

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

September 2010

UFCWABC

Working America's POLITICAL VOICE

ACTIVE BALLOT CLUB

Changing the world can be as easy as 'ABC'

The Active Ballot Club (ABC), UFCW's political action committee, leads the charge to elect pro-worker candidates around the country – at the federal, state, and local levels. The funds raised through ABC are critical to the union's success in fighting for workers and their families.

From now until the Nov. 2 elections, UFCW locals in every region will be participating in a contest to increase participation in ABC. The goal is to sign up new ABC contributors at the \$1-per-week rate and to upgrade existing contributors to the

\$1-per-week level.

The more UFCW locals encourage members to sign up their coworkers and talk to their fellow members about the importance of ABC, the stronger the ABC program will be in the future.

To give members an extra incentive to get involved in the contest and in ABC, all members who sign up at \$1 a week or upgrade their existing ABC contribution to \$1 a week will be eligible to win a \$500 American Express gift card. (Four \$500 gift cards will be awarded per region).

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Our next Quarterly Membership Meeting Wednesday, Sept. 22, 2010

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

PRESIDENT'S REPORT

Union members enjoy a higher level of benefits

Union members enjoy a host of excellent benefits: grievance and arbitration, workplace safety, good wages and a secure retirement are just a few among them.

Throughout history, members of the Labor Movement have fought to earn these securities, and we fight to maintain and build on them today.

It can be an exhausting challenge at times, but every once in a while something appears to remind us why the union way of life is worth fighting for.

Case in point: a recent report from the Bureau of Labor Statistics. It shows that union workers enjoy better benefits than their non-union counterparts across the board.

In raw dollars and cents, the report reveals that union members generally earn more at similar job types — an average of \$4.95 per hour more than non-union workers. That adds up to more than \$10,000 each year.

That figure is strictly wage earnings and doesn't take into account the further savings union members reap from their lower health insurance costs.

Non-union workers typically pay 20 percent of premiums for individual coverage and 33 percent for family coverage. Those numbers drop to 11 percent for individuals and 18 percent for families if you belong to a union.

That can mean close to \$1,000 in additional take-home pay annually for a union member with family coverage.

In addition, the skill of union negotiating teams and the strength of the collective bargaining process means that 93 percent of union members have access to health insurance, compared to only 70 percent of non-union workers, according to the federal report.

Union members are also much more likely to have employ-



By Bill Lathrop

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OUTLYING AREA MEETINGS**Victorville**

Monday, Sept. 27, 7 p.m.
Green Tree Best Western Inn
14173 Green Tree Blvd.,
Victorville, CA 92392

Palm Desert

Tuesday, Sept. 28, 7 p.m.
Embassy Suites
74700 US Highway 111
Palm Desert, CA 92260

El Centro

Wednesday, Sept. 29, 7 p.m.
Holiday Inn Express,
350 Smoketree Drive
El Centro, CA 92243

Menifee

Thursday, Sept. 30, 7 p.m.
Menifee Lakes Country Club
29875 Menifee Lakes Drive
Menifee, CA 92584

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.)

**DESERT EDGE**

Bill Lathrop
Editor

Official monthly publication of
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and Imperial Counties, California.

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(909) 877-5000

Toll-Free Telephone:
(800) 698-UFCW

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

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

Bleiweiss Communications Incorporated
Publisher

**YOUR UNION**

What's Happening

by **Maureen McCabe**

JUST RETIRED

The month of August brought us several new retirees. **Bryan Carlton** worked for 36 years with Vons. **Donald Cole** worked in the industry for 33 years with ABC, Boys and Albertsons. **Wayne Gardner** worked with Alpha Beta and Vons for 47 years. **Irving Heads** worked for Albertsons for 34 years. **Carlos Mejia** worked for Albertsons and Stater Bros. for 35 years. **Steve More** worked for Albertsons and Lucky for 35 years. **Don Simen** worked as a meat cutter for 36 years with Vons, Orloff's and ABC

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: **SEPTEMBER DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE NOV. 1, 2010, 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!**

Markets. **Corliss Webb** worked for Vons for 29 years.

