

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

August 2010



Workers in Detroit march in support of unions and against racial inequality on Labor Day, 1942.

Judge rejects anti-union vote at Fresh & Easy meat supplier

Fresh & Easy thought it was buying a non-union company when it purchased 2 Sisters Food Group, a meat supplier based in Riverside, in June.

Now it appears that Fresh & Easy might have jumped to conclusions prematurely.

On July 21, an administrative law judge in Los Angeles invalidated last year's vote by 2 Sisters employees against joining UFCW Local 1167.

Please see page 8

PRESIDENT'S REPORT

Labor Day: celebration of the American worker

Samuel Gompers, the first president of the American Federation of Labor, said it best in 1910:

"Labor Day differs in every essential from the other holidays of the year of any country. All other holidays are in a more or less degree connected with conflicts and battles of man's prowess over man, of strife and discord for greed and power, of glories achieved by one nation over another. Labor Day is devoted to no man, living or dead; to no sect, race or nation."



By Bill Lathrop

Origin of Labor Day

In the late 19th century, two men had an idea for a new holiday that would eventually become Labor Day.

Peter J. McGuire, a co-founder of the American Federation of Labor, and Matthew Maguire, a machinist and secretary of the Central Labor Union (CLU) in New York, wanted a holiday that would, in Peter McGuire's words, celebrate those "who from rude nature have delved and carved all the grandeur we behold."

Although there is some dispute as to which one proposed the idea first, there is no question that the holiday is a creation of the Labor Movement and is dedicated to the social and economic achievements of American workers.

Always held on the first Monday in September, it has become an annual national tribute to the contributions made by workers to the strength, prosperity and wellbeing of our country.

Early Labor Days

The Central Labor Union sponsored the first Labor Day on Tuesday, Sept. 5, 1882, in New York City. The union held its second Labor Day holiday one year later, on Sept. 5, 1883.

The commemorations closely followed the guidelines that were outlined in the CLU's first proposal establishing Labor Day.

Those guidelines suggested a street parade to display "the strength and *esprit de corps* of the trade and labor organizations" of the community, followed by a festival for workers and their families.

This became the pattern for early Labor Day celebrations throughout the country.

Please see page 7



Labor Day, Sept. 6, 2010
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Eligible active or retired Food and Meat participants can call the toll-free MAP number at the Health Management

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(All calls are confidential.)



Alpha Beta in 1980. In July 1991, she started with Lucky and remained there until 1999, when she moved on to Alberstons. Emily has 30 years in the industry. ... Also retiring from Albertsons is **Wilma Mimm**. Wilma has 22 years in the industry, working at Albertsons since March 1989. ... **Stephen Roarick** of Vons retired in July. Stephen started with Alpha Beta in 1976 and remained there until 1995, when it became Ralphs, where he worked until retiring and completing 34 years in the industry. ...

Maria Rosales of Stater Bros. retired in April. Maria accrued 22 years, starting with Vons in June 1989 and working there until July 2006. In November 2006, she started with Stater Bros. and was with that company until she retired. ...

Jose Santana of Pavilions also retired in April. Jose worked there from May 1987 until retirement, accruing 24 years in the industry. ... **Tom Tormey** from Ralphs retired in June. Tom started in the industry in 1979, briefly working at Alpha Beta. He returned in April 1983 to work at Ralphs until she retired, accumulating 28 years in the industry.

These retirees have served an incredible total of 355 years! Congratulations to them all!

Just born

Alex De La Tejera of Stater Bros. announces the birth of a son. **Connor Alexander** was born on May 11, weighing 5 lbs. 11.8 oz. Alex says "He was eager to join the party!" ... **LaShawn Edington** of Stater Bros. also announces a son. **David Matthew** arrived on May 15, weighing 7 lbs. 8 oz. ... **Sandra Hernandez** of Stater Bros. has a new son. **Eric Peter Torres** was born on May 16, weighing 6 lbs. 8 oz. ... **Rebekah Espinoza** of Stater Bros. has a new daughter, **Jaelyn Marly Hart**, born on May 27 and weighing 8 lbs. 8 oz. ... **Raymond M. Robles** of Stater Bros. tells us his son, **Raymond Jacob**, was born on June 7 at 5 lbs. 13 oz. ... **Lisa Marie Steele** of Albertsons also welcomed a son on June 7.

