

# DESERT EDGE

## UFCW LOCAL 1167

a VOICE for working America

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

March 2008



Mike Graves, a member of UFCW Local 1149, testifies before the House Subcommittee on Immigration, Citizenship, Refugees, Border Security and International Law about heavy-handed tactics by Immigration and Customs Enforcement agents who raided the Swift Company packing plant in Marshalltown, Iowa, where he works, in 2006. "When I tried to report to the cafeteria during the raid, ICE agents accused me of trying to run away," he said. "They held me in handcuffs. I'm a U.S. citizen, born in Iowa. My parents live in Mississippi. My government treated me like a criminal and I didn't do anything wrong. I knew our rights were being violated. What they're doing in these raids is illegal."

## Britain's Prince Andrew attends Fresh & Easy store opening

**B**ritain's Prince Andrew, who carries the titles of the Duke of York and the United Kingdom's special representative for trade and investment, attended the recent opening of a Fresh & Easy store in the Los Angeles suburb of Compton.

Fresh & Easy is the American division of the British supermarket giant Tesco. It is investing \$2 billion over the next five years to fund its expansion into the United States. The company has opened 43 stores to date in Southern California and in the Las Vegas and Phoenix areas.

"I'm delighted to be able to support Tesco as they expand here in the U.S.," Prince Andrew said in a statement.

But supporters of unions in the United States are not so delighted.

"It is unfortunate that Prince Andrew expressed his support for a

(Please see page 3)

For more on Tesco and to see UFCW International President Joe Hansen's personal response to Prince Andrew's visit, please see page 5.

## President's Report

# Put your mouth where the money is



By Bill Lathrop

**A**fter months of endless chatter about illegal immigrants, abortion and gun control, the presidential candidates are finally starting to pay attention to the one really important issue that affects all of us: the economy.

They don't have a choice. Across the country, home prices are falling, major financial institutions are screaming for help, retail stores are still reeling from a lousy holiday season and the stock market is acting like a dog on his final trip to the vet.

More and more, the pundits are speaking that unspeakable word: recession.

This is bad news for the Republican Party, which for decades has promised that we'll have an expanding economy as long as we stop regulating big corporations and give enough tax breaks to rich people.

We only have to look at the current state of the mortgage industry to realize that deregulation has been a disaster in the making. And most Americans have known that cutting taxes for the rich won't mean more jobs for regular folks unless they happen to work in the luxury yacht industry.

Still, a bare majority of Americans chose to swallow the nonsensical principles of supply-side economics. As long as their homes increased in value and their attention was distracted by hot-button social issues, they were happy.

Now, folks are understanding what fanatical conservative ideology has been doing to America. No wonder recent polls show that the economy is the

(Please see page 3)

Return in 5 days to:  
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 Union Local 1167  
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## 2008 Local 1167 Scholarship Apply Now!

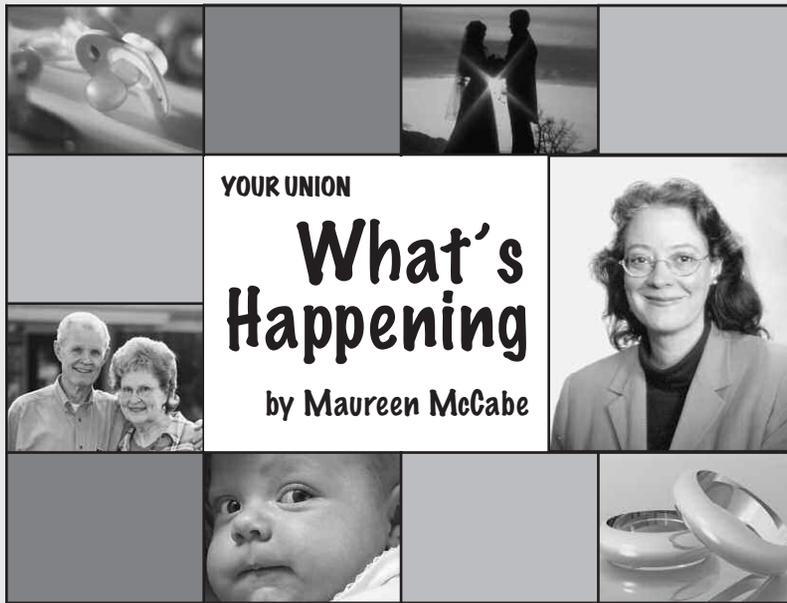
Please see entry form page 7.

