

Desert Edge

UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Spring 2014



In this issue...

- **Stewards Conference**
- **UFCW Local 1167 scholarships available**

President's Report:

**Rough road
ahead in
negotiations**

**Union
offices
will be
closed:** Good Friday
April 18, 2014
Memorial Day
May 26, 2014

Next Quarterly Membership Meeting:

Wednesday, March 26



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

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.

Headquarters:

855 W. San Bernardino Ave.
Bloomington, CA 92316

Mailing address:

P.O. Box 1167
Bloomington, CA 92316

Union offices are open
Monday-Friday, 8 a.m.- 4 p.m.
Closed Saturdays, Sundays and holidays

Business telephone:

(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

Telephone hours:

8:30 a.m.-4 p.m.

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ON THE COVER:
Members from Rite Aid 5702, Rialto



Watch your mailbox!

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

Add crucial funding to your HRA!

See page 23 in this issue of *Desert Edge* to find out how!

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!

Desert Edge clarifications and corrections:

The deadline for
the UnionPlus
scholarship was
Jan. 31 at noon.

The UFCW
International
website applications
for scholarships are
not set at press time.
Keep checking
ufcw.org
for more
information.

Members at Work
in the
December 2013
Desert Edge
featured members
from Pavilions 3218
in Rancho Mirage.

Supermarket negotiations: A rough road ahead

In February, the seven UFCW unions of Southern California sat down with representatives of Albertsons, Ralphs and Vons to try to hammer out a new contract.

We'll be negotiating with Stater Bros. separately, but we can't ink a deal with them until the health and welfare part of negotiations with the other companies is complete.



BILL LATHROP

President

Nobody is expecting these talks to be easy. The last time we had reasonable negotiations with the employers was 1999. Four years later, they came after us with unacceptable demands for concessions, forcing our members to walk picket lines for 20 weeks.

The great Southern California strike and lockouts of 2003-2004 are remembered as one of the largest labor disputes in American history, involving some 60,000 supermarket workers from Bakersfield down to the Mexico border. The three supermarket companies lost an estimated \$2 billion in the fiasco they forced on themselves.

But that wasn't the end to the difficulties. In 2011, it took nine months for us to work out a deal that protected our health care against a new round of cutbacks the companies were proposing. Our members had to vote twice to authorize another strike before the employers backed down.

I see this next round of negotiations as being similar to the marathon of uncertainty we experienced in 2011. Once again, the companies will try to save money on health care and once again we will fight to preserve the benefits we've earned over the past several decades.

It's unfortunate our members have to endure the pressure of intense negotiations every few years. But that's the reality of our age, when high health care costs and competi-



tion by Walmart, Latino markets and other non-union chains are pushing our employers to lower their costs of doing business.

No one can predict how these talks will end, but I can say with certainty that our members will have to stay fearless and united to achieve the best possible outcome.

If we come to you and ask you for a strike vote, we'll need your enthusiastic and overwhelming approval. A

*'Never forget that your union
and only your union has your
interests — and only your
interests — at heart... '*

strike is the last thing we want, but the companies need to understand the consequences they would endure for failing to behave reasonably.

Early in the negotiations, we can expect to see management try to start peeling people off from their union. They'll test your resolve to see how weak or how strong the membership is. Your response will determine how far and how hard they'll push to cut your pay and benefits.

Continued on page 5

What's Happening

MAUREEN McCABE

JUST RETIRED

The months of November, December, January and February brought us several new retirees. **Lisa Hively** worked for Ralphs for 36 years.

Carlos Miranda worked for Albertsons, Lucky, Ralphs, Safeway, Smith's, Super A Foods and Top Value for 28 years. **Barbara Ebert** worked for

Albertsons, Lucky and Smiths for 34 years. **Elizabeth Dupray** worked for Albertsons for 40 years. **Mary Ellen**

Baumann worked for Albertsons for 20 years. **Catherine Willman** worked

for Alpha Beta, Food 4 Less and Ralphs for 34 years. **Shawn Tudor**

worked for Lucky and Albertsons for 19 years. **Robert Stewart** worked for

Vons for 34 years. **Marianne Smith** worked for Stater Bros. for 18 years.

