

# DESERT EDGE

## UFCW LOCAL 1167

a VOICE for working America

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

December 2007

## A Soldier's Christmas

This poem, written by a Marine stationed in Okinawa, Japan, was published last year in the *Desert Edge*. The response was so positive that we decided to publish it again.

For most of us, this holiday season will be a joyous time spent with our family and friends. We tend to forget about the men and women in the Armed Forces who will be spending cold, lonely holidays away from their loved ones.

Regardless of your opinion on the war in Iraq, please hold our soldiers in your thoughts this season.

— *Bill Lathrop, President*

No stocking by mantle,  
Just boots filled with sand,  
On the wall hung pictures  
Of far distant lands.

With medals and badges,  
Awards of all kinds,  
A sober thought  
Came through my mind.  
For this house was different,  
It was dark and dreary,  
I found the home of a soldier,  
Once I could see clearly.

The soldier lay sleeping,  
Silent, alone,  
Curled up on the floor  
In this one bedroom home.  
The face was so gentle,  
The room in such disorder,  
Not how I pictured  
A United States soldier.

Was this the hero  
Of whom I'd just read?  
Curled up in a poncho,  
The floor for a bed?

I realized the families  
That I saw this night  
Owed their lives to these soldiers  
Who were willing to fight.

Soon 'round the world,  
The children would play,  
And grownups would celebrate  
A bright Christmas Day.

They all enjoy freedom  
Each month of the year,  
Because of the soldiers  
Like the one lying here.  
I couldn't help wonder  
How many lay alone  
On a cold Christmas Eve  
In a land far from home.

The very thought  
Brought a tear to my eye,  
I dropped to my knees  
And started to cry.

The soldier awakened  
And I heard a rough voice,  
"Santa don't cry,  
This life is my choice.  
I fight for freedom,  
I don't ask for more.  
My life is my God,  
My country, my Corps."

The soldier rolled over  
And drifted to sleep.  
I couldn't control it,  
I continued to weep.

I kept watch for hours,  
So silent and still,  
And we both shivered  
From the cold night's chill.

I didn't want to leave  
On that cold, dark night,  
This guardian of honor  
So willing to fight.

Then the soldier rolled over,  
With a voice soft and pure,  
Whispered, "Carry on Santa,  
It's Christmas Day,  
all is secure."

One look at my watch,  
And I knew he was right.  
"Merry Christmas my friend,  
And to all a good night."

'Twas the night before Christmas,  
He lived all alone,  
In a one-bedroom house made of  
Plaster and stone.

I had come down the chimney  
With presents to give,  
And to see just who  
In this home did live.

I looked all about,  
A strange sight I did see,  
No tinsel, no presents,  
Not even a tree.

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

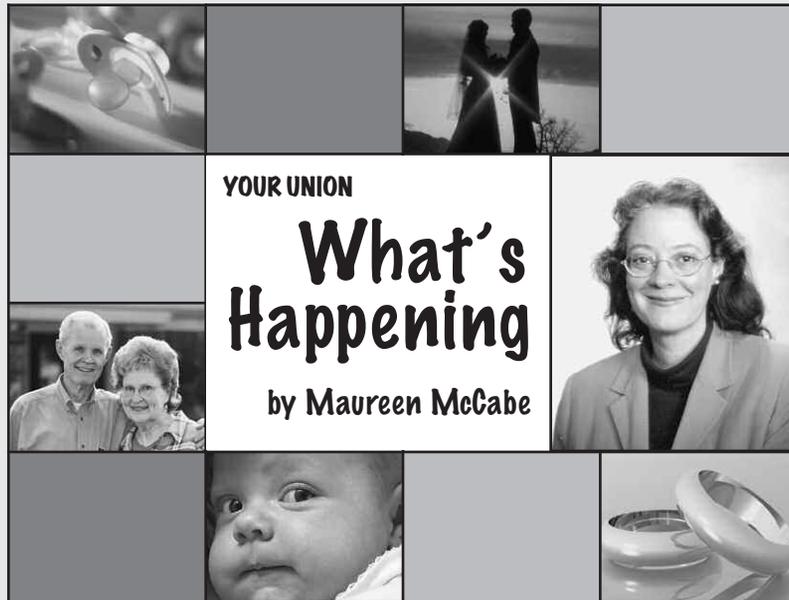
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## You Are Interesting!

### 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

Six more members' retirements began this November. **Daniel Coffey** started his career with Fazios in Downey in September 1974. In August 1981 he transferred to Lucky Stores, which was then purchased by Albertsons, and he worked there ever since. ... **Linda Fellows** worked for Vons/Safeway for 30 years, starting with Safeway in June 1978. ... **Maria McKenna** retired after nearly 18 years with Stater Bros. ... **Richard Naporlee** called it a career after 35 years with Vons. ... **Larry Potter** retired after 38 years with Ralphs. ... Finally, **Ana Taix** retired from Ralphs after 17 years.

Congratulations, retirees! Enjoy yourselves!

