

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

April 2012



Members at Work in Canyon Crest and Riverside

See pages 4 and 5.

Tough negotiations continue in Northern and Central California

Three UFCW Unions in Northern and Central California remain entrenched in marathon negotiations with the major union supermarket chains in the region.

Since last summer, negotiators for UFCW Locals 5, 8 and 648 have been hearing proposals for takeaways from Raley's, Safeway, Save Mart and their smaller subsidiary chains.

(Please see page 2)

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PRESIDENT'S REPORT

California initiative would silence unions

Revives 'corporate deception' ploy

Another election cycle brings another attack on working people.

After failing twice in the past, wealthy pro-corporate interests are once again abusing California's initiative process as they try to silence those in the Labor Movement who dare to oppose them.

The so-called "Stop Special Interest Money Now Act," which has qualified for the November ballot, is a fraud designed to trick people into thinking they are voting for election reform. Unfortunately, a loophole would let corporations keep raising huge amounts of cash to pervert the political system while making it difficult, if not impossible, for unions to respond in defense of working people and the middle class.

Paycheck Deception

The marketing may be a little different this time, but the current initiative is similar to the so-called "Paycheck Protection Acts" that were defeated by the voters in previous elections. A more appropriate name for these shams would be "Corporate Deception Acts."

The current initiative would silence the voices of working people by prohibiting any voluntary political contributions from union members collected via payroll deductions. At the same time, corporations would be allowed to make unlimited expenditures through shadowy front groups to support or oppose candidates. The same goes for corporate contributions to ballot measures that support the agendas of Big Business and the radical right wing.

This measure would severely restrict union members in both the public and private sector from having a voice in our political process. Every union in California would be affected.

As it stands, corporations outspend unions 15-1 in political campaigns and lobbying efforts. Should the initiative pass, big corporations and their lobbyists would have even greater influence over our political system than they already have.

The Corporate Deception Act of 2012 would effectively clear the

Please see page 2



By Bill Lathrop

Report vacations to Benefits Department

Food members are urged to fill out Loss of Eligibility (vacation waiver) forms to maintain health coverage. This does not apply to pharmacists and drug members.

The Collective Bargaining Agreement includes a "skip month" eligibility system. For example, September hours earn coverage for November, October for December, and so on.

In order to maintain health coverage, Food and Meat Division members must work a certain minimum number of hours every month.

Food Clerks, General Merchandise Clerks and Meat Clerks must work a minimum of 92 hours and Meat Cutters must work 76 hours. Plan B Warehouse Clerks, General Clerks, Service Clerks and Meat Clerks must work a minimum of 76 hours. Clerk's Helpers and Utility

Clerks need to work 64 hours.

Paid vacation hours count toward the monthly 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.

Many Food members have been accustomed to taking vacation time off in the free months.

As there are no longer any free months, many members taking vacations may get short-hour notices.

As in the contract, Vons pays vacations when taken. Therefore, the vacation waiver may not be required, but it will depend on each individual.

Whenever members are short on hours, a Loss of Eligibility notice, with a place to list vacation hours, will be sent to them from the trust fund in Cypress.

However, since these notices often go out right before the time eligibility would lapse, this frequently results in a temporary loss of eligibility while the health trust fund processes the information and clears eligibility.

Because hours are reported just prior to coverage lapsing, if a Loss of Eligibility form reporting a vacation is on record, you will most likely still receive a Loss of Eligibility notice, but you can just call the Insurance Department and someone generally can have your coverage reinstated within the day. If there is no form on file, then there will be a lag due to mailing and processing times.

We're here to help

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 Loss of Eligibility (vacation waiver) form.

Complete the form and mail it back to the Benefits Department after you have returned from your vacation. This will maintain your insurance coverage with minimal loss of eligibility. The form is also available on the union's website, www.ufcw1167.org, under the "Insurance Department" tab.

PRESIDENT'S REPORT

Corporate Deception Act

Continued from front page playing field of any opposition to big corporations' efforts to outsource jobs, slash wages and health benefits, and attack retirement security.

This is a partisan initiative that is part of a nationwide campaign to cripple labor unions and silence them. We've already seen the effects of this campaign in states like Wisconsin, Ohio and Arizona. It's up to us to draw the line at California's border and say: "Not here, no way! We will not let our state become a testing ground for radical, anti-worker legislation!"

Your union will be a key player in the campaign to defeat this initiative and elect pro-worker candidates in our jurisdiction and across the Golden State. I urge you to contact your Union Representative and volunteer in this crucial effort.