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

JUST MARRIED

Peewee Cruz, Rite-Aid, married **Mark Danan** on Feb. 20 in Manila, Philippines. The happy couple honeymooned in Korea. ... **Susan Hutchinson** and **Joe Hoffman**, both of Ralphs, were married on May 22 in a ceremony at Humphrey's Estate in Temecula. The newlyweds honey-

mooned by touring all of southern Ireland. ... **Laurie Roel**, Albertsons, said "I do" to **Ruben Saldana** on June 12. The wedding and honeymoon were in Huntington Beach. ... **John Ippolito**, Stater Bros., took **Mai Dieu Vu** to be his bride on June 26. The wedding was at the Royal Seafood Restaurant in Garden Grove and the happy couple honeymooned in Oahu, Hawaii. ... **Larry Erwin**, Windsor Foods, married **Margarita** on July 7. The wedding was in Riverside and the newlyweds honeymooned in Florida.

Congratulations to all of our newlyweds!

JUST BORN

Shaelyn Cooper of UFCW Local 1167's Dues Department and her husband, **Scott**, welcomed **Kailey Reed** into the world on June 25. **Kailey** weighed 8 lbs. 5 oz. ... **Travis Sers**, Stater Bros., has a new son. **Kayden Blake** was born on July 18, weighing 7 lbs. 3 oz. **Travis** tells us he's "so happy! I love my wife and two boys." ... **Amanda Gonzalez**, Stater Bros., gave birth to **Sophia Jaily Navarro** on July 23. **Sophia** weighed 5 lbs. 15 oz. ... **Heather Thomas**, Stater Bros., gave birth to **Kaeleb Drake Williams** on July 30. **Kaeleb** weighed 7 lbs. 10 oz.

Congratulations to all of our new moms and dads!

PRESIDENT'S REPORT

Union members enjoy great benefits

Continued from front page

er-paid life insurance, paid sick leave and paid personal leave.

And with retirement benefits at a premium these days, it's heartening to see that there are still places jobseekers can turn if they are looking for a secure retirement with benefits. Union workers are much more likely to have retirement benefits than non-union workers, according to the study.

Keep these facts and figures in mind as we continue to fight to preserve and expand the union way of life. Be thankful for the security and peace of mind that a union contract affords, and we look forward to your help in bringing these union benefits to future generations of workers.

It PAYS to be UNION!

	AUGUST 2010	2010 TOTAL
Back pay and benefits restored to members	\$3,252.47	\$64,359.72
Members reinstated	19	177
Grievances settled	54	785

Court revives strike lawsuit

Asix-year-old anti-trust lawsuit filed by the state of California against three supermarket companies has been reinstated by the Ninth U.S. Circuit Court of Appeals.

A three-judge panel ruled on Aug. 17 that a lower court wrongfully dismissed the case against Ralphs, Vons and Albertsons.

California Atty. Gen. Bill Lockyer filed the lawsuit in 2004 when details surfaced about a mutual assistance agreement among the three companies during the 141-day supermarket strike and lockout in Southern California.

The lawsuit alleges that the agreement was anti-competitive and unfairly extended the labor dispute.

“Reducing workers’ wages and benefits is hardly an objective that would justify a violation of our anti-trust laws,” Judge Stephen Reinhardt commented.

More: ABCs of political success

Continued from front page

Minimum-wage laws, child-labor laws, workplace safety laws, family-leave laws and many other important protections have been achieved only because labor unions fought for them and prevailed against strong opposition in the political arena.

More than ever, winning such battles today requires spending money. This is where the Active Ballot Club comes in.

“The Active Ballot Club is the political arm of our union,” said Local 1167 President Bill Lathrop

“The ABC fills the local’s political fund and is overseen by the Political Action Committee. It funds all of the union’s campaigns.”

What sort of campaigns? Some of them include efforts to pass “big-box” ordinances that limit the spread of non-union retailers. On the state level, the ABC is playing a roll in passing legislation that would outlaw alcohol sales at stores with self-

checkout machines.

ABC works, in part, by supporting candidates who will support the needs of working families.

“A good example of why this needs to happen is occurring in this year’s gubernatorial race,” Lathrop said.

