

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

July 2008



Union members employed at CVS gathered at UFCW Local 1167's headquarters in Bloomington to learn about and vote on ratification of their new labor agreement.

New CVS contract aids union as talks with Rite Aid begin

Southern California's seven UFCW unions sat down with Rite Aid representatives early last month to start negotiations for a new labor agreement.

The talks began just as the unions announced an agreement with Rite Aid's primary competitor, CVS. That agreement, which includes across-the-board improvements in wages and benefits, was quickly ratified by

the membership.

"It is an advantage for us to have a good agreement with CVS as we bargain with Rite Aid," Local 1167 President Bill Lathrop said. "Now Rite Aid knows that it risks isolation and disaster if it fails to negotiate with us in good faith.

"If CVS can give our members a fair contract, why can't Rite Aid?"

(Please see page 3)

Be aware of your availability status

If you have been in the industry for more than a few years, you probably don't remember if 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 separate. In the event a company does layoffs, the first list it will start with is the "self-restricted" list.

July is right around the corner. Check with your employer and, if necessary, change your status!

If you have questions, contact your union representative or the representative on duty at (909) 877-5000.

President's Report

You want a third Bush term?



By Bill Lathrop

We've had two versions of George Bush in the White House. Would you like another?

If you're looking for a third Bush term, then you'll probably vote for John McCain in November, because that's what we'd get if McCain wins the presidency.

Everyone, including your union, salutes Sen. McCain for his wartime service and sacrifices. Let's give the man his due. But we should also give Sen. McCain his due as a politician who pushes the same failed "conservative" policies that have gotten America into its current mess.

Skyrocketing gasoline prices. An unpopular war of occupation in Iraq. A staggering economy. Tax cuts for the rich. Collapsing bridges and decrepit highways. Tainted vegetables. People dying in a flooded city with no help on the way.

All of these crises and more were either created by Bush policies or made worse by them. And McCain offers more of the same.

George W. Bush and John McCain have had their spats in the past, but they share an ideology that boils down to a single idea: Let the rich and powerful do whatever they want.

Never mind that the reason we have a government is, in the words of the Constitution, to "establish justice, insure domestic tranquility,

(Please see page 6)

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Union Local 1167
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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

**UFCW Local 1167 Retirees
Club Monthly Meeting
and Potluck!**

Wednesday, July 16

BINGO!
Everyone's invited!

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

Tuesdays, 6:30-9:30 p.m.
Thursdays, 12:30-3:30 p.m.

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



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P.O. Box 1167, Bloomington, CA 92316

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Business Telephone:
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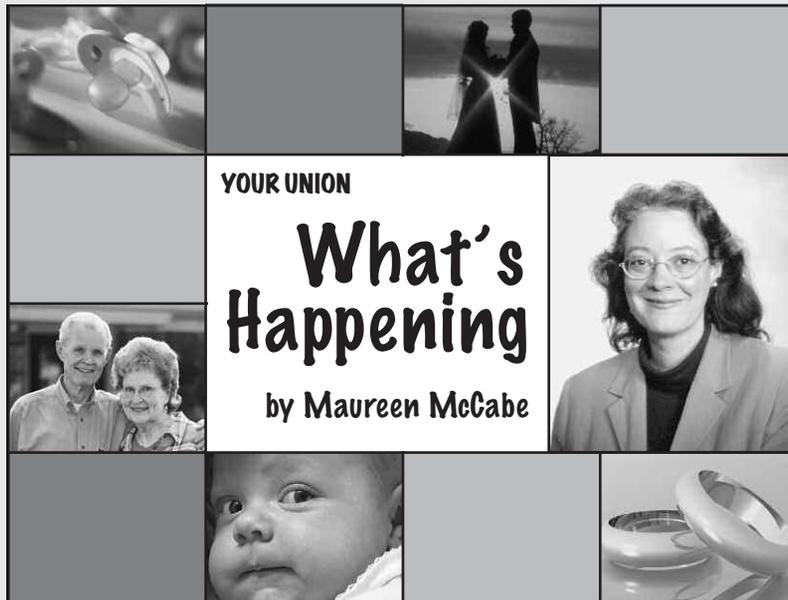
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Bill Lathrop
Editor

Bleiwiss Communications Incorporated
Publisher



YOUR UNION

What's Happening

by Maureen McCabe

JUST RETIRED

The month of June brought us several new retirees. But first of all, belated congratulations to **Hazel McCollum**, who retired in February 2007 from Rite Aid. Hazel worked for Rite Aid for 23 years before retiring. We're sorry we missed you, Hazel, and hope you've been enjoying your retirement.

In June, **Yugie Atwood, Deborah Bosick, Mark Braden, Glenn Hay, Bonnie Kuckowicz, Janis Johannessen, Esther Palomo, Richard Smith and Debra Vanderwater** all joined the ranks of the retirees. ... **Yugie Atwood** worked in the industry for 22 years and wishes to thank her coworkers at Alpha-Beta, Ralphs and Food 4 Less for all the years they shared and everything she learned from them. ... **Deborah Bosick** worked for Stater Bros. for 31 years. ... **Mark Braden** worked for Albertsons for 34 years. ... **Glenn Hay** worked for Vons and Safeway for 32 years. ... **Bonnie Kuckowicz** worked in the industry for 32 years with Albertsons, Lucky and Gemco. ... **Janis Johannessen** worked for Vons for 13 years. ... **Esther Palomo** worked for Ralphs for 13 years. ... **Richard Smith** worked for Ralphs and Safeway for 36 years. ... **Debra Vanderwater** worked

for Ralphs for 29 years.