#### JUST MARRIED

**Phillip Beaton** of Albertsons married Macaria Baker on Sept. 10 in LaQuinta. They honeymooned at Big Bear Lake. ... **Barbara Robles** of Albertsons married Henry Creech Jr. in San Bernardino on Sept. 29.

Congratulations to the newlyweds!

#### JUST BORN

**Yibram Ambriz** of Stater Bros. announces the birth of **Samaya Rae** on April 11. Mom and Dad love her! ... **Judith Mercado** of San Jacinto Dental Center had a son on Aug. 10. ... **Gerardo Evan Fuentes** weighed 8 lbs. 11 oz. ...

**Richard Kirchner** of Stater Bros. tells us his son **Ethan Richard** was born Aug. 26. Ethan weighed 7 lbs. 2 oz and was born at home. ... **Marty Borum** of Stater Bros. announced that **Bailey Ann**

**Borum Gray** was 21 inches long and weighed 9 lbs. 9 oz. she was born on Sept. 20. ... **Regina Preiss** of Rite Aid announced the birth of her daughter, **Vanesha Marie Symonette**, who was born Sept. 23 and weighed 7 lbs. ... **Margarita Vera** of Ralphs tells us she is proud to be blessed with another son. **Ryan Vince** weighed 6 lbs 8 oz. when he was born on Sept. 29. ... **Hilda Resendiz** from Food 4 Less gave birth on Oct. 3 to daughter **MaryJane**. She weighed 8 lbs 6 oz. ... **Bridgette Maurer** from Stater Bros. tells us **Jacob Thomas** weighed 8 lbs. 15 oz. when he was born on Oct. 8. Bridgette and husband Scott say: "Jacob is so precious, we could not be happier." ... **Lillian Kozaki** from Food 4 Less just loves newborn **Sophia Rose**, who weighed 6 lbs. when born on Oct. 16. ...

Finally, **Abraham Lopez** of Albertsons announced the birth of daughter **Ariel E. Lopez** on Oct. 19. Ariel weighed 7.5 lbs.

Congratulations to our new moms, dads and expanding families!



### DESERT EDGE

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(909) 877-1110

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

**Bill Lathrop**  
Editor

Bleiveiss Communications Incorporated  
Publisher



The Local 1167 Office will be closed at noon Dec. 24 and closed Dec. 25 and Jan 1. Happy Holidays!

## Gift Donations Accepted Now

The union is collecting Christmas gifts, books, coloring books, stuffed animals, dolls, games or other safe toys for the children's wards of area hospitals.

The deadline is Dec. 14. Gifts may be wrapped or unwrapped. Just label (if wrapped) whether it's for a girl or boy and the age range. Thank you!

## UFCW Local 1167 Retirees Club Monthly Meeting and Potluck! Wednesday, Dec. 19

### IBINGO! 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.**

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

## Meeting the challenge of Fresh & Easy

In the coming weeks and months we will ask our members to help us organize the new Fresh & Easy markets that have opened in our area.

Fresh & Easy is owned by Tesco, a British-owned supermarket company that is the world's fifth-largest grocery retailer, with 2,800 stores in 13 countries. It has annual sales of more than \$80 billion and is known as an innovator in customer service in Europe and Asia.

In its home country, Tesco has had a longstanding relationship with the USDAW union. This relationship has worked to the mutual benefit of Tesco and its employees, providing the company with a stable, well-trained and loyal work force.

As the union that represents more than a million retail workers in the United States, the UFCW tried to work with Tesco and assist its integration into the North American marketplace. Our union has a stellar record of helping union employers grow profitably while ensuring that the interests of employees are fairly represented.

Unfortunately, Tesco's senior management turned us away. Instead it is launching its Fresh & Easy chain in the

United States without the benefit of union affiliation for its employees.

This means Tesco will join Wal-Mart in the ranks of "low-road" corporations that suppress the aspirations of working people to have a voice in their own wages, benefits and working conditions. Such companies routinely employ union-busting consultants, spy on their workers, subject them to anti-union propaganda, and harass and fire pro-union workers.

Our union will not sit quietly when a major international corporation seeks to trample on the rights and aspirations of North America's working men and women.

If Tesco succeeds in this non-union invasion of America, our hard-won gains in the supermarket industry could go down the drain.

Don't let this happen! When we ask for your help in our effort to organize the workers at the new Fresh & Easy markets, we hope you will respond favorably and contribute your time, energy and enthusiasm.

Members who wish to volunteer to help should call Field Director Rick Bruer at (909) 877-5000. Your help is greatly appreciated.

—*Bill Lathrop, President*

## Stater Bros. members approve contract extension

Union members employed by Stater Bros. Markets voted overwhelmingly to ratify an extension of their current collective bargaining agreement until 2011.

The one-year extension, which was negotiated by Local 1167 and the six other Southern California UFCW locals, ensures that the Stater Bros. agreement will expire at the same time as the Master Food Agreement with Albertsons, Ralphs and Vons.

In January, union members ratified a three-year agreement

with Stater Bros. that abolished the two-tier wage system, secured wage increases, added vacation time for some employees, improved health benefits and fortified the health and welfare trust fund.

