

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

February 2008

Taking Tesco to task



While in town to attend the Food & Drug Council convention, Local 1167 Field Director Rick Bruer, left, and Local 1428 Union Representative Pete Zimmer participate in an informational picket line in front of a Tesco Fresh & Easy store in Las Vegas. (See coverage of the convention on page 7.)

Local 1167 wins arbitration decision for Rite Aid members

Local 1167 has won an arbitration decision that will result in wage increases and retroactive wage adjustments for Rite Aid members in the apprentice brackets who make less than \$9.35 per hour.

"This victory returns language to the union contract that was inadvertently eliminated," said President Bill Lathrop.

The ruling requires Rite Aid to increase any rate below the new state or federal minimum wage to 20 cents above that minimum. It also orders the company to increase every progression step thereafter to at least 10 cents higher than the preceding step.

In the decision, the arbitrator agreed with the union that the omission was a clerical error and that the language must be restored. The ruling requires the company to correct

the wages of all affected employees retroactive to the first minimum-wage increase in January 2007, and then again to the second increase in January 2008.

"The UFCW was instrumental in passing the state minimum wage increases in 2007 and 2008," Lathrop said. "We will continue to fight for higher wages for all working people, both through the collective bargaining process and through state and federal legislation."

Lathrop said the union has requested all necessary information from Rite Aid to be sure that the company makes the appropriate retroactive wage adjustments.

He urged all Rite Aide members in the apprentice brackets who make less than \$9.35 per hour to check their pay stubs to ensure that they are paid correctly.

President's Report

Participate in the political process



By Bill Lathrop

The presidential primary season is in full swing, and if the early primaries are any indication, we're heading for an interesting ride.

At press time, the Democratic Party's race for president was wide open. John Edwards dropped out, but Hillary Clinton and Barack Obama remained in serious contention for the nomination as we approached Super Duper Tuesday on Feb. 5. That was the day 24 states, including California, were to hold caucuses or primary elections.

The turnout in New Hampshire hit a record for that state's primary. I am pleased to note that more young people participated in the political process there and are participating throughout the country than at any other time in recent history.

Young people are not only turning out to vote in record numbers, they are also volunteering to work for the

candidates of their choice.

This is encouraging for the future of the American political process.

Working men and women have always been involved in this process. We volunteer in large numbers for candidates who share our values on the issues we care about. Those issues include health care, the Employee Free Choice Act, workplace safety and the economy, among others.

All of these issues can directly affect our union's strength and, ultimately, your bottom line.

Don't fall into the trap that is set by political operatives who want to confuse and divide our ranks. They

(Please see page 3)

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

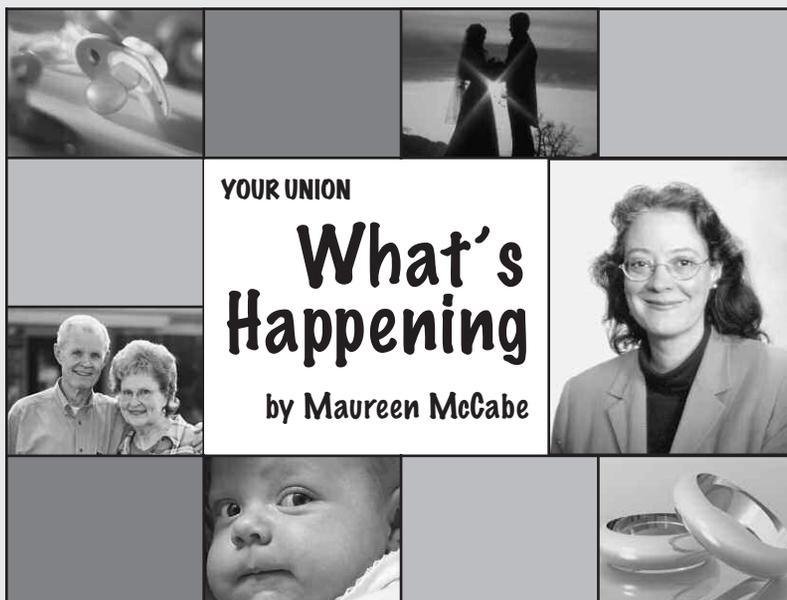
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You Are Interesting!