Ruthie Roberts worked for Albertsons and Lucky for 20 years. **Lauren Ritchie**

worked for Gemco/Lucky, Market Basket and Ralphs for 10 years.

Loretta Orcutt worked for Ralphs for 36 years. **Judi Moore** worked for

Ralphs for 25 years. **Rick Hamm**

worked for Albertsons, Alpha Beta, FedMart and Gemco/Lucky for 35

years. **Tammara Gustafsson** worked for Stater Bros. for 24 years. **Maricela**

Arredondo worked for Tianguis and Vons for 24 years. **Laura Bannister**

worked for Vons for 32 years. **Steven Birman** worked for Alpha Beta and

Ralphs for 45 years. **Paul Bowers** worked for Better Foods and Stater

Bros. for 44 years. **Paul Conklin** worked for Stater Bros. for 35 years.

Debbie Edwards worked for Vons for 33 years. **Lilian Maldonado** worked for

Vons for 17 years. **Ronald Marquardt** worked for Albertsons for 38 years.

Daniel Morris worked for Stater Bros. for 37 years. **Maria Parajon** worked for

ABC, Boys and Ralphs for 24 years.

Julie (Dolan) Pestana worked for Albertsons, Lucky, Smith's and Stater

Bros. for 36 years. **Rita Pruitt** worked for Albertsons, Alpha Beta and Food

King for 40 years. **Robert Ricordati** worked for Stater Bros. for 35½

years. **Maria Rodriguez** worked for Vons for 34 years. **Pedro Sierra** worked for Vons for 26½ years. **John Spero** worked for Vons for 40 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well earned retirements.

JUST BORN

Briana Wells, Stater Bros., has a new son, Raymond Edward Smith III, who was born on Aug. 10, 2013, weighing

6 lbs. 12 oz. ... **Tony Gonzales**, Stater Bros., is pleased to announce the birth of Zoe Elise Gonzales on Nov. 29, 2013. Zoe weighed 6 lbs 12 oz. ...

Jennifer Estrada, Stater Bros., has a daughter, Aubrey Isabella Perez, who was born on Dec. 14, 2013 and weighed 8 lbs. 1oz. ... **Hollie Entler**,

Stater Bros., has a new daughter, Makynzie Bernice, who was born on Dec. 20, 2013 and weighed 6 lbs. 6 oz. ... **Dina Dabbous**, Rite Aid, is proud

to announce the birth of Sean Nadeem Eleas, who was born on Dec. 27, 2013 and weighed 4 lbs. 11 oz. ... **Elizabeth Romero**, Stater Bros., has a

new baby girl, Arianna Corinne Hunter, who was born on Dec. 28, 2013 and weighed 7 lbs. 7 oz. ... **Santino Romo**, Stater Bros., gave birth

on Dec. 29, 2013. Isaias Santino Romo weighed 9

lbs. 9 oz. ... **Steven Watkins**, Food 4

Less, welcomed Nolan Watkins,

who was born on Jan. 22 and weighed 7 lbs. 11 oz. and was 19.5 inches

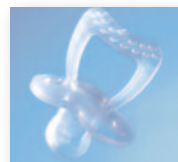
long. ... **Elysia Tolano**, Stater Bros., has a new son, Cruz Caballero, who

was born on Jan. 24 and weighed 9 lbs. 9 oz. ... **Reina Vega**, Stater Bros.,

welcomes her new baby Aila Rei Ybarra, who was born on Jan. 28 and

weighed 8 lbs. 5 oz. ... **Kanitha Sytsma**, Stater Bros., has a new son,

Joshua, who was born on Feb. 10 and



Please see page 6

IN MEMORIAM

Dana Beightler, a food clerk employed by Stater Bros. Markets, died on Feb. 13, 2014 at the age of 51. She had been a member since March 1980.

Joseph Bitto, a meat cutter employed by Stater Bros. Markets, died on Feb. 16, 2014 at the age of 55. He had been a continuous member since April 2000.

Joan Brock, a retired food clerk formerly employed by Vons, died on Dec. 29, 2013 at the age of 86. She had been a member since July 1970.

Gerald Calvin, a retired meat cutter formerly employed by Vons, Shopping Bag, and Stater Bros. Markets, died on Nov. 23, 2013 at the age of 87. He had been a continuous member since November 1968.