Congratulations to all of our retirees!

JUST MARRIED

Effie Pitts, Stater Bros., married Scott Sells on April 2 in Las Vegas. ... **Nagaraju Gajawada**, Rite Aid, married Himabindu Miriyala on April 20. The wedding was in Hyderabad, India. The happy couple honeymooned in Hyderabad as well. **Zachary Garnette**, Albertsons, took Patricia Hoof to be his bride on May 3. The wedding was in Las Vegas. ... **Jessica Hutton**, Stater Bros., married Michael Damico on May 3. The wedding was at Planet Hollywood in Las Vegas and the happy couple had a fabulous time on their honeymoon in Maui. ... **Mary Quiroz**, Rite Aid, said "I do" to Joseph Garcia on May 12. The ceremony was in Apple Valley.

Congratulations to all of our newlyweds!

JUST BORN

Donald Lane, Stater Bros., has a new daughter. **Avah Mae** was born on Feb. 28 and weighed 7 lbs., 12 oz. ... **Meredith Hardin**, Rialto Family Dental Center, gave birth to **Devin Paul** on April 9. ... **Martha**

Gomez, Stater Bros., welcomed **Brianna Marie** into the world on April 12. Brianna weighed 5 lbs., 6 oz. ... **Jennifer Aguilar**, Stater Bros., is the proud mother of twin boys born on April 19. **Angel Paul Wooten** weighed 5 lbs., 5 oz. and **Anthony Paul Wooten** weighed 5 lbs., 9 oz. ... **Kathleen Dinh**, Rite Aid, is pleased to announce the birth of **Derek Nguyen** on April 29. Derek weighed 6 lbs., 9 oz. ... **Brenda Arteaga**, Food 4 Less, is pleased to announce the birth of **Brenda Mya Amador** on May 9. **Brenda Mya** weighed 7 lbs., 12 oz. ... **Annamarie Fraser**, Albertsons, welcomed **Alissondra Mary Delatore** into the world on May 9. Alissondra weighed 7 lbs. and measured 20.5 inches. Her proud mom writes: "Happy birthday to baby Alissondra, who shares her birthday with her daddy, Jr. Delatore." ... **Elsa Rivera**, Food 4 Less, has a new daughter. **Hannah Hoyuela** was born on May 9 and weighed 7 lbs., 15 oz. ... **Dawn Chappell**, Albertsons, and her husband Jeremy proudly announce the birth of **Cole Edward** on May 14. ... Cole weighed 6 lbs., 14.5 oz. ... **Johnathan Antrim**, Stater Bros., has a new daughter. **Isabelle Marie** was born on May 17 and weighed 7 lbs., 2 oz. ... **Dolores Paschal Lomeri**, Albertsons, gave birth to Madison Elizabeth on May 21. Madison weighed 7 lbs., 4 oz. ... **Enrique and Heidi Reyes**, Stater Bros., are thrilled with their "beautiful, healthy baby girl." **Jayla Victoria** was born on May 26, weighing 7 lbs., 5 oz. and measuring 20 inches long. ... **Shannon Musicant**, Stater Bros., has a new daughter. **Hailey Alyssa** was born on May 27, weighing 7 lbs., 1 oz and measuring 19.5 inches long. ... **Eileen Macias**, Stater Bros., gave birth to **Mariah Heavlene Bustamante** on May 29. Mariah weighed 6 lbs., 15 oz. ... **Jennifer Lassiter**, Albertsons, and her husband Freddie are pleased to announce the birth of **Cory William** on May 30. Cory weighed 6 lbs., 10 oz. ... **Juanita Rodriguez**, Food 4 Less, has a new daughter. **Leilani** was born on June 2 and weighed 6 lbs., 9 oz. ... **Erik Vensand**, Vons, is pleased to announce the birth of **Logan Douglas** on June 5. Logan weighed 6 lbs., 4 oz.

Congratulations to all of our new moms and dads!

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Theaters!

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More
Theaters!

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Ontario Mills 30 — Fourth Street off 15 Freeway, Ontario

CINEMARK THEATERS
— \$6.00 —

Cathedral City — 34491 Date Palm Drive
Chino — 5546 Philadelphia St.
Rancho Mirage — 71800 Highway 111
Victorville — 12353 Mariposa Road

CINEMASTAR THEATERS
— \$5.50 —

450 N. E St., San Bernardino

HARKINS THEATERS
— \$5.50 —

Moreno Valley — 22350 Town Circle
Chino Hills — 3070 Chino Hills

KRIKORIAN THEATERS
— \$6.50 —

Redlands — 340 N. Eureka St.
La Mirada — 15296 Rosecrans Blvd.
Downey — 8200 3rd St.
San Clemente — 641-B Camino De Los Mares

METROPOLITAN THEATERS

Calexico — 2441 Scaroni Rd — \$4.00
Riverside — 1201 A University Ave. — \$5.50
(Expires Dec. 31, 2008)

MISSION GROVE THEATER —
— \$5.50 —

Riverside — 121 E. Allesandro Blvd.