“No matter your political party or affiliation, it’s not difficult to see that Meg Whitman is more sympathetic to corporations than working people. Our ABC provides an important counterbalance to her vast financial resources.

“One dollar per week sounds like a lot, but some people spend more than that every day on a cup of coffee,” Lathrop said.

“It is such a small investment when you consider the political support you get for your future from the Labor Movement.”

Contact your Union Representative or Shop Steward to obtain an ABC application.

UNION REPRESENTATIVE’S REPORT

Read it before you sign it!

‘My manager told me what the document said and that I just needed to sign on the line.”

How many of you have had this happen to you at least once? It seems like something always needs to be signed these days, but do you really know what you are signing?

Our signatures are required on documents covering company policy, store programs, store procedures, write-ups and more.

While it may seem like the quickest way to get back to work or be done with work for the day, it is never advisable to ever put your signature on something you have not read!

Let’s talk about company policies. Did you know your signature indicates you have read and understand these policies? After you sign, the company expects you to follow every policy listed and will not accept an excuse of “I didn’t know” or “Well, nobody told me.”

The company you work for keeps those signed policies. Why? To protect itself.

A company can and will use the signed policy if you, at any time during your employment, fail to follow the policy. Management will say, “You signed it, and that means you know what our policy is.”

Not following company policies can lead to a write-up and possibly even termination.

Write-ups

Have you ever had to sign a write-up? You need to read it first to understand why you are being written up. Don’t rely on what your manager is telling you, but on what you are reading. This is what will be placed in your employment file.

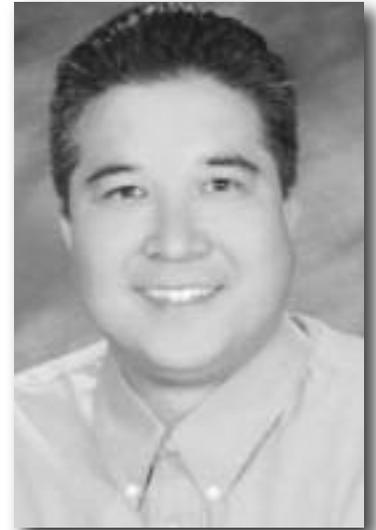
Your signature does not mean that you agree with the write-up, but rather that you acknowledge you have received it. If you do not agree with what is written, contact your Union Representative immediately.

If you don’t understand it, ask questions. Don’t just let it pass under your pen.

This advice applies to all areas of your life. You sign your name to loan documents, car purchases, home purchases, credit applications, rental agreements, cell phone contracts and the list goes on.

In our technological era, you will start seeing requirements to provide your digital signature as well. A digital signature is like your physical signature, except you type your name instead of signing it.

Whatever you sign, first read it, understand it and keep a copy of it. Remember that your signature completes a document and may make it legally binding.



By Alan Kontra

IN MEMORIAM

Angeline Elmendorf, a retired general clerk formerly employed by Gemco and Lucky Discount Jewelry, died Aug. 2, 2010, at the age of 90. She had been a continuous member since June 1973.

Javier Garcia, a labeling operator employed by Pactiv Corporation, died Aug. 6, 2010, at the age of 66. He had been a member since August 1996.

Donald Jacobs, a retired meat cutter formerly employed by Safeway, died Nov. 4, 2009, at the age of 89. He had been a member since November 1959.

Mildred Kamphefner, a retired meat wrapper formerly employed by Sages, Food Mart, Grand Grocers, Mayfair Market and Stater Bros. Markets, died July 23, 2010, at the age of 96. She had been a member since July 1951.

