

Desert Edge

UFCW LOCAL 1167

a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Fall 2014

President's Report:

Solidarity wins the day again

Also in this issue:

- **Food contracts ratified!**
- **Scholarship winners announced**
- **Arbitration awards back pay and reinstatement**

**Union
offices
will be
closed:** Nov. 27-28 for
Thanksgiving

Next Quarterly Membership Meeting:

Wednesday, Sept. 24



The meeting will start at 7 p.m.
UFCW Local 1167 Auditorium
855 W. San Bernardino Ave.
Bloomington, CA 92316
www.ufcw1167.org

**Attend your
union meetings!**

DESERT EDGE

Bill Lathrop
Editor

Official quarterly publication of
Local 1167, United Food and
Commercial Workers International Union
Serving San Bernardino, Riverside and
Imperial Counties, California.

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ON THE COVER: Food 4 Less members in Moreno Valley

Open Enrollment **Watch your mailbox!**

...for important information from your
health benefits Trust Fund.

Got questions? Contact the Trust Fund (ext. 424):

(714) 220-2297 • (562) 408-2715 • (877) 284-2320
www.scufcwffunds.com

Notice to all members: 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: YOUR DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE THE FIRST OF EVERY MONTH, 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.

Nonpayment 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!

New member meetings

Are you a new member of
UFCW Local 1167?
Has one of your co-workers
recently joined our union?

Get up to a \$65 credit
toward your initiation fee
when you attend a New
Member Training Meeting within
six months of your hire date.

Call (909) 877-5000
if you have any questions.

For the record: Ryan Matson, a general merchandise clerk formerly employed by Stater Bros. Markets, died on Jan. 13, 2014 at the age of 29. He had been a member since March 2006.

Solidarity wins the day again

We negotiate a lot of contracts at Local 1167. There's always a critical round of collective bargaining going on somewhere. And when we reach an agreement with one employer, we start preparing for the next round with another. It's a never-ending process.

That being said, we can all breathe a little more easily now that Food 4 Less has reached a satisfactory agreement with the seven UFCW local unions in Southern California. (See page 17.) Its ratification by our members ended an epic bargaining process that involved all of the major union-affiliated grocery chains in the region.



BILL LATHROP
President

It began early this spring when we sat down with Albertsons, Ralphs and Vons to hammer out a contract for tens of thousands of UFCW members.

We remembered what an ordeal it was to negotiate the last agreement in 2011. The employers wanted to gut our health care and we said "No way!"

The companies kept insisting and we stood firm in opposition. This went on for almost a year until the members voted — twice — to reject management's proposals and to authorize a strike. We also took to the streets with demonstrations in front of the companies' corporate offices.

Ultimately, union solidarity won the day. The companies relented and our members' health care remained affordable.

We had the same plan when we returned to the bargaining table in 2014. Anticipating a struggle, we printed many thousands of "Stand Together" buttons and urged our members to wear them in the stores. The seven UFCW unions set an example of solidarity by agreeing to a common message and sticking to it. We also made sure the companies knew we would call for street demonstrations and strike votes if they failed to agree to reasonable terms.

The pace was slow, even after a federal mediator was called in to move the talks along. This continued until the end of May, when the two sides surprised almost everyone with a rapid conclusion.

Once again, the UFCW unions prevailed, with our members' health care unscathed.

With an agreement reached, we were able to conclude our separate contract talks with Stater Bros. in short order.

I can think of three main reasons for this successful outcome.

First, the announced acquisition of Safeway/Vons by Cerberus/Albertsons suddenly created a new competitive environment. The companies decided this wasn't the time to create still more uncertainty by provoking their employees and the UFCW.

Please see page 15



UFCW Local 1167 Secretary-Treasurer Rick Bruer and President Bill Lathrop.

President Lathrop honored

Bill Lathrop, president of UFCW Local 1167, was honored as a "Labor Warrior" at an Aug. 21 event in San Francisco sponsored by the UFCW Western States Council. The organization combines the political might of UFCW unions in California, Nevada, Utah and Arizona. Also honored were Ron Lind, outgoing president of UFCW Local 5 in San Jose, and Toni Atkins, the new speaker of the California Assembly.

What's Happening

MAUREEN McCABE

JUST RETIRED

Many members chose to retire in 2014. Earlier in the year, **Lilian Maldonado, Steven Sirius** and **Linda Willason** retired in February. Lilan Maldonado worked for Vons for 16 years. Steven Sirius worked in the industry for 36 years with Albertsons and Lucky. Linda Willason worked for 38 years with Albertsons, American Stores, Lucky and Super Value.

In March, **Mark Basham, David Carroll, Joseph Gutierrez, Alfrena Hall** and **Rhonda Sones** joined the ranks of the retirees. Mark Basham worked for 40 years in the industry with Alpha Beta, Hughes, Lucky and Ralphs. David Carroll worked for 35 years with Alpha Beta and Ralphs. Joseph Gutierrez worked for Stater Bros. for 33 years. Alfrena Hall worked 27 years in the industry with Albertsons, Alpha Beta and Lucky. Rhonda Sones worked for 35 years with Albertsons, Alpha Beta and Lucky.

In April, **James Bannister** retired. He worked for Fazio's and Vons for 25 years.