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

Just two retirements to report this month — one finalized in November and the other in December.

Daniel Coffey of Albertsons finally got his November retirement completed. Daniel was in the industry for more than 30 years. He started in September 1974 as a meat cutter with Fazio's in Downey and stayed there until August 1981. In September 1984, he went to Lucky Stores and continued there through the buyout by Albertsons, finishing last year in Apple Valley as the meat manager.

In December, **Joseph Fernandez** of Albertsons ended 36 years in the industry, also pulling a November retirement. Joseph started with Bazaar Foods in 1972 and stayed until 1974. In 1976, he started with Smiths in Covina and remained through the Lucky takeover in 1984 and, still later, the buyout by Albertsons in 2000. Since then he was produce manager in Riverside until October of last year.

Congratulations, retirees! Enjoy yourselves!

JUST MARRIED

Sheri Lynn Short of Great Smiles married Richard Joseph Stiebel on Aug. 18. They were married in Lake Arrowhead and honeymooned in Lake Tahoe, Nev. ...

Melissa Dunlap of Stater Bros. married Nicholas Moreno on Oct. 6. ...
Collette Sharp of Ralphs married William Mauz on Nov. 4. They married in Newport Beach and honeymooned in Las Vegas. ...
Cassandra Acevedo of Rite Aid married Anthony Spaise at the Monte Carlo in Las Vegas on Nov. 17. ...
Eddica Carbajal of Stater Bros. married Raymond Robles on Nov. 29 in Redlands.

Congratulations to the newlyweds!

JUST BORN

Hector Bonilla of Albertsons tells us of the birth of his daughter **Delila** on Aug. 11. ...
Michelle Phelps of Vons announced the arrival on Nov. 7 of **Tyler Dominic** at 7 lbs., 12 oz. ...
Stephanie Ojeda and **Hector Rangel**,

both of Stater Bros., announce the arrival of their new baby boy, **Nathan Andrew**, on Dec. 2 at 7 lbs., 7 oz. ...
On Dec. 6, **Jessica Arvizu** of Stater Bros. had a daughter, **Jaylynn Marie**, weighing 8 lbs., 15 oz. ...
Eddica Carbajal of Stater Bros. also delivered on Dec. 6. **Dominic Julien** weighed in at 8 lbs., 4 oz. ...
Tomas Vallalobos of Albertsons tells us of the arrival of his daughter, **Mia Anahi**, on Dec. 7 at 8 lbs., 9 oz. ...
Randy Gonzalez of Albertsons had a daughter on Dec. 9. **Amanda** weighed 8.8 lbs. ...
Jennifer Birdsong of Albertsons delivered a boy, **Brian William Bato, Jr.**, on Dec. 12. Brian weighed 8 lbs., 9 oz. ...
Marcus Ruiz of Stater Bros. announced the arrival on Dec. 17 of **Aubrey Madison** at 8 lbs., 4 oz. ...
Refugio Diaz of Stater Bros. and his wife Arlene tell us of the arrival of **Irene Jaeda** at 5 lbs., 9 oz. ...
Jesus Ramirez of Vons tells us that **Orlando** was born on Dec. 22. He weighed 8 lbs., 7 oz. Jesus tells us: "He'll have a good time with his brother." ...
Jamie Ortiz of Golden Triangle Dentistry gave birth to **Gavin Nicholas** on Dec. 28. He weighed 6 lbs., 5 oz. ...
Amanda Pena of Food 4 Less and her spouse Ronald had their first baby, **Aidan Orion**, on Jan. 9. He weighed 9 lbs., 10 oz. ...
Denice Paez of Stater Bros. tells us of the arrival of **Ariel Jayleen** on Jan. 11 at 8 lbs., 4 oz.

Congratulations to our new moms, dads and expanding families!



