

# More Than 20,000 Strong!



## DESERT EDGE

February 2007

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

### Ratified Contract Eliminates Two-Tier System at Stater Bros.

*Members vote to approve the agreement, which sets the tone for talks with 'Big Three'*

In a development that sets a precedent for upcoming negotiations with the national supermarket chains, members of UFCW locals voted on Jan. 17 to ratify a new three-year contract with Stater Bros. Markets in Southern California.

The contract eliminates the notorious two-tier system that was imposed by the previous agreement in 2004. Under that system, new employees earned lower wages and

received fewer benefits than veteran employees did.

The new agreement with Stater Bros. also increases health and pension trust fund contributions by the company and raises wages by \$1.25 over the course of three years.

"This is a fair contract that treats our members with respect," President Bill Lathrop said. "Stater Bros. understands that success in

*(Please see page 3)*



Stater Bros. members vote on the new contract on Jan. 17.



By Bill Lathrop

#### President's Report

### Stater Bros. Contract a Victory for All UFCW Members

On Jan. 17, our members who are employed at Stater Bros. Markets voted to ratify a contract that eliminates the two-tier system of wages and benefits.

The contract includes wage increases for all classifications and renewed commitments by the company to sustain and improve our union's health and pension plans. It also preserves our strong job-protection language.

Details of the health and pension plans are still being worked out. Much depends on the other supermarket employers doing the right thing for their employees as Stater Bros. has.

More improvements are possible in future contracts, but the current agreement represents a great victory for our union. It is a reason for every one of us to celebrate.

Stater Bros. is Southern California's fourth-largest supermarket chain, with approximately 13,000 workers in the region. Its early settlement with UFCW local unions will put pressure on the Big Three — Ralphs, Vons and Albertsons — to come to terms as well.

Most of us recall how Stater Bros. avoided the labor disruptions of 2003-2004. As a result, hundreds of thousands of customers were given a convenient option to shop at union-operated stores. While the Big Three's stores were empty of customers, Stater Bros.' stores were packed, leading to record profits.

With the ratification of the new contract with Stater Bros., the

*(Please see page 7)*

Return in 5 days to:  
**United Food and Commercial Workers**  
Union Local 1167  
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Bloomington, CA 92316

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# MOVIES FOR LESS

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## 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.

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San Clemente — 641-B Camino De Los Mares

If mailed to you, there will be a 37-cent mailing charge per order.

CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.

Ticket prices are subject to change without notice.

[www.groceryworkersunited.org](http://www.groceryworkersunited.org)



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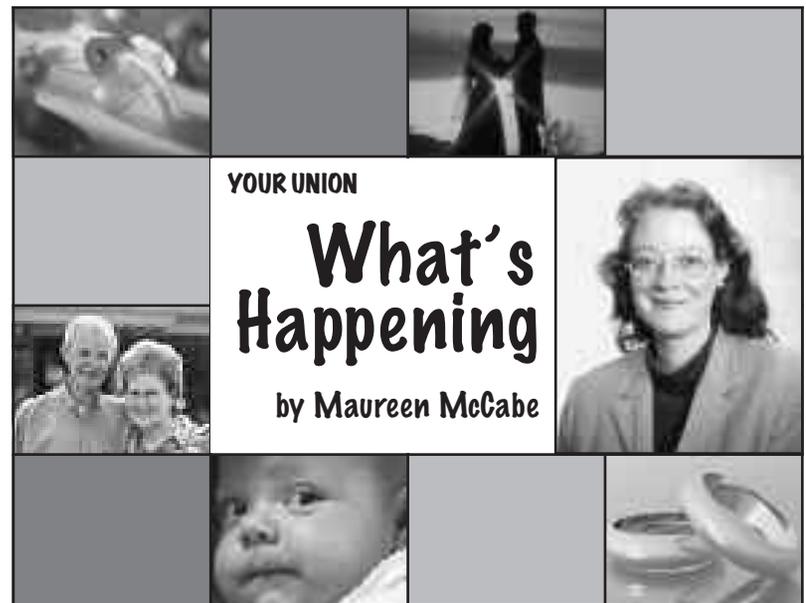
Publisher



