

DESERT EDGE

UFCW LOCAL 1167
a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

December 2013



President's Report:

Negotiations on the horizon

Also...

- Raising awareness of Alzheimer's disease
- Scholarship winners: Leaders of tomorrow

**Union
offices
will be
closed:**

Dec. 24-25 for
Christmas

Jan. 1 for
New Year's

**President's Day is Feb. 17.
Union offices will be open.**

Next Quarterly Membership Meeting:

Wednesday, Dec. 18

The meeting will start at 7 p.m.
UFCW Local 1167 Auditorium
855 W. San Bernardino Ave.
Bloomington, CA 92316
www.ufcw1167.com



DESERT EDGE

Bill Lathrop
Editor

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ON THE COVER:
Members from Ralphs 686, Temecula



Watch your mailbox!

**...for important information from your
health benefits Trust Fund.**

**Open Enrollment, Scholarship Opportunities,
Tuition Assistance and more!**

Got questions? Contact the Trust Fund (ext. 420):

(714) 220-2297 • (562) 408-2715 • (877) 284-2320

www.scufcwffunds.com

Notice to all members: Your dues are now payable!

If you are one of the few members of the local who are NOT YET signed up for dues checkoff: YOUR DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE THE FIRST OF THE MONTH, YOU WILL AUTOMATICALLY SUSPEND YOURSELF. December dues are due Feb. 1, 2014, January dues are due March 1 and February dues are due April 1.

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.

Nonpayment 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!

New Member Meetings

Are you a new member
of UFCW Local 1167?

Has one of your
co-workers recently
joined our union?

Get up to a \$65 credit
toward your initiation fee
when you attend a
New Member
Training Meeting
within 6 months
of your hire date.

Call (909) 877-5000 if
you have any questions.

**Please share this with
your co-workers!**

Prepare for Negotiations 2014

It seems like it was only yesterday when we concluded our last round of negotiations with the major supermarket companies in Southern California.

Those talks lasted almost a year and involved a great deal of effort by our negotiating team and by our membership. In the process, the members voted twice to reject proposals from management and to grant their union leaders authority to declare a strike.

In one memorable day, thousands of UFCW members and allies in the community rallied in front of the corporate offices of Albertsons, Ralphs and Vons.

It all ended on Sept. 24, 2011, when we were able to announce that the members had voted to ratify an agreement that protected their affordable health care.

Now, we are starting the process over again as we prepare for negotiating the next contract in 2014.

Soon, the employers and the seven UFCW unions in Southern California will begin working through a pile of



BILL LATHROP

President

thorny issues, chief among them concerning the future of our health plan in the age of the Affordable Care Act.

As I explain in an article on page 7, the federal legislation commonly known as Obamacare introduces serious complications to our system of union-negotiated health benefits. No one knows yet how it all will get resolved, but your union is absolutely committed to negotiating the best possible package from the employers.

Other issues on the table will include wages, pensions, work rules, weekend and night premiums, holidays, vacations, grievance rights and more.

To help us determine our priorities, we are reviewing the questionnaires many of you have sent us. Your answers will provide us with important insights into what you want to gain from your next contract.

If you have any questions about the process, please don't hesitate to ask your Union Representative. He or she is qual-

ified to provide the most current and factual information about our negotiations with your employer.

As the process continues, you'll probably hear rumors coming from strangers, co-workers and management. Your responsibilities as a union member include disregarding all kinds of false information coming from unreliable sources.

'...It will be vitally important to stand strong with your union... help ensure the best outcome for these negotiations.'

Remember that your union is the only institution that represents your interests and your interests alone.

Most importantly, it will be vitally important to stand strong with your union. Your solidarity as a member of UFCW Local 1167 will help ensure the best outcome for these negotiations. ■

President Lathrop honored at NAACP event

UFCW Local 1167 President Bill Lathrop was honored by the Riverside chapter of the NAACP at the civil rights organization's Labor Awards Dinner on Oct. 4.

President Lathrop was among 14 union leaders who were honored for their activism on behalf of economic and social justice in the Inland Empire.

"It's a great thing that the NAACP is renewing its historic alliance with the Labor Movement in our region," President Lathrop said in his acceptance remarks.

"As the founders of your organization — especially W.E.B. Du Bois — understood, labor rights are civil rights, and in this spirit the NAACP and America's labor unions worked side by side throughout the history of both movements."

The awards dinner was conceived by Woodie Rucker-Hughers, president of the NAACP's Riverside Branch. The group plans to make it an annual event.

What's Happening

MAUREEN MCGABE

JUST RETIRED

The past several months have brought us several new retirees. In August, **Charles Jakobetz, Elena Olivas, and David Rubalcaba** joined the ranks of the retirees. Charles Jakobetz worked in the industry for 37 years with Albertsons, Lucky, Market Basket and Smith's. Elena Olivas worked for seven years with Food 4 Less. David Rubalcaba worked for Foods Co. and Fed Mart for a year each and then worked for Albertsons for 33 years.

In September, **Katherine Estep, Kevin Koch, Pedro Madrigal, Teresa Meier, Marivel Montgomery, Fawn Steffen, Andrew Tacub, Gene Ullrich, Janis Whitford** and **Sue Wilson-Wolcott** retired. Katherine Estep worked in the industry for 16 years with Safeway and Vons. Kevin Koch worked with Stater Bros. for six years. Pedro Madrigal worked with Food 4 Less for eight years. Teresa Meier worked with Stater Bros for 35 years. Marivel Montgomery worked with Vons for 35 years. Fawn Steffen worked with Stater Bros. for 35 years. Andrew Tacub worked with Ralphs for 35 years. Gene Ullrich worked with Stater Bros. for 34 years. Janis Whitford worked with Stater Bros. for 14 years. Sue Wilson-Wolcott worked with Vons for 13 years.

In October, **Oscar Araiza, Debra Greenia, Brenda Kahng, Karen Lambert, Betty Roarick Shockley** and **Sharon Thompson** retired. Oscar Araiza worked with Vons for 32 years. Debra Greenia worked with Ralphs and Hughes for 30 years. Brenda Kahng worked with Vons for 25 years. Karen Lambert worked with Stater Bros. for 35 years. Betty Roarick Shockley worked with Alpha Beta and Ralphs for a total of 36 years in the industry. Sharon Thompson worked with Ralphs for 27 years.

In November, **David Bookil, Jr., Dionicio Cantu, John Caton, Rich Gardner, Kelly Nehmens, Martha Sanchez, Nery Serbantes,** and **Carolyn Tosha** retired.

David Bookil, Jr. worked in the industry for 44 years with Alpha Beta and Ralphs. Dionicio Cantu worked for 29 years with Ralphs and Vons. John Caton worked with Vons for 35 years. Rich Gardner worked in the industry for 37 years with Albertsons, Lucky and Stater Bros. Kelly Nehmens worked for 34 years with Albertsons and Lucky. Martha Sanchez worked for 27 years with Albertsons and Alpha Beta. Nery Serbantes worked for 36 years with Albertsons, Food Land, Gelsons, Shopper's Market and Smiths. Carolyn Tosha worked for 40 years with Albertsons and Lucky.