In June, **Michelle Cloutier, Douglas Davis, Richard Dominguez, Cindy Evaro, Theodore Gaspard, Susan Hill, Donna Moore, Donald Oldaker, Francisco Varela** and **Irma Wolf** retired. Michelle Cloutier worked for Stater Bros. for 28 years. Douglas Davis worked in the industry for 39 years with Alpha Beta and Ralphs. Richard Dominguez worked in the industry for 34 years with Alamo, Albertsons, Alpha Beta, Gemco, Lucky, Stater Bros. and Vons. Cindy Evaro worked for Ralphs for 25 years. Theodore Gaspard worked for Pavilions and Vons for 22 years. Susan Hill spent 26 years in the industry, working for Albertsons, Alpha Beta and Lucky. Donna Moore worked for Stater Bros. for 24 years. Donald Oldaker worked for Ralphs for 35 years. Francisco Varela worked for Albertsons for 11 years. Irma Wolf worked for Ralphs for 33 years.

In July, **Joaquina Apodoca, Oscar Avalos, Terri Cesar, Wayne DeYoung, Andrew Gibson, Cheryl Hamilton, Paul Hess, Jerry Horton, Lorene Kelly, Michelle Lardeur, Mary Tackett** and **Dean Watson** retired. Joaquina Apodoca worked for Food 4 Less for 25 years. Oscar Avalos worked in the industry for 42 years with Alpha Beta and Ralphs. Terri Cesar worked for Safeway and Stater Bros. for

38 years. Wayne DeYoung worked for Stater Bros. for 36 years. Andrew Gibson worked in the industry for 36 years with Albertsons, Lucky, McCoy's Markets and Stater Bros. Cheryl Hamilton worked for Albertsons for 36 years. Paul Hess spent 39 years in the industry working for ABC, Boys Markets, Hughes and Ralphs. Jerry Horton worked for 43 years in the industry with Lucky, Golden West Meats and Stater Bros. Lorene Kelly worked for Ralphs for 30 years. Michelle Lardeur worked for Stater Bros. for 40 years. Mary Tackett worked for 38 years with Alpha Beta and Food 4 Less. Dean Watson worked for Stater Bros. for 34 years.

In August, **Leonard Horton, Pedro Jaco,** and **Michael Velasquez** joined the ranks of the retirees. Leonard Horton worked for Stater Bros. for 43 years. Pedro Jaco worked for Vons for 25 years. Michael Velasquez worked for 34 years for Stater Bros.

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

JUST MARRIED

Denise Williams, Stater Bros., married Jerry Abbott on March 3 in Jamaica. The happy couple honeymooned there as well. ... **David Capilla**, Stater Bros., took Erica Rangel to be his bride on March 11. The wedding was in Las Vegas. ... **Carmen Figueroa**, Food 4 Less, said "I do" to Daniel Vargas on March 29. The ceremony was at the Eagle Glen Gold Club. ... **Bianca Soto**, Rite-Aid, married William Guzman on April 12 in Hemet. The newlyweds honeymooned in Ensenada and Baja California. ... **Brad Willett**, Albertsons, married Amber on April 26 in Perris. The newlyweds honeymooned on a Royal Caribbean Cruise to Haiti, Jamaica, Grand Cayman and Cozumel, Mexico. ... **Crystal Carlos**, Stater Bros., said "I do" to Edy Quevedo, on May 3. The wedding was in La Quinta and the happy couple honeymooned in Santa Barbara. ... **Mark Devine**, Stater Bros., and **Karen Skinner**, Albertsons, exchanged vows on May 23. The wedding was held in Temecula and the newlyweds honeymooned in Tahiti, Moorea, and Bora Bora. ... **Robin Lynn Ri-**

Please see page 19

IN MEMORIAM

Frank Brigandi, a retired meat cutter formerly employed by Stater Bros. Markets, died on June 18, 2014 at the age of 89. He had been a continuous member since January 1952.

Charles Cena, a retired meat cutter formerly employed by Market Place, Center Market, Azusa Meat Packers, and Food City Meat Packing, died on June 3, 2014 at the age of 101. He had been a member since July 1955.

Willodean Cipriani, a retired drug clerk formerly employed by Thrifty Drug, Pringles Drug, and Sages, died on May 27, 2014 at the age of 96. She had been a member since October 1956.

Erika Cuevas, a general clerk employed by Food 4 Less, died on June 9, 2014 at the age of 31. She had been a member since September 2004.

James Dunham, a retired meat cutter formerly employed by King Cole, Food Giant, Sage's, and Stater Bros. Markets, died on June 28, 2014 at the age of 87. He had been a member since July 1952.

Steven Figg, a retired meat cutter formerly employed by Super A Foods, died on June 8, 2014 at the age of 62. He had been a member since July 1970.

Tom Fringer, a retired food clerk formerly employed by Stater Bros. Markets, died on May 4, 2014 at the age of 81. He had been a member since November 1949.

Robert Gruber, a retired food clerk formerly employed by Village Market, White Front, Jenkins, Sage's, Market Basket and Stater Bros. Markets, died on April 29, 2014 at the age of 80. He had been a member since March 1952.

Verna McFarlin, a retired food clerk formerly employed by Safeway, died on May 20, 2014 at the age of 91. She had been a member since June 1943.

Irene Niznik, an affiliated member employed by Stater Bros. Markets, died on August 2, 2014 at the age of 59. She had been a member since July 2007.

Dick Richards, a retired meat cutter formerly employed by Albertsons, died on August 14, 2014 at the age of 83. He had been a member since September 1951.