## 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

Congratulations retirees! Enjoy yourselves. You have earned it!

### JUST MARRIED

**Jennifer Paul** of Vons married Michael Beltran on Dec. 1. They were married at Crossroads Riverview Park and honeymooned at Disneyland. ... **Rita Jensen** of Albertsons married Rami Abou Daher at the Enchanted Garden in Palm Springs on Jan. 9. The honeymoon? "Undecided. But somewhere wildly romantic this summer!." Congratulations to the newlyweds!

### JUST BORN

**Veronica Navarrete** of Food 4 Less announces the birth of twin daughters

on Sept. 10. **Natalia Nicole** weighed 5 lbs., 13 oz. and her sister **Angelica Sofia** weighed 5 lbs., 15 oz. ... **Devanie Anderson** of Stater Bros. gave birth to 6 lbs., 8 oz. **Gaige Anderson** on Dec. 11. ... **William Garner** of Rite Aid announces son **Thomas Allen's** arrival on Dec. 23. He weighed 5 lbs., 10 oz. ... **Antonio Vasquez** tells us of the arrival of son **Vaclav**. He was born Dec. 30 and weighed 6 lbs., 1 oz. ... **Shila Vandenburg** of Rite Aid really celebrated the new year with the arrival of 8 lb., 11 oz. daughter **Haley Calbrese** on Jan. 1. ... **Maria Cervantes** of Vons announces the birth of daughter **Annette Alvarez**. She was born Jan. 13 and weighed 8 lbs., 11 oz. ... **Maria Juarez** of Drs. Bartlett & Kascius tells us of her new son **Isaac Regal Vitela**. He weighed 8 lbs., 6 oz. and was born Jan. 16. ... **Andrea Douglas-Poot** of Rite Aid tells us her new daughter, **Makaylie Aliza Poot**, was born on Jan. 20. She weighed 4 lbs., 9 oz. and was five weeks early, but is healthy.

Congratulations to our new moms, dads and growing families!

### JUST RETIRED

Seven more retirements have cleared. **Linda Fellows** of Vons retired November 2007. She worked for Safeway/Vons from 1978 to retirement. ... **Bill Wire** retired in December. Bill also worked for Vons. He worked with them from 1971 to retirement. **Sandra Ugolini-Sedano** from Albertsons also retired in December. She had been with Lucky Stores since 1991 until it was taken over by Albertsons in 2000. ... **Steven Landers** also retired in December. He started with Glen Avon Markets in September of 1974 until September 1976. In September 1976 he started with Stater Bros. and has remained there until retirement. ... In January 2008, **Milton Diggins** retired. Milton has been with Ralphs since 1998. ... **Ruthie Hand** also retired in January. She had been employed with Albertsons from 1991 until retirement. ... **Juanita Wier** of Rite Aid also retired this January. She had been with Thrifty from 1975 to 1991. Since 1991 she has been with Rite Aid. These retirees served a combined total of 170 years of service!

## Vacations must be reported to benefits department

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

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

The 2004 Collective Bargaining Agreements eliminated free months for insurance coverage and replaced them with a "skip month" eligibility system. For example, September hours earn coverage for November, October for December, and so on.

Food Clerks, General Merchandise Clerks and Meat Clerks must work a minimum of 92 hours and Meat Cutters must work 76 hours. Plan B Warehouse Clerks, General Clerks, Service Clerks and Meat Clerks must work a minimum of 76 hours. Clerks' Helpers and Utility Clerks need to work 64 hours.

Paid vacation hours count toward the monthly minimum number of

hours, but generally they need to be adjusted manually. This is because most stores report vacation hours when they are paid (on the member's anniversary date) and not when they are taken. For this reason, members may get a notice that they are short on hours in a month in which they took a paid vacation. Many Food members are getting notices for the first time, since they have been accustomed to taking vacation time off in the free months. As there are no longer any free months, many members taking vacation may get a short-hour notice. As of last year's contract, Vons will begin paying vacations when taken, therefore the vacation waiver may not be required, but it will depend on each individual.

Whenever members are short on hours, a Loss of Eligibility notice with a place to list vacation hours will be sent to them from the trust fund in Cypress. However, since these notices often go out right before the time eligibility would

lapse, this frequently results in a temporary loss of eligibility while the health trust fund processes the information and clears eligibility.