Joining the ranks of the retirees in December were **Rita Cox** and **Kaye Stromquist**. Rita Cox worked for 32 years with Ralphs. Kaye Stromquist worked for 32 years with Albertsons and Lucky.

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

JUST MARRIED

Elisha Glenn, Food 4 Less, married Jose Rodriguez on May 26 at the Abundant Living Church in Hesperia. The happy couple honeymooned in Hesperia as well. ... **Ashley Maffei**,



Ralphs, said "I do" to Daniel Cordova on June 1. The wedding was held in Las Vegas. ... **Sandra Guerrero**,

Albertsons, became the bride of Michael Curtis on June 25. The wedding was held in San Bernardino. ...

Timothy Mangram, Stater Bros., married Alexandra Babiak on July 19 in Pala. The happy couple honeymooned by driving up the coast of California.

... **Duane McLaughlin**, Stater Bros., married Brenda Jo on July 20. The ceremony was at Big Bear Lake. ...

Autumn Elmore, Ralphs, said "I do" to Chris O'Connor on Aug. 4. The wedding was at Pine Rose Cabins and the

Please see page 6

IN MEMORIAM

Erminia Arce, a retired drug clerk formerly employed by Thrifty Drug Stores, died on Aug. 4 at the age of 87. She had been a continuous member since July 1964.

Mark Chambers, a retired meat cutter formerly employed by Vons, died on Sept. 16 at the age of 59. He had been a continuous member since March 2005.

Auguste Cornell, a retired general clerk formerly employed by Gemco, died on Sept. 10 at the age of 82. She had been a continuous member since October 1969.

James Elmore, a retired general clerk formerly employed by Fed Mart and White Front, died on Aug. 30 at the age of 88. He had been a continuous member since December 1963.

Dorothy Garza, an affiliated member formerly employed by Stater Bros. Markets, died on Oct. 7 at the age of 55. She had been a continuous member since May 2009.

Chad Hendrix, a drug clerk formerly employed by Rite Aid, died on Sept. 9 at the age of 29. He had been a member since May 2013.

Justin Jaime, a general merchandise clerk employed by Vons, died on Sept. 1 at the age of 22. He had been a member since August 2009.

Donald Johnson, a retired food clerk formerly employed by Hartwick's, died on Oct. 22 at the age of 87. He had been a member since July 1954.

Walter Margetich, a retired meat cutter formerly employed by Our Meats and Roberts Market, died on Aug. 2 at the age of 96. He had been a member since February 1940.

James Mariner, a retired meat cutter formerly employed by Michaels and Stater Bros. Markets, died on Sept. 25 at the age of 82. He had been a member since July 1955.

Alfred Muñoz, a retired food clerk formerly employed by Alpha Beta, A & P, Mayfair and Vons, died on Sept. 10 at the age of 75. He had been a member since July 1957.

Selinda Nacsin, a retired meat wrapper formerly employed by Alexander's, McDaniel's Markets and Safeway, died on Oct. 21 at the age of 90. She had been a member since July 1956.

Timothy Snell, a retired meat cutter formerly employed by Stater Bros. Markets, died on Nov. 1, at the age of 67. He had been a member since April 1969.

Raymond Springer, a retired meat cutter formerly employed by El Rancho, Hughes Markets and Safeway, died on Oct. 14 at the age of 75. He had been a continuous member since April 1983.

Randall Strohmeyer, a food clerk employed by Albertsons, died on Oct. 10 at the age of 55. He had been a member since February 2003.

Ialene Taylor, a retired food clerk formerly employed by Gemco & Lucky Stores, died on Sept. 3 at the age of 77. She had been a continuous member since May 1981.

Our condolences go to the families of these deceased members.

Beware of the reloadable gift card scam

A new scam is targeting people who work in the retail industry.

UFCW members employed at different companies have experienced similar questionable transactions involving reloadable gift cards.

Members were called at their workplaces by individuals identifying themselves as representatives from the corporate information technologies department. The members were then told that there was an issue with reloadable gift cards.

In some cases, the member would be instructed to get an item, like a candy bar, to verify that register was scanning properly. The member would then be instructed to load gift cards with different amounts and then the caller would provide codes.



RICK BRUER
Secretary-Treasurer

The callers sounded knowledgeable and convincing. In one instance, a member was not a cashier and did not know how to work the register. The caller confidently assured the member that he could walk her through the process.

In another case, a member was instructed to write down codes on receipts and staple them to the cards. The caller told the member that someone from "corporate" would visit the store in the morning to collect the cards and receipts.

The results in both cases were similar. The members were scammed into loading thousands of dollars onto the gift cards. By the time the scam was suspected, the loaded cards

had already been used and very little of the stolen money was recovered.

By then, it was also clear that the callers' names and contact information were false.

Because of the significance of the amount lost by the companies, the members ended up losing their jobs.

Both members meant well. They had been led to believe they were helping the company resolve a technical issue. It's sad that they had to suffer the consequences of others' unethical behavior.

'Be sure you understand your company's policies regarding reloadable gift cards.'

We often think of con artists as criminals who prey on the elderly or others who are disoriented or are lonely and susceptible to the attentions of strangers. But it can happen to anyone.

As retail workers, customer service is a big part of our jobs. In the above cases, con artists exploited our members' impulse to respond courteously and do their best to resolve an "issue."

In their statements, the members commented on the callers' professional demeanor, how they said all the right things and weren't rushed, and how well they knew the system.

Fraud is as common now as it was back in the days of three-card Monte, chain letters and check forgers. But today's scam artists are increasingly relying on technologies that didn't exist 15 years ago.

This scam is also taking place at places where you can get money orders like Western Union. Sometimes right inside the store in which you work.

It is important to protect yourself and your employer from being victimized.

If a caller presses you to complete a transaction involving reloadable gift cards, contact your store management right away. Be sure to understand your company's policies regarding reloadable gift cards and follow them to the letter. If any policy is unclear to you, ask one of your managers to explain it.

It's better to be safe than sorry. ■

IT PAYS TO BE UNION		
SEPTEMBER-NOVEMBER 2013 TOTAL		
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$13,438.90	\$1,107,176.71
MEMBERS REINSTATED	71	275
GRIEVANCES SETTLED	238	822
UNEMPLOYMENT BENEFITS RESTORED TO MEMBERS	\$6,160	\$6,160

What's Happening (Continued)

MAUREEN McCABE

Continued from page 4

newlyweds honeymooned in Playa Mujeres, Cancun. ... **Stephen Schafer**, Stater Bros., took Janet Ramirez to be his bride on Aug. 18 in Las Vegas. ... **Jennaie Pietersma**, Rite Aid, married Joshua Fetzer on Aug. 24. The couple exchanged "I do's" in Newport Beach and honeymooned at Disneyland. ... **Shannon Phoenix**, Albertsons, married Joaquin Guajardo on Sept. 4. The wedding was in Hawaii and the happy couple honeymooned there as well. ... **Jamie Felix**, Rite Aid, married Boyd Crawford on Oct. 15. The ceremony was in Las Vegas and the happy couple honeymooned there as well.