Edward Louis arrived weighing 7 lbs. 9 oz. ... **Abel Jimenez** of Stater Bros. has a new son. **Liam Mikel** was born on June 9, weighing 9 lbs. 2 oz. and measuring 20 inches. ... **Michael Hernandez** of Ralphs announces his "First Baby!" **Layla Bell** arrived on June 13, weighing 5 lbs. 15 oz. ...

Oscar Limon of Vons greeted son **Ethan Cody**, 8 lbs. 1 oz., on June 16.

Congratulations to all of the families and their new children!

Just married

Angelica Muñoz from Stater Bros. married Dale Paul on March 18. They married in San Bernardino and have not decided on a honeymoon. ... **Erica Meyer**, also from Stater Bros., married Kyle Owen on April 25 at the Crestmore Manor. They honeymooned at St. Croix, Virgin Islands. ... **Ariana Banuelos** of Local 1167's front office married Angel Lara on May 1. They honeymooned in Las Vegas. ... **Andrew Howlett** of Food 4 Less also wed on May 1. He and new wife Jennifer were married at home and they honeymooned in Laughlin. ...

Kimberly Lawrence of Stater Bros. married Edward J. Mathews on May 16 in Las Vegas. ... Retired member **Esther Torres** married John Torres on May 22 in Las Vegas. ... **Serena Bradford** of Stater Bros. married Adam Murschel on June 5 at Hearts Home Farm in Hemet. They honeymooned in Maui. ... **Leanne**

Hall of Stater Bros. married Steve Reed on June 29 in San Bernardino.

Congratulations to the newlyweds!

Just retired

Quite a few members have retired in the past few months. **Edward Bird** of Stater Bros. retired July 1. Edward started with FedMart in October 1977 and stayed there until July 1982, when he joined Smiths. He remained with Smiths until September 1984, when he moved to Lucky. In June 2001, he transferred to Albertsons and remained there until October 2003, when he moved to Stater Bros. He stayed there until retirement, accumulating 33 years in the industry. ... **Rick Bloomingdale**, also from Stater Bros., retired in July. Rick spent his entire 35 years with Stater Bros. ... **Daphne Brown** of Albertsons retired in June after 33 years in the industry. Daphne started with Gemco in August 1974 and worked there until November

1978, when she went to work for Market Basket. In January 1983, she started working with Albertsons and remained there until retirement. ... **Salvador Gonzalez**, Stater Bros., retired in July. Salvador accumulated 33 years in the industry, having started in June 1978 — all of it with Stater Bros. ... **Terri Hickey** also retired in July. Terri worked for 29 years in the industry, all of her time with Vons. ... Also retiring in July was **William McDonald**. William worked for 32 years, all with Safeway/Vons. ... **Emily Martinez** retired in July, too. Emily started in the industry with

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 dues are now payable!

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

It PAYS to be UNION!

	JULY 2010	2010 TOTAL
Back pay and benefits restored to members	\$18,142.77	\$61,107.25
Members reinstated	14	158
Grievances settled	122	731



DESERT EDGE

Bill Lathrop
Editor

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Bleiveiss Communications Incorporated
Publisher

Labor Federation praises UFCW's voter drive, opposes Meg Whitman

At the California Labor Federation's annual convention in San Diego July 13-14, delegates from throughout the state vowed to register new voters and oppose the Republican nominee for governor, Meg Whitman. UFCW local presidents were honored for their efforts to register more than 10,000 UFCW members as new voters.