William Clark, a retired meat cutter formerly employed by Boys and Albertsons, died on Aug. 23, 2013 at the age of 80. He had been a continuous member since March 1983.

Betty Darling, a retired meat cutter formerly employed by Stater Bros. Markets, died on Jan. 2, 2014 at the age of 68. She had been a member since July 1971.

Dorothy Durivage, a retired general merchandise clerk formerly employed by Mayfair Market and Alpha Beta, died on Feb. 9, 2014 at the age of 76. She had been a continuous member since February 1979.

Nancy Durns, a retired food clerk formerly employed by Stater Bros. Markets, died on Feb. 9, 2014 at the age of 74. She had been a continuous member since April 1972.

William Figueroa, a general merchandise clerk employed by Stater Bros. Markets, died on Nov. 26, 2013 at the age of 51. He had been a continuous member since January 2008.

Dennis Gamble, a retired food clerk formerly employed by Stater Bros. Markets, died on Feb. 16, 2014 at the age of 65. He had been a continuous member since January 2006.

Lloyd Guillian Jr., a retired meat cutter formerly employed by Stater Bros. Markets, died on Nov. 9, 2013 at the age of 72. He had been a member since November 1966.

Hershel (Rex) Gustine, a retired food clerk formerly employed by Mayfair Markets and Vons, died on Dec. 10, 2013 at the age of 83. He had been a member since October 1968.

Lester Harnack, a retired Local 439 Union Representative formerly employed by Grand Central Market, Market Basket, Lucky Markets, and Meat Cutters Local 439, died on Jan. 2, 2014 at the age of 88. He had been a member since June 1942.

Please see page 6

Our condolences go to the families of these deceased members.

Solidarity in politics

At UFCW Local 1167, we fight for fair contracts so you can have the best wages and benefits in the industry.

On a broader scope, we fight for everyone who earns a paycheck. We do this by supporting legislation in Sacramento and Washington that empowers workers and strengthens the endangered middle class.

It is crucial to elect lawmakers who will improve, not hinder, our ability to negotiate good contracts. It is also important to enact laws that enable all people who work hard to earn a living wage, because prevailing wages provide a solid

base on which we can build our collective bargaining agreements.

For these reasons, your union is intensely involved in the political process at all levels of government.

This engagement has produced tangible results, proving we can make a difference.

As you can read in the summary of our recent Stewards Conference (see pages 12-16), our influence in the Palm Springs/Desert Hot Springs area is heard loud and clear. And our influence



RICK BRUER
Secretary-Treasurer

spreads beyond those boundaries.

Don't ever tell me that your vote doesn't matter. It does matter!

As a case in point, a friend of labor was recently elected to the mayor's seat in Desert Hot Springs — by a margin of 12 votes! At the same time, we succeeded in electing a pro-worker city council in that city.

We did this by suiting up and showing up at the polls on election day, and by getting our friends to do the same.

It's up to all of us to be active and make a difference. This can be done by attending city council meetings or by walking precincts for pro-worker candidates. But it can also be

'It is crucial to elect lawmakers who will improve, not hinder, our ability to negotiate good contracts.'

done at your child's soccer or softball game. If you persuade another parent to vote and vote the right way, it doubles the effectiveness of your participation in the political process.

The best place to be influential is in your workplace. We all need to stand strong and united for our contract, but we also need to stand strong and united for pro-worker candidates.

We don't care if they are Republicans or Democrats. If they'll vote on the side of Labor, they have our support.

If they can make lives better for the members of this union and the middle class, they have our vote.

Let's stand together — at our places of work and in the arenas of politics. ■

President's Report: A rough road ahead in 2014

Continued from page 3

It's important that you tell them:

"I will not accept an inferior contract. I don't want a strike, but I will strike if I must to be compensated fairly for my work."

You deserve a good collective bargaining agreement. You deserve good wages, quality health care, dignity at work and a reliable pension.

Because of your hard work, the

companies are strong and profitable. Kroger, Ralphs' parent company, raked in \$100 billion (gross) this year.

We will keep you informed as the negotiations proceed. In the meantime, keep setting a good example in the stores and keep doing a good day's work for a good day's pay.