Congratulations to all of our newlyweds!

JUST BORN

Edward Perez, Vons, is pleased to announce the birth of his daughter, Olivia Mercy, on May 28. Olivia weighed 7 lbs. ... **Rosalinda Huerta**, Food 4 Less, gave birth to Jocely Barrios on June 12. Jocely weighed 7 lbs. 13 oz. ... **Serliza Viri**, Rite Aid, welcomed Marc Julian Viri Reyes on July 8. Marc weighed 7 lbs. 12 oz. ... **Carina Solis**, Stater Bros., proudly announced the arrival of Ivan Emmanuel Martinez on July 21. Ivan weighed 6 lbs. 6 oz. and his happy mother calls him "our little miracle." ... **Luis Gutierrez**, Ralphs, has a new son, Luis Ruben Gutierrez Mojica, born on July 24 and weighing 5 lbs. 10 oz. ... **Emma Suffle**, Rite Aid, welcomed Miranda Angelina on July 24. Miranda weighed 7 lbs. and her proud mom tells us she is "a beautiful baby girl." ... **Walter Bruno**, Rite Aid, has a new daughter. Caitlyn was born on July 29 and weighed 4 lbs. 6 oz. ... **David Lamm**, Stater Bros., proudly announced the birth of Noah David on July 30. Noah weighed in at 10 lbs. 2 oz. ... **Arnold Reyna, Jr.**, Vons, has a new son. Alexander David was born on Aug. 9. ... **Danielle Pew**, Ralphs, welcomed John Andrew Cranfill on Aug. 10. John weighed 8 lbs. 4 oz. ... **Wenceslao Jara-Razo**, Ralphs, has a new son. Wenceslao Antonio Jara-Razo, Jr. was born on Aug. 11 and weighed 9 lbs. 5 oz. We're told his mother Maria, father Wence and big sister Sophie are all very happy to have Jr. in their lives.

... **Elisha Rodriguez**, Food 4 Less, gave birth to Karleigh Rayne on Aug. 11. Karleigh weighed 5 lbs. 2 oz. ... **Gilbert Galvan**, Ralphs, announced the arrival of Bella Sophia on Aug. 14. Bella weighed 5 lbs. 14 oz. ... **Chris Bashier**, Stater Bros., welcomed Tiffani on Aug. 14. Tiffani weighed 8 lbs. 15 oz. ... **Maria Marquez**, Stater Bros., welcomed Francisco Hernandez into the world on Aug. 14. Francisco weighed 6 lbs. 7 oz. ... **Roger Fisher**, Ralphs, has a new son. Easton was born on Aug. 16 and weighed 9 lbs. 1 oz. ... **Micah Catlin**, Stater Bros., is pleased to announce the arrival of Rhylan Skye on Aug. 17. Rhylan weighed 7 lbs. 14 oz. ... **Sal Ortega**, Vons, has a new son. Nathan August was born on Aug. 18 and weighed 8 lbs. 13 oz. **Melinda Dunn**, Stater Bros., gave birth to Madison Elaine Batty on Aug. 24. Madison



weighed 7 lbs. 4 oz. ... **Honey Kellison**, Stater Bros., proudly announced the birth of Bentley Carter on Aug. 31. Bentley weighed 6 lbs. 12½ oz. and measured 19 inches long. "We are so blessed with our baby boy!" his happy mother tells us. ... **Leila Talia**, Stater

Bros., welcomed Xavier Allen Bailey on Sept. 3. Xavier weighed 9 lbs. 3 oz. and measured 19½ inches long. ... **Elizabeth Reyes**, Stater Bros., gave birth to Michael Isaac Lopez on Sept. 13. Michael weighed 9 lbs. 8 oz. ... **Richard Waghorn**, Ralphs, has a new baby boy. James Alexander was born on Sept. 15 and weighed 7 lbs. 4 oz. ... **Juan Aldana**, Food 4 Less, is pleased to announce the birth of Isaiah Malaci on Sept. 18. Isaiah weighed 7 lbs. 9 oz. ... **Robert Binnie**, Stater Bros., is thrilled with the arrival of "our sweet baby boy" on Sept. 19. Brock Street weighed 7 lbs. 11 oz. and measured 21 inches long. ... **Jessica and Diego Lira**, both of Stater Bros., have a new son. Eli Alonzo Lira-Medel was born on Sept. 20 and weighed 7 lbs. 11 oz. ... **Freddy Aceituno**, Stater Bros., welcomed Rousse Aceituno-Hernandez on Oct. 7. Rousse weighed 6 lbs. 13 oz. and his proud father writes of his new son, "Mah lil baby Rousse. The love of mah life." ... **Yolanda Ibarra**, Rite Aid, gave birth to Richard Thomas Hurtado, Jr. on Oct. 11 at Pioneers Memorial Hospital in Brawley. The healthy baby boy weighed 7 lbs. 10 oz. and measured 20 inches long.

Congratulations to all of our new moms and dads! ■

Be aware of your availability status

If you have been in the industry for more than a few years, you probably don't remember whether your status with your employer is "available" or "self-restricted."

According to the Master Food Agreement's Article 4A, an employee may change his or her availability twice a year, during the last seven days of January and July.

Many members mistakenly think if they list themselves as "restricted" then their employer must accommodate any restrictions they have. This is not true. Being on the "self-

restricted" list only means that you are unavailable to work 40 hours over five days in any given week. A member can be on the "available" list and still request days off.

We always encourage our members to place themselves on the "available" list. The two lists are kept separately. In the event a company implements layoffs, the first list with which it will start is the "self-restricted" list.

Check with your employer and, if necessary, change your status! If you have questions, call your Union Representative or the representative on duty at (909) 877-5000. ■

Fix Obamacare to protect the middle class

By President Bill Lathrop

On Oct. 1, millions of Americans had their first encounters with the Affordable Care Act, which is also known as Obamacare.

That was the day when health care exchanges across the country launched their websites to provide — in theory, at least — a simple way for people to explore, compare and select among their options for purchasing health insurance.

The press has widely reported the glitches and omissions that have plagued the rollout of this critical feature of health care reform. The Obama Administration promises these flaws will be corrected soon so that Americans will be able to fulfill their obligations to obtain coverage by Jan. 1, 2014. Tax penalties will be levied against those who remain uncovered by March 31.

‘The Affordable Care Act was drafted and enacted with good intentions...but there is a negative side as well to Obamacare that poses a great threat to your union-negotiated health care benefits.’

Fortunately, the so-called “individual mandate” is not a problem for union members covered by UFCW collective bargaining agreements in Southern California. Our members already have superb employer-provided coverage that beats anything they’re likely to find on Covered California and other health insurance exchanges.

The Affordable Care Act was drafted and enacted with good intentions. It is expected to make health insurance accessible to millions of Americans who, until now, had to rely on public assistance or do without care altogether.