"The outcome of this year's election will be significant for every union member and every citizen of our state," said Local 1167 President Bill Lathrop, who also serves as president of the San Bernardino/Riverside Counties Central Labor Council.

"Meg Whitman is running on an anti-union agenda," Lathrop said. "It is up to each of us to do whatever we can to make sure that she does not succeed."

Lathrop said Whitman proposes to cut 40,000 state jobs and scale back workers' overtime pay and meal breaks. She also opposes job-creating projects like high-speed rail.

"She wants to use the governor's office to further her Wall Street agenda at the expense of workers and their families," Lathrop said.

The Federation also released a new web video and online video game that illustrates the pattern of



economic destruction Meg Whitman left behind as she accumulated her wealth in the past 20 years.

The video, "California's Future Isn't a Game," was released online on YouTube and appears at www.WallStreetWhitman.com.

It shows how Whitman advanced her career at companies like Stride Rite, Hasbro, FTD, eBay and Goldman Sachs by firing workers, outsourcing their jobs and profiting from now-illegal insider deals.

The accompanying video game enables Californians to learn more about Whitman's record and encourages them to share the information on her job-slashing, anti-worker agenda.

IN MEMORIAM

Charles Clark, a retired food clerk formerly employed by Stater Bros. Markets, died July 23, 2010, at the age of 83. He had been a continuous member since April 1957.

Chantel Fezell, a drug clerk employed by Rite Aid, died July 11, 2010, at the age of 39. She had been a member since September 2008.

Helen Freedland, a retired food clerk formerly employed by Market Basket, died June 25, 2010, at the age of 83. She had been a continuous member since May 1973.

Verna Fuchs, a retired food clerk formerly employed by Gerard's Market, Sages, Market Basket and Stater Bros. Markets, died June 21, 2010, at the age of 78. She had been a continuous member since May 1965.

Loretta Jones, a retired food clerk formerly employed by Safeway, died June 10, 2010, at the age of 73. She had been a member since January 1957.

Pat Mursu, a retired food clerk formerly employed by Alpha Beta and Ralphs, died June 29, 2010, at the age of 58. She had been a continuous member since July 1996.

David Martinez, a retired food clerk formerly employed by Vons, died July 20, 2010, at the age of 69. He had been a member since March 1970.

Gloria Rokes, an affiliated member employed by Stater Bros. Markets, died July 11, 2010, at the age of 63. She had been a member since July 2007.

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

UNION REPRESENTATIVE'S REPORT

Be on time!

When you try to catch a plane or a bus, you want to be on time so it doesn't leave without you, right?

When you go to your son's or daughter's soccer game, you want to be on time so you don't miss a minute, right?

Then why are some members not showing up at work on time?

Timing is important in all walks of life. It is especially important if you want to keep your job.

Your manager doesn't care about your reasons for being late. It doesn't matter that the alarm clock didn't go off, that your ride didn't show up or that you missed the bus. It only matters that you report on time and are ready to work.

Too often, our members are reprimanded for not being ready to work when their shifts begin. You are not paid to get ready to work. It's not OK to put on makeup, go to the bathroom, comb or brush your hair, or change into your uniform after you check in. These actions can lead to disciplinary action up to and including suspension or termination.

Many members think there is some sort of "grace period." There are no grace periods. You are paid to report on time and to do your job as soon as you report!

Show up for your union, too

You have a duty to your employer to show up and perform your duties reliably. But you also have duties to your union! After all, the union is responsible for maintaining the wages, benefits and job protections that make your job so valuable.

Remember, your union is you! It's not the building, it's not the staff, it's all of us working together to make our jobs more rewarding and our lives more fulfilling.

A great way to start fulfilling your duties as a union member is by attending quarterly union meetings.

At these meetings we discuss the contract rules, we explain how you can get involved in organizing and we address everything else that's going on in your union.

The more we know, the stronger we are, and with contract negotiations around the corner, we all must do our part in strengthening our union.

Come on down and attend union meetings. And when you do, please be on time there as well!