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

If you have taken a paid vacation and think you may be short on hours as a result, call the Insurance Department at (909) 877-1110 and request a Loss of Eligibility form (vacation waiver form). Complete the form and mail it back to the Insurance Department after you have returned from your vacation. This will maintain your insurance coverage with minimal loss of eligibility.

**UFCW LOCAL 1167**  
a VOICE for working America

### DESERT EDGE

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(800) 698-UFCW

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

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

**Bill Lathrop**  
Editor

**Bleiweiss Communications Incorporated**  
Publisher



## President's Report

# Put your mouth where the money is

(Continued from front page)

Number One issue for American voters.

It's not just because jobs are scarcer and it's harder to get a mortgage. Adjusted for inflation, median wages are barely higher than they were in 1970. Wages for men are actually lower than they were then; the income of a young man in his thirties is now 12 percent below that of a man his age three decades ago.

In order to cope, some parents are doing 24-hour shifts, one on child duty while the other works.

Reich points out that the typical American works two weeks more each year than 30 years ago. "Compared to any other advanced nation we're veritable workaholics, putting in 350 more hours a year than the average European, more even than the notoriously industrious Japanese," he writes.

Now that their homes aren't building up wealth for them, Americans are forced to look at the fundamental issues of fairness in the economy. They are asking why the rich keep getting richer but they keep struggling to get by.

America needs more than tax cuts and deregulation to fix this mess. We need a fundamental shift in priorities. At last, the interests of ordinary working people need to guide the policies of our government.

## Prince Andrew Visits Compton Fresh & Easy

(Continued from front page)

company that promises to provide 'quality jobs,' but pays its employees \$800 a month, which is only 50 percent of the federal poverty level for a family of four," said Bill Lathrop, President.

Lathrop noted that Fresh & Easy claims to sell fresh and high-quality food, but has been accused of selling pesticide-laden 'organic' food.

"They even sold so-called 'organic' baby food laced with the pesticide carbendazim, which is feared to disrupt hormones," Lathrop said.

He also noted Tesco's poor environmental record.

"Fresh & Easy claims to be environmentally responsible, but environmental watchdogs in Britain point out that they have failed to meet their goals to reduce their carbon footprint, and their impact on the environment is actually as much as 12 times what Tesco claims," Lathrop said.

"This is not the kind of business that will improve the lives of American workers or consumers."

## Union Representative's Report



By Rick Bruer

# Organizing the unorganized to ensure freedoms

**E**mployer interference, much of it illegal, has had a devastating impact on workers' freedom to choose a union.

Surveys show that 57 million people want a union in their workplace. Unfortunately, only 80,000 of them succeeded in 2006 in joining a union through the National Labor Relations Board's representation election process.

Employers have learned how to exploit weaknesses in the National Labor Relations Act, passed in 1935 to establish an orderly process for workers to organize, choose a union and negotiate with their employers. Large corporations know that they can violate the law by using firings, threats and propaganda to avoid unionization. Punishments for such violations are invariably weak and slow in coming.

As a result, American workers have suffered as stock prices and executive salaries have soared.

America needs unions to bolster and sustain wages and benefits for all workers, whether they belong to a union or not.

### Sacrifice

Many of the workplace benefits and protections that have become widespread for all workers owe their existence to the struggles of union workers. Those who came before us sacrificed everything, sometimes even their lives, so that all Americans can have a share in the American dream.

Often, a union is the only thing that protects the rights and dignity of workers. For example, in unionized workplaces, workers can only be discharged for "just cause." In contrast, non-union workers in the

private sector are "employees at will" who can be discharged for almost any reason, good or bad — or for no reason at all.

That is why your union and its representatives work so hard and so passionately to "fight the power," organizing workplaces and bringing more union members into the fold.

### Help essential

Your help is needed in this all-important struggle. After all, this is your union!

Union members can do more for an organizing campaign than just about any other person. Why? Members can talk to non-union workers doing the same job and speak to them in real terms.

Our union has more than 21,000 members who can keep the union flame burning brightly for all to see.

More than 21,000 members also means more than 21,000 votes for lawmakers who support legislation that directly affect working Americans. Most important is the Employee Free Choice Act.

This act, when it is finally passed, will allow unions to organize stores much more easily with a simple "card-check" system replacing the lengthy and employer-slanted NLRB election process. It will also put real teeth into laws that prohibit firings, threats and other forms of intimidation that keep workers from asserting their rights.

America's future is at stake. Will you step forward and help your union win this all-important fight?

