that they will produce results that we can accept.

In the meantime, we'll keep applying pressure on the employers through a sophisticated and far-reaching campaign that explains our needs and goals to the public. This campaign includes mass-mailings, telephone banks, petition-gathering events, pro-worker websites and mobilizations through e-mail and text-messages.

Over a handful of weekends at 10 Albertsons stores, our petition-gatherers have acquired more than 12,000 signatures from customers who support our goals. A website, www.respectworkers.com, offers the public an honest look at the facts and faces behind the supermarket negotiations.

Of course, our members are our most important asset at this critical time. Our strength at the bargaining table depends on the solidarity that you exhibit in the stores.

I can't emphasize this point enough. Company executives and store managers are trying to weaken your loyalty to your union with a campaign of spin and lies. Don't let them succeed!

To get the facts, talk to your steward or union representative, read this newspaper and visit www.respectufcw.com, which posts updates to the members and answers their questions about the negotiations.

We can't talk about some of the details, but we can say that the big causes for which we stand as a labor union — dignity, equality and fair compensation — are causes we will fight for with everything we've got. — **Bill Lathrop**

RETIREEES 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, March 21

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.

Pactiv Members Ratify New Contract



After nearly eight months of arduous negotiations with the employer, UFCW 1167 members who work at Pactiv in the City of Industry voted to ratify a new four-year contract on March 1 by an overwhelming 89 percent.

The agreement calls for wage increases of 11.5 percent over the four years of the contract. It also includes, new health language, clarification of seniority rights and overtime language, amended language for temporary workers and an increase in pension contributions from 30 cents an hour to 58 cents an hour.

“Members at Pactiv stood strong and united throughout the negotiating process,” President Bill Lathrop said. “They have a contract of which they can be proud.”

“We always work to improve existing contracts, and a strong membership makes that possible,” Lathrop said.

Spanish translation:

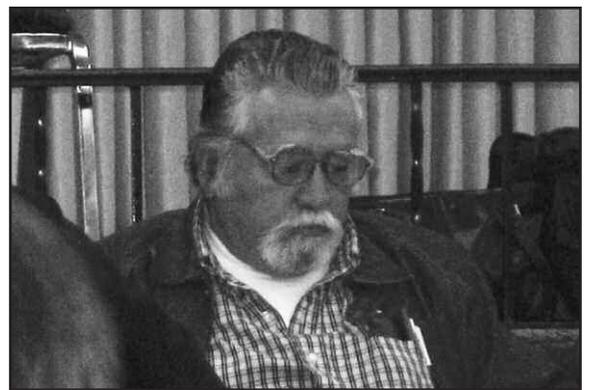
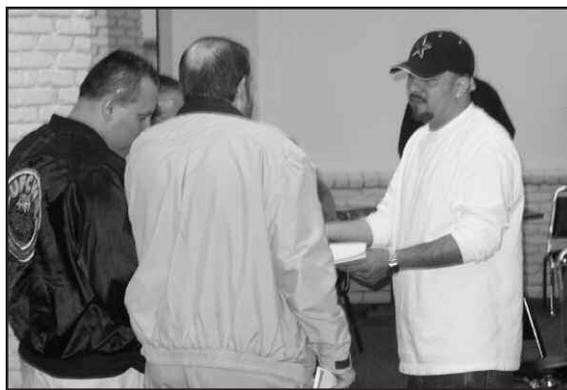
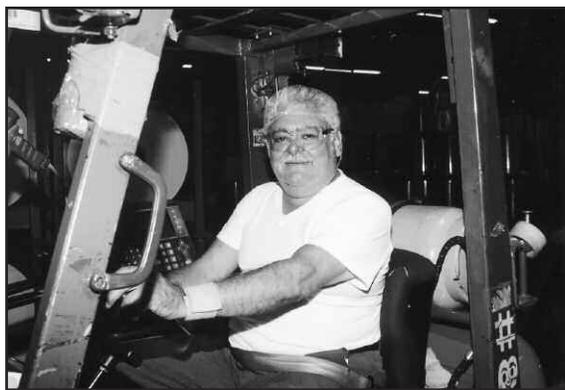
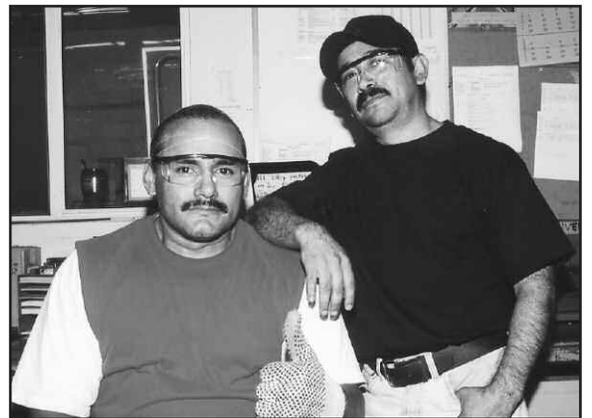
Después de casi ocho meses de arduas negociaciones con el patrón, los

miembros de la UFCW 1167 que trabajan en Pactiv en la Ciudad de la Industria, votaron el 1º de Marzo para ratificar un nuevo contrato por cuatro años mediante un aplastante 89 por ciento.