By Carmen Paz

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

**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

Get safe!

How to treat and prevent common summer injuries

Heat stress, bee stings, tick and mosquito bites, sunburn and swimmer's ear are all common afflictions of the summer season, especially for kids. Knowing what to do can save a trip to the emergency room and make your child feel better faster.

Sunburns

A thinning ozone layer means that skin can burn within minutes when exposed to summer sunlight between the hours of 10 a.m. and 4 p.m. According to dermatologists, only one sunburn in childhood doubles the risk of developing skin cancer later in life.

Treatment: Apply a cool compress to soothe the skin. If a child is really uncomfortable, you can use over-the-counter pain reliever.

Prevention: About 15 minutes before your child heads out into the sun, apply an SPF 30, or above, sunblock. Make sure to reapply it after excessive sweating or a swim.

Bee stings

Summertime marks the start of the bee season. Up to half of all children will experience a bee sting at some time in their childhood.

Treatment: It's important to remove the stinger as soon as possible. The longer the stinger stays in, the more irritating venom is released. Use a credit card or fingernail and scrape across the stinger. Don't use tweezers, which can squeeze out more venom. After the stinger is removed, wash the affected area with soap and water. As the skin begins to heal, use ibuprofen or acetaminophen for pain or swelling. Use Benadryl to relieve hives and itching.

Prevention: Avoid scented soaps, sunscreens and shampoos. They attract bees.

Tick bites

Ticks breed and live in wooded areas and can be encountered during any outdoor activity.

Treatment: A tick can be removed with tweezers. Grasp it by the head and pull it straight out. Then wash the area with soap and water.

Ticks can spread Lyme disease, so you might want to save the tick and have your pediatrician examine it.

Prevention: Whenever a child is out in a wooded area, make sure he or she wears lightweight long-sleeve shirts and pants. Apply a thin coat of bug repellent containing DEET to all exposed areas. Make sure you use the smallest amount possible and only on children older than 2 months.

Mosquito bites

When it gets hot and humid, mosquitoes are out in full force.

Treatment: A cool compress works best on itching and swelling. Since excessive scratching can lead to infection, use an oral antihistamine or keep bites covered by clothing or a bandage.

Prevention: Mosquitoes breed in still water, so make sure you empty a baby pool at the end of each day and don't let water sit in empty flowerpots or on outdoor toys. Do not use scented products and use an insect repellent for added protection.

Heat stress

When a child is overheated, his skin will feel cold and clammy. He or she also may be weak, dizzy or nauseous and have a headache.

Treatment: Move the child indoors to an air-conditioned room or to a cool shaded area. Apply cool wash cloths to the forehead and the



back of the neck to lower body temperature. Have him or her drink cool water or sports drinks or suck on ice chips.

Prevention: On days that are especially hot and humid, make sure your children drink twice the amount of liquid they would normally drink.

Swimmer's ear

The longer a child is in the water, the greater the chance is that water will build up in the outer ear canal and cause an infection. The major signs of infection are red, swollen earlobes that are sensitive to the touch and pain within the ear.

Treatment: Over-the-counter antibiotic eardrops can eliminate the infection. For pain, place a hot water bottle over the ear or give the child ibuprofen or acetaminophen.

Prevention: Make sure a child stays in the water for less than one hour, especially if he or she is prone to infection and gets swimmer's ear frequently. Have the child wear earplugs and dry out the child's ears after each swim by wiping the outer ear with a cotton ball dipped in a vinegar and water mixture.

Bicycles

The American Academy of Pediatrics notes that bicycles are responsible for more injuries in childhood than any other consumer product except motor vehicles.

Some ways to protect children from bicycle injuries include:

- Make sure a child wears a helmet every time he or she rides a bike.
- Make sure the child's bicycle is the right size. The child should be able to touch the ground with the balls of his or feet and can reach the handlebars while sitting on the seat.
- Teach children to obey all traffic lights and signs and ride on the same side of the street in the same direction as traffic.
- Avoid riding at dusk or in the dark.