Together, we'll take a stand for the middle class and working people everywhere.

**The union office
will be closed in
observance of
Good Friday, April 6
and
Monday, May 28,
in observance of
Memorial Day**

Next Quarterly Membership Meeting: June 27

The meeting will start at 7 p.m. in the UFCW Local 1167 Auditorium, 855 W. San Bernardino Ave., Bloomington



DESERT EDGE

Bill Lathrop
Editor

Official monthly publication of Local 1167, United Food and Commercial Workers International Union, San Bernardino, Riverside and Imperial Counties, California.

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

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

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IN MEMORIAM

Steven Barry, an affiliated member employed by Stater Bros. Markets, died on Feb. 14, 2012, at the age of 54. He had been a continuous member since June 1988.

Aubrey Clayton Jr., a retired food clerk formerly employed by A.M. Lewis Drug and Vons, died on March 9, 2012, at the age of 65. He had been a continuous member since December 1985.

Georgette Donnell, a retired general merchandise clerk formerly employed by Ralphs, died on Feb. 20, 2012, at the age of 81. She had been a member since February 1990.

Arthur Phillips, a retired food clerk formerly employed by Alpha Beta, died on Feb. 22, 2012, at the age of 83. He had been a continuous member since April 1973.

Glenda Ritchey, a warehouse clerk formerly employed by Food 4 Less, died on Feb. 27, 2012, at the age of 56. She had been a continuous member since July 1991.

Evelyn Sadler, a retired food clerk formerly employed by Sage's Markets, died on Feb. 8, 2012, at the age of 97. She had been a member since February 1945.

Donna Worley, a retired meat wrapper formerly employed by the Vons Meat Plant, died on Feb. 20, 2012, at the age of 76. She had been a continuous member since April 1978.

Our condolences go to the families of these deceased members.

Tough negotiations continue in Northern and Central California

Continued from front page

The companies' proposals include reduced health care benefits for active members and elimination of health benefits for retirees. They also seek elimination of premium wages for work performed at night and on Sundays and holidays, as well as reductions in vacations and workplace protections.

The employers say they need to cut costs to compete with non-Union chains that are moving into the area. Other factors include higher health care costs and coverage mandates imposed by the federal Affordable Health Care Act.

The unions' previous collective bargaining agreement, negotiated in 2007, expired last October. Approximately 52,000 UFCW workers remain covered by extensions of the old contract's terms.

Members at Bear Valley Dental and University Dental ratify contract



Bear Valley Dental in Victorville and University Dental in Riverside voted on Feb. 27 to ratify a new three-year contract. Pictured above, from left, are members Shawn Buck, Joanne Carmona and Kathryn Fletcher.

Arizona's new anti-worker laws: worse than Wisconsin and Ohio

Arizona Gov. Jan Brewer is out to make her state the most hostile to public-sector labor unions, according to *News Analysis* columnist Sarah Jaffe.

Jaffe noted that the new anti-labor bills being pushed by Gov. Brewer are backed by the conservative Goldwater Institute and the American Legislative Exchange Council.

Scott Walker, the Wisconsin governor who started the current legislative trend, and his financial supporters, the billionaire Koch brothers, are also involved with the legislation.

Jaffe listed the aspects of Arizona's bills that make them even more anti-union than Wisconsin's law, which restricts collective bargaining rights for

state workers.

The Arizona bills would not only restrict but outlaw collective bargaining for government workers and include police and firefighters in the ban. They also would prohibit automatic dues deductions for government workers, make union work on company time illegal and eliminate all union job protections for workers.

"Not content with making her state the least friendly to immigrants and people of color, [Gov. Brewer] has decided to get in on the union-busting action as well," Jaffe wrote.

"Arizona does have something else in common with Wisconsin, though: provisions that allow for the recall of the governor and state legislators."

Your dues are now payable!

If you are one of the few members of the local who are not yet signed up for dues check-off: APRIL DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE JUNE 1, 2012, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your pay check. 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!

UNION REPRESENTATIVE'S REPORT

Show up for work on time and work when you're 'on the clock'

When you try to catch a plane or a bus, you want to be on time so it doesn't leave without you, right?

When you go to your son's or daughter's soccer game, you want to be on time so you don't miss a minute, right?

Then why are some members not showing up at work on time?

Timing is important in all walks of life. It is especially important if you want to keep your job.