## 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



**JUST RETIRED:** The winter months brought us several new retirees.

**Marilyn Craft** retired after 15 years with Rite-Aid in November.... In January, Paul Antonopoulos, Stanford Bailey, George Burruel, Carmen Dorado, Mario Gonzalez, Peggy Hammer, Michael Koine, Jay Murray Jr. and Larry Truex joined the ranks of the retirees. **Paul**

**Antonopoulos** worked for Ralphs and Market Basket for 35 years.

**Stanford Bailey** worked as a meatcutter for 26 years with Stater Bros. **George Burruel** worked in the industry for 34 years with Albertsons, Lucky and Alpha Beta Markets. **Carmen Dorado** worked for Albertsons for 14 years. **Mario Gonzalez** worked for Stater Bros. for 30 years. **Peggy Hammer** retired from Vons after 34 years.

**Michael Koine** worked in the industry for 29 years with Food 4 Less, Smiths, Vons, Chino Farms, and Stater Bros. **Jay Murray** worked for Ralphs and Lucky for 20 years. **Larry Truex** retired after 35 years with Vons and Ralphs.

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

**JUST MARRIED:** **Francisco Magana** and **Tara Petorella**, both of Stater Bros., were married on 9/24 in a ceremony at the Crestmore Manor in Riverside. The newlyweds

honeymooned with a five-day cruise to Mexico. **Danny Patrick Atkinson**, Food 4 Less, took **Esther Juanita** to be his bride on 9/30. The wedding was in San Bernardino and the happy couple went to the Golden Arches of Pomona for their honeymoon.

Congratulations to all of our newlyweds!

**JUST BORN:** **Donald Lane**, Stater Bros., welcomed **Jacob Steven** into the world on 8/28. Jacob weighed 8 lbs. 7 oz.... **Rebekah Espinoza**, Stater Bros., has a new daughter.

**Leilahn Rose Hart** was born on 10/29 and weighed 5 lbs. 12 oz and measured 18 inches long. We're told Leilahn "came two weeks early and she's a beautiful girl."...

**George Flores**, Albertsons, is proud to announce the birth of **Ariana** on 11/13. Ariana weighed 7 lbs. 10 oz.... **Daisy Velazquez**, Ralphs, gave birth to **Carlos Alfonso Camarillo** on 11/16. Carlos weighed 6 lbs. 14 oz. ...

**Jeannine Fluker**, Stater Bros., welcomed **NeHeava Randolph** into the world on 11/22. Neheava weighed 5 lbs. 7 oz.... **Gus Ruiz**, Albertsons, has a new daughter.

**Candice Vivian** was born on 12/8 and weighed 7 lbs. 2 oz. Her parents, Gus and Laura, and brother Jacob are all very proud, we're told.

Congratulations to all of our new moms and dads!

## IT PAYS TO BE UNION!

	January 2007	2007 Total
Back pay and benefits restored to members	\$6,745.85	\$6,745.85
Members reinstated	25	25
Grievances settled	105	105

# Pugsley: From One Union Family to Another

Christina Pugsley says she belongs to *two* union families — her biological one and the 1167 family.

“My dad is a Teamster,” Pugsley said. “He is a foreman at Stater Bros.’ Distribution Center in Colton. He is a strong unionist and he passed that on to everyone in our family.”

Pugsley became a Union Representative in October. She will service stores in Rancho Cucamonga, Fontana, Norco, Corona and Mira Loma.

She began her career at Stater Bros. 42 in Riverside and most recently worked as produce manager at Stater Bros. 7 in Hemet.

Pugsley has been a union activist throughout her career.

“I attended as many membership meetings as I could to better know what was going on,” she said. “All members need to stay informed. It helps them to understand what the union does for them. An informed member makes our union stronger.”

Pugsley was one of the first members to sign-on to become a steward when 1167 began its steward program last year.

“Even before then, I served as an unofficial steward,” Pugsley said. “Because of my knowledge of the union contract, I was frequently approached by my colleagues and management to answer a question or help out with a problem.”

Pugsley said that her experience will be valuable in her new duties as a Union Rep.