Robert Swanson, a retired food clerk formerly employed by Vons, died on July 4, 2014 at the age of 75. He had been a member since April 1960.

Margaret Wigley, a retired food clerk formerly employed by Safeway, died on May 4, 2014 at the age of 86. She had been a continuous member since April 1956.

Garrett Wisely, a snack bar/fuel center clerk formerly employed by Ralphs, died on July 15, 2014 at the age of 21. He had been a member since October 2013.

Our condolences go to the families of these deceased members.

Get well the union way by using our health providers

UFCW Local 1167 gives workers the strong voice they need to stand up for themselves and get what they deserve.

This voice is most effective when it expresses the will of a united membership. A united voice is critically important when workers negotiate the terms of their employment with management.

That's what a union is: many workers speaking as one.

We're so good at this that an outside observer might conclude we all work in the same industry.

Some unions are like that, but not the UFCW.

Our union consists of working people from a broad variety of industries and backgrounds. We represent men and

women who work in supermarkets, warehouses, drug stores, pharmacies, food processing plants, hospitals and barbershops.

We also represent people who work in offices for dentists, chiropractors and optometrists. Most of these are small businesses led by professionals who respect their employees and want to do right by them. They are intelligent businessmen and businesswomen who recognize that a union makes it economically possible for them to provide higher-quality health and retirement benefits.

UFCW Local 1167 believes these businesses should be rewarded for their wise judgment and responsible choices. We urge all of our members to support them with their patronage! We want to be sure these small employers remain profitable and stay in business so they can employ even more of our members.

When you go to a union dentist, chiropractor or optometrist, you're not just doing the right thing — you're doing the smart thing.

Consider these factors:

- Union members are happier workers. They are compensated well for their efforts and they know it.
- Union members tend to be more experienced workers. They are likely to stay where they are for a long time.
- Union businesses attract higher-quality workers in the first place. The competition for such jobs is tougher, for good reasons.
- When you go to a union office, the staff knows how to work with our union insurance to make sure it is used properly. These facilities make fewer mistakes than someone who is not a union provider.
- Best of all, you are demonstrating union solidarity by supporting the jobs of your UFCW Local 1167 sisters and brothers.

- On page 14 of this issue of *Desert Edge*, you'll find a list of union-affiliated dentists, chiropractors, optometrists and barbershops. When you visit them, I think you will be more than pleased by what you find.
- You'll also see that you'll get the best service and care anywhere, with the most modern equipment and amenities available.
- We frequently advise you to "shop union." Here's your chance to get well the union way! ■



RICK BRUER
Secretary-Treasurer

Vote in November

Don't let apathy get the better of you! Be sure you are registered to vote and then show up at the polls on Nov. 3 or mail in your ballot on time.

Many pro-worker candidates are running for office at all levels of government, and they all need you to help ensure they will win.

One of those pro-worker candidates is Connie Leyva, who is seeking a seat in the California State Senate representing Senate District 20. This area includes Pomona, Chino, Ontario, Montclair, Rialto, Colton, Bloomington, Grand Terrace and a portion of San Bernardino.

Connie Leyva needs your help to represent the interests of working people in Sacramento. Don't let this opportunity pass you by!

Please visit UFCW1167.org or CaLaborFed.org for a complete list of Labor-endorsed candidates.

Community Report

Back pay and full reinstatement awarded to member after year-long arbitration

Veronica Devine, a supervisor at Rite Aid 5716 in Riverside, was awarded back pay totaling more than \$24,000 in August after a year of arbitration for a wrongful termination.

"I'm proud of my union for sticking to its guns to do what was right," she said.

Devine has been a member of UFCW Local 1167 for more than eight years.

She knew from the beginning that patience would be required because the process can take a long time, "but a year of not knowing what is going to happen is crazy," she said.

As she "took jobs here and there" to pay her bills, "there were times I

wanted to drop out and give up," she said. "But I hung in there with the guidance and encouragement of [Union Representative] Jose Correa and the other folks at Local 1167."

Devine is now engaged and looks forward to her wedding in November.

"Maybe we can use the back-pay settlement as a down payment for a house or take the grandkids somewhere," she said.

As she builds a better future for herself and her loved ones, Devine doesn't forget to thank the union that helps make it all possible.

"Those workers who don't have a union should get one," she said.

"It doesn't cost to be in a union. It pays!" ■

At right:

Veronica Devine.

Below: Devine thanks union representative Jose Correa and the union for their work on her behalf.



El Super rallies

Rallies in June, July and August supported workers at El Super in their fight for a fair contract. At a rally on July 10 in Rialto, support came from UFCW Local 1167 and many other organizations. Mayor Deborah Robertson and Pete Aguilar, candidate for the 31st Congressional District, were among the political leaders who participated.





Nearing the finish line

Member Marco Arteaga runs marathons as he prepares for retirement

Marco Arteaga, a meat manager at Albertsons 6520 in Rancho Cucamonga, is three years away from retiring. But instead of dreaming about his leisure time, he is preparing for his upcoming 50th birthday by training for an “ultra-marathon” in which he’ll run 50 miles.

Arteaga was on his high school’s track team, but he didn’t run competitively until his son, Michael, joined a track team. To motivate his son, he promised to run with him.

It wasn’t long before his casual runs turned into 5Ks, 10Ks and marathons.

“I’d say I’ve run in about 25 marathons, 15 half-marathons and two ultra-marathons,” Arteaga said. “The trick is to increase your mileage gradually so you don’t get hurt.”