But there’s a negative side, as well, to Obamacare that poses a threat to your union-negotiated health care benefits.



Message to Congress

This was the message of a letter to the Democratic Party leadership in Congress sent earlier this year by the presidents of three of our country’s largest private-sector unions: UFCW International President Joe Hansen, International Brotherhood of Teamsters President James P. Hoffa and Unite HERE President D. Taylor.

The presidents wrote: “When you and the President sought our support for the Affordable Care Act (ACA), you pledged that if we liked the health plans we have now, we could keep them. Sadly, that promise is under threat.”

The union presidents pointed out the ACA discriminates against large union-employer benefit plans like the one providing benefits to our membership. Labor unions are not eligible for subsidies afforded to citizens buying insurance in the marketplace. As such, many employees will be relegated to second-class status and shut out of the help the law offers to for-profit insurance plans.

The law also provides non-union employers with an incentive to keep their employees’ work hours below 30 hours per week. Many employers, including Walmart, have already begun to cut workers’ hours to avoid their obligation to provide health care benefits under the law.

If Walmart and other non-union retailers are allowed to get away with this shady practice, our union employers would feel competitive pressure to seek reductions in our health benefits.

Please tell your representatives in Congress that Obamacare needs to be amended to remove loopholes that hurt low-wage workers and also harm union workers in the middle class. ■



Solidarity at El Super

Latino supermarket workers are experiencing first negotiations process

Workers at El Super, a Southern California Latino supermarket chain, have enjoyed good union wages, job security and other benefits since achieving their first contract win in 2008. Now, they are well into the sometimes tedious negotiating process for their second collective bargaining agreement.

This time, they have the benefit of major support from their community, as well as their union.

“We have had some negotiating sessions, but the pace toward a new contract is slow,” UFCW Local 1167 President Bill Lathrop said.

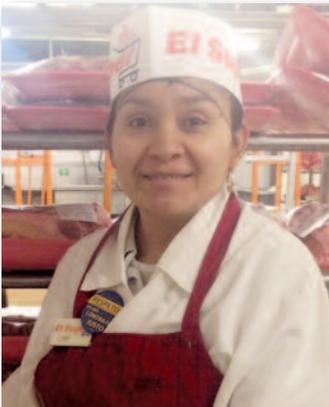
Outstanding issues in the current negotiations include respect in the workplace, paid sick days and full-time employment guarantees, as well as improved wages and benefits.

Workers at El Super have begun wearing buttons to express their solidarity. The bilingual “Respect is a fair contract/Respeto es un contrato justo” buttons are also worn in the stores and on the streets by members of allied organizations and religious leaders.

In October, nearly 1,000 people gathered in Inglewood to show their solidarity for El Super workers.

“We understand that improving our contract will not be easy, but we are ready and willing to fight for what is right,” said Maria Duarte.

UFCW Local 1167 represents meat department workers at the El Super Store in Covina, the other six stores in the region are represented by other UFCW Locals. Each store has two union members who inform their co-workers about the negotiation process. ■



Solidaridad con El Super

Los trabajadores del supermercado Latino están viviendo el proceso de las primeras negociaciones

Los trabajadores de El Super, una cadena de supermercados del Sur de California, han disfrutado de sólidos salarios de unión, seguridad en el trabajo y otros beneficios desde que consiguieron ganar su primer contrato en el 2008. Ahora, ellos están envueltos en una especie de tediosa negociación para obtener su segundo negociación colectiva.

Esta vez, ellos cuentan con el beneficio de un gran apoyo de su comunidad, al igual que de la unión.

“Nosotros hemos tenido algunas sesiones de negociación, pero el ritmo hacia un nuevo contrato es lento,” comentó Bill Lathrop, Presidente del UFCW Local 1167.

Los problemas pendientes en las actuales negociaciones incluyen el respeto en el lugar de trabajo, pago de días por enfermedad y garantías de empleo de tiempo completo, al igual que mejoras en los salarios y los beneficios.

Los trabajadores de El Super han comenzado a llevar botones en sus prendas que expresan su solidaridad. Sus botones bilingües que dicen “Respect is a fair contract/Respeto es un contrato justo” también han sido utilizados en las tiendas y en las calles por miembros de organizaciones aliadas y líderes religiosos.

En Octubre, cerca de 1,000 personas se reunieron en Inglewood para demostrar su solidaridad con los trabajadores de El Super.

“Nosotros entendemos que mejorar nuestro contrato no será fácil, pero estamos listos y dispuestos a pelear por lo que es justo,” dijo María Duarte.

El UFCW Local 1167 representa trabajadores del departamento de carne en la tienda de El Super en Covina, las otras seis tiendas en la región son representados por otros UFCW Locales. Cada tienda tiene dos miembros de unión que informan a sus compañeros de trabajo acerca del proceso de negociación. ■

Union Representative's Report

Alan Kontra

Are you getting all of the work hours you're entitled to?

As a member of UFCW Local 1167, you should be scheduled for at least the minimum number of hours guaranteed in your union contract.

That number varies from employer to employer and also depends on your job classification, but it's always important to take steps to ensure you are being assigned the hours you deserve.



Alan Kontra
Union Representative

Our union works hard in negotiations with your employer to include language in the collective bargaining agreement that protects against abusive favoritism and discrimination in work scheduling.

Failure to work the minimum hours means more than lost wages. You could lose your health benefits, too!

If you don't know them already, ask your Union Representative about the scheduling guarantees for employees at your company and in your job classification. Then check your work schedules to ensure you are getting assigned at least your minimum hours.

If you're not getting those hours, bring the problem to your manager's attention. It's most likely the result of an honest error. Then be sure the issue is corrected.

If the problem persists, seek assistance from your Union Representative.

Our union is always ready to defend your rights in the workplace, but it is important for you to be aware of those rights and to call on us when necessary. ■

Questions concerning hours?

Call (909) 877-5000 or (800) 698-UFCW (8329) and ask for your Union Representative or the "Rep on duty."

Union Representative's Report

Carmen Paz

Work your full shift

Leaving or wrapping up early could cost you your job

If it's a slow day at your job, it might be tempting to wrap up early and go home. Don't do it! Your hours at work are valuable. Don't take them for granted!

Leaving early from your job could get you written up, suspended or even terminated.

If you are scheduled to work eight hours, you must work those hours — even if it's a slow day and you don't have any customers.

Leaving early has been a problem in side departments like meat, service deli, bakery and floral. Customers have complained to store managers of being unattended and, as a result, members have gotten in trouble for clocking out early.

Don't risk your job to get an early start on your commute. Whatever it is you're leaving early for, it can wait.

This rule also applies to your lunch time. If your schedule indicates that you go at noon, go at noon. Don't go early or late. And remember to clock back in when you're supposed to! ■



Carmen Paz
Union Representative



Member update



Friends and supporters gather around Richard and Debbie Gardner at the finish line.

Thousands walk to end Alzheimer's disease

Thousands of supporters joined UFCW Local 1167 staff, officers, members and fellow activists as they participated in the Walk to End Alzheimer's on Oct. 12 at Cucamonga-Guasti Regional Park in Ontario.