DESERT EDGE

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Bill Lathrop
Editor

Bleiveiss Communications Incorporated
Publisher



Convention delegates nomination meetings

The official call for the Aug. 18-22, 2008, UFCW Convention has been received. Local 1167, by virtue of membership, is entitled to send 24 delegates. However, the Executive Board has recommended that the local only send 13 delegates in an effort to reduce costs. The Executive Board also recommended that no more than two alternates be nominated.

Eligibility requirements for delegates and alternates: Must be an active member of Local 1167 who has been an active member of the UFCW International Union, or who had been a member of another organization merged with or chartered by the UFCW International Union or merged into a Local Union of the UFCW International Union, for a continuous aggregate since December 2007.

In accordance with the Constitution and Bylaws of the UFCW, the nomination meetings for delegates from UFCW Local 1167 are scheduled as follows:

BLYTHE
March 24, 2008, at 7 p.m.
Comfort Inn & Suites
545 E. Hobson Way
Blythe, CA 92225

NEEDLES
March 31, 2008, at 7 p.m.
Travelers Inn, 1195 3rd St.
Needles CA 92363

MENIFEE
March 27, 2008, at 7 p.m.
Menifee Lakes Country Club
29875 Menifee Lakes Drive,
Menifee, CA 92584

PALM DESERT
April 1, 2008, at 7 p.m.
Palm Desert Embassy Suites
74700 US Highway 111
Palm Desert, CA 92260

VICTORVILLE
March 28, 2008, at 7 p.m.
Mirage Room
Hilton Garden Inn
12603 Mariposa Road
Victorville CA 92395

BLOOMINGTON
April 2, 2008, at 7 p.m.
Local 1167 Auditorium

EL CENTRO
April 3, 2008, at 7 p.m.
Eagle's Lodge
661 State St.
El Centro, CA 92243

President's Report

Participate in the political process

(Continued from front page)

want you to get agitated over hot-button issues like gun control, gay rights, abortion and church-state issues — anything but the economic and health-related issues that matter. Devote your time and energy to the ones that affect you, your family and your union.

While we have not yet chosen a candidate to support in the presidential election, we will do so in the future. When we do, we will ask for your help so that we can elect someone who works for our

interests in the presidency.

It is important that every union member participates in the political process, even if it is simply writing to your senator, representative, state legislator, city councilmember or county supervisor (see page 5 for addresses). It makes a real difference when their constituents take the time to make their views known.

Whether or not you volunteer in the coming campaigns, please register and vote. Make yourself heard!

UNION REPRESENTATIVE'S REPORT



By Bill Collard

Who is the union?

Who is the union? The union is you! Your union is also your bagger, your checker, your meat cutter, your produce clerk, your stocker, your pharmacist and everyone else who has the privilege of membership in UFCW Local 1167.

As a union representative, I represent you!

So, the next time you're asked the question, "Who is the union?" you can answer with pride, "My union is me!"

How strong is your union? Your union is as strong as you are!

When we remember this and unite to work together, we can move mountains.

This year our union's strength was tested by difficult negotiations. Through solidarity we were able to achieve our goals and ratify great contracts.

You stood strong even when you

were called upon to authorize a possible strike.

Remember, if it's worth having, it's worth standing up and fighting for!

When I was a young boy, I accompanied my father to union meetings. At one meeting, a man stood up and said the union was weak. My father and others stood up and challenged him.

My father asked, "Do you think I'm weak?" The man said no.

My father replied: "When you say my union is weak, you're saying that you and I are both weak."

That event made a big impact on me.

It showed me who and what the union was.

I am proud to represent my union and all of you. When we stand together, we can do anything.

Get involved in your union and volunteer your time.

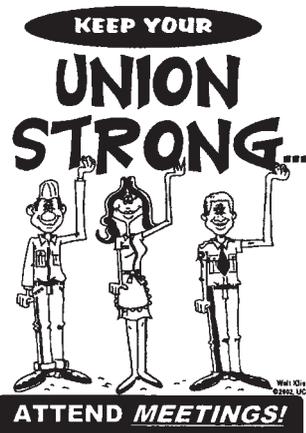
Remember: Your union is YOU!