Non-powered scooters and skateboards

Scooters and skateboard-related injuries account for approximately 50,000 ER visits among children and teenagers in the U.S. each year. Many of these injuries can be avoided by following the following guidelines:

- Children younger than 10 years old should not ride a skateboard.
- Children younger than 8 should not ride a non-powered scooter without adult supervision
- All kids should wear helmets and other protective gear, including wrist guards, elbow pads and knee pads.
- Do not allow a child to ride in or near traffic, at night, or on any surfaces that have water, gravel or dirt.

If your child has an accident, seek immediate medical treatment if there is loss of consciousness, vomiting, vision disturbances or loss of feeling or use of any extremity.



'Rotten business' at Mott's

Workers enter third month of walkout while Dr. Pepper/Snapple execs reap bonuses

Their signs read "We'll stop walking when they start talking."

As they approached the third 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.

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."



Striking RWDSU/UFCW Local 220 members picket a Mott's plant.

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.

EARTHQUAKE RECOVERY

UFCW locals donate half-million dollars to Haitian schools

In January, a 7.1-magnitude earthquake leveled Port-Au-Prince and many other cities in Haiti. In response, money, medical support and volunteers flowed into the devastated island from all corners of the globe.

Six months later, relief workers are still overwhelmed by the enormity of their task.

Even before the earthquake, Haiti's problems seemed daunting.

For example, the United Nations reports that only half of Haiti's children have the opportunity to attend elementary school. Among those, only one in five goes on to a secondary education. That means only one-tenth of the population has access to a high school education. Much fewer can afford to complete it.

This is where the UFCW comes in.

The union has partnered with two charity groups, the Mortel Family Charitable Foundation and Hope for Haiti, to ensure that new schools and

universities are built and that earthquake-damaged schools are rebuilt better than they were before.

Since the earthquake, UFCW locals, including Local 1167, have donated nearly \$500,000 to these organizations.

Hope for Haiti will use the UFCW's donations to rebuild a library and computer lab at the St. Francois de Sales school in the Riviere Froide neighborhood of Port-Au-Prince. The school enrolled 1,350 students from kindergarten to high school before the earthquake leveled it. Hope for Haiti is matching the UFCW's funds to ensure the school is properly rebuilt and completed.

The Mortel Family Charitable Foundation is using UFCW donations to rebuild and furnish a computer lab and library at James Stine College, a high school in St. Marc. That community holds a refugee camp for thousands of local residents who lost their homes in the earthquake.

For more information on these charities, visit www.highhopesforhaiti.org and www.hopeforhaiti.com.

If you would like to donate directly to these causes through the UFCW, please write a check payable to the UFCW Charity Foundation,

Inc. Write in the memo line that the check is for "UFCW Help for Haiti."

Send your donations to:

Help for Haiti

UFCW International Union

1775 K St., NW

Washington, D.C. 20006

Shaw's warehouse workers ratify new contract, ending strike

Employees at Shaw's Methuen (Mass.) distribution center have ratified a mediator-recommended settlement agreement, ending a strike that began March 7.

The four-year contract continues Shaw's long-standing history of providing good wages, comprehensive and

affordable health care and a generous retirement plan.

It also allows the company to operate more efficiently and address changing business conditions in a competitive marketplace.

Both sides are committed to working together to meet the needs of the business and its customers.

Are you ready for an EARTHQUAKE?

Since January, some monstrous earthquakes have shaken the world. First came Haiti's devastating magnitude 7.1 quake. Then came Chile's 8.8 temblor and later, in the same area, a 6.9.

Next, it was Japan's turn with a 7.0 earthquake centered on the Ryukyu Islands. In April, Baja California's 7.2 quake shook buildings in Los Angeles and San Diego while China's 6.9 shaker coincided with the spectacular, travel-halting eruption of the Eyjafjallajokull glacier volcano in Iceland.