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

**Have a question?
Call your Rep! (909) 877-5000**

Local 1167 recipients of 2010 UFCW and Food Employers Benefit Trust Fund Scholarship Awards

Student Name	Award Amount	Participant's Name	Employer
Kimberlee Flack	\$10,000	Ramona Flack	Albertsons
Vanessa Greenwood	\$10,000	Cynthia Greenwood	Stater Bros.
Shannon Stephens	\$10,000	Raymond Stephens	Vons
Anelise Costa	\$5,000	Anthony Costa	Vons
Monica Gonzalez	\$5,000	Lori Gonzalez	Ralphs
Katheryn Hill	\$5,000	Susan Hill	Albertsons
Tracey Larsen	\$5,000	Laura Larsen	Ralphs
Derek Nelson	\$5,000	Mark Nelson	Albertsons
Tiffanie Rehaume	\$5,000	Tamie Rehaume	Stater Bros.
Sawan Tiwari	\$5,000	Satish Tiwari	Albertsons
Daniela Alvarez	\$2,500	Toni Alvarez	Ralphs
Robert Baker	\$2,500	Clarence Baker	Ralphs
Cathleen Barry	\$2,500	Stephen Barry	Stater Bros.
Matthew Bennett	\$2,500	Self	Stater Bros.
Sara Benson	\$2,500	Stephen Benson	Stater Bros.
Breanna Capobianco	\$2,500	Joseph Capobianco	Ralphs
Amanda Castillo	\$2,500	Danny Castillo	Ralphs
Brian Chafe	\$2,500	Glen Chafe	Albertsons
Sydney Culler	\$2,500	James Culler	Stater Bros.
Kathryn Feiling	\$2,500	Krista Feiling	Stater Bros.
Devin Fletes	\$2,500	Juan Fletes	Albertsons
Kara Foran	\$2,500	Self	Stater Bros.
Jeffrey Fujii	\$2,500	Michael Fujii	Ralphs
Zachariah Gannaway	\$2,500	Misty Gannaway	Stater Bros.
Ryan Gore	\$2,500	Thomas Gore	Vons
Jessica Grabner	\$2,500	Michael Grabner	Stater Bros.
Brian Hasseler	\$2,500	Self	Albertsons
Nicholas Hein	\$2,500	Larry Hein	Vons
Michael Herpy	\$2,500	Rachel Herpy	Albertsons
Lindsay Hickok	\$2,500	William Hickok	Stater Bros.
Megan Holder	\$2,500	Robert Holder	Stater Bros.
Jonathan Ilizaliturri	\$2,500	Penni Ilizaliturri	Stater Bros.
George Way	\$2,500	Susan Kawai-Way	Ralphs
Christopher Keele	\$2,500	Vivian Keele	Albertsons
Zachary Lasater	\$2,500	Theresa Lasater	Stater Bros.
Kristin Maruri	\$2,500	Maria Maruri	Ralphs
Kristine McGowan	\$2,500	James McGowan	Albertsons
Alyssa Miyake	\$2,500	Richard Miyake	Ralphs
Marcus Moreno	\$2,500	Silvia Moreno	Albertsons
John Morin	\$2,500	Del Morin	Stater Bros.
Ralph Munoz	\$2,500	Rafael Munoz	Vons
Tatum Nesbitt	\$2,500	Pamela Nesbitt	Vons
Andrea Ortega	\$2,500	Herman Ortega	Albertsons
Charles Osbey	\$2,500	Gene Osbey	Albertsons
Samantha Pollino	\$2,500	Self	Albertsons
Brittanie Rehaume	\$2,500	Tamie Rehaume	Stater Bros.
Nikolas Reyes	\$2,500	Daniel Reyes	Albertsons
Brianda Rincon	\$2,500	Alvaro Rincon	Albertsons
Spencer Ridenour	\$2,500	Isabel Ridenour	Ralphs
Bodin Rojanachaichanin	\$2,500	Napadoln Rojanachaichanin	Albertsons
Mariah Salazar	\$2,500	Katherine Salazar	Albertsons
Demetrius Scott	\$2,500	Latesha Scott	Albertsons
Nicole Smith	\$2,500	Self	Stater Bros.
Jennifer Stephens	\$2,500	Self	Stater Bros.
Carlie Stephens	\$2,500	Self	Stater Bros.
Evan Stormer	\$2,500	Self	Stater Bros.
Michelle Trevino	\$2,500	Michael Trevino	Stater Bros.
Patricia Williams	\$2,500	Self	Stater Bros.
Felicity Rae Woodson	\$2,500	Self	Stater Bros.

59 Winners

UFCW Local 1167 Total Awards: \$187,500

Vanessa Greenwood

Until a year ago, Trust Fund Scholarship winner Vanessa Greenwood wanted to be a teacher.