Your Union Representative is just a phone call away...

(909) 877-5000 / (800) 698-UFCW

Attend Your Union Meetings

See page 8 for dates!



UFCW Local 1167 Retirees Club Monthly Meeting and Potluck! Wednesday, Feb. 20

BINGO!

Everyone's invited!

Play is open to the public! Come have fun and win money!

Tuesdays, 6:30 to 9:30 p.m.

Thursdays, 12:30 to 3:30 p.m.

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



Retirees Club Officers Installed

UFCW Local 1167 President Bill Lathrop, at right, administers the oath of office to the officers of the Retirees Club. From left: President Mary Lou Hogue, Treasurer Selina Nacin, Vice President Salvatore Lograsso and Secretary Richard Garcia.

Nation observes Black History Month

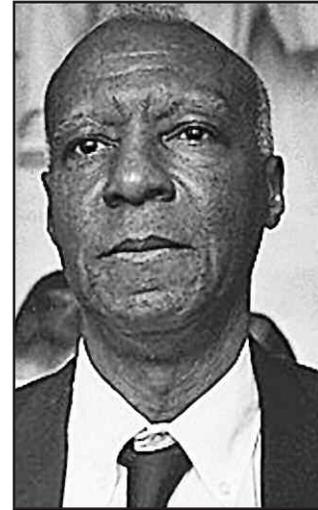
February is Black History Month, chosen because it includes the birthdays of both Frederick Douglass and President Abraham Lincoln.

Also called African-American History Month or African Heritage Month, Black History Month was established in 1976 by the Afro-Americans for the Study of Afro-American Life and History. It is an expansion of Negro History Week, founded in 1926 by Carter G. Woodson to celebrate the memory of Douglass, the great African-American aboli-

tionists of the 19th century.

Until recently, American history books only briefly mentioned African-American leaders such as George Washington Carver and Martin Luther King. That situation has been changing as more school systems incorporate observances of Black History Month into their curriculum.

"Please join your union brothers and sisters this month in celebration of African-American history and heritage during Black History Month," President Bill Lathrop said.



"With a union, workers can approach their employers as proud and upright equals, not as trembling and bowing slaves. Indeed, a solid union contract is, in a very real sense, another Emancipation Proclamation."

— A. Philip Randolph

'Freedom is never given; it is won.' — A. Philip Randolph

UFCW INTERNATIONAL UNION

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



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 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



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.

FOOD TRUST MEMBERS ONLY

Trust Fund Scholarship Program now accepting applications

The Scholarship Award Program jointly 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. The Scholarship Award Program can help you or your child earn a degree, certification or license and find new opportunities for prosperity and success.

Members are eligible to apply for an award if they have completed a year of services as of October 2007 and are still actively employed in the Southern California Retail Food Industry when the Awards are determined. Dependent children are eligible to apply if the member has at least three years of service and is unmarried, less than 24 years of age, and met other Fund qualifications, including the requirement that the member be employed in the

Industry when the awards are determined. **The deadline for Scholarship Award Applications is Feb. 29, 2008.** All members should receive an application in the mail. If you did not receive one, please call your union or the Trust Fund office at 714-220-2297 or 562-408-2715.

Tuition assistance available!

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

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

To apply, members should contact the Trust Fund or Local 1428 and ask for a Tuition Assistance Application.

Application deadline: Feb. 29

Meet Jennifer Padilla in the office

When front office staff member Jennifer Padilla heard from her friend that there was an opening on the staff of Local 1167, she jumped at the opportunity to apply.

"I am a strong supporter of the union and couldn't think of a better organization to work for," she said.

Padilla has been working in the front office since last May.

Padilla worked at Stater Bros. 89 in Redlands and has been a Stater Bros. member for 11 years. Prior to that she worked as a receptionist and as a medical assistant.

She particularly likes helping members understand more about the union.

"We help them with questions about membership, dues and discounts," Padilla said. "But I also try to let callers know how important the union is for its members. You can't get the pay, benefits and protections we have without a union."