Stater Bros. employee Richard Gardner walked to raise money for the association. His wife, Debbie, 58, is entering the final stages of early-onset Alzheimer's disease. Gardner has 37 years with the UFCW.

"When Richard first started walking, there were only a few hundred participants," President Bill Lathrop said. "Now there are thousands."

Richard and Debbie Gardner were recently featured in the *Press Enterprise* (see box on right). ■



President Bill Lathrop and Secretary-Treasurer Rick Bruer

Read Richard and Debbie Gardner's full story at:
www.pe.com/local-news/local-news-headlines/20130712-health-riverside-man-cope-with-wifes-early-onset-alzheimers.ece



Donna Clarkson's life reflects her dedication to helping others

Donna Clarkson has been a proud member of UFCW Local 1167 since 1974. That's almost 40 years.

And while she has held the official title of "union steward" for only 10 of those years, she has served unofficially in that capacity from the very beginning.

"I naturally became the go-between for the members in the store and the union," said Clarkson, who works as a checker and maintains files at Vons 2384 in Palm Springs.

"I would go to the union for information and be the one passing that information on to the members in the store," she recalled.

"I educated myself by reading the contract and having conversations with everyone at the union, from the president to the Membership Department."

Clarkson officially became a stew-

ard after the strike and lockout of 2003-04, during which she served her co-workers as a picket captain.

"There are only a few of us left from the strike," Clarkson said. "Most of those who didn't live through it have no idea what we went through.

"Some of the new hires ask me, 'Why did you do that?' They can't understand why we were out there for four and a half months, losing our wages for all that time. But I tell them you gotta stand up and fight for what you believe in and what you want in life.

"We were fighting for our medical benefits and we kept our medical benefits," she said.

Clarkson said the most important part of her duties as a steward involves educating new members about the union's purpose and the importance of paying union dues.

Clarkson said she is proud to be in a union and proud to stand up and fight for what a union stands for: dignity, respect, a decent wage and benefits.

"Union means job security," she said.

Clarkson has a full life outside of her work and union. She has a daughter, Lori, who works at Rite Aid in Banning and another daughter, April, who works for a dentist. She also has two granddaughters: Destiny, 13, and Alyssa, 3.

She enjoys caring for her granddaughters and her four dogs and two cats. Two of the dogs are "rescues."

"I found the Chihuahua when I was with my granddaughters," she recalled. "The poor thing was almost hit by three cars. We caught him and rushed him to the vet. He was suffering from a broken jaw and was trembling. We searched for the owner, but couldn't find anyone, so we took him in.

"We also took in a lost poodle. He came up to us one day, shaking, with bloody paws. We couldn't find the owners, so we took him in, too."

When it comes to helping people or animals, Donna Clarkson performs her duties with care and devotion.

"That's what a union is all about," she said. "Helping each other." ■

Steward Donna Clarkson cares for four dogs, including a "rescued" Chihuahua and poodle.



Scholarships

A wide range of grants available through the union

Each year, UFCW Local 1167 offers its members and their families opportunities to relieve the financial hardships of a higher education through scholarship programs offered by the union's benefits trust fund, the UFCW International Union and the AFL-CIO.

The scholarships are offered in addition to the union's own awards program (see box below).

UFCW Local 1167 believes everyone is entitled to a quality education, which is the key to success in life. That is why the union encourages members to consider participating in one of the following scholarship programs:

UFCW and Food Employers Benefit Fund

The Scholarship Award Program, sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Fund is one of the best offered to union members anywhere.



Members and their dependents are eligible to apply for an award if they have completed a year of service as of the prior October and are still actively employed in the Southern Cal-

ifornia Retail Food Industry when the awards are determined.

Dependent children are eligible to apply if they are unmarried and younger than 24 years of age and if the member has had at least three years of service. The member also must meet other Fund qualifications, including employment in the industry when the awards are determined.

The scholarship will cover tuition, but not housing expenses, books or other incidental expenses.

The deadline for Scholarship Award applications is Feb. 28, 2014. Applications must be postmarked by this date.

All members should have received an application in the mail. If you did not receive one, call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715, or visit www.scufcwfund.com for details.



UFCW International Scholarship

Each year, the UFCW International Union awards several scholarships to UFCW members or their dependents. The UFCW usually begins accepting applications in January and continues to accept applications through the first quarter of 2014.

Visit www.ufcw.org/scholarship or email scholarship@ufcw.org for more information.

Union Plus Scholarship

The Union Plus Scholarship is a competitive program that evaluates applicants according to their academic ability, social awareness, financial need and appreciation of labor.

A mandatory essay will account for up to half of the score. A GPA of 3.0 or higher is recommended for applicants, who are required to complete their applications online at UnionPlus.org/Scholarships.

The Scholarship Committee will determine recipients of scholarship awards by May 31, 2014.

During the first two weeks of June, award recipients will be notified by mail and all applicants will be sent an email with notification that the award list is posted at UnionPlus.org/Scholarships. ■



Look for news about UFCW Local 1167's Special Scholarship in the spring issue of *Desert Edge!*

Living to help others

Grace Whang, winner of the Bill Sauriol Award, dedicates herself to charity work and scholastic achievement



Grace Whang, second from left, celebrates her graduation with her parents, Cindy and Steve, and her sister, Diana.



Grace Whang, winner of UFCW Local 1167's top scholarship honor, the Bill Sauriol Award of \$2,500, has a knack for helping others.

She volunteers at her local library, helps out at her father's nonprofit organization and majors in nanoengineering so she can enter a career to cure diseases.

The freshman at UC San Diego expressed surprise when she received a call from the union informing her she had won the award.

"My family and I still can't believe it!" Whang said. "We are so grateful to the union for this opportunity."

Nanoengineering isn't a household-name career path, and that is why Whang chose it.

"It's an up-and-coming field and I want to be part of it," she said. "The technology is so exciting and it will be a big field soon."

Nanoengineering involves working on the nanoscopic (one-millionth of a meter) scale to change the nature of substances.

Philanthropic roots

Whang's philanthropic inclinations reach back to when she was 6 months old and living in the Dominican Republic.

"My dad moved us out there so he could start a scuba-diving business with a friend," she said. "We only lived there six months, so I don't remember it at all, but it left a profound effect on my dad."

It was in those brief six months that her father, Dr.

Steve Whang, now a pharmacist at Albertsons 6734 in Murrieta, befriended Rev. Sung-Kon Kim, a missionary who fed some of the locals.

"Many of the locals ate only one or two meals a day, and my dad wanted to help change that," Whang said.

When the Whang family returned to the United States, they kept in touch with the missionary, and in 2006 they co-founded the World Tree of Love Mission Project, a nonprofit organization that aims to plant a million fruit trees in the Dominican Republic and Haiti.

"The organization helps graft tree branches from different fruit-bearing trees so that locals have access to fruit," Whang said.

Since middle school, Whang has been interested in web design. She helped her father create the WorldTreeofLove.org website and maintain it.