If the answer is "yes," contact your union representative or Joe Duffle in the UFCW Local 1167 Organizing Department for details.

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

# 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.

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

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

# Unions rebounding in U.S.

## California leads national gains in membership

**A**fter more than 25 straight years of decline, union membership is gaining in the United States.

The U.S. Bureau of Labor Statistics reports that America's unions added about 311,000 members last year, raising the unionized share of the workforce for the first time since the bureau started collecting membership data in 1983. Total membership is now estimated at 15.7 million.

Two-thirds of the increase occurred in California, where more than 200,000 workers joined unions in 2007.

"This is great news for working people across the country," said Local 1167

President Bill Lathrop. "When more workers organize, it makes our collective voice stronger and paves the way for positive changes."

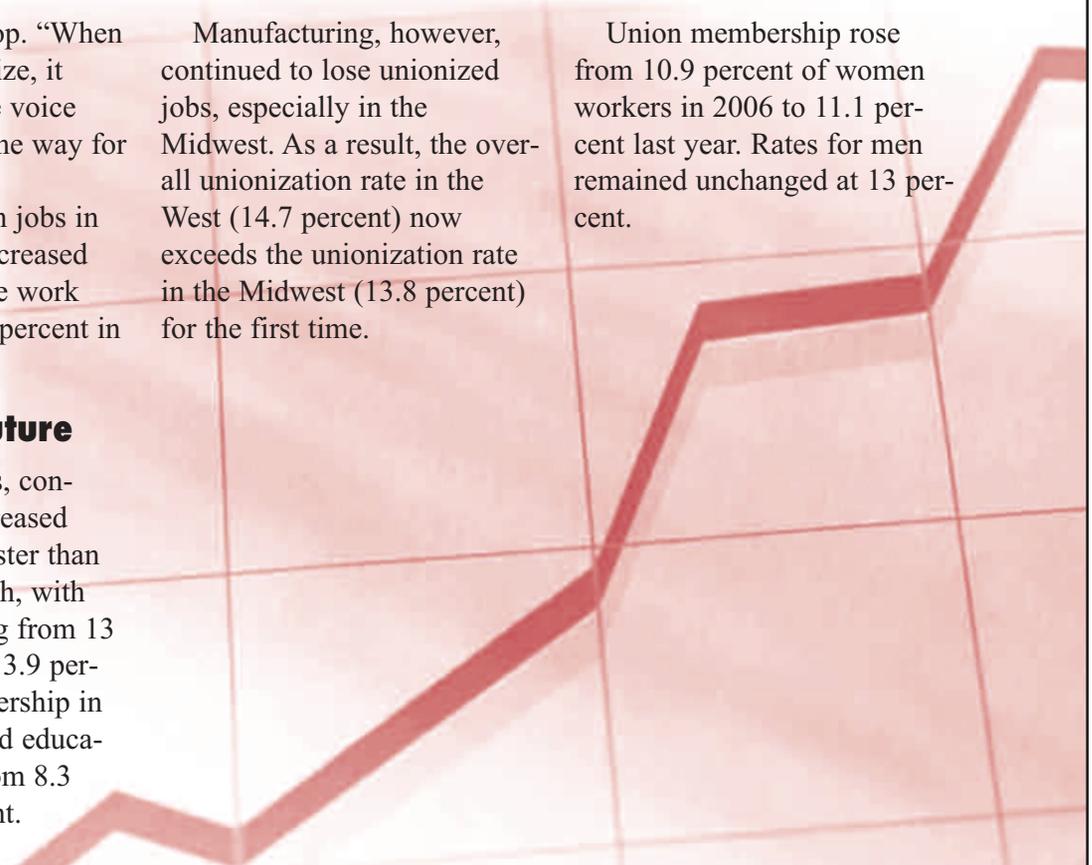
Nationwide, union jobs in the retail industry increased from 5 percent of the workforce in 2006 to 5.2 percent in 2007.

### Hope for the future

In other industries, construction unions increased their membership faster than the rate of job growth, with membership jumping from 13 percent in 2006 to 13.9 percent in 2007. Membership in the private health and education sectors grew from 8.3 percent to 8.8 percent.

Manufacturing, however, continued to lose unionized jobs, especially in the Midwest. As a result, the overall unionization rate in the West (14.7 percent) now exceeds the unionization rate in the Midwest (13.8 percent) for the first time.