She said her experiences in the stores for so many years will help her ability to help members who call the union.



Jennifer Padilla

"The experience I gained in talking to my union representatives and union staff while I was in the store is invaluable," she said.

Padilla and her husband, Tobias, live in Mentone with their two daughters, Victoria, 8, and Vanessa, 4.

In her spare time she enjoys being with her family, making beaded bracelets and designing collages using stickers and stencils.

Wal-Mart reacts to Fresh & Easy stores

Set to test smaller grocery stores

Wal-Mart plans to open a new, smaller size of grocery store in the Phoenix area after its British rival Tesco moved into the region with its Fresh & Easy stores.

Wal-Mart said it will test four new stores about half the size of its existing Neighborhood Market grocery stores, which are themselves much smaller than Wal-Mart Supercenters.

The move comes after Tesco opened its first U.S. stores last fall in the Los Angeles area. Tesco's Fresh & Easy markets are small stores aimed at shoppers who find big stores inconvenient.

Ready for a change? Write your congressperson!

The beauty of America's democracy is that the government represents the people. If you feel that Congress needs to act a certain way on a certain issue, you have the freedom to call your representatives and let them know (and if they don't vote accordingly, you have the power to boot them out of office in the next election). As a union member, let your representatives know that it is their responsibility to vote for pro-labor issues on your behalf.

U.S. Sen. Barbara Boxer (Sacramento)

501 I St., Suite 7-600
Sacramento, CA 95814
(916) 448-2787
(916) 448-2563 (fax)
www.boxer.senate.gov

U.S. Sen. Dianne Feinstein (Los Angeles)

11111 Santa Monica Blvd., Suite 915
Los Angeles, CA 90025
(310) 914-7300
(310) 914-7318 (fax)
www.feinstein.senate.gov

U.S. Rep. Jerry Lewis

1150 Brookside Ave., Suite J-5
Redlands, CA 92373
(909) 862-6030
(800) 233-1700 (toll-free within Calif.)
www.house.gov/jerrylewis

U.S. Rep. Bob Filner

2428 Rayburn House Office Building
Washington, DC 20515
(202) 225-8045
(202) 225-9073 (fax)
www.house.gov/filner

U.S. Rep. Mary Bono

104 Cannon House Office Building
Washington, DC 20515
(202) 225-5330
(202) 225-2961 (fax)
www.bono.house.gov

U.S. Rep. Duncan Hunter

2265 Rayburn House Office Building
Washington, DC 20515
(202) 225-5672
(202) 225-0235 (fax)
www.house.gov/hunter

U.S. Rep. Joe Baca

1527 Longworth House Office Building
Washington, DC 20515-0542
(202) 225-6161
(202) 225-8671 (fax)
www.house.gov/baca



Bill restores respect for breast cancer patients

A 12-year-old bill that would protect breast cancer patients who have mastectomies is finally gaining significant momentum in Congress.

The bill, called the Breast Cancer Patient Protection Act, would require insurance companies to cover a minimum 48-hour hospital stay after a patient has undergone a mastectomy to stop cancerous growth.

The bill, originally introduced by U.S. Rep. Rosa DeLauro (D-Conn.), is now called HR 119 and was referred to the House Subcommittee on Health in February 2007. It is designed to eliminate the insurance practice of "outpatient" or "drive-through" mastectomies that force patients to go home sometimes hours after the procedure, with drainage tubes still attached.

The Lifetime television network has sponsored an online petition campaign to get the bill to the House floor for the first time since its introduction in 1996.

David Emery of About.com wrote: "The bill would require health plans to 'provide coverage for a minimum hospital stay for mastectomies, lumpectomies and lymph node dissection for the treatment of breast cancer and coverage for secondary consultations.' Its sponsors say the legislation neither mandates a 48-hour hospital stay nor sets 48 hours as the maximum. It is meant to ensure that the decision will be made by the patient and her doctor, not the insurance company."

To sign your support for the bill, visit www.lifetimetv.com/breastcancer/petition/signpetition.php.