REGAL CINEMAS
— \$6.00 —

Temecula — 40750 Winchester Road
Ontario Mills 22 — 4th Street off the 15 Freeway
Jurupa Stadium 14 — 8032 Limonite Ave., Riverside
Corona — North Main Street at Rincon Street,
just north of the 91 Freeway

Discount tickets are for all Regal, Edwards or United Artists theaters in Southern California with the exception of theaters at Hutton Centre, Main Street on MacArthur at Costa Mesa Freeway in Santa Ana; Newport Beach at Newport Center; and Laguna Hills Mall, San Diego Freeway at El Toro Road.

If mailed to you, there will be a 42-cent mailing charge per order.

CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.

Ticket prices are subject to change without notice.

Albertsons Inc. agrees to pay restitution to former employees

Company settles class action lawsuit backed by UFCW

Former employees of Albertsons, Lucky and Sav-on may qualify for checks and store credits under terms of a legal settlement agreed to by Albertsons Inc.

Albertsons Inc. recently agreed to settle all claims in a class-action lawsuit titled *Joanne Kay Ward, et al. v. Albertsons, Inc.* Filed eight years ago, the case involves employees who quit, retired or were discharged at Albertsons, Lucky and Sav-on stores in California between Sept. 29, 1996, and Dec. 31, 2004.

The settlement resolves claims that the companies regularly failed to pay final wages of employees on their last day of work, in violation of California law. It also resolves claims by a smaller group of non-union California employees who did not receive all of the vacation pay that was owed them when they ended their employment.

A \$15-million fund has been set aside to pay the claims of more than 200,000 class members.

“Our union is proud to have helped these men and women as they proceeded through this class-action lawsuit,” Local 1167 President Bill Lathrop said. “The UFCW looks out for the interests

of workers in all of the many industries we represent.”

SuperValu, which acquired Albertsons in 2006 and has not been charged with any violations, said that it agreed to the settlement as part of its work in building a “best-in-class” organization.

Under the terms of the settlement:

- Class members will receive up to \$350, depending on their final wage rate.

- \$15 million in total payments will be made to affected class members.

- Payments will be 50 percent in cash and 50 percent in merchandise cards redeemable at Albertsons stores.

The settlement has been approved preliminarily by the court. A final hearing before Superior Court Judge Elizabeth A. White will take place at 8:30 a.m. on Aug. 18 in Los Angeles. At that time, the court will decide whether to give final approval to the settlement.

For more information about the settlement or to download a settlement claim form, visit www.albpenalties.com, call the Class Counsel at (323) 938-3000 or contact your union representative.



By Carmen Paz

Union Representative Report

Don't work 'off the clock'!

I'm sure you've seen the notices about free-timing on your union bulletin boards in your stores, but this issue is so important that it bears repeating and publishing in this column.

You've often heard the phrase, “you can't get something for nothing,” but many people think differently when it comes to work. Not paying an employee for hours worked is “something for nothing,” and it happens every day in workplaces across America.

Many employers encourage workers to work extra hours without pay. They dangle a carrot in front of the employee's nose — better hours, a pay raise, maybe even a promotion. They tempt the employee with a type of favor exchange.

Free-timing

This practice is called free-timing. The extra time does not guarantee promotions or anything else. The employer takes full advantage of the employee working “off the clock.”

Free-timing or working “off the clock” means that an employee works for the employer and is not paid for that time. In your unionized workplace, this is explicitly against the collective bargaining agreement. It is also against the law.

Free-timing cuts back on the number of available hours for all members — and worse. Members who choose to work “off the clock” are taking money out of their own pockets and prevent other members from working and being paid for those hours — thereby undermining the effectiveness of the union contract.

Those members who work “off the clock” may have good intentions, but they do not understand the negative impact on their fellow employees. Every time someone works “off the clock,” they are causing one or more of the following:

- Jeopardizing their own jobs, as what they are doing violates the collective bargaining agreement and is against state and federal law.
- Lost pay for themselves or fellow workers.
- Lost hours and pay for part-time employees.
- Lost overtime hours and pay.
- Lost future and current full-time jobs.

Often, bosses suggest that promotions come to members who put in a little extra free time. This attitude encourages some members to invest “off the clock” hours. It's like telling your manager that you don't think you are worth what you are paid. Employees who work for free are rarely promoted. Why should managers spoil a good thing?

Don't increase the company's profits or your store manager's yearly bonus by working “off the clock.” Give your employer a good day's work for a good day's pay.

CLAIMS FORM ADDRESS VERIFICATION
Please key back of to Albertsons, Inc. at 811

PERSONAL INFORMATION
If the provided information is incorrect or there is any pertinent information, please write your correct name and address here.

NAME _____
ADDRESS _____
CITY STATE ZIP CODE _____

Telephone Number _____ E-mail _____
Last Four Digits of Your Social Security Number _____

This Class Action is a process that was established by Albertsons, Inc., American Drug Stores, Inc. (also known as Drug Store), and Lucky Stores, Inc. on the 29th of September, 2004. The settlement was approved by the court on September 21, 2004 and December 31, 2004 (the “Settlement Class”). If you received the Notice of Pendency and Settlement of Class Action and the Class Action, you are a member of the Settlement Class. You are also a member of the Settlement Class, which consists of members of the Settlement Class who were not represented by a class action law firm and who are not paid their own back pay. (See the Settlement Class Notice for more information.)