Your manager doesn't care about your reasons for being late. It doesn't matter that the alarm clock didn't go off, that your ride didn't show up or that you missed the bus. It matters that you report to work on time.

It is also important that you are ready to work when you clock in. Too often, our members are reprimanded for not being ready to work when their shifts begin.

You are not paid to get ready for work. It's not OK to put on makeup, go to the bathroom, comb or brush your hair, or change into your uniform AFTER you check in. These actions can lead to disciplinary action up to and including suspension or termination.

Work when you report to work

Many members think there is some sort of "grace period." There are no grace periods. You are paid to report on time and to do your job as soon as you report.

There is plenty of time to freshen up, go to the bathroom, catch up on your text messages and update your facebook status on your contractually required union-negotiated breaks or, better yet, when you're done with your work day. Do not do these things while you are being paid to work.

Record time worked properly

"Punching the clock" provides the proof you need that you showed up to work on time. But sometimes things don't happen as they should.

For example, a member might leave work without punching out, or he or she might return from lunch and go straight to work while forgetting to punch-in. If this happens, there are forms that must be filled out to record the time that has been worked. If this information isn't accurate, a person could be accused of falsifying time worked, which could result in suspension or termination.

Members should ALWAYS confirm their time worked with management when filling out the forms. Simply ask your manager to review the time-coded video so that the time your work began or ended can be verified.

A good union job like the one you have is hard to come by these days. Don't put everything you have in jeopardy!

It's common sense. But sometimes, common sense is not so common.



By Maria Perez

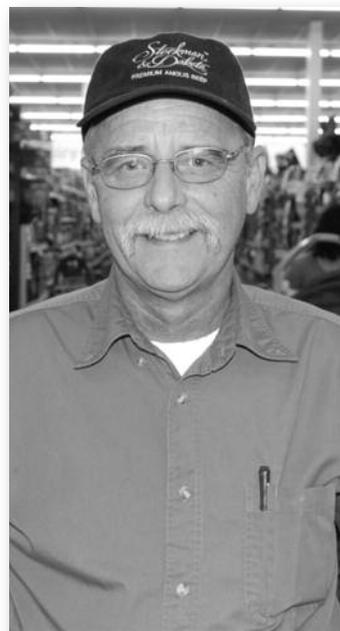


Members at Work:
Ralphs 609
Canyon Crest





**Members at Work:
Albertsons 6514
Riverside**



UFCW Local 1167's Scholarship Awards Competition now available for applicants!

UFCW Local 1167 is proud to announce the launch of its scholarship program for certain members only, for the academic school year 2012-2013.

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

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

Food members who were hired prior to March 1, 2004 (or had 12 months of employment if hired after March 1, 2004, as of October 2010), are qualified to apply for the Trust Fund's Scholarship Award and Tuition Assistance Program and **are not eligible** for the scholarship program listed here.

Rules and Eligibility Requirements

- Applicants must establish basic eligibility by applying for a scholarship award and completing the "**Request to participate in UFCW Local 1167 College (university or junior college) Scholarship Awards Competition**" application published in this newspaper at the right of this announcement, or online. **The application must be returned to UFCW Local 1167 no later than Friday, May 4, 2012.**
- Those eligible to compete are current active members of the local not eligible to compete in the above described Benefit Fund Scholarship Program, their spouses and their dependent children. Dependent grandchildren of dues-paying retirees are eligible. Sisters, brothers and non-dependent grandchildren are not eligible.

- Applicants must be at least seniors in high school.
- Applicants are not eligible if they previously received UFCW Local 1167 Scholarship Award monies.
- To be eligible, the member must be in continuous good standing for at least one year through June 30, 2012. The member whose eligibility is used cannot be suspended, take a withdrawal or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.
- Winners are selected by the Scholarship Committee based on:
 - Academic record
 - Leadership record
 - Community service and volunteer activities
 - Character and personality
 - Personal achievement
- Awards will be made to undergraduate or graduate applicants at the sole discretion of the local's Scholarship Committee.

- Finalists selected by the Scholarship Committee must provide proof of academic record and submit completed forms (blank forms to be provided by the union) listing leadership activities, community service and volunteer activities and personal achievements, substantiated by two teachers and two personal recommendations.
- Finalists may be required to appear for a personal interview.
- Awards are contingent upon the student being accepted by, registered at and attending an accredited academic institution of higher learning. **Trade schools are not included.**
- Winners must be full-time students taking at least 12 undergraduate or nine graduate units or part-time working students taking six undergraduate or four graduate units.
- Decisions of the Scholarship Committee are final.