A typical week includes an 8-10-mile run on his work days and a 15-mile run on his days off. Arteaga averages 50 miles a week, but when he’s training for a marathon he can run nearly 100 miles in a week.

“I try to have a new pair of running shoes every 300 miles I run, so it gets expensive,” he said.

Aside from shin splints, Arteaga hasn’t had any major running injuries. If he can’t “run it off,” he’ll rest for a few days and start running again.

Consistency pays off

Running isn’t the only thing Arteaga is good at consistently. He has worked in Albertson’s meat department for 30

years, beginning his career as an apprentice to his brother-in-law.

“I’d come in and help him cut meat on the weekends, while I was in high school,” Arteaga recalled.

I am so grateful to the union that we kept the Golden 85 Rule. I look forward to having more time to run.

“I didn’t see this as a career, but things ended up changing. I got married and I knew I had a good thing going.”

During contract negotiations earlier this year, Arteaga paid close attention to a provision called the Golden 85. He was relieved when the union negotiated a fair contract that preserved the rule, which ensures a union member will be able to retire when his or her age plus years of service add up to 85.

“I am so grateful to the union that we kept the Golden 85 Rule,” Arteaga said.

“I look forward to having more time to run, participate in triathlons and do woodworking in my garage.” ■

Contracts Ratified: Albertsons, Ralphs, Vons and Stater Bros.

Albertsons, Ralphs and Vons



Supermarket workers ratify contracts in Southern California

Members of seven UFCW local unions in Southern California voted in late May to ratify a new two-year contract with the corporate owners of the Albertsons, Ralphs and Vons grocery chains. Members of Stater Bros. also ratified an agreement in mid-June.

The agreements affect approximately 70,000 UFCW members from Bakersfield in the north to the Mexico border in the south.

At meetings throughout the region, the grocery workers heard briefings from union leaders before casting their votes.

The new contracts include wage increases and a signing bonus. Health and pension benefits were largely unchanged, giving the unions and employers more time to assess the effects of the 2010 Affordable Care Act on union benefit plans.

Another factor in the conclusion of negotiations was the agreement by Albertsons owner Cerberus to purchase Safeway, the parent company of Vons. Cerberus reportedly wanted additional time to assess the effects of its expanded role in the Southern California marketplace. Ralphs is owned by The Kroger Co. ■



Stater Bros.



The dangers of heroin addiction

In the United States, accidental drug overdoses account for more deaths per year than traffic accidents.

The Centers for Disease Control and Prevention estimates that more than 38,000 people died from opiate drug overdoses in 2010.

More people are addicted to opiates than alcohol, the CDC says.

The most common opiates are painkillers such as Vicodin and OxyContin. But the most dangerous opiate in the United States is heroin.

The CDC estimates 360,000 people are addicted to heroin in the U.S. Its use is so widespread that local law enforcement agencies typically have task forces to combat the drug.

Heroin is typically consumed intravenously because of its strong and immediate results. Addicts experience euphoria, but with each use, the receptors in the brain that produce the euphoria get weaker, forcing the user to consume larger quantities to get the same results.

High doses of heroin will lead to cardiac arrest and death. Addicts who inject heroin also risk exposure to HIV and hepatitis infections.

Treating heroin addiction

Heroin addicts usually aren't able to quit the drug on their first attempt. However, their chances for recovery can improve when they enter a drug treatment facility and begin the detoxification, or withdrawal, process.

Withdrawal periods vary depending on how long the addict has used the drug.

During withdrawal, an addict can experience agitation, anxiety, tremors, muscle aches, nausea, vomiting and diarrhea. These effects are not life threatening, but the addict will feel extremely uncomfortable throughout the process.

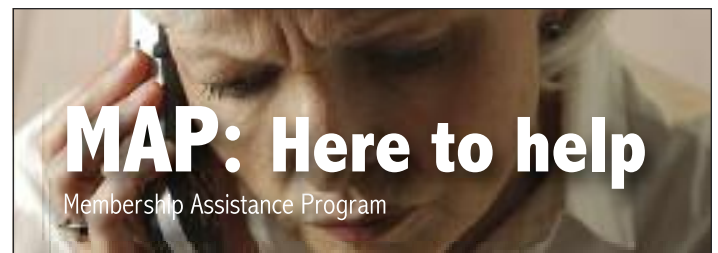
Once an addict is detoxified, he or she may be switched to a synthetic opiate called methadone. This is a long-lasting drug that cancels out the highs and lows of intravenous injections of heroin.

Methadone is controversial because it, too, is an opiate, though it is administered under the supervision of a medical professional. But studies show that addicts who switch to methadone are less depressed and more likely to resume a normal life.

Methadone can be used indefinitely or its use can be gradually reduced. About one in four addicts are able to withdraw completely.

Buprenorphine is another drug that is used to deal with heroin addiction. It is taken three times a week and produces a mild opiate-like effect. The drug is taken orally, underneath the tongue.

Unlike methadone, buprenorphine can be administered at home without the supervision of a medical professional. It can be prescribed by a physician and may be covered by health insurance. Members also can call the union's Insurance Department for instruction on using mental health benefits. ■



MAP: Here to help

Membership Assistance Program

If you have problems with:

Alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and/or financial/legal.

Eligible active or retired Food and Meat participants can call the toll-free MAP number at the

Health Management Center any time, day or night, 24 hours a day, seven days a week. All calls are confidential.