Wal-Mart CEO Scott shares company health plan with part-time employees

(Why not? *He* can afford it!)

On a day when Wal-Mart CEO Lee Scott received a \$4.28-million bonus, Wal-Mart held a conference call to discuss a survey it conducted on its health care plan.

On the call, it was announced that Scott has the same healthcare plan as a part-time Wal-Mart cashier.

"It's no surprise Lee Scott is on the Wal-Mart health care plan — it's a plan only a well-compensated CEO could love," said Meghan Scott, spokesperson for Wake-

UpWalMart.com.

"With a new \$5 million bonus, Lee Scott doesn't have to worry about the high deductibles or premiums that come along with so many of the retail giant's health care plans. But average workers do.

"The fact is that nearly 20 percent of Wal-Mart workers have no coverage at all or rely on state funded programs for their care. That means taxpayers across the country continue to pay a high price for Wal-Mart's refusal to put forth a plan all of its workers can afford."

Your Dues Now Payable! Sign Up for Dues Checkoff

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

FEBRUARY DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE APRIL 1, 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!**

In Memoriam

Marshall Avila, a retired meat cutter formerly employed by Smith Packing, Sieck's Packing, Inland Empire Meat Co. and Olsen Meat, died Dec. 15, 2007 at the age of 90. He had been a member since August 1947.

Larry Christ, a retired food clerk formerly employed by Stater Bros. Markets, died Jan. 13, 2008 at the age of 62. He had been a member since July 1967.

Freda Kalian-Arnold, a retired food clerk formerly employed by Safeway and Albertsons, died Oct. 1, 2007, at the age of 78. She had been a continuous member since April 1967.

Donna Menkveld, a retired drug clerk formerly employed by Thrifty Drug, died Aug. 15, 2007 at the age of 80. She had been a member since November 1966.

Jessica Moreno, a food clerk employed by Stater Bros. Markets, died Dec. 25, 2007, at the age of 47. She had been a member since September 1993.

William Spears, a retired meat cutter formerly employed by McCoys and Market Basket, died Jan. 5, 2008, at the age of 84. He was a former Executive Board member of Meat Cutters Local 439 and had been a union member since June 1948.

Our condolences to the families of these deceased members.

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.

Some mail has been returned to us by the United States Post Office because of an incorrect address. Please fill out this card and return it to us with your correct address. This matter must be taken care of immediately or we will not be held responsible for any future mail returned to this office.

NAME _____
ADDRESS _____
CITY _____ ZIP _____
SOCIAL SECURITY NUMBER _____
STORE _____ # _____
HOME PHONE _____ AREA CODE _____

Thank you, United Food and Commercial Workers Union, Local 1167



Food & Drug Council meets to develop response to Fresh & Easy

Labor leaders and members from 26 affiliates in the UFCW, the Teamsters, the Longshore & Warehouse Union and the Operating Engineers met in Las Vegas late in 2007 to share ideas and develop a united response to the Tesco's non-union Fresh & Easy stores.

The convention was the next step in a series of joint ventures under the banner of the Food & Drug Council, a coalition of unions in the retail

food and drug industries.

"All of the labor organizations in the FDC share common goals that protect their members' living standards," said President Bill Lathrop. "We can meet these goals best when we work together in the spirit of union solidarity."

Delegates from across California met to discuss health care, politics, contract negotiations and organization strategies. They also joined local union members at a rally outside one

of the new Fresh & Easy markets in Las Vegas.

Tesco said that it hopes to capture one-sixth of the American grocery market with its small-scale, non-union stores. While the company is unionized in the United Kingdom, it has refused to speak with representatives of the American Labor Movement about unionizing its operations in the United States.

"Tesco has been called the 'Walmart of the U.K.' because of its rapid

expansion policies and its poor treatment of workers in other parts of the world," Lathrop said. "We will do whatever it takes to protect the rights and dignity of working people here in America from the likes of Tesco."

The Food and Drug Council coordinates the efforts of its affiliates, which are the largest unions in the retail food and drug industries in California to educate the public about the benefits of working and buying union.