The new agreement extends the life of the Stater Bros. contract another year and provides a wage increase in the fourth year, as well as improvements in sick pay so that members are paid on the first day off of work. It now conforms with the four-year Master Food Agreement that was ratified in July.

### Union Representative Report

## What is an investigatory interview?



by Jerry Espinoza

An investigatory interview is any discussion with your employer that could result in discipline — for example, when management questions an employee to obtain information or when the employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says.

The Weingarten Rights help secure your job and prevent management from coercing members into confessing to mistakes or wrongdoings that they did not commit.

Even if you don't have anything to hide and security puts you in the office, don't say anything. You are protected. Stop the meeting and request a Union Representative. Even if you are sent home, it's OK. You are better protected if a Union

Representative is present than if you're under the "hot lights" all alone. You are NOT alone.

Do not sign anything other than a warning notice. If you don't agree with what is written and what you are accused of doing, you can protect yourself!

Not every discussion with an employer is considered investigatory. If your boss wants to specify certain job requirements or announce a warning or discipline, this is not considered investigatory.

However, the discussion can

become investigatory if your employer begins to question you about the matter for which discipline is administered. At that point you may exercise your Weingarten Rights and request a Union Rep to be present throughout the conversation. If your employer denies this request, the employer is in breach of your rights and you do not have to say a word.

If you request a Union Rep's

presence at the interview, do not discuss any issues with your employer before your Union Rep arrives!

Do not sign anything without a Union Rep present unless you are entirely sure of its contents. Always get a copy of everything that you put in writing and give to the company or its representatives, including security personnel, even when you are not going to be disciplined.

● Do not sign promissory notes

to repay money.

● Do not speak with security without a Union Rep present.

● Do not trust security. They are looking out for the company, not you.

● Do not admit to wrongdoing.

● Do call the Local Union and ask to speak with the Union Representative on duty.

Understanding your rights is just as important as having them. Use your Weingarten Rights and the resources of your Union Rep to protect yourself and your valuable job.

**Understanding your rights is just as important as having them. Use your Weingarten Rights and the resources of your Union Rep to protect yourself and your valuable job.**

# Wal-Mart cuts back on Supercenter openings

**W**al-Mart Stores announced recently that it would continue to cut back its domestic growth plans for the coming year, adding only 170 supercenters to its arsenal and opening no new traditional discount stores at all.

In its annual analyst conference, the world's

largest retailer also said it would open 25 new Neighborhood Markets, its traditional supermarket format, and 25 Sam's Club membership stores.

The planned Supercenter openings mark the second straight year of slowing growth for that concept, which is on pace to add 195 outlets in

the current fiscal year ending in January.

In 2009, the company plans further reductions, with only 140 Supercenters planned.

International growth will continue at a faster pace, and overall capital expenditures are projected to flatten or decline slightly from the \$15 billion projected for this year.

## Membership Meeting

December 19

Meeting starts at 7 p.m., UFCW Auditorium, Bloomington

## UFCW 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, 2008. For more information, and to find out if you're eligible, please visit:

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

**UFCW**  
Scholarship Program

If you are unable to apply online, you may request an application by writing to: UFCW International Union, Attn: Scholarship Program, 1775 K Street N.W., Washington, DC 20006.

If you need the scholarship rules or application in another language, please contact us (1-800-551-4010) and we will obtain assistance for you.

## UFCW Programa de BECAS

Su unión tiene que ver con más con más que su sueldo y beneficios.

La UFCW representa una forma en que nosotros trabajadores nos unimos para mejorar nuestras vidas. Tiene que ver con la creación de oportunidades. Por eso, cada año, la UFCW concede varias becas a miembros de la UFCW o a sus dependientes no-casados de hasta \$8,000 cada uno.

La solicitud será disponible en línea entre el 15 enero - 15 marzo, 2008. Para mayores informes, y para ver si usted cumple con los requisitos, visite:

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

**UFCW**  
Programa de becas

Si usted no puede solicitar por internet, usted puede pedir una solicitud. Escriba a UFCW International Union, Attn: Scholarship Program, 1775 K Street N.W., Washington, DC 20006. Si usted necesita saber las reglas o una solicitud en otra lengua, llame al (1-800-551-4010) para asistencia.

## Internet makes 'shopping union' easy for holidays

**T**he Internet has become a great place to shop. It's easy, quick and reliable. And, unlike those traditional shopping malls, you can focus your Internet shopping on genuine union made-in-the-USA goods and services.

A website of the AFL-CIO's Union Label and Service Trades Department, [www.shopunion-made.org](http://www.shopunion-made.org), helps shoppers find all

sorts of union-made gifts, from clothing and chocolates to computers, games and greeting cards.

Shoppers can also send free holiday e-cards with a "Buy Union" theme and music to family and friends. This is a great way to spread the word and build a movement: "Give the Gift of Good Jobs This Holiday Season — Shop Union!"

## 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 — \$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 41-cent mailing charge per order.

**CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.**

Ticket prices are subject to change without notice.

