

More Than 20,000 Strong!



DESERT EDGE

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Smithfield workers protest firings at hog-killing plant in Tar Heel, N.C.

Hog-Processors Battle With Smithfield Meat packers protest firings

Incensed that some of their colleagues had been fired in recent days, Latino laborers at the Smithfield Packing Company's hog-killing plant in Tar Heel, N.C. began walking off the job Nov. 16.

As the day continued, workers of all races joined the walkout. Before long, some 350 to 500 workers were gathered outside, waving placards and chanting in Spanish, "Justicia!" ("Justice!") and "Sí, se puede!" ("Yes, we can!").

Production at the plant slowed to about 70 percent of capacity that day, according to the company. When the afternoon shift began arriving, some of those laborers joined the protest too, adding another 200 to 500 supporters. "If they were going to fire anyone," said worker Héctor Rodríguez, "they would have to fire us all."

The Latino workers, who comprise two-thirds of the plant's labor force, traced their discontent to the beginning of

the month when Smithfield began mailing out scores of "no-match letters," indicating discrepancies between the names and Social Security numbers workers had furnished to the company and records on file with the Social Security Administration.

Those laborers who were unable to rectify the problem were dismissed.

According to Smithfield, it was all done to comply with an employer program run by the Department of Homeland Security.

But the workers claim that they're being unfairly targeted. They argue that the firings are just one of a litany of misdeeds by the company, including fostering a hostile and unsafe work environment.

"People are tired of being mistreated and discriminated against," said Rodríguez. "Only this way can we stop the injustice."

(Please see page 3)

President's Report

Veterans of Ralphs Lockout to Get Restitution Claim Forms



By Bill Lathrop

Union Holds Employer Accountable for Crimes

Claim forms will be mailed to approximately 17,000 current and former Ralphs employees at the end of January, the court-appointed "special master" of a \$50 million restitution fund announced.

Tom Roberts, the professional arbitrator who was assigned by a federal judge to oversee distribution of the money, said the workers will have until the end of April to return the forms. Restitution checks will be sent out sometime later this year.

Ralphs recently paid the money into a special fund after pleading guilty for crimes committed during its lockout against union employees in 2003-2004.

During that labor dispute, Ralphs conspired to secretly hire about a thousand union members under false names and Social Security numbers. In doing so, Ralphs was able to extend the lockout, worsening the suffering of the employees.

The money will be distributed to Ralphs employees who honored the picket lines. Payouts to individuals will be determined by the number of people who apply for compensation and the amount of money they lost because of Ralphs' illegal actions.

This money won't erase the hardships that our Ralphs members endured with their families over 20 weeks, but it is tangible evidence that Ralphs is being held to account for its illegal actions.

In the months leading up to its guilty pleas, Ralphs tried to place the blame on a handful of "rogue managers." But the truth is emerging that

(Please see page 3)

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

Address Service Requested

NON-PROFIT ORG.
U.S. POSTAGE
PAID
PERMIT NO. 2285
SAN BERNARDINO, CA

Maintain Insurance Coverage, Fill Out Vacation Waiver Forms

In order to maintain insurance coverage, Food and Meat Division members must work at least a certain number of hours every month. This notice 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