Food Division

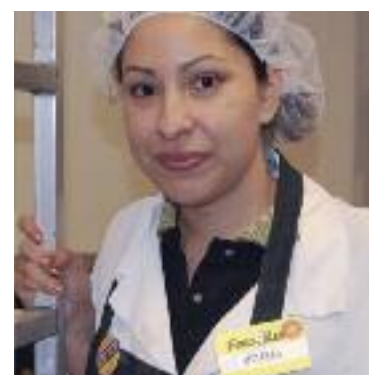
call (800) 461-9179

Drug Division

call (866) 268-2510



Our members at work: Food 4 Less 398, Moreno Valley and 303, Fontana





Our members at work: Rite Aid 5718, Riverside and 6231, Moreno Valley





Learning and doing

Terra Jimenez
is drawn to
knowledge and activism

Terra Jimenez, a price accuracy coordinator at Rite Aid 6231 in Moreno Valley, knows the value of acquiring and sharing information for the benefit of her co-workers.

Her Union Representative, Maria Perez, recognized this three years ago when Perez recommended that Jimenez be named her store's steward.

"I like the process of getting information from the union and giving it to members," Jimenez said. "Telling members how the union helps is great."

She is proud of how the union supports members when problems come up with management or supervisors.

"If you do your job well and follow the rules, you'll have backup with the union," Jimenez said.

Her children also are aware of what the union does for them.

"They know mom has a secure job ... with insurance," she said.

Politically aware and active

Jimenez has helped organize voter registration drives and participates in the UFCW Active Ballot Club, which raises funds for pro-worker candidates



and causes.

"My husband's family has a tradition of coming over to our house before every election and we sit down and discuss all of the issues on a ballot," Jimenez said. "When we have a consensus, we vote the same way and I relay what we learned to my co-workers."

Recently, UFCW local unions in

Southern California have been helping workers at El Super stores negotiate a fair contract. Jimenez's store is adjacent to one of those stores, which she visits during her lunch breaks to provide support and encouragement.

"I tell them how beneficial it is to be part of the union," Jimenez said. "Most of these workers believe everything their management tells them, so I try to help them see what their supervisors get wrong about the union's involvement."

Personal life

Jimenez enjoys spending her free time with her family. She has been married to her husband, Tony, for 17 years. They have three children together: A.V., 16, Teresita, 14, and Tony, 9.

When Tony was 5, Terra and her husband asked him what he wanted for his birthday. Tony said he wanted to play with a claw machine. They surprised him with a trip to the Circus Circus hotel in Las Vegas.

"He fell in love with the city and now it's a family tradition that when the kids are on vacation from school, we all go to Circus Circus to spend quality time together," Jimenez said. ■

Union Providers

These service providers have contracts with Local 1167 and generally accept Trust Fund payments as payment in full for approved and covered treatments. They bill the Trust Fund directly. However, members should check with the provider before receiving any services to confirm the Trust Fund payment will be accepted as payment in full and that they will bill the Trust Fund directly. Employees of providers are members of Local 1167. Members enrolled in prepaid dental plans do not have coverage through the providers on this list. Retirees do not have dental coverage provided by the Trust Fund, but reduced rates are available on request from the dentist's office. ***A co-payment may be required.**

Dentists



Ponderosa Dental Group*

Philip Sales, D.D.S.
8463 Haven Ave.
Rancho Cucamonga, CA 91730
(909) 481-0025

Alessandro Family Dentistry

Stephen S. Yang, D.D.S.
25030 Alessandro Blvd., Suite D
Moreno Valley, CA 92553
(951) 924-0993

Bear Valley Dental Center

Amy Hao, D.D.S.
14895 Bear Valley Road, Suite C
Hesperia, CA 92345
(760) 244-5600

Corey K. Houmand, D.D.S.*

P. O. Box 400
251 N. State Hwy. 173
Lake Arrowhead, CA 92352
(909) 337-6227

Corey K. Houmand, D.D.S.*

Plaza De Majorca
12220 Pigeon Pass Road, Suite G
Moreno Valley, CA 92553
(951) 247-1986

Creating Smiles

31309 Temecula Pkwy, Suite 100
Temecula, CA 92591
(951) 302-9800

Golden Triangle Dentistry*

Ford F. Mudgett, D.D.S. & William L. Neff, D.D.S.
Jack Battles, D.D.S., Orthodontist
25460 Medical Center Drive, Suite 202
Murrieta, CA 92562
(951) 677-1054

Great Smiles*

George Bradley, D.D.S.
650 W. San Bernardino Road
Covina, CA 91722-3796
(626) 967-6427

***Indian Wells Dental Office**

George Altuzarra, D.D.S.
74-965 Highway 111
Indian Wells, CA 92210
(760) 568-6369

Nomi Lee D.D.S.

701 N Highland Springs Ave., Suite 11,
Beaumont, CA 92223
(951) 845-4557
(951) 845-3512

Nomi Lee D.D.S.

101 E Redlands Blvd Suite 134,
Redlands, CA 92373
(909) 335-3631
(909) 335-1218

Johnny Liu, D.D.S.