# WAKEUPWALMART.com

## WakeUpWalMart.com team plans for the future at annual strategy conference



**A**nother year, another long list of successes for the WakeUpWalMart.com campaign. The national movement to educate consumers and transform Wal-Mart into an ethical and responsible corporation has experienced remarkable growth in its two-year history.

To take stock of that growth and to plan for more successes in the future, WakeUpWalMart.com staff and UFCW leaders from across North America gathered in Chicago in September.

UFCW International President Joe Hansen kicked off the conference by summarizing the campaign's impact on consumers and on Wal-Mart.

"Three years ago, Wal-Mart didn't react to us at all," Hansen said. "They maybe saw us as a minor irritation. Now, the company reacts to what we're doing on a daily basis."

UFCW International Collective Bargaining Director Bill McDonough detailed how the movement gained 300,000 supporters and attracted significant local and national media attention.

### Elevating the debate

Given the task of changing the public's perceptions of Wal-Mart, WakeUpWalMart.com has elevated the debate about the company's policies to the presidential level. Sen. Hillary Clinton, Sen. Barack Obama and former Sen. John Edwards have made Wal-Mart an important issue in their presidential campaigns.

Candlelight vigils urging Americans to "Pray for Wal-Mart to Change" struck a chord with many consumers, as did "Call for Change" conference calls last November in which Wal-Mart workers phoned in to discuss the company's unfair labor practices.

**Upper right, from top:** UFCW International President Joe Hansen; UFCW International Director of Collective Bargaining Bill McDonough.

**Left, from top:** WakeUpWalMart.com staff members Nick Baldick, Meghan Scott and Jeremy Van Ess.



In addition, hundreds of thousands of postcards and doorknob notices urged Americans to consider questions like "What if Wal-Mart treated your family this way?" and "How could Wal-Mart do this to children?"

With assistance by union volunteers across the country, the "Stop the Wal-Mart Tax!" campaign in April and the "Put America's Safety First" campaign for port security garnered substantial media coverage.

For Mother's Day, handbills asked consumers "What if Wal-Mart treated your mom this way?" and a July campaign reminded the nation that Wal-Mart's reliance on foreign goods compromises its alleged "all-American" image.

### Making a difference

In the wake of a successful summer campaign to "Send Wal-Mart Back to School," Wal-Mart's stock hit an eight-year low and the company was forced to drastically cut its expansion plans.

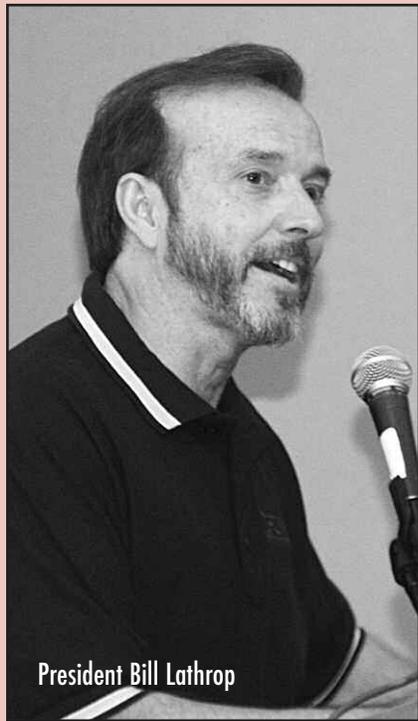
"Wal-Mart is down," said Nick Baldick of the WakeUpWalMart.com team, commenting on the company's extended sales slump. "Now is the time to increase the pressure."

In strategy sessions with union leaders, Baldick and fellow WakeUpWalMart.com team members Meghan Scott and Jeremy Van Ess detailed the goals of their upcoming Holiday Campaign.

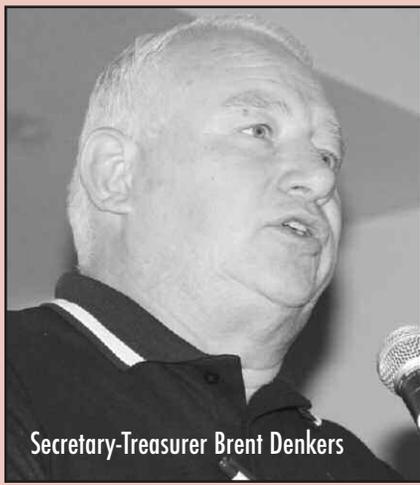
McDonough concluded by urging union members to step up their commitment to the WakeUpWalMart campaign as it works to improve the lives of the 1.3 million Wal-Mart workers and their families.

"We are making a difference," he said. "We have a proven model for success with this campaign and we need to stick to it."

"This is a fight for the future of your union and your country."



President Bill Lathrop



Secretary-Treasurer Brent Denkers

# Stewards energized and educated

In his State of the Union address on Oct. 25, President Bill Lathrop said that UFCW Local 1167 is “strong, diversified and growing every day.”

President Lathrop’s remarks were heard by more than 200 stewards participating in the local’s second annual Stewards Conference at the San Bernardino Hilton.