As a member of the Settlement Class in the action entitled *Ward et al. v. Albertsons, Inc. et al.*, you are entitled to receive a Settlement Payment based on the following terms if you do not receive your final pay in a timely manner:

(a) If you are a Class Member, your final wage rate is based on your grade of pay for the 55 hours (the estimated average hours worked per week) that you worked during the period of your employment.

(b) Settlement Class Members who have not been paid by your employer for the 55 hours (the estimated average hours worked per week) during the period of your employment may be eligible to receive a Settlement Payment.

Please complete the following information:

EMPLOYMENT INFORMATION
To cash the settlement check, you must provide the following information to the Settlement Class Counsel at (323) 938-3000 or on the website www.albpenalties.com by September 29, 2008 and December 31, 2008, please answer questions 1 through 6 for any additional terminations on a separate sheet of paper.

Employer Name: _____ Members: _____

1. Did your employment end on a date? Yes No

2. Were you given all of your final pay on the date of your termination, or within 72 hours of your termination? Yes No

3. Were you employed by Albertsons, Lucky or Sav-on at the time your employment ended? Yes No
(If you answered YES, do not answer questions 4 or 6)

4. Were you paid all of your wages, unpaid vacation, and other compensation on the date of your termination? Yes No
(If you answered YES, do not answer question 5)

5. Were you required to work extra hours on a regular basis? Yes No

NOTE: Settlement Class Members must also complete and return the enclosed 9-9 form. You do not need to return a 9-9 form unless you are a member of the Settlement Class.

Former employees of Albertsons, Lucky and Sav-on: Have you filed a claim?

If you left employment by Albertsons, Lucky or Sav-on at any time during the years 1996-2004, you may qualify for restitution from Albertsons Inc. under the terms of a class-action court settlement. (See above article for details.)

You should have received a claim form in the mail recently. If you haven't received a form or need another one, you can download one from www.albpenalties.com, call the Class Counsel at (323) 938-3000 or call the Local 1167 union office.

CVS contract aids union as Rite Aid talks begin

(Continued from front page)

This is the question we are asking Rite Aid's negotiators right now, and it is the question we could, if it comes down to it, ask the public.”

Rite Aid has created a negative environment for the negotiations by opening several non-union stores in

Southern California. “We must not — and will not — let Rite Aid's anti-union strategy succeed,” Lathrop said. He called on all union members to affirm their solidarity and to support the efforts of the UFCW's Rite Aid negotiating team.

UFCW & Food Employers Joint T

UFCW & Food Employers Ancillary Benefit Trust Fund Scholarship Award Winners Local 1167

| STUDENT NAME | AWARD AMOUNT | PARTICIPANT'S NAME | EMPLOYER |
|-------------------------|--------------|---------------------------|--------------|
| Kimberly Barnash | \$10,000 | Vicki Barnash | Vons |
| Kristian Sanchez | \$10,000 | Laura Sanchez | Stater Bros. |
| Robert Snyder | \$10,000 | Emily Snyder | Albertsons |
| Rafael Garcia | \$5,000 | Rafael Garcia | Ralphs |
| Jonathan Godinho | \$5,000 | Matthew Godinho | Albertsons |
| Vanessa Greenwood | \$5,000 | Cynthia Greenwood | Stater Bros. |
| Yvette Guerrero | \$5,000 | Arturo Guerrero | Vons |
| Sandy Ono | \$5,000 | Jon Ono | Vons |
| Clinton Gibson | \$5,000 | Carolyn Ratcliff | Ralphs |
| Jasmine Rojo | \$5,000 | Victor Rojo | Ralphs |
| Brittany Neal | \$5,000 | Marcia Williams-Neal | Albertsons |
| Alyson Baker | \$2,500 | Clarence Baker | Ralphs |
| Paige Bertram | \$2,500 | Tracey Bertram | Albertsons |
| David Blauert | \$2,500 | Robert Blauert | Stater Bros. |
| Heather Branson | \$2,500 | Jeffrey Branson | Vons |
| Chelsea Capobianco | \$2,500 | Joe Capobianco | Ralphs |
| Travis Case | \$2,500 | Glen Case | Ralphs |
| Amanda Castillo | \$2,500 | Danny Castillo | Ralphs |
| Jonathan Pelissero | \$2,500 | Julie Clemens | Stater Bros. |
| Deyja Cortez | \$2,500 | Deyja Cortez | Stater Bros. |
| Roxie Coulson | \$2,500 | Jenny Coulson | Albertsons |
| Sydney Culler | \$2,500 | James Culler | Stater Bros. |
| Matthew Nord | \$2,500 | Kelly DeHart | Vons |
| Bryan Nord | \$2,500 | Kelly DeHart | Vons |
| Stephanie Doss | \$2,500 | Elizabeth Dupray | Albertsons |
| Andrew Gebara | \$2,500 | Joann Gebara | Ralphs |
| Cameron Gerald | \$2,500 | Michelle Gerald | Vons |
| Logan Adrian | \$2,500 | Kim Hansen | Albertsons |
| William Hickock II | \$2,500 | William Hickock | Stater Bros. |
| Maria Garcia | \$2,500 | Silvia Inunza-Garcia | Stater Bros. |
| Kenneth Niess | \$2,500 | Cheryl Kane | Albertsons |
| Tiffany Kryza | \$2,500 | Shelly Kryza | Albertsons |
| Tatum Nesbitt | \$2,500 | Pamela Nesbitt | Vons |
| Amanda O'Donnell | \$2,500 | Berna O'Donnell | Albertsons |
| Alyssa Ortega | \$2,500 | Herman Ortega | Albertsons |
| Roland Perez Jr. | \$2,500 | Roland Perez | Stater Bros. |
| Katelyn Portelli | \$2,500 | Mary Portelli | Vons |
| Lauren Prokop | \$2,500 | Steven Prokop | Stater Bros. |
| Courteny Raphael | \$2,500 | Michael Raphael | Stater Bros. |
| Tiffanie Rahaume | \$2,500 | Tamie Rahaume | Stater Bros. |
| Spencer Ridenour | \$2,500 | Isabel Ridenour | Ralphs |
| Julia Rodriguez | \$2,500 | Raul Rodriguez | Ralphs |
| Tanida Rojanachaichanin | \$2,500 | Nopadoln Rojanachaichanin | Albertsons |
| Brianna Segura | \$2,500 | Charlotte Segura | Vons |
| Nichole Smith | \$2,500 | Nichole Smith | Stater Bros. |
| Nash Martinez | \$2,500 | Patsy Svete | Stater Bros. |
| Seth Swanson | \$2,500 | Richard Swanson | Albertsons |
| Alexandria Vasquez | \$2,500 | Miguel Vasquez | Stater Bros. |
| Michael Wesselink | \$2,500 | Sheri Wesselink | Stater Bros. |
| Brandi Willis | \$2,500 | Julie Willis | Albertsons |
| Bianca Sigrid Zapanta | \$2,500 | Bianca Sigrid Zapanta | Stater Bros. |