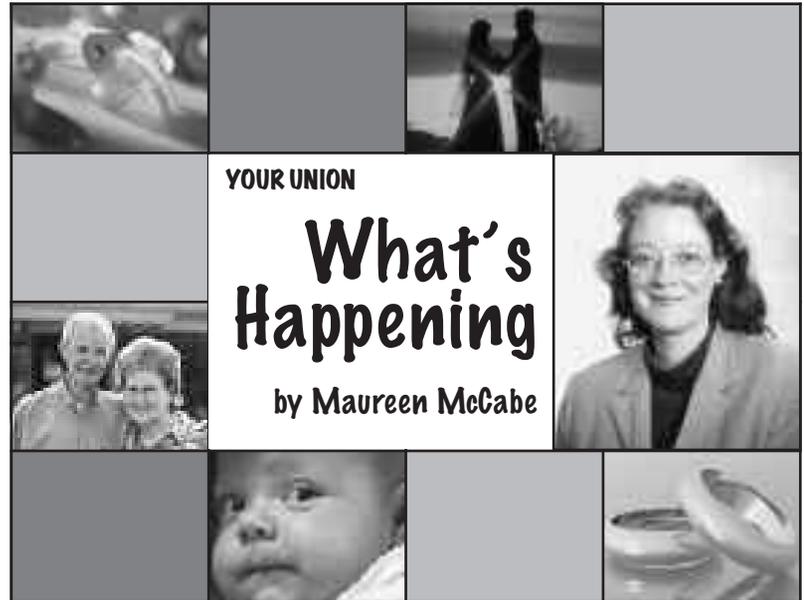
took a paid vacation.

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.



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

Mark Frazier retired in November after 35 years with Albertsons. In December, **SanJuana Gutierrez** retired after 13 years with Albertsons and Luckys. **Janet Lorenz-Lyerla** retired after 24 years with Albertsons. **Sharon Lutz** worked for 17 years for Ralphs and Hughes. **Wendy Miller** worked for Albertsons and Luckys for 30 years. **Manuel Veloz** worked for Vons and Safeway for 34 years.

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

JUST MARRIED: **Melinda Dunn**, Stater Bros., married Mark Batty on 3/18. The wedding ceremony was held at the Sahara Hotel in Las Vegas. The newlyweds stayed in town to honeymoon. **Daniel Mendez**, Food 4 Less, took Ruth Arzola to be his bride on 5/26. The wedding took place in El Centro. **Sylvia Marquez**, Vons, said "I do" to Charles Robert "Bob" Hicks on 10/21. The ceremony was held in San Jacinto. **Julie Kling**, Albertsons, married Brian Field on 10/28 in Palm Springs. The happy couple honeymooned in Hawaii.

Congratulations to all our newlyweds!

JUST BORN: **Salvador Maldonado**, Food 4 Less, is pleased to announce

the birth of **Evelyn Savannah** on 8/31. Evelyn weighed 7 lbs. 4 oz. and measured 20.5 inches long. **Janet Mitchell**, Ralphs, gave birth to **Luke David** on 10/26. Luke weighed 10 lbs. 5 oz. **Lisa Marshman**, Albertsons, welcomed **Timothy** into the world on 10/28. Timothy weighed 6 lbs. 11 oz. **Rachel Carrillo**, Rite-Aid, had a happy Halloween with the arrival of **Davina Danielle** on 10/31. Davina weighed 6 lbs. 9 oz., and measured 20 inches long. **Theresa and Noe Cisneros**, Stater Bros., proudly announce the birth of **Trinity Rose** on 11/4. Trinity weighed 7 lbs. 9 oz. **Jeffrye Jillson**, Stater Bros., has a new son. **Jack Michael** was born on 11/6 and weighed 5 lbs. 13 oz. **Patricia Lloyd**, Stater Bros., gave birth to **Nathan Alexander** on 11/7. Nathan weighed 6 lbs. 11 oz. We're told Nathan looks just like his daddy. **Yvette Ann Morales**, Food 4 Less, tells us she's so happy with her new grandson. **Miguel Angel Alfaro, Jr.** was born on 11/10, measured 19 inches long and weighed 7 lbs. **Xochitl Porras**, Stater Bros., welcomed **Josalyn Rose** on 11/11. Josalyn weighed 8 lbs. 3 oz. **Angel and Julian Rivera**, Stater Bros., have a new daughter. **Isabelle** was born on 11/19 and weighed 8 lbs. 9 oz. We're told Isabelle is "Daddy's little girl."

Congratulations to all our new moms and dads!

UFCW 1167
MULTI-EMPLOYER UNION

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(909) 877-1110

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

Bill Lathrop
Editor

Electronic 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**

HAPPY NEW YEAR

from the officers and staff of

UFCW LOCAL 1167

Last 7 Days in January and July...