Request to Participate in UFCW Local 1167's Limited Scholarship Awards Competition

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

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2012. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2012.
- I must be at least a senior in high school.
- I am not eligible to apply if I previously received scholarship award money from UFCW Local 1167.
- If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
- If the member is involuntarily laid off or transferred out of UFCW Local 1167, I will become ineligible and will notify the local union.
- Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will appear for an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

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

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

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

(Signature of Applicant in acceptance of the above)

(Please Print)

Applicant name _____ Phone _____

Full address _____

I am a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Applicant's Social Security number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

I am related to a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Relationship to member _____

Member's name _____

Member's Social Security number _____

Member employed by _____

Full store address _____

Union Representative _____

Highest academic level completed by June 2012
(Must be at least a senior in High School to apply)

Year graduated from High School or month and year will graduate

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

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

Return by Friday, May 4, 2012

REFER ANY QUESTIONS TO SHAELYN AT
(800) 698-8329
OR (909) 877-5000

César Chávez: Labor leader, humanitarian

César Estrada Chávez was a Mexican-American labor leader who dedicated his life to improving the living standards of farmworkers in the American Southwest.

He built the United Farm Workers Union into a potent force for the advancement of labor rights and social justice, frequently drawing comparisons to Mahatma Gandhi and Martin Luther King, Jr.

Chávez was born on March 31, 1927 in San Luis, Ariz., near Yuma. His parents, Libardo and Juana, owned a farm and a store, where César worked until he reached the age of 10, when the family lost everything during the Great Depression.

His family moved from farm to farm and Chávez helped out by working part-time in the fields in Arizona and California. After graduating from eighth grade, he worked full-time in the fields to help support his family after Libardo was injured in a car accident.

The roots

In 1952, Chávez joined the Community Service Organization and became a community organizer, helping fellow farm workers with their everyday problems, and encouraging them to register to vote or become U.S. citizens.

He tried to convince the CSO's leadership that farm workers needed a union devoted to their interests. When they refused to help, he resigned from the CSO, and used his life savings of \$1,200 to form the



National Farm Workers Association.

Along with Dolores Huerta and Gilbert Padilla, the NFWA organized huelgas (strikes) and was involved in several labor agreements with growers, but more work had to be done to improve conditions for farm workers.

To accomplish this, Chávez organized a nationwide lettuce boycott to pressure growers into rescuing his union. A five-year grape boycott followed in 1968.

Si, se puede!

Chávez was arrested on many occasions for acts of civil disobedience. He also participated in prolonged hunger strikes.

Chávez strongly believed that a successful union of farm workers had to be formed by the workers themselves. Much of his time was spent recruiting, training and inspiring farm workers to take on the monumental task of forming a union,

negotiating contracts with hostile growers and withstanding the sometimes violent reactions.

NFWA changed its name to the United Farm Workers in 1974, and in 1979 the organization participated in a landmark labor settlement, brokered by California Gov. Jerry Brown, that led to the end of the lettuce and grape boycotts.

The UFW's rallying cry, "*Si, se puede!*" ("Yes, we can!") reflected a belief that the people who picked fruit and vegetables could succeed in fighting for their rights as workers and human beings.

Legacy

On April 23, 1993 Chávez died in his sleep of unknown causes at the age of 66. More than 50,000 mourners paid their respects to a humble man whose commitment to social justice changed the course of history.

Chávez was posthumously awarded the nation's highest civilian honor, the Presidential Medal of Freedom, by President Bill Clinton in 1994. His birthday, March 31, is a holiday in three states, including California.

Contact the Trust Fund with any questions:

(714) 220-2297

(562) 408-2715

(877) 284-2320



Watch for important information about your benefits!

www.scufcwffunds.com

Joe F. Barragan Memorial Golf Tournament
April 30, 2012
Sierra Lakes Golf Club

For details and reservations, call (909) 877-5000 and speak with Secretary-Treasurer Rick Bruer.

Discounted member rate!

The HRQ is now accessible online!

www.2012hrq.com

HRQ Assistance Line: (888) 901-0477



Life Balance My Health



It PAYS to be UNION!

	<u>MARCH 2012</u>	<u>2012 TOTAL</u>
Back pay and benefits restored to members	\$1,396.57	\$12,148.18
Members reinstated	15	63
Grievances settled	43	170

Last chance to apply for 2012 International scholarship

UFCW International scholarship: The union is about more than a paycheck and benefits. The UFCW is about workers coming together to build better lives. It's about creating opportunity. That's why each year the UFCW awards several scholarships to UFCW members or their dependents. The UFCW began accepting applications on **Jan. 16** and will continue accepting applications until **April 16**.