In high school, she pursued her passion for helping people while completing volunteer credit hours at her local library.

"I became close to my volunteer coordinator at the library and the place became a second home to me," Whang recalled.

Her countless hours in the library paid off in May, when she graduated as her class valedictorian with an astounding 4.41 GPA.

Whang lives on campus now and the transition has been a good one.

"I've already gotten used to things here in San Diego, and I'm close enough that my family can come out and visit me frequently," she said. ■

Local 1167 Scholarships



Brittani Ivan
\$1,000

Brittani is a freshman at Bryn Mawr College in Pennsylvania, where she majors in English with a concentration in creative writing. She was her high school's valedictorian. Brittani hopes to be a publisher in the children's book market. She is a member of Bryn Mawr's Fencing and Doublestar clubs. "We are immensely proud of Brittani and all of her accomplishments," her parents said. "We are pleased with the support and recognition of UFCW Local 1167." Brittani previously won the \$10,000 scholarship award from the UFCW & Employers Trust Fund. Her father is John Ivan, a retired employee of Albertsons/SuperValu.



Emily Tsai
\$1,000

Emily is a freshman at UC Berkeley and hopes to be a pediatrician or biomedical engineer. She graduated from the University Preparatory School in Victorville with a 4.4 GPA. She enjoys playing the piano and volunteers at Desert Valley Hospital and a local elementary school. Emily hopes to start a nonprofit organization because of a trip to Taiwan she took while she was in the ninth grade. "That trip opened my eyes and I learned how to work with kids," she said. Emily's father is Michael Tsai, a pharmacist at Rite Aid in the High Desert.



Caitlin Jamoc
\$1,000

Caitlin studies at UC San Diego, where she has sophomore status because of classes she took at Mount San Jacinto Community College. She majors in human biology and minors in global health. Caitlin wants to be a pediatrician and join the Doctors Without Borders organization. In her spare time, she enjoys Polynesian dancing, photography, playing the piano and rock climbing. "I'm so excited to win this scholarship," she said. "I thought my dad was joking when he told me that I won. He texted me a picture of the letter to prove it!" Caitlin's father is Florito Jamoc, Jr., a pharmacist at Ralphs in Murrieta.

Leaders of tomorrow

UFCW Local 1167's 2013 scholarship winners!



Sara Wettergreen
\$1,000

Sara plans to graduate from South Dakota State University's Pharm D program in May 2014. Hailing from a family of pharmacists dating back to the 1800s in Denmark, she wants to be a clinical pharmacy specialist and maintain frequent interaction with her patients. She also would like to hold a faculty position with a college of pharmacy. In her spare time, Sara chairs a few committees and volunteers extensively. "I'm super excited to be awarded this scholarship," Sara said. "I found out about this opportunity because my dad read about it in the Desert Edge." Sara's father is David, a pharmacist at Vons in Riverside.



Keith Sousa
\$1,000

Keith is an undergraduate at Riverside Community College, where he is enrolled in the nursing program. Keith wants to be a nurse practitioner, specializing in trauma and working in an intensive care unit or emergency room. He enjoys running, reading books, hiking, photography and movies. "I feel blessed," he said. "I wasn't expecting to win this scholarship. This is a big contribution to my future and I appreciate the union for this." Keith is a General Clerk at Food 4 Less in Beaumont.

Local 1167 Scholarships

Congratulations to all of our scholarship winners!

2013 BILL SAURIOL SCHOLARSHIP WINNER:
Grace Whang
\$2,500

See feature on page 13



Kiersten Sukert
\$500

Kiersten is a freshman at San Diego State University. She wants to be a speech pathologist so she can work with children who have speech impediments. She won several awards from her high school and enjoys volunteering in the children's department at her local church. Kiersten credits her 12-year piano playing experience for teaching her the values of patience and discipline. "I can't believe I won this scholarship," she said. "Thank you, Local 1167!" Kiersten is the daughter of Denise Sukert, a dental hygienist at Great Smiles Dental in Covina.



Ankeeth Maganlal
\$500

Ankeeth is a freshman at UCLA, where he majors in neuroscience in hopes of becoming a neurologist or neurosurgeon. In addition to earning several academic awards in high school, Ankeeth participates in UNICEF fundraisers and chess competitions. He also likes to play tennis and cycling. "My family and I were really excited when I won this scholarship," Ankeeth said. "Every little bit helps." Ankeeth is the son of Naresh Maganlal, a pharmacist at Ralphs in Riverside.



Debra Hornyak
\$500

Debra is in the process of completing the fourth year of her Pharm D graduate program at Loma Linda University. She wants to be a clinical pharmacist at a hospital or in an ambulatory care or outpatient setting. She enjoys being outdoors, riding her bike and spending time with her family. "The financial toll of completing my Pharm D program felt overwhelming," Hornyak said. "But winning this scholarship through my past achievements has helped decrease the burden." Debi is an intern pharmacist at Kaiser Permanente in Riverside.



Megan Montgomery
\$500

Megan is a junior at Chaffey Community College, where she studies accounting. She would like to be an accountant at a large firm or a certified public accountant. When she isn't crunching numbers, Megan enjoys taking pictures and spending time with her family. "My mom was so excited when she found out I won this scholarship," Megan said. "Every little bit helps and this money will buy my books." Megan is a Utility Clerk at Food 4 Less in Fontana.

Trust Fund Scholarships

Paging the future Dr. Skinner!

Shelbie Skinner, winner of a \$10,000 grant from the UFCW and Food Employers Benefit Fund Scholarship Award Program, hasn't yet chosen her major, but the UCLA freshman knows she wants to help others as a medical professional.

"The world is always going to need good doctors, and I want to be one of them," she said.

"Being involved in life sciences is something I've wanted to do. I've thought about becoming a veterinarian or a pediatric doctor, but am still undecided."

With a cumulative GPA of 4.34, Skinner completed her coursework at Hemet High School in the Top 10 of her class, earning the school's "Daisy Chain" honor.

She achieved all of her academic honors

while also working as a grocery clerk at Stater Bros. in Hemet.

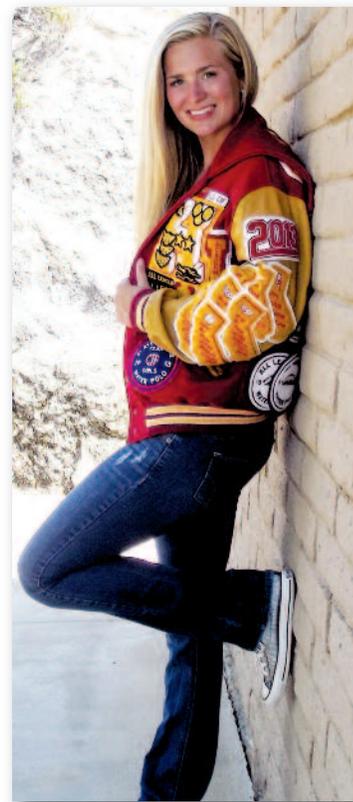
In addition to her academic and work pursuits, Skinner is active in sports. She played on the volleyball and water polo teams, earning CIF honors, including Player of the Year in water polo.