Union membership rose from 10.9 percent of women workers in 2006 to 11.1 percent last year. Rates for men remained unchanged at 13 percent.



## UFCW: State of the Union address left out worker issues

**T**he UFCW International Union recently issued a statement regarding the lack of concern for the issues of American workers in President Bush's State of the Union speech in January.

"President Bush's State of the Union address failed to produce long-term solutions to the challenges facing America's workers as signals of an economic downturn continue to persist," the statement noted. "In spite of his lofty rhetoric, the president was unable to gloss over his dismal seven-year legacy of failed economic policies that have favored the wealthy few, while workers and their families continue to struggle with rising health care costs, the collapse of the housing market, stagnant wages, crumbling job security and

the decline of workers' rights.

"The president's address further underlined the irrefutable fact that this administration's fiscal folly will affect the next generation of Americans who may never realize the American Dream."

The statement also highlighted the rising number of Americans without health insurance and looked to a changing political climate in 2009.

"This election year, politicians of both parties are highlighting the American Dream as an attainable goal for those who are willing to work hard and play by the rules. It is the hope of the UFCW that the next president combines this rhetoric with real policies and initiatives that will put the needs of all Americans above corporate interests."

### Always Check I.D.

Be sure to check proper identification when selling alcohol or tobacco. Driver's licenses have been made easier than ever to recognize when someone is under age, so ask for it.

### Beware Internal Liquor Stings

Internal liquor stings are continually being conducted by several of our union companies. Please be extra cautious when selling liquor.

## MOVIES FOR LESS

*Save up to 33%*

### AMC THEATERS — \$6.00

Ontario Mills 30 — Fourth Street off 15 Freeway, Ontario

### CINEMARK THEATERS — \$6.00

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

### CINEMASTAR THEATERS — \$5.50

450 N. E St., San Bernardino

### HARKINS THEATERS — \$5.50

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

### REGAL CINEMAS — \$6.00

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

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

### KRIKORIAN THEATERS — \$6.50

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

If mailed to you, there will be a 41-cent mailing charge per order.

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

Ticket prices are subject to change without notice.

# UFCW activists train to counter Fresh & Easy Markets

**U**FCW local unions in Southern California started the new year by marshalling their forces against Tesco's non-union Fresh & Easy Neighborhood Markets.

On Jan. 17, leaders and rank-and-file activists from all seven Southern California UFCW locals met at Local 324's headquarters in Buena Park to train and prepare for action against the British mega-grocer.

Putting the effort in historical focus, Tim McCluskey, director of the UFCW International's Fresh & Easy campaign, noted that unions have served as "universities" for immigrants and working people. "Not only did members learn about their contracts and wages, they

learned about economics, civics and power," he said.

Speakers compared the current invasion from Britain to a similar effort by Mexico's Gigante supermarket chain in 1999. Like Gigante, Tesco's stores in its home country are unionized, but its management have ignored attempts by both the UFCW and the International Brotherhood of Teamsters to negotiate union contracts for Fresh & Easy stores in the United States.

Ultimately, the UFCW succeeded in organizing Gigante's American stores, and union officials said they are aiming for the same kind of success with Tesco.

"Like with Gigante, the only way we're going to convince Tesco that

unionization in America is a good move is by convincing them that the idea of opening their first stores non-union was a bad one," said McCluskey.

Since last November, Tesco has opened more than two dozen Fresh & Easy stores in California, Nevada and Arizona. In response, the UFCW has been working with other unions in the supermarket industry under the banner of the Food & Drug Council, which mapped out a unified Tesco campaign at its 2007 convention.