“In our earliest days, members averaged \$10 a week and our union had only a few hundred members,” Lathrop said. “Now we have more than 21,000 members in San Bernardino, Riverside and Imperial Counties, as well as in parts of the city of Los Angeles.

“We have 44 contracts with 300 facilities and two distribution centers. We’ve have new Rite Aid stores open this past year and would like to welcome those members.”

Lathrop saluted the stewards for their solidarity during the recent super-market contract negotiations, but “there is still much work to be done,” he said.

“We can never rest, because someone is always trying to undermine our contracts and destroy our solidarity,” he said.

“We have workers at the Vons distribution center in El Monte who are upset that the company is not bargaining in good faith. In July 2008, we have Rite Aid negotiations. We are in a

never-ending fight to improve our members’ standard of living.”

Secretary-Treasurer Brent Denkers also addressed the stewards, calling attention to their importance to the union.

“When a new person comes to work in your store, introduce yourself,” Denkers told the stewards. “Tell them what the union is all about and what

**‘We are in a never-ending fight to improve our members’ standard of living.’**  
**— President Lathrop**



Grievance Coordinator Bill Graham and Union Representative Gil Ramirez



Field Director Rick Bruer



Health Benefits Expert Joe Sweeney



Union Representative, Organizer Joe Duffie





# ed at second annual conference

way for us to get information to you," he said.

Joe Sweeney, senior vice president of the Segal Company, an employee benefit plans consulting firm, explained the recent changes in the PPO health plan, including the introduction of Health Reimbursement Accounts (HRA).

He said that the benefits fund is in

will pay virtually 100 percent of your health care costs," he said. "It is a much improved system."

Union Representative Gil Ramirez and Grievance Coordinator Bill Graham delivered an in-depth contract review, covering such items as working hours and overtime, seniority rights, leaves of absence, jury duty obligations, termination procedures and regulations.

"As a steward, it is in your best interest to know the contract and understand its language," Graham said. "Members will come to you with questions. An educated steward is a prepared steward. If you don't know the answer, call the union office."

Union Representative Joe Duffle explained the importance of the union's involvement in politics.

"Elected officials make laws that can help us or hurt us," he said.

He cited the Employee Free Choice Act as an example of the importance of electing union-friendly people to political office. "We're losing union density and laws like the EFCA can help us tremendously," Duffle said.

The day ended with an educational parody of the television game show "Jeopardy" featuring answers and questions relating to the union contract, the role of a steward and the history of the union.



## ending fight to improve standard of living.

### Bill Lathrop

"Phase I" of the transition to its new system and is focusing on enrollment for 2008 and distributing questionnaires about members' health issues and concerns.

Members who fill out the questionnaire will have \$200 added to their HRA accounts, which can be used to pay out-of-pocket costs including deductibles and co-pays.

"If you are a health-conscious person who takes care of yourself, this plan



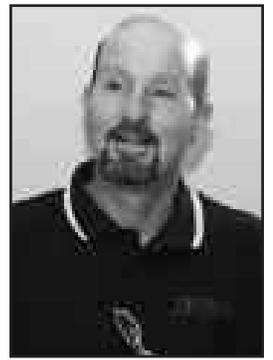


**Left:** "Elvis" enters the building.

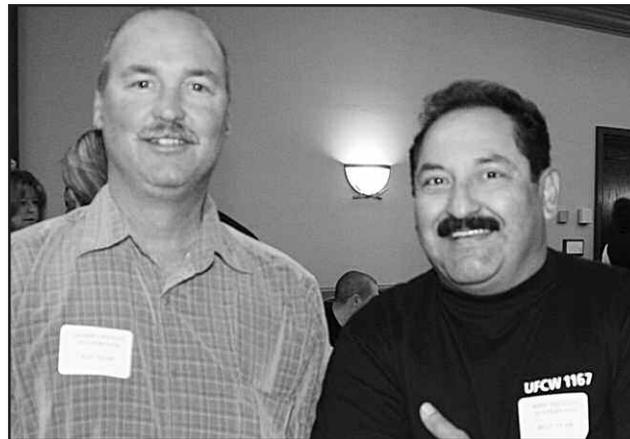


**Right:** "Secret Service" escorts President Bill Lathrop to the podium.

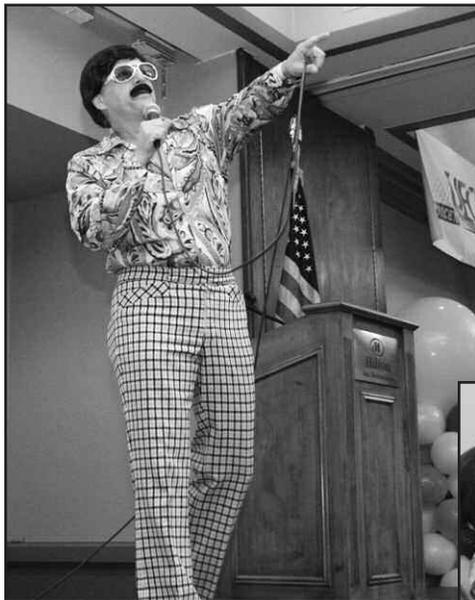
# SCENES FROM THE CONFERENCE



Union Representative Pete Waasdorp at the audio/visual controls.