Twice a Year, Members May Change Their Availability Status

The last seven days in January and the last seven days in July are the annually designated times when Retail Food and Meat members can change their status from "available" to "self-restricted" and from "self-restricted" to "available."

The next period for changing availability status is Jan. 25-31, 2007. After that, the next period will be July 25-31, 2007. Consult your Union Representative concerning limitations.

Smithfield Hog Processors Walk Off the Job

(Continued from front page)

Discontent is nothing new at the Smithfield slaughterhouse. The walkout caps a long history of vehement clashes between labor and management.

Since the 1990s, workers have fought arduously to unionize Tar Heel, but the laborers say that the company has repeatedly undermined their efforts with underhanded tactics.

Through a decade of litigation that finally concluded this year, courts as high as the U.S. Court of Appeals for the D.C. Circuit have found that the company violated a variety of labor laws.

Though the UFCW twice held elections in the mid-90's to organize the plant, the company kept a firm thumb on those who might choose to support the union.

"It was real ugly," says employee Ronnie Ann Simmons. "Anybody [the company] knew had voted for the union, they got rid of."

The UFCW lost both elections.

The company has "shown repeatedly over the last decade total disrespect for the National Labor Relations Act," says Gene Bruskin, head of the Smithfield campaign for the UFCW. "They have so poisoned the well that the possibility of real free choice under their authority ... is impossible."

The UFCW is now involved in a campaign trying to get a majority of Tar Heel employees to sign union cards and force a representation vote. Many employees, who have been injured or mistreated on the job are aiding the union by distributing and collecting cards during shift changes.

The company has stated publicly that they will reject the campaign and only time will tell if the employees seeking union representation will come out on top.

Tar Heel is the largest pork-processing plant in the world. It employs 5,500 workers and processes 32,000 hogs per day.

Union Representative Report

Communication Essential for Negotiations, Work and Life



By Rick Bruer

With negotiations around the corner, it's more important than ever to make sure that the members of this union are united. Communication skills can be your most valuable asset and we need to work together to remain united, strong and focused.

As President Lathrop has mentioned in his column and at the membership meetings, during the next few months the companies' propaganda will be designed to divide us. With open lines of communication, we can prevent this from happening.

Look to your union reps, store coordinators, shop stewards, this newspaper and the website for accurate and current information.

As in any walk of life, to work efficiently a good team requires communication. This is no different from our personal relationships and relationships with co-workers.

Since much of how we communicate to others is nonverbal, be careful with your body language; 55 percent of all communication is non-verbal.

Also, studies show that 38 percent of all communication is conveyed in the tone of your voice. The louder and more irate a person gets, the less the other party listens which slows down communication.

It is an art to be a good listener. Nod and say yes at appropriate times, paraphrase what you hear, and ask questions to clarify and ask for more details if you don't understand. A good listener is always alert, patient, openminded, sincere, considerate, interested and understanding.

Make sure to avoid negative verbal barriers when communicating, such as beginning statements with, "You never..." or "This is so simple," or "What you fail to understand is..." Phrases that can soften a conversation include "Just out of curiosity..." or "By the way..." or "Just offhand..."

Watching how we speak and listen will help us keep united and focused toward winning the best possible contract at the bargaining table.

President's Report

Ralphs Claim Forms to be Mailed

(Continued from front page)

corporate executives had knowledge of the crimes and encouraged them.

Ralphs' efforts at "spin control" should serve as a warning to our members to regard all propaganda from management with proper skepticism. This is especially true as we head into negotiations for a new collective bargaining agreement.

The restitution program is possible because the UFCW local unions in Southern California caught the company in its fraudulent actions during the labor dispute and immediately alerted federal and state authorities. From that point, we made sure that those authorities — including California's attorney general, the National Labor Relations Board and the United States Justice Department — pursued the case.