"I enjoy being an athlete," Skinner said. "I've played all of the sports."

She owes it to her mom, who had aspirations of becoming a professional soccer player.

"My mom still lives out her dream by coaching me and my siblings — and she was inspired by my grandma, who was also an active person," Skinner said.

Shelbie has four brothers and a sister. One of her brothers is also a union member who works at a different Stater Bros. location. ■



Volunteering is Howard Starbuck's business



Howard Starbuck has known since enrolling in his high school's business club that he would have a career at a prestigious corporation.

The winner of a \$10,000 grant from the UFCW and Food Employers Benefit Fund Scholarship Award Program is aiming to earn his bachelors degree in organizational leadership next May from the University of Redlands.

He hopes to keep his talents in-house at Stater Bros.

"When I applied at Stater Bros., I just needed a part-time job to help me pay for school," Starbuck recalled. "But now, I hope there's a possibility for me to move up in the company."

If that doesn't work out, Starbuck would like to join a large company so he can help train employees.

Starbuck is the youngest of three children and the first in his family to at-

tend college. When he learned he won the scholarship, he couldn't believe his luck, he said.

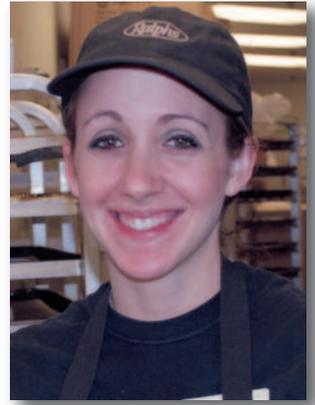
"I thought maybe I could win one of the smaller ones, but to get the top prize, that's special," Starbuck said. "It was a major relief to think I wouldn't have to take out as many student loans."

Balancing school and work

Although he's a part-time worker, he typically works 40 hours two or three weeks every month.

"It has been difficult to manage school and work, so I need to make sure I have enough time to study for tests and such," Starbuck said.

When he isn't working or studying, Starbuck enjoys volunteering. He helps prepare food at the Redlands Family Association, a soup kitchen that feeds the poor. ■



Our members at work: **Ralphs 686, Temecula**



Relapse prevention is the key to long-term recovery

Substance abuse is a difficult habit to break. Some addicts recover from it more quickly than others. Many addicts, however, eventually succumb again to the temptation of alcohol and/or drugs.

A relapse is defined as the recurrence of symptoms of a disease after a period of improvement. In the world of alcohol and other drug dependency, it is a return to using or drinking after a period of sobriety.

It is a high-risk point in the life of an addict as the odds of death increase dramatically during a relapse, but it can be prevented.

A relapse typically begins before an addict abuses a substance again. Often, it begins with a subtle breach in the aftercare program or the recurrence of a thought process that the addict had while using drugs or alcohol. The urge to abuse substances again will become stronger until an addict finally gives in to temptation.

A relapse can be sparked by a major life event, such as divorce, the loss of a job or losing a loved one. For some, constant accessibility to substances, such as going to bars with friends on a regular basis, can be the culprit. Others may become overwhelmed by stressful demands of work or personal situations.

Medications for relapse prevention

ANTABUSE (Disulfiram) is a drug discovered in the 1920s. It is used to support the treatment of chronic alcoholism by producing an acute sensitivity to alcohol. It blocks the processing of alcohol in the body, thus causing an unpleasant reaction when alcohol is consumed. The unpleasant reaction includes severe headaches, nausea and vomiting. It stays in the body for 14 days, allowing the alcoholic the time to make better choices and return to the recovery program. It does not reduce cravings and compliance can be problematic.

VIVITROL is a trade name for Naltrexone. Naltrexone is a medication that was approved in 1994 for treating alcohol dependence and opiate dependence. It is an opioid receptor antagonist, which means it blocks the euphoric effects of opiates, as well as alcohol. In short, it stops the craving for alcohol or opiates, which reduces the chance for relapse significantly. The beauty of Vivitrol is that it is a once-a-month injection, which aids in compliance and allows a person to focus solely on recovery.



At PineRidge Treatment Centers, Inc., relapse prevention begins the day a person enters treatment. From day one, the staff gives patients a relapse prevention toolbox and helps them find the tools to fill the box. When they leave the program, they are fully prepared to prevent relapse.

These tools include:

1. A network of people, including family members, employers and co-workers to support the patient.
2. A list of local 12 Step meetings (Alcoholics Anonymous and Narcotics Anonymous) and phone numbers for the AA/NA Central Office.
3. A thorough working knowledge of the 12 Steps of Alcoholics Anonymous and Narcotics Anonymous.
4. Information and assistance on sponsorship.
5. If necessary, names and phone numbers of medical and psychological services, such as continuing care or aftercare programs in the area.
6. Medication management, if appropriate.

PineRidge Treatment Centers supports the use of medications like Antabuse and Vivitrol for relapse prevention. Both medications are FDA-approved. Neither is a replacement for 12 Step recovery programs or is effective in preventing relapses by itself. ■

MAP

Membership Assistance Program

If you have problems with: Alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and financial/legal.

Eligible active or retired Food and Meat participants can call the toll-free MAP number at the Health Management Center any time, day or night, 24 hours a day, seven days a week. All calls are confidential.

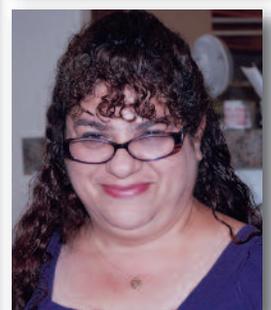
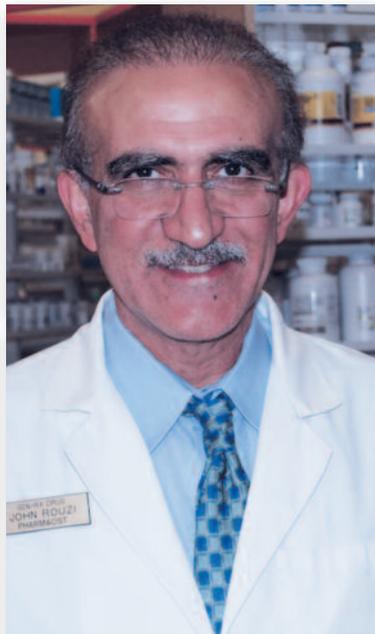
Food Division, call (800) 461-9179

Drug Division, call (866) 268-2510

Our members at work: **Vons 2384, Palm Springs**

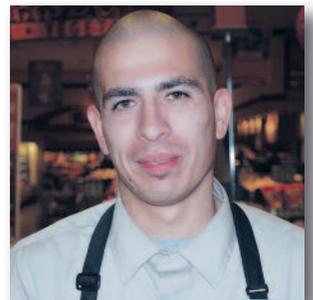
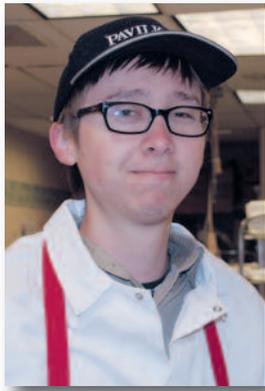


Our members at work: **GenRx in Lake Elsinore**





**Our members at work:
Pavilions 3218,
Rancho Mirage**



Desert Edge Holiday Tradition

'Merry Christmas, My Friend'



Merry Christmas, My Friend" is a well-known poem written by James M. Schmidt, a Marine lance corporal stationed in Washington, D.C., in 1986. It's a tradition to re-print this poem at this time each year as a reminder of all of the sacrifices our troops make abroad so that we can celebrate the holidays. We hope our troops are able to return home safely to their families and loved ones so they too can enjoy the holidays.