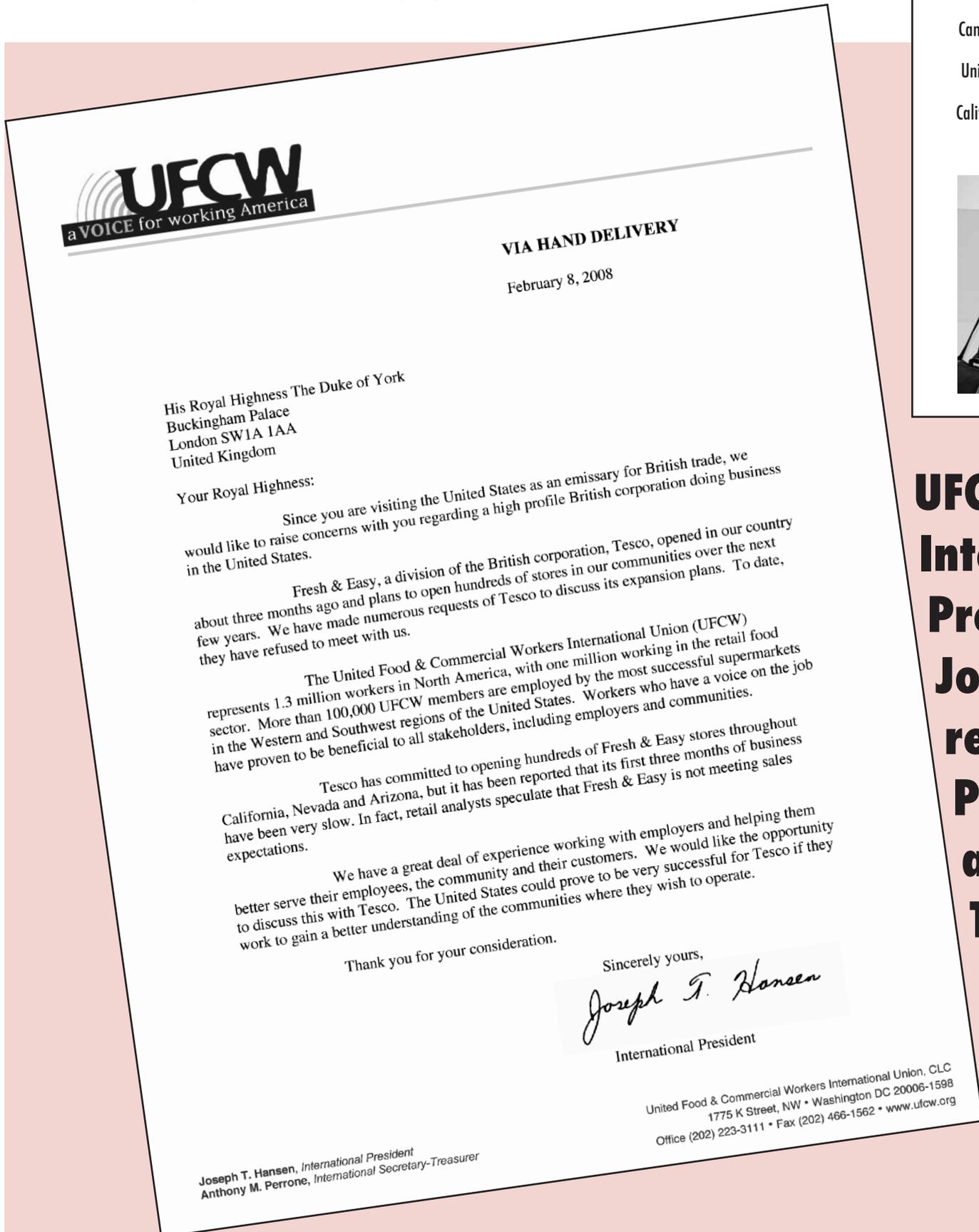
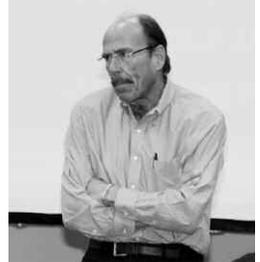
"The purpose of our union is not just to organize stores so that the work-

ers are protected from corporate oppression," McCluskey said. "Our goal is to protect all working people everywhere from the threat of non-union competition that deteriorates workers' careers and their standard of living."

"Tesco represents such a threat," he said.



Above: Field Director Rick Bruer. Right: Campaign Director Tim McCluskey. Bottom: Union Reps from Local 1167 and Southern California discuss Fresh & Easy campaign.



**UFCW International President Joe Hansen responds to Prince Andrew about Tesco's Fresh & Easy Markets**

**MAP**

# Research finding clues to addiction process

**R**esearchers are making significant gains in understanding the physical basis of addiction and what treatments are best.

Using sophisticated technology, including MRIs and PET scans, scientists are able to figure out exactly what goes wrong in the brain of an addict — which neurotransmitting chemicals are out of balance and what regions of the brain are affected.

They believe that addiction affects the brain by hijacking memory-making processes and by exploiting emotions.

All human minds are programmed to pay extra attention to what neurologists call salience — special relevance. Drugs of abuse capitalize on this ready-made programming. When exposed to drugs, our memory systems, reward circuits, decision-making skills and conditioning all kick in to create an all-consuming pattern of uncontrollable craving.