U.S. District Court Judge Percy Anderson said in his sentencing ruling that Ralphs' crimes were "surprising, disturbing and disappointing." Two out of three isn't bad, but I disagree that such actions were "surprising." In today's "anything for a buck" corporate environment, nobody should be surprised to find companies putting profits over the law.

It's important to remember, especially as we head into negotiations, that the companies' attitudes toward working people won't change on their own. It is up to us — all of us — to demand fair wages, affordable health care and respect at the workplace.

Executives at all of our employers will be held accountable when they violate the rights and dignities of our members — especially when they break the law.

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:

JANUARY DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE MARCH 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!

Who's Afraid of Bi

Wal-Mart Feels the Pressure After Slow

Pennsylvania Jury Fines Wal-Mart \$78 million

A jury in Pennsylvania has found that Wal-Mart must pay almost \$78.5 million in damages to current and former employees for forcing them to work "off the clock" or during rest breaks.

Two former Wal-Mart employees had sued the company claiming it violated Pennsylvania labor laws by failing to pay employees for the work.

The jury awarded about \$2.5 million for off-the-clock working and about \$76 million for lost rest breaks between March of 1998 and May of 2006.

Before deliberations began, Mike Donovan, an attorney for the plaintiffs, said that Wal-Mart employees were forced to work through their breaks because the company wanted to maximize profits.

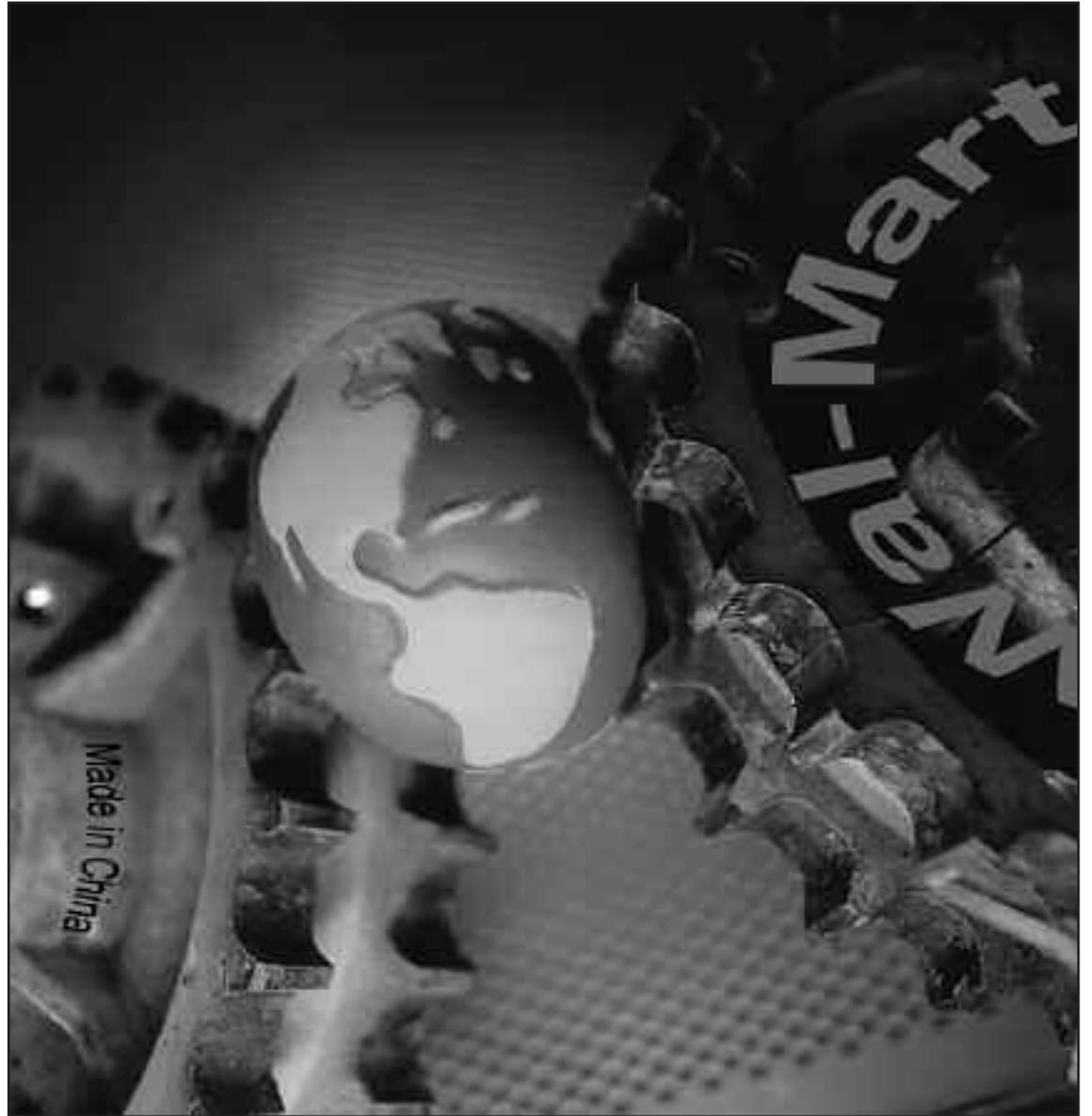
Donovan said the jury's verdict was "a home run."

