

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

November 2010



**Members @ Work:
Stater Bros. 114
(Pages 4-5)**

UFCW in Canada wins three victories in organizing Walmart

Walmart workers in Canada seeking to join the UFCW achieved three significant victories in October.

- In Gatineau, Quebec, 150 members of UFCW Canada Local 500 became the third group of Walmart Canada associates to gain the benefits of a union contract.

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Features and photos of the Local 1167 Scholarship winners will appear in the December issue of *Desert Edge*.

PRESIDENT'S REPORT

Negotiations: Fill out the online survey

Seven years ago, to protect our contract, we endured one of the longest and ugliest strikes in the history of the American Labor Movement. It will be recorded in textbooks as one of the first significant labor events of the 21st Century.

It began when we sat down to negotiate with the supermarket employers and they declared their intentions to gut our long-established standards of wages and benefits. They explained they were feeling pressure to do so from non-union competitors like Walmart. But they really wanted to force a confrontation, bust our union and start dictating the terms of workers' wages and benefits without any resistance.

They hadn't counted on our ability to withstand an extended labor stoppage. Nor had they understood the level of support we had among the shopping public.

When the smoke cleared 20 weeks later, we cost the employers \$2 billion in sales. While we were forced to make some concessions, most of those were reversed in the next contract, negotiated in 2007.

Now it's almost 2011 and we have no illusions about the companies' intentions. Nationwide, grocery employers are making similar demands to what they made in 2003, except this time the stakes are even higher.

Because of the recession that began in 2008, customers are more reluctant to part with their money. Non-union competition really is ramping up with Fresh & Easy and WinCo joining Walmart in endangering union market share. Meanwhile, health care costs have been soaring.

Last winter, UFCW Local 99 in Arizona was forced to the edge of a strike over pensions and health care. The union made 15,000 pick-

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By Bill Lathrop

The next Quarterly Membership Meeting Wednesday, Dec. 22, 2010

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

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MAP

Membership Assistance Program

Eligible active or retired Food and Meat participants can call the toll-free MAP number at the Health Management Center at any time,
24 HOURS A DAY, SEVEN DAYS A WEEK.
Food Division, call (800) 461-9179
Drug Division, call (866) 268-2510
(All calls are confidential.)

Your dues are now payable!

If you are one of the few members of the local who are not yet signed up for dues checkoff: NOVEMBER DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE JAN. 1, 2011, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your pay check. If you do not have an authorization form, call the local and one will be sent to you immediately.

Non-payment or payment of the incorrect amount will automatically suspend you — a costly and inconvenient mistake. Although not required, the local, as a courtesy, normally sends billing notices by first-class mail to those not on dues checkoff. It is the member's obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

Avoid suspension. Authorize dues checkoff today!



JUST RETIRED

The month of October brought us several new retirees. **Patrick Alday** worked for Stater Bros. and Safeway for 35 years. **John Barnes** worked for Albertsons and Lucky for 28 years. **Silvano Cantu** worked for Vons for 38 years as a meat cutter. **Raymond Garcia** worked in the industry as a meat cutter with Albertsons, Vons and Rudolph's Market for a total of 44 years. **LeRoy Guilford** worked for 35 years with Stater Bros., Albertsons, Smith's and Lucky. **Linda Hollenbeck** worked for Ralphs and Hughes for 26 years. **Linda Ollado** worked for Vons for seven years. **Tom Quon** worked as a meat cutter for Ralphs and Market Basket for 29 years.

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

JUST MARRIED

Emilia Lerma, Stater Bros., married Brian Torres, Jr. on June 21. The wedding was in San Bernardino, and the newlyweds honeymooned in Las Vegas. ... **Dina Herrera**, Rite-Aid, married Art Munoz on Aug. 31. The wedding was in San Bernardino and the happy couple honeymooned in

Big Bear. ... **Christell Bega**, Stater Bros., said "I do" to Martin Castillo on July 19. ... **David MacKewen**, Stater Bros., took JoAnn to be his bride on Sept. 10. The wedding was in Coronado and the newlyweds honeymooned there as well.

Congratulations to all of our newlyweds!