Greenwood is a fourth-year student at Cal State San Bernardino and is the daughter of Cynthia Greenwood, a Service Deli Manager at Stater Bros.

"I started to change my mind while I was taking an observation class in a classroom," Greenwood recalled.

"I was observing 3-5 year olds, and I came to realize that the goal of the educational system is to just get students through the grade. There isn't a lot of individual attention a teacher can give to students, especially if a child needs extra help."

That caused Greenwood to rethink her career goal. She decided to try some volunteer opportunities to see if they could help her reach a conclusion.

At a program called Cuidar (Spanish for "to care"),



Kimberlee Flack

Kimberlee Flack is a 2010 graduate of Corona and the daughter of Albertsons 6728 in Corona. While in high school, she took science in general.

Flack is a 2010 graduate of Corona and the daughter of Albertsons 6728 in Corona.

While in high school, she took science in general. Flack said one of her most rewarding and undoubted experiences in school was her participation in "Teams of students from

Future chemist Shannon Stephens

Shannon Stephens said the most challenging part of her freshman year at UCLA was coping with the large number of students in each class.

Looking back on that year, the 2009 Temecula Great Oaks High School graduate recalls missing the close interactions with her teachers she enjoyed in high school.

"I hope that as I go along in my college career, I will be able to find some smaller classes," she said.

Stephens said she enjoys living away from home for the first time.

"I made a lot of new friends," she said. "When you live with people in a dorm setting, you really get to know them."

She is proud that she got "mostly A's" in her courses. She made the dean's list and was asked to join the Alpha Lambda Delta and Phi Beta Sigma freshman honor societies.

Stephens' impressive academic achievements contributed

Greenwood wants to help others cope



Greenwood watched the children of the adult clients while they received counseling. She also worked as an aide at Cal State San Bernardino's day care center and volunteered as a counselor at San Bernardino County Sexual Assault Services.

After several months it became clear what she wanted to do. "I am a caring and helping person," she said. "I want to be able to work with children and have the time to make a difference in their lives."

Greenwood changed her major from education to psychology and child development.

When she completes her undergraduate studies, Greenwood plans to pursue a master's degree in counseling or child development so she can become a marriage and family therapist and work primarily with children.

"The change means I will have to spend more time in

school," Greenwood said. "But I believe I have found my true calling, so it will be worth it. I've never been happier."

With all of her new volunteer activities, Greenwood regrets that she has less time for her hobby, San Soo kung fu.

"My stepfather, Tim Thomas, introduced me to it and I fell in love with it," she said. "It's a lot more fluid than karate or taekwon do and the size of the combatants doesn't really matter because pressure points have the same effect on everyone. It gives me a sense of confidence and security."

Greenwood said that with another year tacked onto her undergraduate college career, she is especially grateful for the scholarship from the trust fund.

"I'm so thankful to the union and the trust fund for helping me pay my way through college," Greenwood said. "It's one of the many benefits of my mom's union membership."

Erlee Flack aims to cure brain diseases

is fascinated by the human brain. "The intricate and complicated part of our brain. I have always had an interest in the human brain in particular." Erlee graduated from Centennial High School in Ramona, Calif., a cashier at a local business.

Flack took 12 advanced-placement courses, she said. "But the experience was what really helped me get into UCLA."

Most memorable experiences in high school were in the Mock Trial program. Students from different schools play lawyers

who argue fictional cases in a mock courtroom," Flack said.

"It was a great experience. It taught me how the law works, and because we had to make public presentations of our cases, it honed my public-speaking skills and raised my confidence level."

Flack added: "I also liked the sense of community I felt with my teammates. By the end of the term we were practically family."

Flack originally wanted to become a neurosurgeon, but she changed her mind.

"I enjoy working in the lab," she said. "I like the nitty-gritty of science, so I felt I was better suited to go into research."

Her goal after college is to get two doctorates in neuro-

science and psychology. She also hopes to own her own research company one day.

"Neuroscience is the new frontier of medicine," Flack said. "I want to work to find cures for diseases that affect the brain like multiple sclerosis and Alzheimer's."