"The message of today's verdict to large retailers is that they can't say one thing to their employees and do another," he said.

"Wal-Mart doesn't understand anything but numbers. In order for Wal-Mart to understand this, it needs to see numbers, big numbers."

Last year a California jury ruled that Wal-Mart must pay \$172 million in damages and compensation to about 116,000 current and former employees for denying meal breaks.

Plaintiffs in the 2001 California lawsuit claimed Wal-Mart had failed to pay hourly employees for missed or interrupted meal breaks.



Poor sales and repercussive legal actions are throwing a wrench into the Wal-Mart machine.

Wal-Mart Accused of Abusing Chinese Workers

Hong Kong labor group China Labor Watch published a report on December 9th revealing that Wal-Mart Stores Inc. fails to meet wage, labor, and working condition standards for its workers in China. The report also accuses the company and its suppliers of grossly disproportionate acts of discipline and misconduct toward its Chinese manufacturing employees.

The report, which includes information from 169 employees at 15 separate Wal-Mart suppliers, found that the workers sometimes receive half the Chinese standard daily minimum wage, are provided no health insurance and are required to work overtime on a regular basis.

Working conditions are another concern, the report stating that one supplier furnished a single bathroom for 2,000 employees.

Workers have also been unfairly disciplined according to China Labor Watch. Certain suppliers were found to fine tardy employees as much as an hour's pay for being 60 seconds late to work. The suppliers also are

chronically late in paying back wages and have threatened to fire any employee that refuses a "request" to work overtime.

A spokesperson for Wal-Mart said that these accusations are serious and will be investigated immediately. "We treat the issues as mentioned in this report seriously and will look into them. If found true, we will address them in an aggressive manner," said Wal-Mart China spokesman Jonathan Dong.

Several managers of the suppliers in question have denied the accusations completely. Hu Tianfei, the manager of Yongfeng Shoe Manufacturing Co., said, "We have never owed wages to workers, and workers' wages are based on regulations."

Yongfeng has supplied Wal-Mart with its products for 10 years.

Wal-Mart is a strong supporter of the Chinese economy, having bought and imported \$18 billion worth of goods from China in 2004 for sale in their stores. The company has also established 68 retail stores on Chinese soil, employing 36,000 "associates".

Big Bad Bentonville?

Holiday Sales and Labor Law Violations

Women and Families Deserve Better than Wal-Mart, Campaigners Say

Grassroots campaigners delivered a powerful "wake-up-call" to Wal-Mart CEO Lee Scott when WakeUpWalMart.com launched a nationwide Holiday campaign in the United States, "Women and Families Deserve Better than Wal-Mart".