— Bill Lathrop, President

*Twas the night
before Christmas,
he lived all alone,
In a one-bedroom house
made of plaster & stone.
I had come down
the chimney,
with presents to give
and to see just who in
this home did live.*

*As I looked all about,
a strange sight I did see,
no tinsel, no presents,
not even a tree.
No stocking by the fire,
just boots filled with sand.
On the wall hung pictures
of a far distant land.*

*With medals and badges,
awards of all kind,
a sobering thought soon
came to my mind.
For this house was
different, unlike any
I'd seen. This was the home
of a U.S. Marine.
I'd heard stories about
them, I had to see more,
so I walked down the hall*

*and pushed open the door.
And there he lay sleeping,
silent, alone, curled up on
the floor in his
one-bedroom home.*

*He seemed so gentle,
his face so serene.
Not how I pictured
a U.S. Marine.
Was this the hero,
of whom I'd just read?
Curled up in his poncho,
a floor for his bed?*

*His head was
clean-shaven,
his weathered face tan.
I soon understood,
this was more than a man.
For I realized the families
that I saw that night,
owed their lives
to these men,
who were willing to fight.*

*Soon around the Nation,
the children would play,
and grown-ups would
celebrate on a bright
Christmas day.*

*They all enjoyed freedom,
each month and all year,
because of Marines like this
one lying here.*

*I couldn't help wonder how
many lay alone,
on a cold Christmas Eve, in
a land far from home.
Just the very thought
brought a tear to my eye.
I dropped to my knees and I
started to cry.*

*He must have awoken, for 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."*

*With that he rolled over,
drifted off into sleep.
I couldn't control it,
I continued to weep.
I watched him for hours, so
silent and still.
I noticed he shivered
from the cold night's chill.*

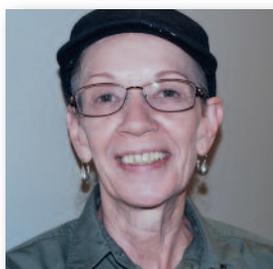
*So I took off my jacket,
the one made of red,
and covered this Marine
from his toes to his head.
Then I put on his T-shirt of
scarlet and gold,
with an eagle,
globe and anchor
emblazoned so bold.*

*And although it barely fit
me, I began to swell with
pride, and for one shining
moment, I was Marine
Corps deep inside.
I didn't want to leave him
so quiet in the night,
this guardian of honor
so willing to fight.*

*But half asleep he rolled
over, and in a voice
clean and pure, said "Carry
on, Santa, it's Christmas
Day, all secure."
One look at my watch and I
knew he was right.
Merry Christmas my
friend, Semper Fi and
goodnight.*



Our members at work: **Albertsons 6753, Temecula**



Walmart workers, community supporters increase activity

As Black Friday approached, Walmart workers stood up to the country's largest employer in growing numbers – even in the face of widespread illegal retaliations against them.

Workers and community supporters reported increased activity in November. Their efforts included a petition to President Obama and the launch of an online portal that helps associates seek community support.

OUR Walmart, a national organization, is calling on the company to use its \$17 billion in profits to pay a minimum of \$25,000 a year for full-time work and to end its illegal retaliations against its workers.

More than 100 unfair labor practice allegations have been filed against Walmart with the National Labor Relations Board (NLRB) for illegal firings and disciplinary actions against workers who have participated in legally-protected strikes.

On Nov. 6, Walmart workers walked off their jobs in Los Angeles. Similar protests took place in Miami and Seattle. These events were the first multi-store Walmart work stoppage



since the retail giant fired 20 workers who joined a June walkout.

The surprise strike was the latest effort to press the retail giant to address workers' grievances over wages and retaliations. More actions were planned throughout the nation.

Recently, Walmart US CEO Bill Simon disclosed that 475,000 Walmart workers are paid more than \$25,000 a year. This statement amounted to an admission that as many as 825,000 Walmart workers are paid less.

Throughout much of the recovery to date, the vast majority of jobs being created pay low wages, according to research by the National Employment Law Project (NELP).

Lower-wage and middle-wage jobs have seen significantly larger declines in their real wages during the recovery than those higher-wage occupations, a separate report by the NELP showed.

Another study showed that improving retail wages to a minimum of \$25,000 would lift tens of thousands of families out of poverty, add to economic growth, increase Walmart's retail sales and create more than 100,000 new jobs.

"The research on raising retail wages is clear – employers benefit from taking the high road," said Jack Temple, a policy analyst at the NELP. "Workers and families spend the addi-



tional money in their pockets and our economy as a whole strengthens.

"Walmart has a choice," Temple continued. "It can take steps to improve the lives of its workers, customers and economy, or continue to force U.S. taxpayers to bankroll its low-wage business model."

For more information on the Black Friday protests, photos and live-streams of events, visit www.BlackFridayProtests.org and follow the conversation and see photos at www.changewalmart.tumblr.com. ■

Yucaipa expected to acquire Fresh & Easy chain from Tesco

After months of attempts to sell off its failed Fresh & Easy chain in the United States, the British retailing giant Tesco appears to have found a buyer in Southern California-based Yucaipa Companies.

At press time, Yucaipa made a bid to buy the chain ahead of a Nov. 19 bank-

ruptcy auction and is the only contender. Tesco is reportedly lending Yucaipa Companies \$120 million to finance the acquisition. Fresh & Easy filed for bankruptcy protection on Sept. 30 after failing to find a buyer all year.

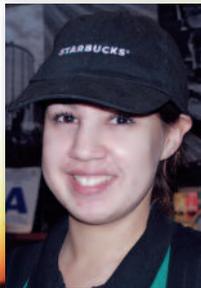
If the Yucaipa deal goes through, Fresh & Easy would be expected to employ as many as 4,000 workers at 150

stores in Southern California, Nevada and Arizona, as well as a large distribution center in Riverside, Calif.

Observers noted that Yucaipa, under the leadership of billionaire Ron Burkle, has had past successes in the grocery industry and has maintained cordial relations with labor unions, including the UFCW. ■

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

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U.S. POSTAGE
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PERMIT NO. 2285



Our members at work from Temecula, Rancho Mirage, Palm Springs and Lake Elsinore