"If we can cure these diseases, it will not only help those who suffer from them, but it will also improve the quality of life for everyone in our society."

When she finds time, Flack enjoys writing short stories, mostly science fiction, and playing video games online.

Flack is looking forward to college. "I'll be living in an apartment near the campus," she said. "It's the first time I will be on my own and I can't wait."

Shannon Stephens gets into the mix



to her winning a Trust Fund scholarship this year.

She would like to be a chemical engineer when she is finished with her studies.

"I like seeing how chemicals combine and discover what can be made from them," Stephens said.

In high school, Stephens competed in the Junior Chemistry Olympiad and qualified for the national competition at Redlands University.

"The regional competition was a written test," she recalled. "The nationals included a written test, a multiple choice test and a lab."

While math and chemistry have her attention on dry land, the chemical H₂O provides the environment for her athletic achievements. "I swam competitively in school and in clubs outside of it," Stephens said. "I competed in the Junior Olympics from 2002 to 2007."

Her favorite events are the 100 meter and 200 meter butterfly.

"I still love to be in the water," she said. "That's why I joined the swim club at UCLA. We swim against clubs from other schools. It gives me the chance to have some competition and do what I enjoy most in my free time."

Her mother is a social worker for the county and her father is a night worker at Vons.

"My dad has worked for Vons for 25 years," she said. "His union helps workers by helping them earn their benefits and making sure they are never taken advantage of."

When not swimming or studying, Stephens enjoys listening to music ("anything but rap"), performing classical piano music and playing tennis.

"I want to thank everyone responsible for the decision to award me this scholarship," she said. "It will definitely help me in the future."

MEMBERS AT WORK: STATER BROS. 118



Are you a distracted driver?

‘Driving with a ‘hands-free’ cell phone is still dangerous

The National Safety Council (NSC) has been at the forefront of many public safety campaigns over the years.

The group launched the “Make it Click – Buckle Up” campaign in 1981 to convince drivers of the importance of wearing their seat belts. As we all know, millions of lives have been saved through the use of seat belts.

The NSC continues to focus on reducing the number of lives lost to motor vehicle crashes, the leading cause of preventable deaths in the United States.

Most people have a cell phone that is used every day in the course of a work day or for personal use.

In 1995, cell phone subscriptions covered only 13 percent of the U.S. population; by 2008, that had grown to 87 percent.

Consider that each year since 1994, between 39,000 and 46,000 people have been killed in motor vehicle crashes.

The National Safety Council estimates that 25 percent of all crashes in 2008 involved talking on cell phones – accounting for 1.4 million crashes and 645,000 injuries.

Cell phones

Most people understand the dan-

gers of distraction while talking and especially texting while driving and there are many hands-free devices now available.

Many states, including California, have passed laws outlawing the use of handheld devices and texting while driving.

The National Highway Traffic Safety Administration estimates that 11 percent of all drivers at any given time are using cell phones.

Hands-free devices often are seen as a solution to the risks of driver distraction because they help eliminate two obvious risks — visual (looking away from the road) and manual (removing your hands from the steering wheel).