# STEWARDS ON UNION 'JEOPARDY!'



Bill Graham as Alex Trebek



In the afternoon, stewards participated in a parody of the television show "Jeopardy" in which they answered questions based on the information given at the seminar. Above is the winning team.



**Susan Hayes**  
**Vons, Palm Desert**  
**26 Years Union**

I became a steward because people were always coming up to me and asking me questions, so I took it upon myself to learn more about the contract. This conference has given me the information I need to explain the provisions of the new contract to the members at my store.



**Jeannie Patterson-Smith**  
**Stater Bros., Riverside**  
**27 Years Union**

I'm thankful for the knowledge I've gained here, especially regarding scheduling and benefits. It was great to meet stewards from other stores and share information with them.

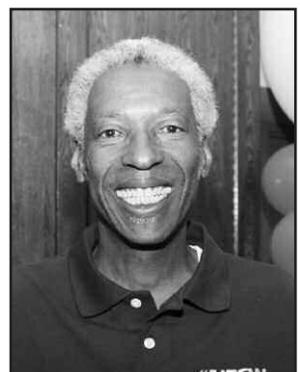
**Veronica Lopez**  
**Ralphs, Indio**  
**8 Years Union**

I was a picket captain during the strike and became the steward shortly afterward. The conference helped me understand the Health Reimbursement Account and what a great benefit it is.



**Jeffrey Sanders**  
**Albertsons, Corona**  
**29 Years Union**

We have to help our new members understand how important it is to have a strong union. It's our job as stewards to encourage members to come to the meetings and be more active. We're not going to be here forever and the young kids are our future.



# Patsy Svete: Veteran union supporter

Even though Local 1167's steward program officially began last year, Patsy Svete, of Stater Bros. 46 in Hemet, has considered herself a steward for most of her 33 years in the industry.

"I came from a union home," Svete said. "My dad was a union carpenter, so I learned early on in life how important it is to have a union job and be a member of a strong union. I felt it was my duty to help my co-workers with any problems, even before I officially became a steward."

Svete works as a Customer Service Representative and trains new hires.

"I make sure that employees join the union right after I train them," she said. "They don't leave the room until they sign their union card."

She is one of two stewards at her store.

"Peggy Shaughnessy works with the load crew at night and I work

days," Svete said. "We try to keep things on an even keel and answer questions about the contract. Most of the time we resolve issues at the store level. If there is something we can't handle, our union rep, Keith Wright, is always ready to help."

Svete said the morale at her store is high, especially since the new con-



Patsy Svete proudly displays her Local 1167 T-shirt.

tract was ratified.

"Stater Bros. is a great company to work for," Svete said. "With the elimination of the two-tier system, working in the industry has once again become a career. Everyone feels better about that."

As someone who has had chronic migraines for most of her life, Svete appreciates her union-negotiated health benefits.

"I have had migraines so severe that I thought I was going to have a stroke," she said. "I went to many doctors, had innumerable tests and all of it was covered by our health benefits."

Unfortunately for Svete, her visits to those doctors did little to alleviate her pain and suffering. Then, one day, one of her customers told her about a supplement manufactured for a company called Life Force.

It would change her life.

"After six weeks, I had fewer migraines and the ones I had were less severe," Svete said. "I've even gone months without having one."

The supplement so impressed Svete that she became a Life Force



Patsy Svete

sales representative.

"I like to help people," she said. "And Life Force not only has products like the one that helped me, it also provides an opportunity for people who market those products to significantly increase their income."

Svete and her husband, Stanley, whom she met when she was working the checkout line at her store, have six children between them. In their spare time they go fly fishing in Montana and camping and hiking in the mountains around Hemet. In addition, Svete likes to play golf, body surf and volunteer at her church and at her children's school, among other activities.

"I thank God I have the health and energy to do all of the things I like," Svete said.

## In Memoriam

**Daniel Armenta**, a retired meat cutter formerly employed by Gemco and Safeway, died Oct. 30, 2007, at the age of 90. He had been a member since September 1957.

**Harry Bay**, a retired meat cutter formerly employed by Alexanders, Fox and Vons, died Nov. 19, 2007, at the age of 88. He had been a member since January 1941.

**E. Ruth Burke**, an affiliated member formerly employed by Sages and Thrifty Drug, died Nov. 4, 2007, at the age of 87. She had been a member since June 1964.

**Michael Caricato**, a retired food clerk formerly employed by Mayfair, Rays Food, and Albertsons, died Oct. 22, 2007, at the age of 90. He had been a member since December 1945.

**Armando Musolino**, a retired food clerk formerly employed by Lucky Stores, Inc., died Oct. 19, 2007, at the age of 82. He had been a continuous member since May 1981.

**Sherry Nagle**, a food clerk employed by Albertsons, died Nov. 16, 2007, at the age of 59. She had been a continuous member since March 2007.