In a new television advertisement, set to wake strong emotions, Wal-Mart "Associate" Charmaine Givens is pictured when she realizes that it will take her over 1,000 years to earn what Lee Scott earned in just one year.

Although Wal-Mart's shares have not performed as well as those of many major competitors, the company is still making an annual profit of over \$11 billion. Much of this is a result of social dumping, as the company pays its workers — or associates as it likes to call them — poorly and denies them many of the benefits that other workers enjoy, particularly those covered by collective agreements.

Wal-Mart's anti-family policies have led to over 775,000 Wal-Mart employees and their families without company health care, penalized workers and their families for taking a day off to care for a sick child, repeated child labor law violations and the largest gender discrimination lawsuit in U.S. history.

Heavy Criticism

WakeUpWalMart.com also released a statement by Martha Burk, the director of the Corporate Accountability Project for the National Council of Women's Organizations, which represents over 300 women's organizations and 10 million women:

- A company with \$11.2 billion in profits should not offer empty excuses as to why it cannot treat its employees, including the over 700,000 female workers, many of whom are parents

raising children alone, with the dignity, respect, and fairness they deserve, Ms Burk says.

- Over the past year, Wal-Mart has adopted some of the most anti-family policies in the company's history. Today, Wal-Mart Associates, all of whom who work hard to support their families, face a Wal-Mart where vicious salary caps have been imposed, a cruel open availability scheduling policy is the norm, low-deductible health care plans have been eliminated, an attendance policy that punishes workers for taking a day off to care for a sick child has been adopted, and hundreds of thousands of full-time Wal-Mart workers have been shifted to lower wage part-time jobs.

- As if these anti-family policies weren't enough, Wal-Mart in 2006 has left over half of its workers without company provided health care, has broken child labor laws, and has yet to settle the largest gender discrimination lawsuit in U.S. history.

Wal-Mart Has a Choice to Make

- Wal-Mart has a choice to make. It can continue on a greedy and immoral path or it can do what is right and become the model employer we know it can become.

- We call on Wal-Mart to immediately reverse its recent anti-family actions, such as the salary caps and punitive attendance policies. The company must also adopt a zero tolerance policy on child labor violations, and institute practices that ensure gender equality and respect are the norm at Wal-Mart.

- We urge Wal-Mart to embrace this simple truth "with great wealth comes great responsibility." And, Wal-Mart's great responsibility is to be an employer whose record and business policies reflect the best of American family values every single day.



WakeUpWalMart.com Lights Fire Under Bentonville

New Ads and Media Attention Turn Up Heat on Wal-Mart

WakeUpWalMart.com unleashed its latest publicity offensive against Wal-Mart over the holiday season. The organization's "Hope for the Holidays" campaign, with television advertisements that feature three Wal-Mart employees who reveal the real values of their company, has garnered national media attention since Wal-Mart posted lower-than-normal earnings during the November and December shopping rush.

The advertisements asserted that Wal-Mart's values are "salary caps, poverty wages and unaffordable health care."

The three Wal-Mart employees said that "Sam Walton would have never treated us this way," and encouraged potential Wal-Mart customers and the company to "put America's families first."

WakeUpWalMart.com also sponsored a nationwide "Our Children Deserve Better" flier campaign. Distributions of the fliers at Wal-Mart stores were covered by media in 27 states.

"With the media buy and coordinated actions on the ground in now over 100 cities, there is a lot of substance to [these] local actions," said WakeUpWalMart.com spokesperson Jeremy Bird.

While the campaign's impact is reflected in Wal-Mart's slowly deflating sales numbers, the retail giant has yet to heed any of WakeUpWalMart.com's calls for reform.

"Wal-Mart could easily change. They just don't want to," WakeUpWalMart.com Communications Director Chris Kofinis told *Fortune* magazine.

MAP: Member Assistance Program**After Holidays, Many Cope With Financial Hangovers**

Now that the holidays are over, many of us are feeling the effects of holiday spending. The cost of gifts, travel and entertaining can take its toll on even the most budget-conscious.