In July, a 5.4 quake in California's Imperial Valley rattled windows as far away as the San Fernando Valley, north of Los Angeles.

Even if the Southern/Central California region wasn't overdue for the "Big One," earthquake preparedness should be at the top of the priority list for families in the southwestern United States.

If the ground starts to shake

If indoors, **DROP — COVER — HANG ON.** Get as close to the ground as you can, get under a desk, table or chair, and hold on until the shaking stops.

If in bed, stay there. Cover your head with a pillow and wait until the shaking stops. Stay away from outside walls and glass windows/doors.

Only move to a doorway if it is the closest cover. The doorway must be a load-bearing structure and not have a closing door that can swing back to hit you. Find and note the applicable doorways in your home or workplace beforehand.

When the shaking stops, slowly and carefully go outside. According to FEMA, the majority of earthquake injuries and fatalities occur when survivors try to exit an unsound building or move

around inside. The fire alarms or sprinklers might be activated and the power might go off.

If you smell gas, get as low to the ground as possible and crawl to an exit. If you come to a closed doorway, be sure the door is not hot before you open it. If it is hot, find another exit.

If you are trapped or covered by debris, do not move quickly. You could injure or further injure yourself and raise more dust. Cover your mouth with a cloth and **DO NOT USE A MATCH OR CIGARETTE LIGHTER FOR LIGHT.** A flame could cause gas or particles in the air to ignite. Make as much noise as you can without shouting to alert rescuers to your presence (shouting could cause you to inhale dangerous dust and chemicals).

If you are outside when the earthquake hits, stay there. Get into an open area away from buildings, trees, power lines and walls.

Likewise, if you are in a car or moving vehicle, stop the vehicle in an open area away from buildings, trees, walls, power lines or overpasses until the shaking stops. Then proceed cautiously.

Avoid streets, bridges or raised roadways that could have been damaged in the quake.

Always be prepared

One of the best resources for emergency and earthquake preparedness is knowledge beforehand.

Contact your local emergency or civil defense offices and be prepared to take notes on what to do in case of an emergency in your area. Learn and teach children evacuation routes, gathering points, community warning signals and specific emergency procedures at your family's workplaces and schools.

Find out local policies for emergency care of animals or disabled/elderly citizens in your family. Create a family disaster plan with personal points

Keep your important papers safe

Be sure your critical documents are in a safe, fire/water-proof place and are easily accessible if you need to get out of your home in a hurry. If you need to leave your home for an indeterminate time, take these documents with you. These should include:

- Birth certificates
- Adoption papers
- Marriage certificates
- Social Security cards
- Passports
- Military discharge papers
- Health insurance cards
- Government-issued identification
- Life insurance policies
- Insurance policies
- Auto insurance policies
- Naturalization documents
- Power of attorney/wills
- Real estate deeds
- Previous year's tax return
- Attorney's contact information
- Inventory of valuables in your home with photographs

for rendezvous and specific contact information (cell phone numbers, public pay phone locations in common areas, etc.).

There should be two rendezvous points: one outside your home and one outside your neighborhood if you can't return home for some reason. Once at the rendezvous point, follow official instructions as given by your local emergency management team or as heard on the radio.

Have an out-of-city or out-of-state contact person for your family to call in case you get separated. Often local phone lines will be disabled, but long-distance calls can get through.

Occasionally review or quiz family members about the emergency plan.

If you are prepared for an emergency or earthquake, you can save your life as well as the lives of your family, friends and fellow citizens. If and when the "Big One" finally hits Southern or Central California, you and your loved ones should have a much better chance of walking away alive.

Get your kit together

The Southern California Earthquake Preparedness Project and emergency management departments across the state recommend that every household prepare at least one emergency kit.

A home kit should be large enough to supply a family if and when outside contact and utilities are cut off. It can be stored in a foot locker, a sturdy plastic bin or a large garbage can.

A car kit can be packed into a small bag and placed in the trunk or behind a seat. A workplace kit should fit in a drawer, locker or in a small bag or briefcase.