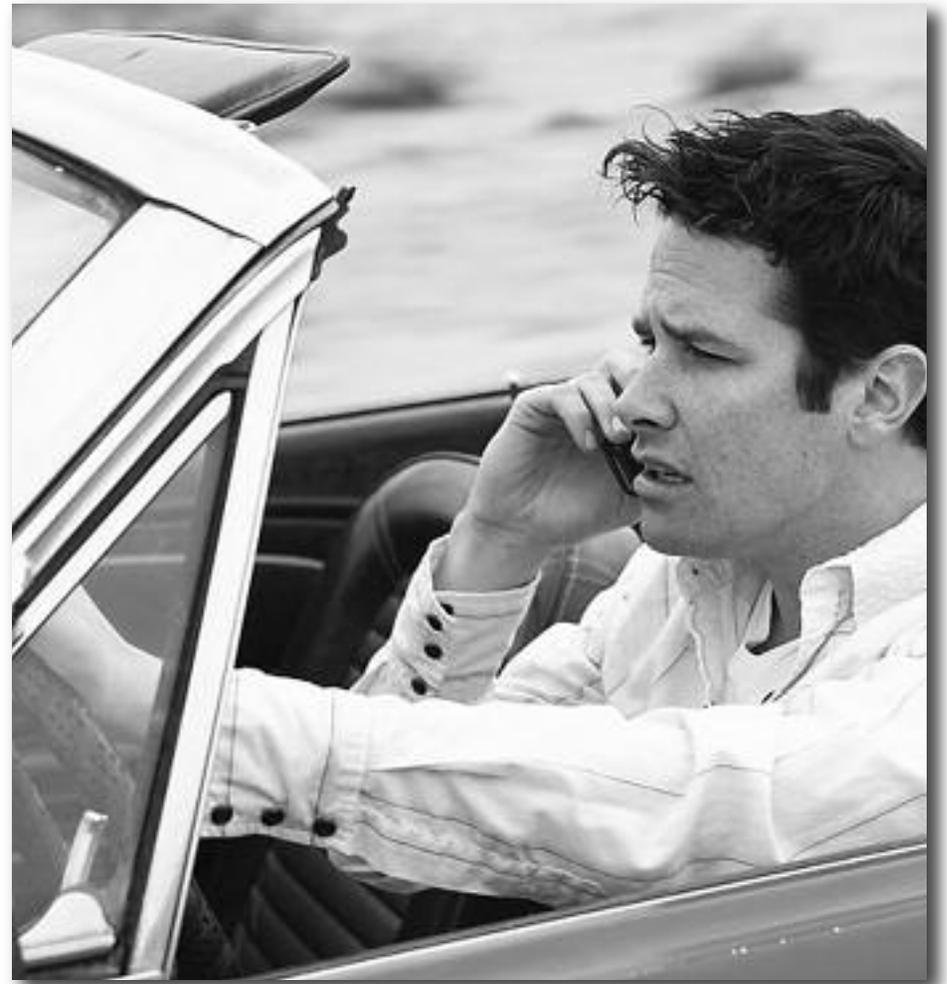
However, a third type of distraction can occur when using cell phones while driving – cognitive (taking your mind off the road).

Hands-free devices do not eliminate cognitive distraction.

So, just how serious is cognitive distraction?

Consider this:

In January 2004, at 4 p.m. in Grand Rapids, Mich., a 20-year-old woman ran a red light while talking on a cell phone. The driver’s vehicle slammed into another vehicle crossing with the green light directly in



front of her.

The police investigation determined the driver never touched her brakes and was traveling at 48 mph when she hit the other vehicle.

The crash cost the life of a 12-year-old boy.

Witnesses told investigators that the driver was not looking down, not dialing the phone and not texting. She was observed looking straight out the windshield talking on her cell phone as she sped past four cars and a school bus stopped in the other southbound lane of traffic.

Inattention blindness

Researchers have called this crash a classic case of inattention blindness caused by cognitive distraction of a cell phone conversation. Countless similar crashes occur every day.

Estimates indicate that drivers using cell phones fail to see up to 50 percent of the information in their driving environment.

Distracted drivers experience inattention blindness. A person can be looking out the windshield, but does not process everything in the roadway environment necessary to effectively monitor the surroundings and identify potential hazards.

The danger is that when one fails to notice events, either at all or too

late, it’s impossible to execute a safe response such as a steering maneuver or braking to avoid a crash.

Drivers are encouraged to think about this the next time they want to use a cell phone while driving — even if a hands-free device is used.

The best advice is to pull off of the road for the few moments it may take to complete a phone conversation.

Or, better yet, drivers should wait until they are out of the car to have that conversation.

Multitasking

It may seem like a good idea to “multitask,” but your brain doesn’t multitask like you think it does.

For those who want to read more about how the brain works while using a cell phone while driving, the National Safety Council has put together a 13-page white paper, *Understanding the Distracted Brain*. Much of the above information is from this paper.

To find it, visit the National Safety Council’s website, www.nsc.org. Download and read this paper to better understand why driving while using hands-free cell phones is risky behavior.

(Adapted from the IAMAW District Lodge 142 *Observer*.)



STEWARD FEATURE

He knows working union is better — always

Ramon Serrano knows that when you have a choice, working at a union job is always the way to go.