“Knowing the contract is important,” she said, “but even more important is building relationships. I plan to visit all of my stores as often



Christina Pugsley

as I can to let members know that the union is there for them.

“With the turnover we have now, it’s important to ensure that members know we are on their side. Many of the new members need to be educated about the union so that they are not taken advantage of by management.”

Pugsley said it is also important to build a rapport with store managers. “Our goal is to solve problems at the store level,” she said. “Most managers have the same goal.”

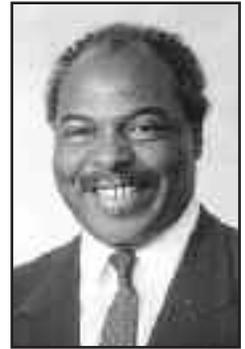
Coming directly from working in the stores will be an advantage in her new job, she added.

“When the members I meet learn that I just came out of working in a store, they know that I have firsthand knowledge of their problems,” Pugsley said. “They feel more comfortable talking to me because I can relate to their problems.”

Pugsley and her husband, Sam, live in Hemet and are the parents of a 1-year-old son named T.J.

## Union Representative Report

# Schedule Your Vacation Time Early to Avoid Overlaps



By Keith Wright

In the early months of the New Year, many of us take the time to look back on the past 12 months and think about how we can make 2007 happier, healthier and more enjoyable.

One way to do that is to start preparing now for our hard-earned vacations.

At the end of a busy holiday season, some of us might be tempted to postpone planning our vacation. Don’t fall into that trap.

If you want to enjoy your vacation at a time that is most convenient for you, the time to start preparing is now.

Rules about vacation requests vary from contract to contract, but it’s usually a good idea to submit your vacation requests to your employer by the end of January to help ensure that you get the time off that you request.

It also helps to coordinate with your co-workers to arrange vacation times that are convenient for everyone involved.

The best vacation slots are granted on a seniority basis, so you may not get your first choice even if you submit your request early. You should decide on alternative dates for your vacation and allow for some flexibility in your plans.

Your union-negotiated vacation time allows you to travel, spend time with family or to simply relax. Using this time wisely is key to staying healthy and maintaining focus while you are away and when you are back on the job.

# Stater Bros. Members Approve Contract, Eliminate Two-Tier

(Continued from front page)

this industry depends on its employees, and the company has taken steps that are necessary to ensure that its workers are treated with fairness and respect.

“We expect this contract to set the pattern for upcoming negotiations with the national chains,” President Lathrop continued. “After all, if Stater Bros. can eliminate the two-tier system and remain competitive, why can’t much larger national chains like Vons, Albertsons

and Ralphs?”

Negotiations with Albertsons began in the middle of January and are expected to commence with Ralphs and Vons in coming weeks. Contracts with these three chains expire on March 5.

UFCW represents approximately 13,000 Stater Bros employees in 162 stores. Throughout Southern California, the union represents approximately 70,000 workers in the supermarket industry.

## 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:

**FEBRUARY DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE APRIL 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.

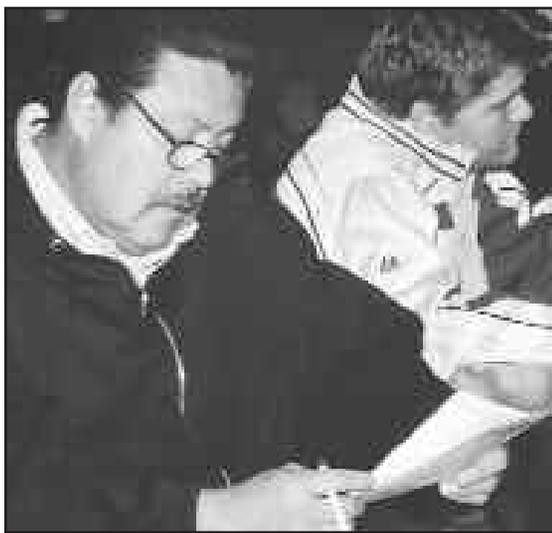
Non-payment or payment of the incorrect amount will automatically suspend you—a costly and inconvenient mistake. Although not required, the local as a courtesy normally sends billing notices by first-class mail to those not on dues checkoff. It is the member’s obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