El convenio estipula un incremento salarial de un 11.5 por ciento sobre un período de contratación de cuatro años. Asimismo incluye una nueva terminología en materia de salud, aclaración de los términos de derechos de antigüedad y de horas extras, terminología reformada aplicable a trabajadores temporales y un incremento en las contribuciones a la pensión de 30 centavos la hora a 58 centavos la hora.

“Los miembros de Pactiv permanecieron fuertes y unidos a través del proceso de negociación,” dijo el Presidente Hill Lathrop. “Ahora tienen un contrato del que pueden estar orgullosos.”

“Nosotros siempre trabajamos para mejorar los contratos existentes y una fuerte militancia hace esto posible,” dijo Lathrop.



Grocery Workers Gather 12,000 Signatures On Petition of Support for Fair Contract

Albertsons Employees Give Gift of Gratitude to Supportive Customers

Wrapping up six weeks of petitioning outside Albertsons stores, Southern California grocery workers recently gathered their 10,000th signature in support for a new and fair contract from Albertsons.

Volunteers presented the 10,000 signatures to Albertsons Management.

The 10,000th signer was presented with a gift certificate redeemable at either Stater Bros. or Gelson's Markets, the two employers that recently eliminated the two-tier wage system.

At press time, more than 12,000 signatures have been gathered.

"The public responded overwhelmingly to our petition,"

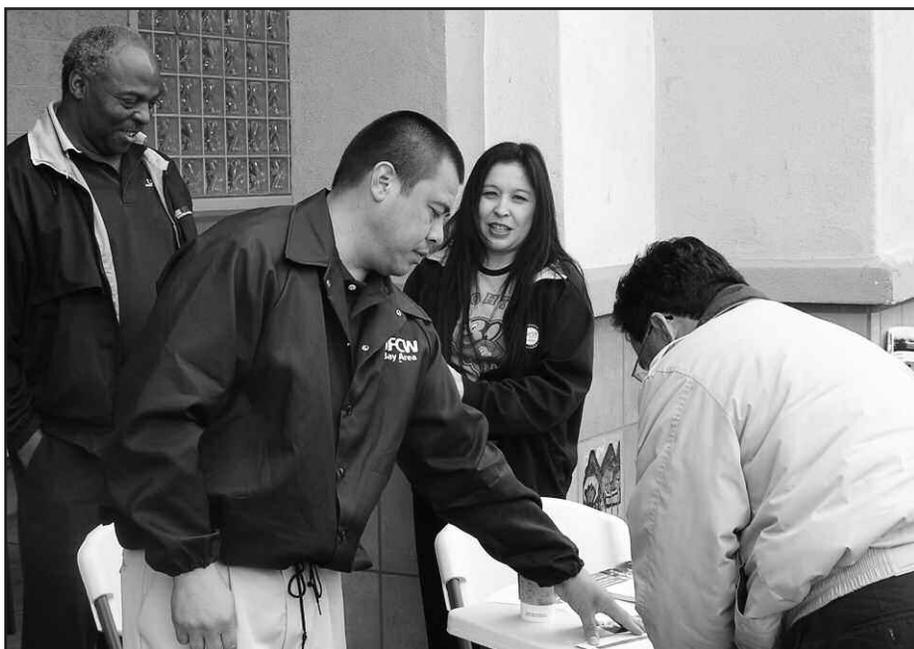
said UFCW Local 1167 President Bill Lathrop, who noted that the signatures were collected on six Saturdays. "It proves without a doubt that the customers agree with grocery workers who want a fair contract that includes equal pay for equal work."

"The employers should take note of their customers' wishes and work with us to get a fair contract," President Lathrop said.

"We encourage consumers to shop at all union markets, including Albertsons," he continued. "But we encourage customers that support grocery workers to patronize Stater Bros. markets, which signed a contract eliminating the two-tier wage and giving employees fair wages and benefits."



Devon Collard from Stater Bros. 17, Union Representative Debra Hutton and Keith Bias from Stater Bros. 103 administer a table in front of an Albertsons store.



Union Representative Keith Wright, UFCW Local 5 Representative Oscar Orozco and Jennifer Macey from Stater Bros. 103 sign up a customer.



IT PAYS TO BE UNION!

	<u>March 2007</u>	<u>2007 Total</u>
Back pay and benefits restored to members	\$3,097.92	\$12,125.80
Members reinstated	5	67
Grievances settled	40	239

Always Check I.D.

Be sure to check proper identification when selling alcohol or tobacco. Driver's licenses have been made easier than ever to recognize when someone is under age, so ask for it.

Beware Internal Liquor Stings

Internal liquor stings are continually being conducted by several of our union companies. Please be extra cautious when selling liquor.

Membership Meetings

June 27

September 26, December 19

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