JUST BORN

Martin Gonzales, Food 4 Less, has a new daughter. Isabella was born on July 22 and weighed 6 lbs. 8 oz. ... **Edith and Ismael Perez**, both of Vons, welcomed Ismael Ezekiel into the world on Aug. 2. Ismael weighed 7 lbs. 4 oz. ... **Keon Langford**, Food 4 Less, is pleased to announce the birth of Jonah Daniel on Aug. 4. Jonah weighed 8 lbs. 12 oz. He's a "big baby boy," his mother writes proudly. ... **Troy Potter**, Stater Bros, has a new son. Cash Clayton was born on Aug. 16, weighing 6 lbs. 14 oz. "We're so proud of our new addition," the happy dad tells us. ... **Tiffany Ganzer**, Stater Bros., gave birth to Mikaela Elizabeth Promdontri on Aug. 23. Mikaela weighed 8 lbs. 5 oz. ... **Jamie Alfaro**, Stater Bros., has a new son. Jaiven Andrew was born on Aug. 23. Jaiven weighed 8 lbs. 7 oz. ... **Megan Whynott**, Stater Bros., welcomed

Gracie Ann Esquivel on Aug. 25. Gracie weighed 8 lbs. and measured 21.5 inches. Gracie's mom writes: "Our angel is finally here, loved by her parents, Megan and Marcos, and big sister Makaela Rose, among many other family members and friends." ... **Neil Eades**, Stater Bros., is pleased to announce the arrival of Kaylynn Rebecca on Aug. 28. Kaylynn weighed 7.8 lbs. "Our family is so happy to welcome our first little girl," her proud father says. ... **Gabby Cruz**, Stater Bros., gave birth to Jayde Charlie Cortez on Aug. 31. Jayde weighed 8 lbs. 1 oz. ... **Xenia Gutierrez**, Stater Bros., has a new daughter. Justyne Xiomara Vaughan was born on Aug. 31, weighing 6 lbs. 6 oz. ... **Kevin Le**, Rite-Aid, is proud to announce the birth of Kenny Thai Vu on Sept. 5. Kenny weighed 6 lbs. 14 oz. ... **Brandon Guidi**, Stater Bros., has a new son. Logen Tanner was born on Sept. 7, weighing 9 lbs. ... **Angelina Guandado**, Food 4 Less, welcomed Violet Angelina Uy on Sept. 15. Violet weighed 7 lbs. 12 oz. "Mommy and Daddy are so happy to welcome home their little blessing," the happy mom writes. ... **Jeremy Johnson**, Stater Bros., has a new son. Marcus was born on Sept. 21 and weighed 9 lbs. 7 oz. ... **Tanya Ayala**, Stater Bros., welcomed Ethan Joseph Annalde, who joins brothers Frank Ramirez and Logan Annalde. Ethan was born on Sept. 24 and weighed 7 lbs. 4 oz. ... **Kameron Ludwig**, Stater Bros., is pleased to announce the birth of Joseph on Sept. 24. Joseph weighed 8 lbs. ... **Gabriel Dominguez**, Albertsons, has a new son. Anthony Gabriel was born on Sept. 30, weighing 8 lbs. 3 oz. He "looks like Daddy." ... **Chanelle Street**, Rite-Aid, welcomed Jamari Lanelle Smith on Oct. 1, weighing 6 lbs. 6 oz. ... **Abraham Meza**, Stater Bros., has a new son. Isaac was born on Oct. 4, weighing 7 lbs. 9 oz. and measuring 19 inches long.

Congratulations to all of our new moms and dads!

UFCW in Canada wins court victories against Walmart

(Continued from front page)

The collective bargaining agreement arrives after several years of efforts, including a mediation and binding arbitration process. The contract awards the unionized associates annual wage increases, benefit enhancements, seniority protection and an impartial and binding grievance procedure.

• Associates at the Walmart store in Weyburn, Saskatchewan, saw their union certified by the highest court in the province and will be represent-

ed by UFCW Local 1400. The certification was first issued by the Saskatchewan Labor Board in December 2008. Walmart took extensive legal steps to block the union effort in Weyburn, including its failed attempt to ask the Supreme Court of Canada to intervene.

In Saskatchewan, UFCW Canada Local 1400 also has applications pending before the Labor Board for Walmart stores in Moose Jaw and North Battleford.

• Nearly 200 former Walmart

workers in Jonquiere, Quebec, are a step closer to justice after a decision by the Quebec Superior Court, which upheld an earlier arbiter's ruling that found Walmart illegally closed its Jonquiere store in 2005.