**Avoid Suspension. Authorize Dues Checkoff Today!**



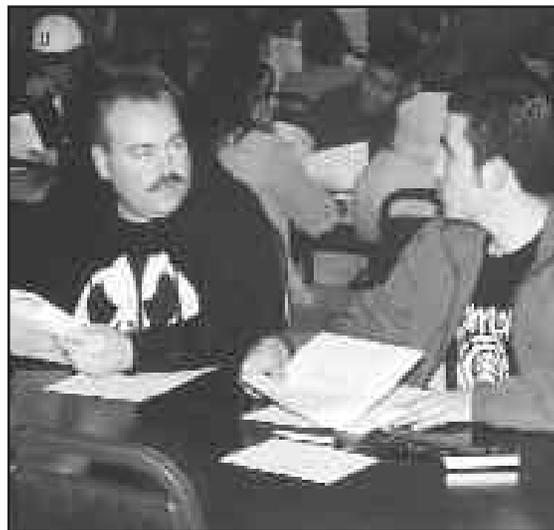
# Voting Better

*Thousands of State  
gather to cast*



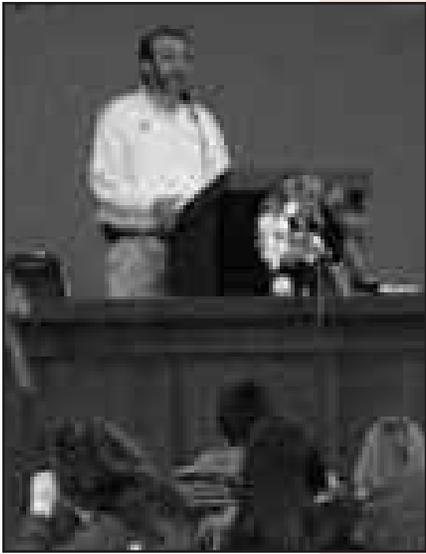
# g for a Future

*er Bros. members  
t their ballots*



# Our Members Speak Out

In Bloomington and in outlying areas, union members talk about negotiations and the future



At a Membership Meeting in Bloomington, UFCW jackets were won by **Donna Steele** from Stater Bros. 69, and **Richmond Zapp** from Ralphs 609. UFCW hats were won by **Roy Kilcher** from Vons 2003, **David Lamp** from Albertsons 6505, **Roderick Gaffey** from Vons 2167, **Lisette Gomez** from Vons 2688, **Dorien Upton** from Vons 2688 and **Steve Jones**, a recent retiree from Vons. **Donna Clarkson** from Vons 2384, **Jeffrey Sanders** from Albertsons 6796, **Tesa Shepherd** from Albertsons 6503 and **Joe Garcia** from Stater Bros. 5 won movie theater tickets. A pair of Long Beach Aquarium tickets were won by **Christy Quintanilla** from Ralphs 717.



At the Jan. 8 Outlying Area Meeting in Victorville, UFCW hats and movie tickets were won by **Jerry Saucedo** from Vons 2374, **Jessica Hutton** from Stater Bros. 123, **David Lamp** from Albertsons 6505, **Lawrence Kunkel** from Albertsons 6513, **Angela Dennen** from Albertsons 6505, **George Torok** from Ralphs 751 and food retiree **Laura Noonan**.

## UFCW International Scholarship Program

Your union is about more than your paycheck and benefits.

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

The application will be available online from January 15 - March 15 2007. For more information, and to find out if you're eligible, please visit :

[www.ufcw.org/scholarship](http://www.ufcw.org/scholarship)



## In Memoriam

**Esther Chrisman**, a retired general sales clerk formerly employed by White Front, died Dec. 26, 2006, at the age of 91.

**David Hart**, a retired meatcutter formerly employed by Ralphs, died Oct. 24, 2006, at the age of 49. He had been a member since July 1993.

**Otto Lindner**, a retired meatcutter formerly employed by Manhattan Market, Safeway, Mayfair Markets, and Stater Bros. Markets, died Dec. 28, 2006, at the age of 92. He had been a member since September 1947.