**John Perez**, an affiliated member formerly employed by Sages Markets, died Oct. 27, 2007, at the age of 80. He had been a member since August 1968.

**Mary Roden**, an affiliated member formerly employed by Face Market, Paul's, and Sages, died Oct. 19, 2007, at the age of 77. She had been a continuous member since December 1958.

**Alex Zlaket**, a retired food clerk formerly employed by Food Giant, Smith's Food King and Safeway, died Nov. 10, 2007, at the age of 89. He had been a member since April 1955.

Our condolences to the families of these deceased members.

## Your Dues Now Payable! Sign Up for Dues Checkoff

If you are one of the few members of the local who are not yet signed up for dues checkoff:

**DECEMBER DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE FEB. 1, 2008, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.**

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

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

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

## 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.



An artist's rendition of the San Bernardino Stater Bros. Distribution Center when it is completed in 2008.

# Stater Bros. distribution center and offices cleared for takeoff

## Largest facility in Southern California built on former Air Force base

**T**he demise of the storied Norton Air Force Base in San Bernardino has been a bonanza for business developers. Mattel, Kohl's and Pep Boys have already built large complexes on the property, which still has an operational airport.

Stater Bros. Markets is the latest company to capitalize on the development boom in San Bernardino, where the supermarket chain has constructed new corporate offices that opened on Oct. 24.

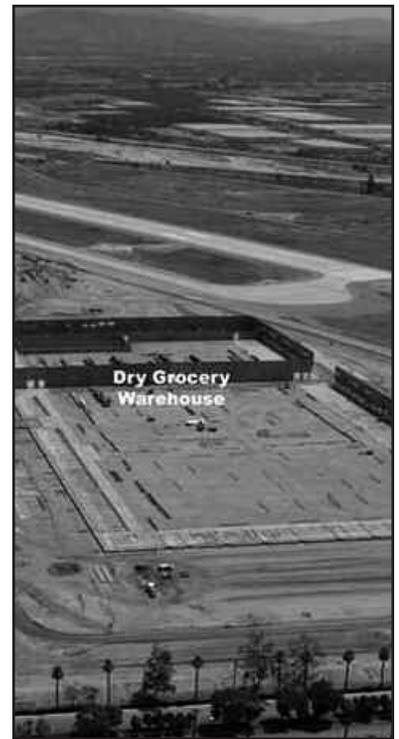
The company's new 200-acre campus also will include a 2.1 million sq. ft. distribution center, which will be the largest under one roof in America's supermarket industry. The new center will consist of a dry distribution facility, a refrigerated facility, a bakery depot, a truck maintenance garage and a dispatch returns building.

The corporate offices, distribution center and support facilities will total 2,295,000 sq. ft., with space set aside for an additional 300,000 sq. ft. for future expansion.

When it begins shipping products to Stater Bros.' 163 Southern California supermarkets in February, the new distribution center will replace eight existing Stater Bros. centers in Colton, Redlands and Mira Loma.



The walls of the distribution center are raised with a massive crane in late 2006.



Stater Bros.' dry grocery warehouse construction in spring of 2007.



### Before

An aerial photograph of Norton Air Force Base shortly before its decommission. This block of buildings is now Stater Bros.' property.



### After

The main offices, dispatch/return center and truck service center near completion in this summer 2007 aerial photo.

### President's Report

# 'Shop Union' for the holidays — and save your job!

This is an extraordinary time of year. It's a time for giving. It's a time to reflect on what's most important in life and it's a time to gather with family, friends and loved ones. It's also a time to do our best to support our union brothers and sisters.

When it comes to shopping for the festive holiday meals, 'shopping union' is easy. Just go down to your local union market and purchase your favorite turkey, ham, roast and all the trimmings...just shop where you work.

But what do we do when we need to purchase other things, such as appliances and clothing? The retail industry has changed dramatically. For the most part, union department stores have gone the way of the dinosaur.

Look around where you do your grocery shopping. Some of the larger food stores carry small appliances and other gift items. They carry small televisions, blenders, toasters, CD players and many other products suitable for giving.

#### Protect friends and neighbors

Resist the temptation to go down the street to the monster non-union store to save a buck. Use your hard-earned dollars to protect the jobs of your friends and neighbors.

Look for the **Union Made** label. Keep in mind that when you buy a union-made product, you are protecting the jobs of the men and women who made it. You are also supporting a company that offers its employees a good job and fair representation.

Look for **"MADE IN THE USA"** products. When you buy American, you demonstrate that you don't want our good jobs going to Third World coun-



By Bill Lathrop

tries where they frequently exploit children and pay poverty wages.

We are in a different world than we were a few years ago. American companies are few and far between and sometimes part of global corporations. Just because you may think that a product is made in the U.S.A., it doesn't mean it is. Look for the label!

By far the most important thing this year when it comes to shopping should be a no-brainer: **DON'T SHOP AT WAL-MART**. This anti-union company is still out to destroy the jobs of every union wage-earner in this industry, and that includes you.