Shortly after UFCW Canada Local 503 was certified by the workers in Jonquiere, the parties were ordered by the Ministry of Labor to participate in binding arbitration, Walmart shut down the unionized location, claiming the busy store was losing sales.



DESERT EDGE

Bill Lathrop
Editor

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David Bautista



Loreen Morones



Valorie Baker



Leonardo Alarcon and Georgia Ayers

At the Sept. 22 quarterly membership meeting in Bloomington, UFCW T-Shirts were won by Valorie Baker of Rite Aid 5701; David Bautista, a retiree from Vons; Georgia Ayers of Vons 2659, and Leonardo Alarcon of Stater Bros. 172. Loreen Morones of Albertsons 6519 won a Sea World pack that included tickets and stuffed animals.

PRESIDENT'S REPORT

Negotiations: Fill out the online survey

(continued from front page)

et signs and trained hundreds of captains.

Fortunately, the employers came to their senses and reached an 11th-hour deal with Local 99 mere hours before the picket lines went up.

Will we be forced to the same brink — or beyond — in 2011?

We all hope not. But there's an old saying in the Labor Movement that the best way to avoid a strike is to be prepared for one.

Our success depends on our ability to convince the employers that we are determined and ready to do whatever it takes to defend our wages, benefits, pensions and working conditions.

That is why I'm pleased to report that our strike fund is better stocked than it was before negotiations began in 2003. Also, our younger members are strengthened by the presence of battled-tested veterans of the strike and lockout. Our stewards and Union Representatives are among the best in the industry.

When the negotiations begin in 2011, we will have no intention of playing the game to lose. We intend to win — for ourselves and for our sisters and brothers in the Labor Movement.

Take the survey

In future columns I'll discuss ways our members can help us win the battle that lies ahead. In the meantime, I urge you to begin the process by letting us know what you want to see in the next Master Food Agreement.

The UFCW local unions in Southern California have launched an online survey of members in the retail food industry. We also have a survey for our pharmacy members. Please participate by visiting www.march2011.org and following the prompts. A link to this site is also found on our website, www.ufcw1167.org.

Thank you for standing united and proud!

UNION REPRESENTATIVE'S REPORT

Don't leave work early without permission

Whether you are a drug clerk scheduled 11-4 who wants to pick up her 5-year-old at the bus stop at 3 or a order selector scheduled 10-7 on Monday who wants to catch the opening kickoff of the game, if you leave work early without permission, there is a good chance you will be terminated.

Emergencies happen and special events occur at a moment's notice. Most managers understand that and, when situations are communicated to them properly, they will accommodate requests when they can.

However, leaving work without talking to the person in charge is not only unprofessional, it is against company policies. This is considered job abandonment and all companies take it seriously.

Overtime and extended shifts

This also applies to extended shifts and overtime. If a company asks (or tells) an employee to stay after a scheduled shift, then the employee must do so.

California has a mandatory overtime law. In some cases, employers have a right to keep you past the end of your shift, even without notice. This includes time after an eight-hour shift. You must be paid correctly, however.

If you leave after being told to work past the end of your scheduled shift, the company will conclude that you have abandoned your job and most likely will terminate you.

No matter what the reason, always check with the person in charge to ask permission before you leave.

Your job depends on it!



By David Simmering

IN MEMORIAM

Laura Avila, a retired member formerly employed by Thrifty Drug, died Sept. 15, 2010, at the age of 78. She had been a continuous member since June 1977.

Irene Camacho, an affiliated member formerly employed by Stater Bros., died Sept. 24, 2010, at the age of 68. She had been a member since September 1982.

Joe Flores, a retired food clerk formerly employed by Ralphs, died Sept. 24, 2010, at the age of 70. He had been a member since October 1963.

Frieda Ignelzi, a retired food clerk formerly employed by Safeway, died Sept. 10, 2010, at the age of 85. She had been a continuous member since July 1970.

John Jones, a retired meat cutter formerly employed by King Cole Markets, Michael's, and Stater Bros. Markets, died Sept. 13, 2010, at the age of 87. He had been a member since September 1967.

Cory Lerman, a retired food clerk formerly employed by Lucky Stores, died Sept. 30, 2010, at the age of 84. He had been a member since August 1962.