Although some people have a genetic predisposition to this pattern, almost anyone can become an addict if they are sufficiently exposed to drugs or alcohol. This process can also lead to non-chemical addictions such as gambling, shopping and sex.

**Stress**

Stress can also increase the desire for drugs. It can alter the way the brain thinks when it contemplates the consequences of

actions. The fight-or-flight mode of our brains, located in the prefrontal cortex, is more inhibited in substance abusers. A less responsive prefrontal cortex sets up addicts to be more impulsive as well.

Even hormones may play a role in how people become addicted. For example, studies show that women may be more vulnerable to cravings for nicotine during the latter part of the menstrual cycle

**Other factors**

Females also have less alcohol dehydrogenase — the first enzyme in the stomach lining that starts to break down the ethanol in liquor — and less total body water than men. Together with estrogen, these factors have a net concentrating effect on the alcohol in the blood, giving women a more intense hit with each drink.

For some women that may be enough for them to feel satisfied and therefore drink less. For others, the high they get is so enjoyable that they try to duplicate the experience over and over.

**12 Step recovery**

The brain functions that addiction commandeers may be so complex that sufferers, as 12-step recovery programs have emphasized for decades, never lose their vulnerability to their drug of choice.

For example, treatment success rates can double if treatment is ongoing. This is proof that the Alcoholics Anonymous model is

most effective when members continue to attend meetings long after their last drink.

If you have a problem with alcohol or drugs, contact the employee Member Assistance Program. It is

there to help and offers the best chance to overcome your addiction. Call toll-free, (800) 461-9179 for Food Division members and (866)-268-2510 for Drug Division members.



## MAP

### New Phone Numbers:

Eligible active or retired Food and Meat participants can call the toll-free MAP number at the Health Management Center at any time, DAY OR NIGHT, 24 HOURS A DAY, SEVEN DAYS A WEEK.

**Food Division, call (800) 461-9179**

**Drug Division, call (866) 268-2510**

Monday-Friday, 8:30 a.m. to 4 p.m. (All calls are confidential)

## In Memoriam

**Virginia Boyes**, a retired food clerk formerly employed by Safeway, died Feb. 12, 2008, at the age of 87. She had been a continuous member since January 1963.

**Rose Eller**, a retired meat clerk formerly employed by Safeway, died Jan. 28, 2008, at the age of 93. She had been a member since January 1952.

**Robert Perkins**, a retired food clerk formerly employed by Safeway and Vons, died Jan. 26, 2008, at the age of 72. He had been a member since January 1984.

**Edward Graham**, a retired food clerk formerly employed by Alpha Beta and Safeway, died Feb. 6, 2008, at the age of 93. He had been a continuous member since October 1968.

Our condolences to the families of these deceased members.

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

If you are one of the few members of the local who are not yet signed up for dues checkoff: **MARCH DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE MAY 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!**

# Special Scholarship Program to Provide Grants to Qualified Member, Spouse or Child Students

The union local is proud to announce the launch of its scholarship program for certain members only for the academic school year 2008-2009.

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

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

Food members who were hired prior to March 1, 2004 (or have 12 months of employment if hired after March 1, 2004 as of October 2007) are qualified to apply for the Trust Fund's Scholarship Award and Tuition Assistance Program and ARE NOT ELIGIBLE for the scholarship program listed here.

### Rules and Eligibility Requirements

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the "REQUEST TO PARTICIPATE IN THE LOCAL 1167 COLLEGE (UNIVERSITY or JUNIOR COLLEGE) SCHOLARSHIP AWARDS COMPETITION" application published in this newspaper at the right of this announcement. **The application must be returned to Local 1167 no later than Friday, May 2, 2008.**

2. Those eligible to compete are current active members of the local not eligible to compete in the above described Benefit Fund Scholarship Program, their spouses and their dependent children. Sisters, brothers, and grandchildren are not eligible.

3. Applicants must be at least seniors in high school.

4. Applicants are not eligible if they previously received Local 1167 Scholarship Award monies.

5. To be eligible the member must be in continuous good standing for at least one year through June 30, 2008. The member whose eligibility is used cannot go suspended, take a withdrawal, or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.

6. Winners are selected by the Scholarship Committee based on:

- academic record
- leadership record
- community service and volunteer activities
- character and personality
- personal achievement

7. Awards will be made to undergraduate or graduate applicants at the sole discretion of the Local's Scholarship Committee.