Union Representatives Matt Bruno, Christina Pugsley and Rick Bruer stand with Secretary-Treasurer Brent Denkers in front of the the FDC's big-rig truck.

Greg Tatum believes in supporting his union

Greg Tatum has seen a lot of changes in the 33 years he has been in the industry.

Tatum, who is the steward at Vons 1767 in Brawley, has always believed in supporting his union and was active in union affairs even before the stewards program was implemented two years ago.

"I attended meetings to stay informed," Tatum said. "I made sure that my union representatives knew that they could count on me for anything they needed."

Tatum said the industry has changed since he began in 1974.

"The companies don't treat people the way they did when I started," he said. "They don't seem to value their



Greg Tatum

employees as much. Managers are always looking to get people in trouble. That makes the union more necessary than ever."

Tatum cited the case of a member at his store who was falsely accused

of stealing.

"They tried to fire him," Tatum recalled. "He was suspended for a year while the union went to bat for him. The case went all the way to arbitration and we got his job back for him with full back pay."

Tatum said that without the union, the employers would be paying inferior or Wal-Mart wages and benefits.

"I guarantee you that we wouldn't have the health benefits we have," he said. "We wouldn't have the overtime pay we have, or Sunday pay and time-and-a-half. And we certainly wouldn't have the Golden-85."

Golden-85 is especially near and dear to Tatum, since he plans to retire in February.

"I'm only 52," Tatum said. "Where else can you retire with a full pension at that age? That's what our union has done for us. That's why I tell all of the younger workers at my store to attend meetings and volunteer for union activities. That's the best way to keep our union strong and vital."

Tatum and his wife, Sylvia, have three adult children and one grandchild. He said that he might look for a job after he retires to stay active.

He also plans to play golf more than the two times a week he does now and spend more time with his seven month old grandson.

"I've had a great career," Tatum said. "I thank our union for making it all possible."

**Sixth Annual
Joe F. Barragan Memorial Foundation
Golf Tournament**

Monday, April 28, 2008
Sierra Lakes Golf Club
16600 Clubhouse Drive, Fontana, CA 92336

Sponsored by UFCW 1167 and 1428
Proceeds to benefit the Leukemia/Lymphoma Society
and the UFCW 1167 and 1428 scholarship Programs

Reservations limited to the first 144 players
Individual Golfer: \$250 each
UFCW 1167 or 1428 Member Golfer: \$60

For details, contact Diane Sedor @ (909) 626-3333 or Rick Bruer @ (909) 877-5000

Join us for a day of golf, prizes and fun for a worthy cause!

2008 Membership Meetings

March 26 June 25
September 24 December 17

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

IT PAYS TO BE UNION!

	January 2008	2008 Total
Back pay and benefits restored to members	\$376.93	\$376.93
Members reinstated	33	33
Grievances settled	72	72

**Look for your HRQ:
Fill it out and send it in!**

*For members enrolled in the new **indemnity** medical plan*

In your mailbox you will find an important tool that can help you improve your quality of life – and get paid for it! It's called the **Health Risk Questionnaire**. With the HRQ, you can make a comprehensive assessment of your overall health and, in the process, identify any health risks that you should address.

After you have completed the HRQ and sent it in, you will receive a personalized wellness plan, as well as information tailored to your situation that will guide you in making healthy changes for life.

The HRQ is voluntary, confidential and – as part of the New Indemnity Medical Plan – there is no cost to you. In fact, you will receive an extra contribution to your Health Reimbursement Account if you complete and return your questionnaire by March 1, 2008.

"The Health Risk Questionnaire is a great benefit," said President Bill Lathrop. "Be sure to fill it out right away and return it to the Local immediately!"

Look for the HRQ in the mail (see photo) and return it by March 1, 2008, in order to qualify for the additional contribution to your HRA.

If you need help filling out your questionnaire, have questions of your own, or haven't received a questionnaire in the mail, please call the Assistance Line, (800) 461-9179.

Presidents' Day is Feb. 18.