Aaron Roy, a former food clerk employed by Ralphs, died Aug. 27, 2010, at the age of 37. He had been a continuous member since January 1997.

We express our condolences to the families of these deceased members.



Members at Work: Stater Br





Pos. 114 in Riverside



Steward seminars prepare members for negotiations



President Bill Lathrop



Secretary-Treasurer Rick Bruer



Organizing Director Joe Duffe



Union Representative David Simmering

2011 negotiations will be 'toughest yet,' President Lathrop tells Local 1167 stewards

President Bill Lathrop set the tone for Local 1167's 2010 stewards seminars when he predicted that negotiations for a new Master Food Agreement would be the "toughest ones yet."

The late-September seminars preceded membership meetings in Bloomington, Victorville, Palm Springs, El Centro and Menifee.

"It is more important than ever that our members be informed about what is happening and demonstrate their solidarity at every opportunity," President Lathrop said.

Lathrop told the stewards they can expect "the usual propaganda" about negotiations coming from the supermarket companies.

"They always say they have no money," he said. "But they are pulling in billions of dollars and they are profitable."

He continued: "The reason they are making money is because of your hard work. You deserve to be compensated for the work you do and that is what we intend to make clear."

Lathrop added: "We are well aware that we are slowly coming out of the most dire economic recession in our lifetimes, but the companies can't use that as an excuse not to give you the fair and equitable contract you deserve."

He urged members to visit the Local 1167's website. www.ufcw1167.org, and complete a survey on negotiation priorities.

"We look at the survey to gauge what means the most to you, our members," Lathrop said. "It is an important tool."

Secretary-Treasurer Rick Bruer spoke about sending the right message to management.

"Talk-up the union in your stores," Bruer



Steward David Sanchez, Stater Bros. 182, is congratulated by Secretary-Treasurer Rick Bruer for his efforts in the recent Active Ballot Club drive. He recruited the largest number of newly-registered members/voters in Local 1167's jurisdiction.

said. "Make sure your managers and the public know that you stand strong with your sisters and brothers. Let them know at every opportunity that you support your union!"

"When management knows that we stand as one, they'll know that the union's negotiators are speaking not just for themselves but for each of you.

"Solidarity equals strength," Bruer continued. "That's why we need all of you to stand strong behind your union."

Bruer also urged the members not to listen to rumors. "Rumors are everywhere during negotiations," he said. "The more negotiations heat up, the more rumors you will hear."

"Rely on your Union Representatives for accurate information and relay it to the members at your store," Bruer continued. "Tell them to visit the local's website, read the *Desert Edge* and check the union bulletin boards in their stores to stay informed."

Organizing Director Joe Duffe emphasized the need to organize new members.

"We need every one of you to be an organizer," Duffe said. "Who better to tell potential members the benefits of being in a union than you?"

"You know from firsthand experience what it means to have the protection of a union in the workplace, as well as the better pay and benefits."

Duffe also urged the members to talk about the union at every opportunity.

"When you talk to nonmembers about the benefits you enjoy, you are organizing. The more people hear what union membership means, the easier it will be for us to grow our ranks — and that translates into more power at the bargaining table and in the community."

Union Representative Dave Simmering discussed the roles of stewards and how they strengthen the union.

"Union Reps can't possibly be in every store every day," he said. "That's why stewards are so important. You are our liaison and we depend on you to alert us to any issues or concerns."

Simmering concluded: "We are proud of the job each of you does to make our union strong and vital."



Scenes from the seminars: Stewards discuss strategy and solidarity



Note: UFCW Local 1167 Offices will be closed November 25 and 26 for Thanksgiving

STEWARD FEATURE

Daniel Roman tells members what union does for them

Once Daniel Roman, a produce clerk and steward at Stater Bros. 114 in Riverside, learned what the union does for its members, he became an instant supporter.

“Back when I started in 1993, like many new employees I didn’t know much about what the union does,” Roman recalled. “But once I found out, it was like, ‘Wow! I’m glad I work at a union job.’”

Roman didn’t hesitate to become a steward at the program’s inception.

“I want to tell all of my coworkers about how much the union does for them,” Roman said.

“I convey information I get from our Union Representative, Christina Pugsley, and if I read something in the *Desert Edge* or in the community newspaper that I

think is important, I get that to them too.”