51 Local 1167 winners

Local 1167 total award amount: \$170,000

Kristian Sanchez

'If I could walk with the animals'



Kristian Sanchez won't let anyone or anything get in the way of her dreams.

Stretching her memory back, she can't recall a time when her dreams didn't involve helping and caring for animals. Now, as one of the top three scholarship winners of 2008, she plans to use her \$10,000 prize to enroll in Cal Poly Pomona with a major in animal sciences.

"I've been interested in animals since I can remember," she says. "I've been around them and caring for them all my life, so I'm going into pre-vet."

The Redlands East High School graduate already has more experience caring for animals than many who enter her field.

"Right now, I'm raising cockatiels," she says. "When they're young, you have to feed them every two hours, 24 hours a day, so it's like a full-time job. Mine are 2 years old right now, but I have two sitting on eggs, so it's going to start all over again pretty soon."

Ask Sanchez to name the animals in her household and you'd better have a pad and paper handy: "Let's see, we have the birds here at Mom's house in Redlands, 15 horses up at Dad's house in Victorville, three dogs, two ducks, a rabbit and my hamsters. I think that's it right now."

"We have a little farm going on here," says Laura Sanchez, Kristian's mother and a nine-year union member who works at Stater Bros. 23.

"The union has been great," she

'The union has been great. It really changed my thoughts about helping people. The scholarship has helped us.'

says. "It really changed my thoughts about helping people. The scholarship has helped us."

When Kristian is not caring for animals, she likes to make music.

"I play saxophone," she says. "I even played with the band for the opening of the new Stater Bros. distribution center."

She also enjoys going on vacations with her family, including her younger sister, Brooke.

"It's amazing," Laura says. "When I read the union newspaper last year, there was a story about a girl very similar to Kristian winning the scholarship, and I thought, 'Boy, wouldn't it be nice if Kristian won?'"

"We never would have known about the scholarship if it wasn't for the union. It pays to know your union and read the *Desert Edge!*"

Trust Fund Scholarship winners

Kimberly Barnash

She's a winner from a family of winners



Kimberly Barnash is one of the top three scholarship winners in 2008. She is also one of two scholarship winners in her family.

Kimberly's sister, Alicia, has won three Trust Fund scholarships, two of which were top prizes. Her brother, Joseph, is also a college sophomore student.

Their mother, Vicki Barnash, is a 30-year union member who works the night shift at Vons 2389 in Hemet.

"I'm so proud of all my kids," she says. "They really work hard."

Vicki is also proud of her union. "We have the best scholarships and really look out for our people," she says.

"We've been applying for these scholarships ever since the strike in 2003."

Kimberly plans to use her \$10,000 award to attend UC Berkeley and study biology. "I wasn't really interested in biology until I took an Advanced Placement class in it," she says. "It was really an amazing class that taught me a lot."

She says that she hopes biology will lead her to research overseas, "maybe in Ireland or New Zealand."

When she isn't studying, Kimberly enjoys playing soccer, softball and basketball. When she attended Hemet High School, she participated in the Mock Trial program.

"I was a prosecuting attorney in that," she recalls. "We came in third in the county, which is pretty good."

Kimberly says that she appreci-

ates everything her mother and the union do for her.

"My mom really works hard to give us these opportunities," she says. "The night shift is definitely not an easy job."