Check each kit for expired items twice

yearly, or every time you change the clocks for daylight savings time.

Home kit

- Blankets, a tarp and extra clothing and shoes for the entire family
- Toiletries and personal hygiene items, toilet paper and heavy plastic bags for removing and storing waste
- First Aid kit and antibacterial moist towelettes
- Manual can opener, flashlight and portable radio
- Canned and instant food that doesn't require refrigeration or cooking
- Drinking water and purification tablets (the latter can be purchased at an outdoor/sport-

ing goods store in the camping section)

- Pet food and supplies (if applicable)

Car kit

- Extra clothing and walking or hiking shoes
- Canned and nonperishable foods (such as jerky, nutrition bars, crackers or cookies) and a manual can opener
- Bottled water
- Blanket
- Small first aid kit
- Flashlight with extra batteries
- Toilet paper
- Mini fire extinguisher
- Street maps of the city area

Work kit

- Extra clothing and shoes
- Nonperishable foods (see car kit)
- Bottled water
- Small first aid kit

- Portable radio and flashlight with extra batteries
- Toilet paper
- Antibacterial moist towelettes

Useful to own

- Extra batteries
- Spare glasses or contact lenses
- Critical prescription medicine
- Alternative cooking sources (camping stoves, chemical heating bags)
- Fire extinguisher
- Fuse box/gas valve/water valve (Be sure you know how to operate each in case it needs to be shut off. If you turn a house's main gas valve off, you should call a professional to turn it back on.)
- Work gloves and helmets/hard hats
- Sleeping bags/blankets/tents
- Tools: Ax, crowbar or heavy hammer, wrenches to turn off gas and water, and rope.

PRESIDENT'S REPORT

Labor Day celebrates the American worker

(Continued from front page)

Legislating a holiday

In 1884, the CLU selected the first Monday in September as the date for the holiday and urged similar organizations in other cities to select it as well.

New York City declared the day a "workmen's holiday" and the idea spread.

The first governmental recognition came through municipal ordinances passed during 1885 and 1886.

Oregon was the first state to make the holiday official, in 1887. Four more states — Colorado, Massachusetts, New Jersey and New York — enacted laws establishing the Labor Day holiday shortly thereafter.

By 1889, Connecticut, Nebraska and Pennsylvania followed suit, and 23 other states adopted the holiday by 1894.

Labor Day became a national holiday on June 28, 1894, as a result of President Grover

Cleveland's attempt to reconcile with Organized Labor after the deaths of workers at the hands of the U.S. military and U.S. Marshals during the 1894 Pullman Strike.

Legislation making Labor Day a national holiday was rushed through Congress unanimously and signed into law a mere six days after the end of that strike.

All 50 U.S. states have made Labor Day a state holiday.

Changing commemorations

In 1909, the American Federation of Labor sought to expand the observance by dedicating the Sunday preceding Labor Day to the "spiritual and educational aspects of the labor movement."

In recent years, especially in large cities, mass displays and huge parades have given way to addresses by leading union officials and political leaders.

Most Americans know the holiday as the

unofficial end of summer, a time for picnics, fireworks displays, water sports and public events.