Roman said many members don’t know whom to talk to if they have a question or a problem.

“That person in our store is me,” he said. “The steward is the main resource in the stores. ‘I know a lot, but I don’t hesitate to call our rep if I need an answer.’”

Roman said all of the issues he has dealt with as a steward have been settled at the store level.

“If I can’t handle it, Christina comes in and takes care of it,” Roman said.

Roman also believes it is important that the union represents its members collectively.

“If we tried to bargain for our pay and benefits individually, it would be impossible,” he said.



Daniel Roman

“But with a union, you have strength in numbers.”

Several years ago, Roman’s union-negotiated health benefits rescued him from a potentially dire situation when he injured his back and

was out of work for six months.

“All of the doctor visits and physical therapy were covered by our benefits,” Roman said.

“When you’re young, you don’t always think you need health insurance. It takes one injury or illness to show you how important it is to have those benefits. And our union is the reason we have them.”

When he is not at work, Roman and his two children — Steve, 15, and Daniel, 12, enjoy traveling to the desert in their 32-foot recreational vehicle to camp out and ride their bikes.

“I own a Kawasaki KDX 200 dual sport,” he said. “My kids ride dirt bikes. We ride at Ocotillo Wells and Stoddard Valley. It’s great to get away from it all with the kids and with the group of friends we ride with.”

How holiday evolved from Armistice Day to Veterans Day

With a war in Afghanistan and troops still in harm’s way in Iraq, it’s important to honor the men and women who serve in the military, as well as those who served in the past.

Veterans Day, Nov. 11, gives Americans the opportunity to celebrate the bravery and sacrifice of all U.S. veterans.

Veterans Day began as Armistice Day, established as a legal U.S. holiday to commemorate the end of World War I. Fighting on the Western Front of that terrible conflict ended on Nov. 11, 1918 — “on the 11th minute of the 11th hour of the 11th day of the 11th month.”

In 1938, Congress passed a law designating Nov. 11 as a day “dedicated to the cause of world peace and to be hereafter celebrated and known as Armistice Day.”

In 1954, at the urging of veteran service organizations, Congress amended the law by striking out the word “Armistice” and inserting the word “Veterans.” With the signing of this legislation on June 1, 1954, Nov. 11 became a day to honor American veterans of all wars.

Many people confuse this holiday with Memorial Day.

Memorial Day honors men and women who died in service to their country. While deceased veterans are also remembered on Veterans Day, Nov. 11 is set aside to thank and honor living veterans who served honorably in the military, in wartime or peacetime.

On Nov. 11, please thank the men and women who have served in America’s armed forces.

We are all in their debt.

— **President Bill Lathrop**

Union will help members through difficult times during the holidays

By **Secretary-Treasurer Rick Bruer**

The holiday season is one of my favorite times of the year. I have always viewed Christmas and Thanksgiving as a time when most people try a little bit more to focus on being happy and doing something for others.

However, it can be a difficult time for people who, for whatever reason, find themselves in the throes of depression. Maybe they just lost a loved one, or they are victims of a natural disaster or they recently lost a job. Whatever the case, we at the union try to ease members’ problems as much as we possibly can.

One of the methods we use is the Holiday Assistance Fund. This fund provides truly needy families with financial assistance for food, housing, heating and other basics.

We wish we could do more, but our funds are limited and can only go so far.

We also try to collect donations of toys, games, dolls and anything else we can get from members, providers and others. In years past, we have adopted families at Christmas to help make their holidays a little brighter.

If any of you would like to help your fellow members, please feel free to bring in a toy for a child that we can hand out during the holidays.

Some of our members think that, because we were able to help many of them during the strike with necessities such as car payments and utilities, we have the funds to do that year-round. I wish that were true, as we spent more than \$1 million helping our members, but that was because many union locals and the International Union donated funds from around the country. We are no longer receiving these funds and must now rely on the generosity of our own members, including the little portion of dues money that goes into the Holiday Assistance Fund annually.

We wish you and yours a happy holiday season and hope that you will remember that old adage, “It is better to give than to receive.”

It PAYS to be UNION!

	OCTOBER 2010	2010 TOTAL
Back pay and benefits restored to members	\$8,564.89	\$76,630.18
Members reinstated	30	226
Grievances settled	123	983