"You don't get to sleep much, but it's worth it because you get to spend more time going to see your kids' events and being with them," Vicki says.

Kimberly says that she appreciates everything her mother and the union do for her. 'My mom really works hard to give us these opportunities,' she says. 'The night shift is definitely not an easy job.'

Emily Snyder

Two-time winner looks to a future of service through science



Emily Snyder's name might sound familiar to readers of *Desert Edge*. This is the second time she has won the top Trust Fund scholarship award in the past two years.

Now a sophomore student at Harvey Mudd College, one of the Claremont Colleges, Snyder is continuing her study of biology in her quest to find a cure for diabetes.

"In high school, I just wanted to get a degree — any degree would be fine," she says with a laugh. "Now that I'm in college, it's easier to see what I can do and how I can make an impact on people's lives."

Snyder, a diabetic herself, used to compete in cross-country and track & field events for Yucca Valley High School. "Now I just run for recreation and not in competition," she says.

Her studying and exercising doesn't leave much time for anything else. "Free time? What's that?" she jokes.

But when she does have a minute to herself, she enjoys reading and listening to rock music.

Snyder's father, Robert, works at Albertsons 6569 and has been in the union for 23 years. When asked about his daughter, he says, "Heck yeah, I'm proud of her!"

Robert also says that he's proud of the union that has helped her through college: "I'm glad to be in such a strong, good union that helps out its members like this."

Emily says that her dad's union is "pretty dang awesome."

Snyder says that her greatest lesson has been one of service. 'I've learned that it's better to do something with your life that benefits people than just to do something,' she says.

College has taught her many things, but Snyder says that her greatest lesson has been one of service.

"I've learned that it's better to do something with your life that benefits people than just to do something," she says.

When Snyder is not at school, she lives at home with her dad, her mom, Lin, and her 15-year-old brother, Eric.

President's Report

A third term for Bush?

(Continued from front page)

provide for the common defense, promote the general welfare and secure the blessings of liberty to ourselves and our posterity." George W. Bush and John McCain want you to know that you're on your own.

This is a crazy ideology for people who run a government. It means that regulators who are supposed to monitor the mortgage industry or inspect our food are philosophically opposed to doing their jobs. How can a regulator be a good regulator if he or she doesn't believe in regulation?

Should we be surprised by the cost of gasoline when we've had no meaningful energy policy? Should we be surprised by the government's ineptitude following Hurricane Katrina when Bush deliberately appoints an unqualified political hack to lead the Federal Emergency Management Agency (FEMA)?

Katrina response

When Katrina hit New Orleans, John McCain was in Arizona celebrating his birthday with President Bush. In the year that followed, McCain visited New Orleans once, after Sen. Mary Landrieu of Louisiana publicly demanded that he do so. Since then, McCain voted against establishing a congressional commission to examine governmental responses to Katrina. He voted against allowing up to 52 weeks of unemployment benefits to people who were affected by the hurricane. When he finally returned to New Orleans in July 2007, it was for a private fundraiser.

But it's in the realm of workers' rights that John McCain might as well change his name to George Bush III. In the Senate, *McCain has voted consistently against legislation that would give working Americans a break. He vehemently opposes the Employee Free Choice Act, which would affirm the basic human right of working people to join a union without harassment and threats from employers.* He opposes the Fair Pay Restoration Act, also called the Lilly Ledbetter Fair Pay Act, which would enable workers who have been discriminated against on the basis of gender, race or religion to recover damages from their employers.

The list of John McCain's anti-worker votes goes on and on. When your interests are on the line, you can rely on McCain to oppose them – just as both President Bushes could be relied upon to oppose them.

Our nation can't afford another President Bush. Neither can you.

Summer Safety Tips

In recognition of National Safety Month, the National Safety Council addresses the most significant reasons for unintentional injuries and deaths in the American workplace, on the road and in the home and community. Visit www.nsc.org/nsm/

During the summer months, longer days and warmer weather often entail more time spent outside. If you're planning on making the most of what summer has to offer, keep in mind the following safety precautions:

Water

A large number of summer activities involve water, such as swimming, water skiing, boating, floating, surfing and snorkeling. If you're going to be in the water, it is recommended that you learn how to swim and that you swim with a buddy, according to the American Red Cross. If you have children who are either too young to swim or are still learning, make sure they are wearing a life preserver. All children, regardless of swimming ability, should be monitored by a responsible adult at all times.

Sun

To reduce the risks associated with sun exposure, avoid being in direct sunlight during peak hours when the UV rays are strongest, between 10 a.m. and 3 p.m. If it is necessary to be out during peak hours, wear protective clothing, including a hat and UV-blocking sunglasses, and seek out shaded areas. It is recommended to apply sunscreen of at least SPF 15 liberally to all exposed areas of the body at least 20 minutes before sun exposure. Reapply every two hours, or after swimming or rigorous activity.

Heat

In high temperatures, the body naturally cools itself through the process of sweating. However, sometimes sweating is not

enough. The body runs the risk of overheating and potentially damaging vital organs. In addition, high humidity prohibits sweat from evaporating quickly, preventing the body from releasing heat and creating the possibility for heatstroke, heat exhaustion, heat cramps and heat rash. Take special precautions with those at high risk when in the sun for extended periods of time (children under 4 and adults over 65 years of age). Keep cool fluids available and monitor the time spent in the sun or in high temperatures. At a minimum, it is recommended to drink two to four glasses (16-32 oz.) of cool fluid every hour, or more during rigorous activity.