7168 Archibald, Suite 200
Alta Loma, CA 91701
(909) 944-3120

Plaza Family Dentistry

Jeff Barlow, D.D.S.
12240 Hesperia Road, Suite C
Victorville, CA 92395
(760) 241-6460

Rialto Family Dental Center

Patricia A. Pompa, D.D.S.
1723 N. Riverside Ave.
Rialto, CA 92376
(909) 874-3210

San Jacinto Dental Center

Jason Lee, D.D.S. & Kenvis Ngow, D.D.S.
166 E. Main St., Suite 6
San Jacinto, CA 92583
(951) 654-8005

Sunshine Dental*

Phillip Chien, D.D.S.
31493 Rancho Pueblo Rd., Suite 102
Temecula, CA 92592
(951) 302-6797

Towne Dental

Jeffery R. Inspektor, D.D.S.
800 Magnolia Ave., Suite 103
Corona, CA 92879
(951) 736-1822

University Village Dentistry

Amy Hao, D.D.S.
5005 La Mart Drive, Suite 102
Riverside, CA 92507
(951) 786-9141

Optometrist



Dr. Ronald Kascius

965 South "E" St.
San Bernardino, CA 92408
(909) 889-5669

Chiropractor



Cadman Chiropractic

Scott L. Cadman, D.C.
9019 Sierra Ave., Suite B
Fontana, CA 92335
(909) 822-2225

Barber Shops

Hair Connexion

(Barber Shop)
2558 Highland Ave
San Bernardino, CA 92346
(909) 862-3522

Slim Cassidy's Barber Shop

118 W. Main St
Barstow, CA 92311
(760) 256-8815



President's Report

BILL LATHROP

Solidarity wins again!

Continued from page 3

Another factor was the Affordable Care Act, also known as Obamacare. It became apparent that certain features of the law succeeded in controlling medical costs, while other effects of the ACA remained uncertain. Once again, the companies decided it was in their best interest to stay on steady ground.

The third factor — and the most significant — was our UFCW membership, the loyal trade unionists who wore their “Stand Together” buttons in the stores and demonstrated their solidarity at every opportunity.

Union solidarity remains the key ingredient of our success whenever we come to the bargaining table, whatever the industry.

Solidarity makes it possible for us to improve the lives of our members in their work places and in their homes.

We are weak when we stand alone, but we are strong when we stand together.

Now it's time to wrap this column up and get busy again. We have more contracts to negotiate! ■

UFCW Local 1167 Scholarship Competition Awards Results!

First Place Bill Sauriol Scholarship Award:

Shamik Maganlal

son of Pharmacist Naresh Maganlal,
Ralphs Drug 0098

Second Place Awards:

Annie Tsai

daughter of Michael Tsai, Rite Aid 5706

Thomas Harper

Clerk's Helper, Stater Bros. 0078

Marissa Espinoza

daughter of Robert Espinoza, Rite Aid 6482

Serena Preciado

daughter of Yvette Oaxaca, Rite Aid 5704

Emmanuel Montes

son of Bertha Montes, Food 4 Less 0398

Jordan Thompson

son of Michelle Turner, Food 4 Less 0385

Nolan Godfrey

Clerk's Helper, Vons 2818

See next issue of *Desert Edge* for features on the winners!

Walmart Report



Don't believe the Walmart commercials

The retailer's latest misleading ad campaign promises to promote jobs in America

Walmart launched an ad campaign in March that proclaims its commitment to selling products made in America.

One of three commercials features “Dirty Jobs” television host Mike Rowe, who describes factory workers who are happily returning to work and concludes with the tagline, “Work is a beautiful thing.”

Ironically, another one of Walmart's commercials celebrating American jobs features “Working Man,” a song performed by the Canadian band Rush.

Industry observers note that, much like Walmart's ads in the 1990s pro-

moting clothes made in the United States, the current campaign says things that are too good to be true.

The ads claim that Walmart will spend up to \$250 billion over the next decade on products made in the United States.

But the company's record of forcing suppliers to send manufacturing jobs overseas has led many to question Walmart's sincerity.

In a CNN interview, Rowe admitted that the ad campaign “is about public relations.”

Financial analysts have demonstrated that Walmart can keep its current price structure and still raise its wages by 50 percent. ■

Food 4 Less Contract Update



Preparing signs at July 31 Picket Captain Meeting.



Informational picketing.

Food 4 Less members ratify contracts in Southern California

Food 4 Less employees in Southern California ratified a new labor agreement on September 2, concluding difficult negotiations between the company and seven UFCW local unions in the region.

The new contract covers approximately 6,500 members at 100 stores. The three-year contract secures medical and pension benefits, keeps everyone in the same Trust Fund (something Food 4 Less wanted to divide) and includes wage increases among other securities.

Food 4 Less, owned by Kroger Co., was the last major grocery chain in Southern California to reach an agreement with the unions. All seven UFCW locals in Southern California reached agreements with Albertsons, Ralphs, Vons and Stater Bros. in May and June. (See page 9).

The previous contract with Food 4 Less expired on June 8, but both sides kept talking through the summer.

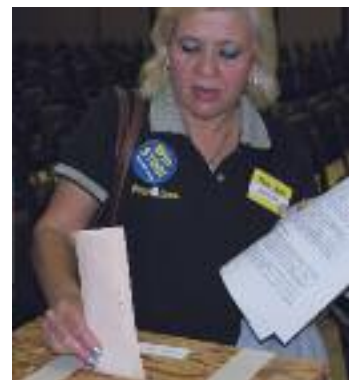
The situation escalated in July when all of the UFCW Southern California unions asked their members for permission to call a strike should one become necessary to reach a satisfactory agreement. The members voted overwhelmingly in favor of the request.