Financial problems aren't necessarily the result of poor money management. Sometimes, situations beyond our control such as divorce, death of a spouse, health problems or a change in household income can lead to financial hardship. Regardless of the cause, financial worries can impact both your work and family life.

Many of us believe that a higher income ensures financial stability. Unfortunately, poor spending habits carry over regardless of salary. Financial security takes planning and sometimes significant changes in your spending habits. If you're finding it harder to make ends meet, here are some tips that may help:

- **Set financial goals.** Set (and stick to) long, short, and mid-range savings goals and timelines for paying off bills. Put away at least five to 10 percent of your net income each month. You should also save at least three to six month's salary in case of an emergency.

- **Keep a budget.** Be realistic when setting your goals, then try to follow your budget as closely as possible. Maintain a daily diary so you are aware of exactly what you spend.

- **Economize when possible.** Cut back on home energy consumption. Bring your lunch to work more often. Take advantage of free or low cost activities in your community.

- **Use credit with caution.** Don't allow credit payments to exceed 20 percent of your net income and don't borrow from one creditor to pay off another. Don't charge more than you're paying your creditors each month.

- **Seek the help of experts.** Contact a local consumer credit agency. These experts can help you develop a plan to help hold off creditors, while teaching you practical budgeting skills.

If you feel like your financial situation is more than you can handle, or, if you need help for any personal problem, call the MAP at (800) 688-8329 for confidential help. Someone is always there to take your call.

**Steward
Liz Duprey
Sings the
Praises of
Her Union**

Liz Duprey

Shoppers at Albertsons 6796 in Corona are in for a treat every time a store employee has a birthday or other special event. That's because they get to hear steward Liz Duprey sing "Happy Birthday" or another appropriate song over the store's intercom.

"I love to sing," Duprey said. "It gives me an opportunity to put a smile on the face of one of my coworkers and also have a captive audience."

Duprey is a 30-year veteran in the industry, all of it at Albertsons. In addition to singing at her store, she also sings the praises of the union.

"The union is the reason we have the benefits we have," she said. "As a single parent with two children, I really need the health benefits. And we have a guaranteed pension waiting for us when we retire."

Duprey said she became a steward because "it is important to have a union presence at my store." She added that she approaches any problems that arise in a calm and rational manner. It's the approach she used when walking the picket lines during the 2003-04 strike and lockout.

"I was never one to be confrontational," Duprey said. "I don't believe you accomplish anything that way."

She said that she and her co-steward, Jeff Sanders, work well together.

"With the large turnover going on these days, our biggest problem is educating new employees about the union," Duprey said. "We talk to them in the break room to help them understand how important it is to have a union to represent them. Before the last election, we were busy handing out voter registration cards and urging everyone to vote."

Duprey is a student at California Baptist University in Riverside. After she obtains her bachelor's degree, she plans to attend graduate school to study marriage and family counseling.

In her spare time, she is active at the Celebration Center, a nondenominational church in Redlands where she teaches a class in spirituality to middle school students.

"I enjoy my job, being a student and working with young kids," she said. "It helps keep me young."

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, Jan. 17
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.

In Memoriam

John Jennings, a retired meat cutter formerly employed by Market Basket and Lucky, died Nov. 7, 2006, at the age of 82. He had been a continuous member since March 1946.

Alfonso Ortega, a retired meat cutter formerly employed by Wilson & Company, died Dec. 4, 2006, at the age of 96. He had been a member since October 1968.

Belva Thienpont, a retired pharmacist formerly employed by Thrifty Drug Stores, died Dec. 3, 2006, at the age of 87. She had been a member since November 1964.

Ralph Karcher, a retired meat cutter formerly employed by Parkview Food Lockers, died Dec. 4, 2006, at the age of 84. He had been a member since February 1963.

Our condolences to the families of these deceased members.