Insects

If you're spending time in grassy or woody areas, use insect repellent with DEET to repel mosquitoes and ticks (insect repellent should not be used on babies and repellent used on children should contain no more than 10 percent DEET). For any bug bite or sting, watch for swelling, breathing difficulty, fever, headache, body aches and skin rash, which could signify an allergic reaction or insect-borne illness. If you suspect an allergy or other illness, seek medical attention immediately.

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: **JULY DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE SEPTEMBER 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

Cheryl Rabidue, a retired food clerk formerly employed by Vons, died May 20, 2008, at the age of 63. She had been a member since June 1975.

Robert Schofield, a retired food clerk formerly employed by ThriftiMart, Food King, Safeway and Vons, died June 2, 2008, at the age of 68. He had been a continuous member since March 1980.

Our condolences to the families of these deceased members.

Worldwide UFCW campaign hits Tesco's 'two-faced' policies

The UFCW International Union is taking a worldwide approach to its Tesco campaign.

In early June, the union announced its intentions to educate consumers across the globe about the UK retailer's "two-faced" approach to its work force. To that end, UFCW representatives unveiled the "Two Faces of Tesco" campaign in London, promising an aggressive effort to bring the company's American managers to the bargaining table.

In Britain, Tesco workers receive significantly better benefits and broader rights than their U.S. counterparts.

The purpose of "Two Faces of Tesco," UFCW campaign director Emily Stewart said, is to make the company take a consistent stand for basic employee rights.

"Tesco's reputation is being sullied by its behavior in the U.S.," Stewart said.

"We were genuinely excited at the prospect of building a partnership with Tesco, so we were doubly appalled at the way it is behaving toward us and the many community groups that have tried and failed to meet with it."

Despite continuous attempts by the union, backed by letters of support from Sen. Barack Obama and Sen. Hillary Clinton, Tesco executives have refused to meet with the UFCW to discuss giving its workers the opportunity for representation on the job.

Jon Cruddas, a member of Britain's Parliament and a supporter of the campaign, said at the unveiling in London that British companies operating in the global marketplace should apply high standards when it comes to their work force.

"Tesco's practices in the United States in my view not only undermine the company's reputation," Cruddas said, "but will also affect how peo-

ple think about the fairness of British companies in general.

"I urge Tesco to put its stated principles and policies into practice and to start talking to these important stakeholders."

Tesco is Britain's largest retailer and recently expanded its operations to the U.S. in the form of non-union, small-size Fresh & Easy markets. The company rolled out the first phase of its ambitious plans in the Southwest last year. UFCW local unions have responded with picketing and hand-billing at most locations.

"Our committed activists at Local 1167 will continue to spread the word about Tesco's shameful business practices," President Bill Lathrop said.

"This new campaign will help strengthen our focus. It underscores the importance of this battle for workers around the world."

BUY UFCW-MADE THIS SUMMER!

UFCW members proudly make quality products, from foods and drinks to clothes and household items.

Did you know that UFCW members make your favorite snacks like Crunch n' Munch and Hershey's chocolate, or that the people who make household cleaners like Palmolive and Lysol or laundry detergents like All and Wisk belong to the UFCW?

Whatever your needs, look for the union brand made by your sisters and brothers in the UFCW. After all, supporting good union jobs is an investment in your own future.

Here is a partial list of UFCW made products. Don't see what you need? You can still look for the union label online at www.ufcw.org/about_ufcw/ufcw_made_products/.

Yard and Garden Products

| | |
|--------------------|-----------------|
| Vim Fertilizer | Andre |
| Algoma Net | Bartles & James |
| Bonanza Fertilizer | Bellows Gin |
| Champions Choice | Boone's Farm |
| M & M Moulding | Budweiser |
| | Bud Light |
| | Captain Morgan |

Sodas

| | |
|---------------------------|----------------------|
| Diet Coke | Carlo Rossi |
| American Beverage Company | CC Vineyards |
| Bart's | Charles Krug Vintage |
| Coke | CK Mondavi |
| Diet Sprite | Cook's |
| Pepsi | Cribari |
| Sprite | Dubonet |
| | Eden Roc |
| | Ernest & Julio Gallo |

Beers, Wines and Spirits

(Partial List)

| | |
|-------------|----------------------|
| Almaden | Estate Inglenook |
| Ancient Age | Gilbey's |
| | Jim Beam Black Label |
| | Manischewicz |

| |
|---------------------------|
| Mogen David |
| Paul Masson |
| Seagram's |
| Taylor California Cellars |
| Turning Leaf |
| VO |
| Wild Turkey |

Carry bags

| |
|------------|
| Algoma Net |
| Platt |
| Winston |

Clothing

| |
|---------------------|
| Avon |
| Ben Davis |
| Carhartt |
| Graybear |
| King Louie |
| Kodiak |
| Oshkosh B'Gosh |
| Outdoor Outfit |
| Platinum Sportswear |
| Powers |
| Pro-Fit |
| Rubin Brothers |
| Stone Cutter |
| Sure-Fit |
| Team Safety Apparel |
| Thinc Actionwear |
| Time Out For Her |

Union Jeans

Union Line

Wagoner

Wigwam

Personal Care Products

Coppertone

Dove

Irish Spring

Lifebouy

Lux

Pure & Natural



Steward Feature

Susie Lacy cares for others, whether on two legs or four

Susie Lacy is a steward with 13 years of union service. She has been married for 20 years, has three children, one grandchild, a zoo, and — *Wait, what?*

“Yes, we literally have a zoo in our house,” Lacy says. “My coworkers always joke with me that we should charge money and let people in. All of their kids want to come see the animals.”