In late August, informational meetings were held throughout the local's jurisdiction to dispel rumors and were attended by more than 60 percent of the membership.

An agreement was reached soon after the unions assigned picket captains and began training them in preparation for a labor dispute.

"Food 4 Less realized our members were not going to accept anything less than a contract that is on par with what our union negotiated with other grocery chains in the area," UFCW Local 1167 President Bill Lathrop said.

"I'm proud of our members for standing up and letting Food 4 Less know that nothing can divide a strong membership." ■



Larry Wisniewski, Steward from Ralphs 145 in Mission Grove, came to the meeting in Bloomington to thank the Food 4 Less members for their solidarity.



Union Representative's Report

Maria Perez

Know your Weingarten Rights

Imagine you're at work and something goes wrong. Your supervisor or a security officer wants to ask you questions. You think you might be getting into trouble.

This is a time to invoke your Weingarten Rights.

These rights entitle you to demand the presence of a Union Representative before answering any questions that could lead to disciplinary action against you.



Maria Perez
Union Representative

Employers are not required to inform you of your Weingarten Rights, so it is up to you to take the initiative and ask your employer to stop an "investigatory interview" immediately or postpone it until your Union Representative is present.

An investigatory interview occurs when management asks questions of an employee who has a reasonable belief that discipline or other adverse consequences may result from what he or she says.

Not every discussion with an employer is investigatory. If your supervisor wants to specify job requirements or announce a warning or discipline, this is not considered investigatory.

However, the discussion can become investigatory if your supervisor or manager begins to question you about a matter for which discipline is administered.

If you request a Union Representative's presence, do not discuss or sign anything with your employer before your Union Representative arrives. Doing so may affect your job.

For more information on Weingarten Rights, contact your Union Representative. ■

UFCW and Employers Trust Fund Scholarship Program awards

\$152,500 to UFCW Local 1167 members/dependents



<u>Student</u>	<u>Award</u>	<u>Participant</u>	<u>Employer</u>
Johnny Bates, Jr.	\$10,000	Elizabeth Bates	Vons
Joshua Adamson	\$5,000	Joshua Adamson	Ralphs
Lilian Andrade	\$5,000	Jesus Andrade	Vons
Maximilian Aviles	\$5,000	Larry Aviles	Stater Bros.
Eric Barajas	\$5,000	Rafael Barajas	Vons
Ashley Nicholas	\$5,000	Cathy Nicholas	Albertsons
Katrina Pham	\$5,000	Katrina Pham	Vons
Elizabeth Rangel	\$5,000	Antonio Rangel	Albertsons
Clayton Antista	\$2,500	Lisa Antista	Ralphs
Ryan Langford	\$2,500	Paula Arredondo-Langford	Stater Bros.
Carissa Artz	\$2,500	Carissa Artz	Stater Bros.
Chloe Bates	\$2,500	Larry Bates	Stater Bros.
Miranda Benson	\$2,500	Stephen Benson	Stater Bros.
Sarah Bradley	\$2,500	Mike Bradley	Ralphs
Cassandra Castro	\$2,500	Maricela Castro	Stater Bros.
Aiden Chappell	\$2,500	Donald Chappell	Vons
Jennifer Gunardi	\$2,500	Melissa Chitra	Albertsons
Aaron Culler	\$2,500	James Culler	Stater Bros.
Aubree Coon	\$2,500	Daralyn Davis	Stater Bros.
Debra Davis	\$2,500	William Davis	Ralphs
Samantha Duffle	\$2,500	Joseph Duffle	UFCW Local 1167
Brianna Fernando	\$2,500	Joseph Fernando	Stater Bros.
Amanda Freed	\$2,500	William Freed	Ralphs
Jaclyn Fujii	\$2,500	Michael Fujii	Ralphs
Michael Gabriel	\$2,500	Michael Gabriel	Stater Bros.
Yazmin Garcia	\$2,500	Otoniel Garcia	Vons
Emerson Gastelum	\$2,500	Jaime Gastelum	Vons
Madeline Johnson	\$2,500	Madeline Johnson	Ralphs
Christian Labrador	\$2,500	Shirley Labrador	Albertsons
Kara Lamphere	\$2,500	Bryan Lamphere	Albertsons
Kelly Lauwers	\$2,500	Tamara Lauwers	UFCW Local 1167
Jonathan Linden	\$2,500	Kenneth Linden	Stater Bros.
Joshua Martin	\$2,500	Patricia Martin	Stater Bros.
Mario Martin	\$2,500	Joe Martin	Vons
Daniela Salaverria	\$2,500	Ana Milla	Ralphs
Jacob Moreno	\$2,500	Silvia Moreno	Albertsons
Emily Nelson	\$2,500	Mark Nelson	Albertsons
Robert Parsons	\$2,500	Lisa Parsons	Vons
Alyssa Gonzalez	\$2,500	Maria Perez	UFCW Local 1167
Mathew Rabago	\$2,500	Mathew Rabago	Stater Bros.
Johnathan Rangel	\$2,500	Christina Rangel	Stater Bros.
Bailey Riley	\$2,500	Bobby Riley	Albertsons
Brooke Sebek	\$2,500	Scott Sebek	Stater Bros.
Jessica Sevilla	\$2,500	Adriana Sevilla	Stater Bros.
Jhymai Stevenson	\$2,500	Jimmie Stevenson	Albertsons
Sabrina Suarez	\$2,500	Melissa Suarez	Stater Bros.
Daniela Torres	\$2,500	Connie Torres	Vons
Summer Traylor	\$2,500	Danny Traylor	Stater Bros.
Heather Troli	\$2,500	Robert Troli	Stater Bros.
Garrett Wildason	\$2,500	Douglas Wildason	Vons
Lauren Williams	\$2,500	Kathryn Williams	Stater Bros.
Total Awards	\$152,500		