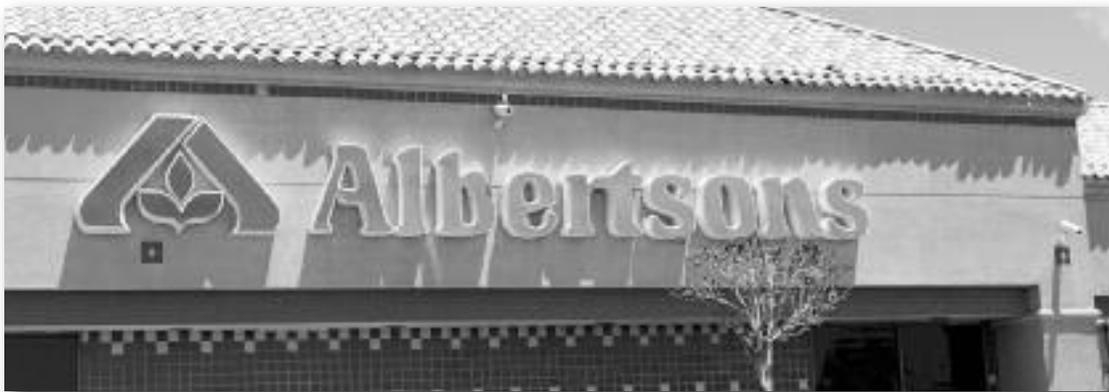
But the holiday means much more than that. It remembers those who have labored for our country since its founding. It also commemorates the growth of the modern American Labor Movement, which has grown from its roots in the colonial craft guilds to today's strong, vital union movement with membership numbering in the millions.

The work done by the American worker has contributed to the highest standard of living and the greatest production the world has ever known. It has brought our country closer to the traditional American ideals of economic and political democracy.

It is fitting, therefore, that a day be set aside to honor the men and women who are responsible for so much of the nation's strength, freedom and leadership — the American workers.



Members at work: Albertsons 6530



STEWARD FEATURE

Steward learned value of unions early in career

Although Perla Haque never worked at a non-union job, she learned the importance of having a union early in her career.

Haque is a steward at Rite Aid 6473 in Victorville.

"I began working at a Rite Aid store in Los Angeles seven years ago," Haque said. "About one year later, I contracted hepatitis B and was in the hospital for six months."

After three months, Haque's manager tried to have her fired.

"Aside from worrying about getting better, I also had to worry about having a job to go back to," she recalled.

"I didn't know much about the union back then, but I knew what he was trying to do wasn't right."

Haque called her Union Representative, who made sure

that Perla would have a job once she recovered.

"It was an object lesson in why it is important to work union," Haque said. "I vowed that when I returned to work, I would read the contract so I would understand all of our rights as union members."

Haque made a complete recovery and transferred to the Victorville store.

"Because I was so well-versed in the contract, all of my fellow workers would come to me with questions about their rights and benefits," she said. "But I never officially became a steward."

That changed six months ago.

"Our Union Representative, Bill Collard, came to the store and asked who we thought would make a good steward," Haque said. "Not surprisingly, everyone



Perla Haque

pointed to me."

She added: "I consider it an honor and a privilege to serve my union. Not only did the union save my job at a time when I had a serious medical problem, but with-

out our union-negotiated health benefits, I don't know how I would have been able to pay the astronomical medical bills that resulted from my illness."

Haque said job security is another reason she is grateful to work at a union job.

"Whenever cuts are made in hours, the company has to go by seniority," she said. "At a non-union job, they would just cut the hours of the highest-paid employees or just lay them off."

Haque and her husband, Mojibul, have a 3-year-old daughter, Prianka.

"When I am not at work, I like to spend all of my free time with my husband and daughter," Haque said.

"Along with having a good union job, my family is the most important thing in my life."



Members at Work

Rite Aid 6473, Victorville



2 Sisters ruling

Continued from front page

The judge noted that the company had intimidated its employees by improperly firing Xonia Trespalacios, an outspoken pro-union worker, prior to the election.

Administrative law Judge Lana Parke ruled that

2 Sisters must offer to reinstate Trespalacios to her former job and compensate her for lost wages and benefits.

Local 1167 President Bill Lathrop said the union may call for another vote, but there are no immediate plans to do so.

"The law says the workers at 2 Sisters have a right to choose in an atmosphere that is free of threats and other forms of intimidation," Lathrop said.

"If we decide to call for a new election, the workers at 2 Sisters will know the law protects their jobs if they want to speak out in support of joining a union."

A successful organizing drive at a subsidiary of Fresh & Easy would be a significant step toward bringing the benefits of union membership to other workers at the company, Lathrop said.