8. Finalists selected by the Scholarship Committee must provide proof of academic record and submit completed forms (blank forms to be provided by the union) listing leadership activities, community service and volunteer activities, and personal achievements, substantiated by two teachers and two personal recommendations.

9. Finalists may be required to appear for a personal interview.

10. Awards are contingent upon the student being accepted by, registered at and attending an accredited academic institution of higher learning. Trade schools are not included.

11. Winners must be full-time students taking at least 12 undergraduate or nine graduate units.

12. Decisions of the Scholarship Committee are final.

**REFER ANY QUESTIONS TO  
SHAELYN  
AT  
(800) 698-8329**



## Request to Participate in Local 1167 Limited Scholarship Awards Competition

(Please Print)

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

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2008. This means the member cannot go suspended, take a withdrawal or transfer to another local prior to June 30, 2008.
- I must be at least a senior in high school.
- I am not eligible to apply if I previously received scholarship award money from Local 1167.
- If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
- If the member is involuntarily laid off or transferred out of Local 1167, I will become ineligible and will notify the local union.
- Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will appear for an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

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

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

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

\_\_\_\_\_  
(Signature of Applicant in acceptance of the above)

Applicant name \_\_\_\_\_ phone \_\_\_\_\_

Full address \_\_\_\_\_

I am a member of Local 1167  yes  no

Eligibility (office use only) \_\_\_\_\_

Applicant's Social Security Number \_\_\_\_\_

Employed by (only if member) \_\_\_\_\_

Full store address \_\_\_\_\_

Union Representative \_\_\_\_\_

I am related to a member of Local 1167  yes  no

Eligibility (office use only) \_\_\_\_\_

Relationship to member \_\_\_\_\_

Member's Name \_\_\_\_\_

Member's Social Security Number \_\_\_\_\_

Employed by (only if member) \_\_\_\_\_

Full store address \_\_\_\_\_

Union Representative \_\_\_\_\_

\_\_\_\_\_  
Highest academic level completed by June 2008  
(Must be at least a senior in High School to apply)

\_\_\_\_\_  
Year graduated from High School or month and year will graduate

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

**Complete and mail promptly to  
UFCW Union Local 1167**

**P.O. Box 1167, Bloomington, CA 92316**

**Attention: Shaelyn**

**Return by Friday, May 2, 2008**

# Steward Karen Moen values her two families

**K**aren Moen, steward at Stater Bros. 22 in La Sierra, strongly believes in the importance of family — whether it's her biological family or her union family.

"The union is the reason we have the things we do," Moen said. "Without the power of a union behind us, we would not have benefits and job security."

When her union representative, Bill Collard, asked her if she wanted to be a steward, Moen jumped at the chance.

"He is one of the main reasons I became a steward," Moen said. "He is always ready to help and answer questions."

"I consider the union my second family. "It plays an important role in our lives and, just like with our own families, you have to be available to help out when needed."

Moen lives in Riverside with her two children, Kayla, 14, and Frankie, 3, and their three dogs, Teddy, Woody and Rocky.

"I was raised with dogs and love having them around," she said. "My children love them too."



Karen Moen

Moen has been in the industry for 14 years, all of them at Stater Bros. She began her career at a now defunct store in Perris, then moved to Stater Bros. stores 114 and 79 in Riverside. She's been at her current store for a year and a half.

"Our store is pretty quiet," Moen said. "We seldom have any significant problems. My co-steward, Cindy Ostness, and I mostly answer questions about the contract and educate our colleagues about their rights."

"It is important that all of our members know that their union will stand behind them whenever they have a problem."

Moen is also dedicated to her biological family. Her parents live in Lake Elsinore and she visits them frequently.

"My father suffers from Alzheimer's disease and my mom works," Moen said. "So I get up there as much as I can to help. I cook for him and also help exercise his brain by reading with him, discussing world events or helping him do crossword puzzles."

In her spare time Moen likes to read romance novels. "Nicolas Sparks is my favorite author," she said.

Moen plans to continue to help her two families in the future.

"When you are a part of family, you have to be ready to do whatever you can to help," she said.

## 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!

	February 2008	2008 Total
Back pay and benefits restored to members	\$7,464.61	\$7,841.54
Members reinstated	24	57
Grievances settled	84	156

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

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

**I**n 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.

"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 immediately.

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.