Serrano is a steward and produce manager at Vons 2371 in Hesperia. He has been a steward for one year.

“My Union Representative, Bill Collard, asked me and I said yes immediately,” Serrano recalled.

“Bill and I go back a long way. We worked together for five years at the Vons in Fontana.

“He was my picket captain during the 2003-04 strike and lockout and he is dedicated to the members on his route. And if we have any problem, he is on top of it immediately.”

“There is a great trust and respect that comes from working together and walking the picket line together. We all shared food and prayers during the strike and a

brotherhood that will never be forgotten.

“We became a family on the lines. It did not matter which company someone worked for. We are one union family,” he said.

Serrano began his career in the food industry 28 years ago at two independent markets, one in Maywood and the other in Pico Rivera.

“I worked non-union for six years,” he said. “Then one of my coworkers got a job at Vons. He came back and told us how much better the pay and benefits were. I asked him if he would help me get a job there — and fortunately he did!”

Family beginnings

Serrano said he and his wife, Maria, were just beginning their family at the time and that the higher wages made an immediate



Ramon Serrano

impact on their standard of living.

His health benefits were especially important when his wife had two major surgeries.

“She got the best medical care you could get,” he said. “And we never had a worry about how we

were going to pay the medical bills. It was all covered.”

The union-negotiated pension plan is another benefit that Serrano is looking forward to using in the not-too-distant future.

“When you are young, you don’t think about things like retirement too much,” Serrano said. “Now I’m only a few years away from retiring under the Golden 85.

“I would never have been able to retire from a non-union job because there was no pension.”

Serrano said his major interest away from work is his wife and three children.

“Even though my children are pretty much grown, I enjoy spending time with the family,” Serrano said. “They are the most important thing in my life, so why wouldn’t I want to be with them as much as I can?”

Workers at Mott’s near fourth month of walkout

Their signs read “We’ll stop walking when they start talking.”

As they approached the fourth month of an increasingly bitter labor dispute, members of the Retail, Wholesale and Department Store Union, part of the UFCW, maintained their vigil in front of a Mott’s apple processing plant near Rochester, N.Y.

Mott’s parent company, Dr. Pepper/-Snapple Group, is using employees from other juice and applesauce plants, as well as newly-hired “replacement workers,” to run the factory.

RWDSU Local 220 Regional Field Director Randy Belliel told a television station that his workers are a “strong group.”

“We’ll be out here until we get this dispute resolved,” Belliel said.

Member Juan Gardiner told reporters he has asked family members for help paying the bills, but he wouldn’t think of crossing the picket line to return to his job until a fair agreement is reached.

Three hundred and five Mott’s workers walked off the job at the beginning of June when the company’s “last, best and final offer” called for \$1.50 wage cuts across the board, elimination of pensions for new employees and a pension freeze for all employees.

The union members have noted that pay and bonuses for Dr. Pepper/-Snapple Group’s top officers have increased more than 100 percent since 2008. The company recently enjoyed a record year of \$555 million in profits.



Workers rally at the Mott’s plant in Rochester, N.Y.

Company spokesperson Chris Barnes said in a prepared statement that Mott’s would gladly welcome the workers back at any time, but “will not put a new offer on the table.”

Workers have set up a temporary tent city to provide them shelter as they picket the plant.

“The workers who are forced to strike are the same workers who helped make Mott’s the highly profitable company it is today,” said Stuart Appelbaum, national president of the RWDSU. “Our members should not be treated like a bunch of rotten apples by overpaid executives.

“Whittling down wage and benefit standards, while exponentially increasing CEO compensation, is rotten business and frankly un-American,” Appelbaum said.

For more information, visit www.NoBadApples.org.

Mott’s makes the following products:

Mott’s Apple Sauce	Mott’s Fruitsations
Hawaiian Punch	Mott’s Garden Cocktail
Margaritaville	ReaLemon/ReaLime
Mr. and Mrs. T Products	Holland House
Rose’s Lime Juice	Clamato
Snapple cans	

Call Mott’s at (800) 426-4891 and tell them you support the workers in Williamson, N.Y.!