Lacy, who works at Stater Bros. 42 in Riverside, says that her house is home to three dogs, one cat, two “huge iguanas,” four giant sulcata tortoises and a potbellied pig.

“I was never really into animals until I met my husband, Curtis,” she says. He’s also a UFCW member, working at Albertsons. “We’d go up into the hills to look for animals. We’d find snakes and lizards

and he’d tell me everything about them. Then, as soon as the kids got into it, we brought more and more pets home.”

Those trips to the hills became a Lacy family tradition. “My kids are 20, 17 and 15 years old, and they still love to go with Dad and look for animals,” she says. “Now, my grandson is starting to get into it.”

While it is hard work taking care of all the various species living in her house, Lacy works just as hard, if not harder, for her union. Her duties include making sure the bulletin board in her store is updated, informing new members about the union, and helping members with grievance procedures.

“I didn’t know too much about the union before I was asked to be a steward three years ago,” she recalls. But she is a quick learner

who makes it a priority to get her workers involved in their union.

“Sometimes people get upset when their union wants them to get involved and help out. I hear a lot of ‘That’s the union’s job, not mine,’” Lacy says. “I just look at them and tell them, ‘You are the union. This is your job because it’s about your job security and wages and benefits.’”

“The more people the union has working for it, the more power it has and the better benefits and pay its members get.”

When the Lacys aren’t busy at their stores or tending their zoo at home, they like to get back to the great outdoors.

“We love to go to the river,” Lacy says. “We love to boat and Sea-Doo and dirt bike. We also like to go camp in the desert, up near Blythe and Laughlin.”



Susie Lacy

SAFEGUARD OUR AMERICAN DREAM

Good jobs are vanishing and health care coverage and retirement security are slipping out of reach. For the first time in history, Americans believe their children will be worse off financially than they are.

STRENGTHEN AMERICA’S MIDDLE CLASS

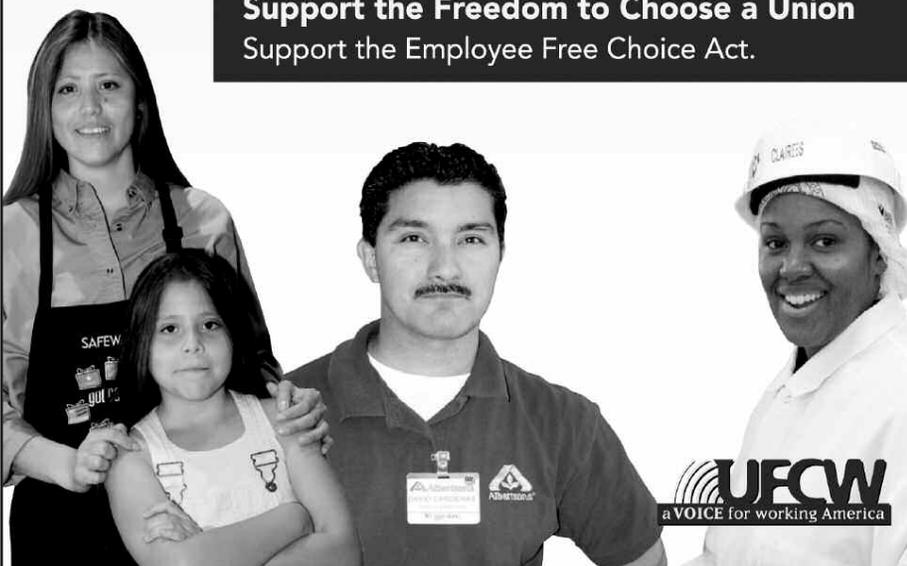
We need a system that respects workers and restores America’s strong middle class. We need a system built on fairness and the freedom to choose.

Today, nearly 60 million workers say they would join a union if they could. The Employee Free Choice Act would ensure that workers could freely choose a voice on the job.

SECURE A BETTER FUTURE FOR WORKING AMERICA

Employee Free Choice would protect the ability of workers to bargain for better wages, benefits and working conditions.

Support the Freedom to Choose a Union
Support the Employee Free Choice Act.



See pages 4-5 for top local winners of the UFCW & Food Employers Ancillary Benefit Trust Fund Scholarship Award. Winners of Local 1167 Scholarships will be announced in a future issue of *Desert Edge*.

2008 Membership Meetings
SEPT. 24 DEC. 17

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

IT PAYS TO BE UNION!

| | June 2008 | 2008 Total |
|---|-------------------|--------------------|
| Back pay and benefits restored to members | \$2,238.37 | \$37,636.86 |
| Members reinstated | 8 | 137 |
| Grievances settled | 62 | 535 |
| Unemployment Benefits Restored to Members | | \$472.80 |

Union office closed July 4