UFCW 1167 Members at Work



IT PAYS TO BE UNION!

	<u>December 2006</u>	<u>2006 Total</u>
Back pay and benefits restored to members	\$600	\$717,235.92
Members reinstated	20	220
Grievances settled	35	935

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 37-cent mailing charge per order.
CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.
 Ticket prices are subject to change without notice.

Time Traveler

John Sittig Uses Unique Skills To Ensure Workplace Fairness.

John Sittig has one of the most unusual jobs in the UFCW International Union.

Here are some hints: He is an industrial engineer by profession and has been serving the UFCW since 1977. His primary tools are a stopwatch and mathematics. He is used to living out of a suitcase and is a frequent flier.

"Lots of people who don't travel very often get stuck in airport security," he said. "But I just walk on through."

His travels take him all over the United States. In fact, Sittig is on the road 45 to 47 weeks each year.

Give up? John Sittig does time studies.

"You see, companies will set standards of how much work an employee in a plant environment is supposed to do — how many products he or she can turn out in a certain amount of time," he said.

Armed with a Stopwatch

"When a UFCW member comes in with a time-related grievance, the union sends me over with a stopwatch to see how much time it takes him or her to complete a certain task.

"I include all the delays, like sharpening the knives in meatpacking and working in overcrowded conditions," he continued. "Finally, I determine, based on the time it takes to do a task, if the employee is being given a fair workload."

Sittig said he is usually called in during the "International Step" or the third stage of the grievance process, during which the UFCW



Union Representative Chris Marentez, John Sittig, and Union Representatives Tony Perez and Mat Bruno

International Union is allowed to intervene or investigate. "The union is allowed to call someone in to see what is really going on," he said. "That's usually when I get the call."

Occasionally, he determines that the workers have such strenuous standards to meet that they should change their work schedules to avoid injury.

"Sometimes, the unions let me sit in on contract negotiations when they talk about time units," he said.

But time studies are just one of Sittig's specialties. He also does job evaluations to ensure that employees receive fair pay adjustments when new tasks are added to their existing responsibilities.

Sittig and fellow engineer Sharon Page are the only two people in the UFCW who provide such services. Accordingly, their skills are in high demand.

"I retire in January and I'm completely booked up until the day I leave," Sittig said. "Between Sharon and I, we sometimes have to be scheduled

three or four months in advance.

"We do our best to help the membership," he continued. "We get them back pay and a fair and correct standard of work."

Sittig began his unusual line of work for a UFCW local in his native South Dakota in 1977. In 1981, the UFCW International Union called for engineers to aid in the grievance procedure. Sittig was one of five engineers to apply and received the job. Over the years, he has timed

everything from meatpacking plant kills to stocking lingerie in a department store. "Of course, you probably know which of those I prefer," he said with a laugh.

Close Ties to Union

Sittig has a close relationship with UFCW Local 1167 where Union Representative Tony Perez worked with Sittig while doing time studies at some of the local warehouses and meatpacking plants.

"People want his services all over the country," Perez said. "But no matter how busy he is, he will come right over and help us. I don't think people realize how important of a job he has.

When Sittig is not traveling, he enjoys his collection of coins and toy trucks at his home in Brandon, S.D. He and his wife have two daughters who live nearby and often bring their three grandchildren to visit.

When he's at home with his family, Sittig's stopwatch stays in the drawer.

Membership Meetings

March 28, June 27

September 26, December 19

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

Quarterly Outlying Area Membership Meetings

Victorville: Monday, Jan. 8, at 7:00 p.m.
Green Tree Inn
14173 Green Tree Blvd.

Palm Desert: Tuesday Jan. 9, at 7:00 p.m.
Embassy Suites
74700 U.S. Highway 111

El Centro: Wednesday, Jan. 10, at 7:00 p.m.
Eagle's Lodge
661 State St.

Menifee: Thursday, Jan. 11, at 7:00 p.m.
Menifee Lakes Country Club
29875 Menifee Lakes Drive

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.