IT PAYS TO BE UNION

MAY-AUGUST 2014 TOTAL

BACK PAY AND
BENEFITS RESTORED \$17,465.77 \$1,093,737.81
TO MEMBERS

MEMBERS REINSTATED 83 204

GRIEVANCES SETTLED 249 584

UNEMPLOYMENT
BENEFITS RESTORED \$23,400 \$29,560
TO MEMBERS

What's Happening

MAUREEN MCCABE

Continued from page 4

denour, Stater Bros., married Corey Michael Spaise on June 20. The wedding was held in Las Vegas.

Congratulations to all of our newlyweds!

JUST BORN

Oswaldo Gomez, Food 4 Less, welcomed a new son Gael on April 3. Gael weighed 7 lbs. 7 oz. ... **Brandon Garcia** is the proud father of twins Cherish Lovely and Charm Pearl, who were born on April 16. ... **Christina Tomlinson**, Stater Bros., has a new daughter. Evalina Elizabeth Kasad was born on April 24 and weighed 7 lbs. 11 oz. ... **Lorina Contreras**, Vons, tells us she is "very blessed to welcome our healthy baby boy" Evan Nicolas, who was born on April 30. Evan weighed 8 lbs. 4 oz. and measured 21 inches long. ... **Robert Brown**, Albertsons, proudly announces the arrival of Jeremiah on June 4. Jeremiah weighed 8 lbs. 3 oz. ... **Miguel Arellano-Ventura**, Stater Bros., welcomed Isaac on June 20. Isaac weighed 8 lbs. 13 oz. ... **Tamar Soriano**, Stater Bros., has a new daughter. Leah Alexa Aleman was born on July 16 and weighed 7 lbs. 5 oz. ... **Rachel Armenta**, Stater Bros., is happy to announce the birth of Ryan Mayoral on May 5. Ryan weighed 5 lbs. 13 oz. ... **Amber Giambusso**, Vons, has a new son. Matthew John Hitchcock was born on May 5 and weighed 7 lbs. 9 oz. ... **Shannon Musicant**, Stater Bros., welcomed Ava Cheyenne on May 15. Ava weighed 6 lbs. 5 oz. ... **Stephen Sena**, Stater Bros., proudly announces the birth of Genevieve on May 15. Genevieve weighed 8 lbs. 6 oz. ... **Cynthia Becerra**, Stater Bros., tells us she is "blessed to add another baby girl to the bunch" since the arrival of Brooklyn Anjelina on July 13. Brooklyn weighed 7 lbs. 6 oz.

Congratulations to all of our new moms and dads!

CORRECT ADDRESS AND PHONE NUMBER A MUST!

You lose out if there is no correct address and telephone number on file for you. We know the problem: people move frequently. But it only takes a phone call, a minute with the union rep or a letter to our office. It could avoid a big problem with a hospital, medical claim or pension inquiry.

Union Representative's Report Jose Correa

Looking for a bargain in markdowns? Think again.

Markdown items can be a tempting buy if you're looking for a bargain. But if you work at a store that sells them, you should be aware of your company's policies regarding these items, because a violation could cost your job.

During inventory weeks, markdown items can pile up in the back room before they hit the sales floor. Sometimes, simply setting aside one of these items so you can purchase it later can lead

to suspension or even termination.

This is because management can interpret your actions as "stealing company time" or "shopping on the clock."

Most companies have standard practices for markdowns, allowing only persons assigned by the manager to select items for reduced

pricing. Employees may purchase markdown items on the sales floor only if they are on break, at lunch or after they have clocked out for the day.

If you purchase a markdown item while on break or at lunch, your company might require you to take the product outside of the premises immediately after purchase.

If an item is marked more than 50 percent off, you might be required to get approval from management before purchasing it.

If you aren't sure whether it's OK to purchase a markdown item, consult with your store manager. Some companies post their markdown policies in the break room.

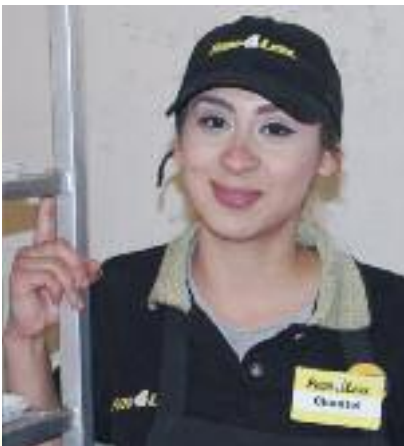
Remember, getting a great bargain isn't worth losing your job. Know your company policies and follow them! ■



Jose Correa
Union Representative

Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
P.O. Box 1167
Bloomington, CA 92316
Return Service Requested

NON-PROFIT ORG.
U.S. POSTAGE
PAID
SAN BERNARDINO, CA
PERMIT NO. 2285



**Food 4 Less
members from
Moreno Valley
and Fontana**

**Our members at work from
Rite Aid also inside this issue**