Don't let your spouse shop at Wal-Mart. Don't let your children shop at Wal-Mart. Don't let your father, sisters, brothers, neighbors or friends shop at Wal-Mart.

You can even use your young children, grandchildren, nieces and nephews to your advantage. They might not

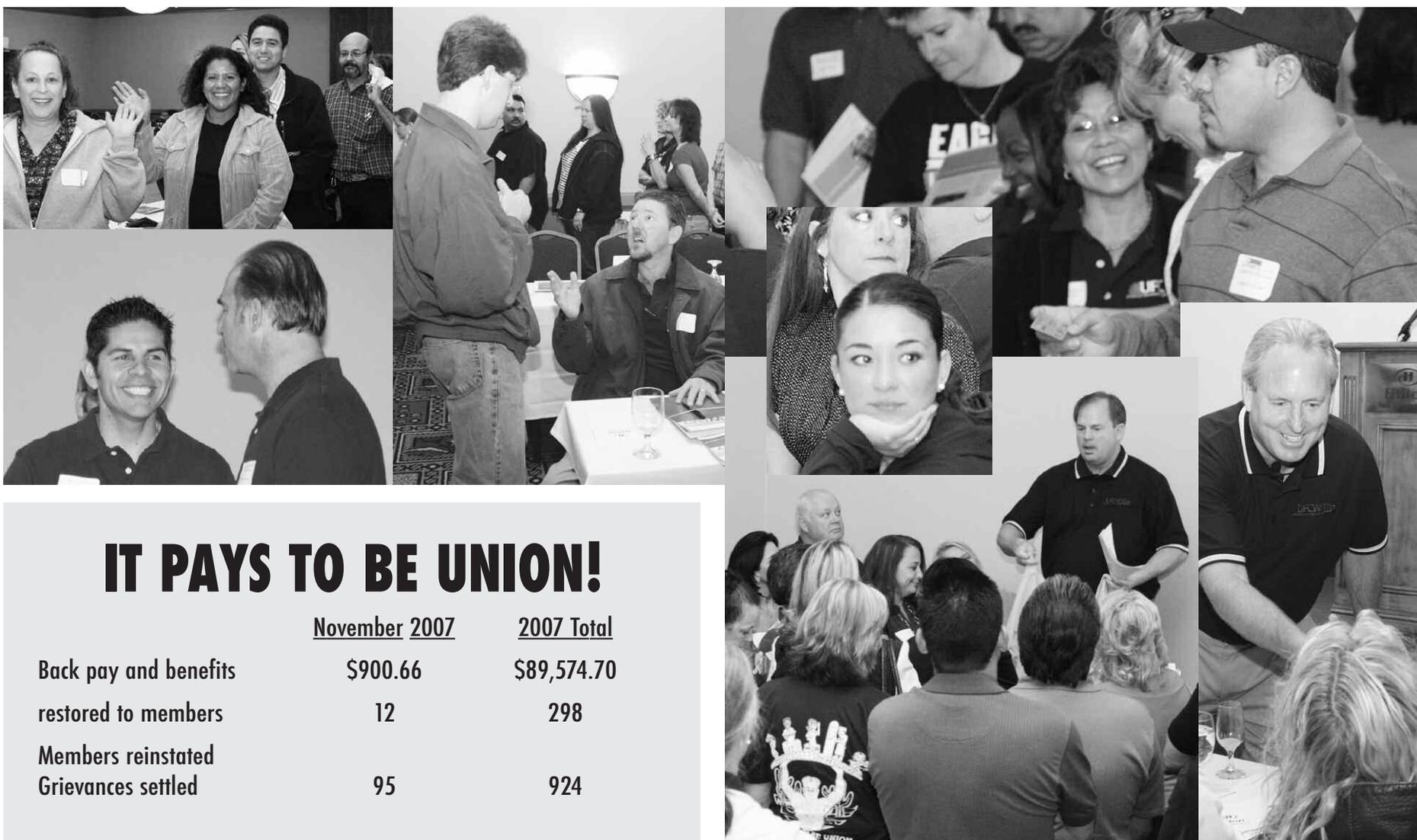
understand the economic fallout that shopping at Wal-Mart has on your job and your community, but once they get the idea that it's not right to shop at Wal-Mart, they will be the first to snitch on the family members who do. Guilt ensues and they'll think twice about walking through the smiley-face doors.

Be aware of what you're buying, who made it and where you're buying it. All it takes is a little effort on your part and we can improve the lives of millions of brothers and sisters. And you'll feel good about what you're buying.

Happy Holidays and all the best to you and your loved ones in the New Year. God Bless America.

## Stewards Gather for Second Annual Conference in San Bernardino

Pictures and coverage of the event on pages 6-9



### IT PAYS TO BE UNION!

|   | <u>November 2007</u> | <u>2007 Total</u> |
|---|----------------------|-------------------|
| Back pay and benefits restored to members | \$900.66             | \$89,574.70       |
| Members reinstated                        | 12                   | 298               |
| Grievances settled                        | 95                   | 924               |