Visit www.ufcw.org/scholarship or contact scholarship@ufcw.org with questions.

STEWARD FEATURE

Finding safety in the union

Rick Alarcon emphasizes educating young workers

Rick Alarcon is a union steward at Ralphs 609 in Canyon Crest. The 30-year veteran of the grocery industry loves his union and the security it brings.

Many members of UFCW Local 1167 feel that way, but Alarcon has an unusual perspective — one of a former manager.

“In 1992, I decided to try the other side of the fence,” he said. “I had about 10 years in the business, so I figured I’d give management a try.”

Six years into his experiment, Rick Alarcon realized that the grass was greener on the union side all along and returned to the rank and file.

“You don’t realize that when you’re in management, you’re on an island all by yourself,” he said. “There is no one to back you up — no one to side with you. Whoever is coming after you may be totally wrong, but in management you don’t have a union to protect your job.”

Alarcon said that he’s much happier to be back in the union.

“Not only do you have officers

and reps who will stand up and fight for you, you have all your brothers and sisters to stand beside you,” he said. “You have advocates. There is great strength in the union.”

Alarcon didn’t start out in the grocery industry.

“I was working as a mechanic in the early ’80s,” he said. “There was a bit of a recession in the auto industry and the dealership where I was working closed. My brother was a clerk at a Ralphs in Fullerton and he encouraged me to apply for a job at Ralphs. I started as a ‘box person’ in 1981.”

Within two weeks, Alarcon was the ‘morning ripper’ at the store. He then worked as a GM clerk and key person before spending six years in management.

Upon his return to the union, he worked in the deli department and has been a receiver for the past 13 years.

Alarcon said he became a union steward a few years ago because “I was the guy who could answer questions to the best of my ability.”

“I was a co-captain during the strike and wanted to help as much



Rick Alarcon

as I could during contract negotiations in 2007 and 2011,” he continued.

“Mostly, I want to open young workers’ eyes to what the union is all about. How are they to know without learning from those who laid the foundation for them?”

Alarcon credits his brother with opening his own eyes to the union

and says he hopes to do the same for a whole new generation of workers.

“I’m extremely proud of our union,” he said, “especially after this latest round of negotiations in a bad economy.”

Alarcon said he is especially grateful for “the brotherhood, the sisterhood and the security” of his union work environment.

“I feel safe to work here,” he said. “It’s a good feeling.”

“The union is all of us,” he continued. “We have a lot that others don’t have at their places of work. We are strong and we have a bright future.”

Alarcon has been married to his wife, Donna — a UFCW 1167 member at Albertsons 6514 in Riverside — for 26 years. They have two grown children: Matthew, who works for the Banning Sherriff’s Department, and Katie, who is in college and teaching. Alarcon’s sisters are union members employed at Stater Bros.

In his spare time, Alarcon likes to lift weights and exercises.

“I just try to keep healthy,” he said.

RITE AID ROUNDUP

Rite Aid Negotiations around the nation

Strike stalemate in Cleveland

Workers at Rite Aid stores in the Cleveland area ended an eight-month strike in November. The strike included a boycott in which shoppers were asked not to patronize the eight affected stores.

Members of UFCW Local 880 ratified a three-year contract that will expire in 2014.

The workers went on strike in March when Rite Aid tried to dramatically increase the amount employees paid for health care benefits.

The union announced that its members were ready to put the strike behind them.

Northern California ratified contract

Approximately 3,500 UFCW members at Rite Aid stores in Northern and Central California voted to ratify a new labor agreement in August. The agreement will expire

July 13, 2013.

The underlying economic factors in negotiations with Rite Aid around the country include rising health care costs, a sluggish economy and pressure from non-union competitors like CVS and Walgreens. These have been and will likely continue to be critical factors in other retail food and drug negotiations nationwide.

Hard-earned contract in Philadelphia

Members of UFCW Local 1776 in Philadelphia ratified a new collective bargaining agreement with Rite Aid last summer. The contract covers approximately 2,600 members in Philadelphia, Reading and Northeast Pennsylvania.

The agreement concluded three years of challenging negotiations over wages, benefits and working conditions

Apply now for the
UFCW Local 1167
Special Scholarship
Competition!

See page 6
 for details!