**Robert Moore**, a retired drug clerk formerly employed by Sav-on, Sage's, and Lucky Stores, died Jan. 12, 2007, at the age of 86. He had been a member since December 1964.

**Tanner Stover**, a retired meatcutter formerly employed by Safeway, died Jan. 5, 2007, at the age of 86. He has been a member since January 1946.

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

**President's Report****Stater Bros. Pact a Victory for All UFCW Members***(Continued from front page)*

Big Three face the prospect of that scenario being repeated should they fail to bargain in good faith in 2007.

**Pressure on the Big Three**

The new contract also sets a standard that the Big Three companies will be under tremendous pressure to imitate. After all, if a regional chain like Stater Bros. can reach a constructive agreement with the unions, why can't nationally-backed chains like Ralphs, Vons and Albertsons do the same?

Several other factors make it extremely unlikely that the Big Three chains will be able to share resources and coordinate their strategies as they did in 2003-2004, when they succeeded in forcing the abominable "two-tier" provisions onto us.

- The California Department of Justice filed criminal anti-trust charges against the big companies for entering into an illegal revenue-sharing agreement during the strike and lockout. That case is expected to go to trial later this year.

- A federal judge has put Ralphs under a three-year probation as part of the company's conviction for crimes it committed during the labor dispute. This time around, any hint of similar transgressions will result in immediate investigations and the threat of severe punishment for Ralphs executives.

- Albertsons stores in Southern California are now operated by Supervalu, a Minnesota-based company that has a relatively good relationship with the UFCW in other parts of the country. Also, with the

company holding large amounts of debt, Supervalu is unlikely to do anything that will jeopardize its profits (Supervalu reported a 51-percent increase in profits during the final quarter of 2006).

- The Big Three companies were so negatively impacted during the Southern California strike/lockout that none of them had the stomach for similar disputes anywhere else in North America. They came to our bargaining table in 2003 determined to force a strike and to crush our union. They now realize the stupidity of such a strategy.

- The 70,000 UFCW members in Southern California are united more than ever, with a core of battle-tested veterans from the 2003-2004 dispute. Backing us are 1.4-million other UFCW members across the continent

who are being mobilized in a coordinated bargaining strategy.

**Determined to Fight**

As we continue negotiations, we are determined to fight the two-tier system, which is both unfair to the workers and counterproductive for the companies. Our agreement with Stater Bros. is a big step toward eliminating this absurd system throughout the supermarket industry in Southern California.

Once again, Stater Bros. has demonstrated that it puts its employees and customers first, and that doing the right thing is good for the bottom line.

Let's hope that the Big Three supermarket companies are paying attention.

## Southern California Trust Fund Scholarship Program Now Accepting Applications

**E**ach year, the UFCW and Food Employers Benefit Fund awards several scholarships of up to \$10,000 each to union members or their dependent children.

The program offers scholarships for undergraduate studies leading to a degree or post high school technical or vocational training at public and private colleges and universities, community colleges, trade and technical schools and vocational schools.

The fund also offers a tuition assistance program for employees who attend school part-time or who may not qualify for a scholarship award. (See accompanying article).

To be eligible, an employee must have one year of service as of October 2006 and be actively employed when the awards are determined, usually by the end of April.

Dependent children are eligible if an employee has at least three years of service and the children are unmarried, less than 24 years of age and meet other fund qualifications.

An awards committee jointly selected by the union and employer trustees reviews all applications and selects some 300 winners. Awards are based on a candidate's academic potential and achievement, community service and personal accomplishments.

Applications and all other submitted materials must be postmarked by Feb. 28. Application forms are available from



the local union office or from the Trust Fund.

**For more information  
call (714) 220-2297 ext. 322.**

### Tuition Assistance Also Available

In addition to scholarships, the UFCW and Food Employers Benefit Fund offers tuition assistance.

The fund will pay up to \$1,000 if a member is enrolled in a pre-approved Industry Advancement Course at an accredited university that is focused on improving a member's ability to do his or her job.

To apply, members should contact the Trust Fund and ask for a Tuition Assistance Application.

## 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  
Wed, Feb. 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.

# Massive Display of Solidarity At Stater Bros. Ratification



## 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

March 28, June 27

September 26, December 19

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