Never forget that only your union has your interests — and only your interests — at heart. We represent you

while the companies report to their managers and shareholders. They will say and do whatever is necessary to make the most profit, even if some of that profit comes out of your pocket.

They'll lie to you if that's what it takes to reach their objectives. Your union will not lie to you because you are the union.

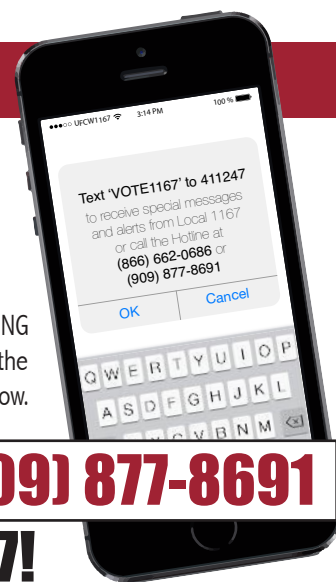
Stand strong. Stand united. Stand proud with your union! ■

Negotiations updates

2014 Southern California retail food contract negotiations update

Negotiations are under way with Alberstons, Ralphs and Vons. Negotiations are also under way separately with Stater Bros. There are bargaining meetings scheduled with the stores planned in the coming months. By STANDING TOGETHER, all 70,000 members will get a fair contract in 2014. We'll continue to keep you updated throughout the negotiations on our website www.ufcw1167.org, our Facebook page (UFCW.Bloomington) and by the hotlines below.

Negotiations Hotline: 866-662-0686 or (909) 877-8691
Get alerts from UFCW Local 1167!
Text VOTE1167 to 411247



What's Happening

MAUREEN McCABE

Continued from page 4

weighed 7 lbs. 2oz. ... **Denise Gravatt**, Ralphs, welcomed Mylah Renee who was born on Dec. 8, 2013 and weighed 6 lbs. 8 oz. ... **Michelle Leon**, Albertsons, is proud to announce the birth of Liam Joseph Leon Ugalde, who was born on Dec. 2, 2013 and weighed 6 lbs. 2oz. ... **Andrea Quintero Mendoza**, has a new son, Oscar Ricardo Arias, who was born on Nov. 22, 2013 and weighed 7 lbs. 6 oz. ... **Evelyn Gonzalez**, Rite Aid, is pleased to announce the birth of Melina Elza, who was born on Dec. 27, 2013 and weighed 7 lbs. ... **Mickey Martinez**, Stater Bros., has a new baby girl, McKenna Emma, who was born on Jan. 1 and weighed 8 lbs. 1 oz. ... **Michael Pacheco**, Stater Bros., is a proud father to Joseph "Joey" Pacheco, who was born on Nov. 11, 2013 and weighed 7 lbs. 3 oz. ... **Nelson Pavia**, Albertsons, has a new daughter, Ava Jullianna, who was born on Oct. 4, 2013 and weighed 7 lbs. 13 oz. ... **Nicole Mullen**, Ralphs, welcomed her baby boy, Michael Joseph Stango, who was born on Oct. 29, 2013 and weighed 8 lbs. 4 oz. ... **Anna Tran**, Rite Aid, has a new son, Kyle Tin Tran, born Oct. 27, 2013. ... **Dominick Becerra**, Stater Bros., is the proud daddy to Dylan Dru, who was born on Nov. 19, 2013 and weighed 7 lbs. 5oz. Congratulations to all of our new moms and dads!

JUST MARRIED

Amy Hunter, Stater Bros., married Aaron Dowdle on Aug. 10, 2013 in Glendora. The Dowdle's honeymooned in Hawaii. **Juan Romero**, Food 4 Less, married Blanca Romero on Dec. 23, 2013 in Pomona. Congratulations to all of our newlyweds!

IN MEMORIAM

Continued from page 4

Richard Heskett, a retired food clerk formerly employed by Albertsons, Safeway and Lucky Stores, died on Dec. 16, 2013 at the age of 79. He had been a continuous member since May 1975.

Mavis Hill, a retired food clerk formerly employed by Van de Kamp and Vons, died on Dec. 29, 2013 at the age of 85. She had been a continuous member since June 1970.

Delores Kozlowski, a retired food clerk formerly employed by Lucky Stores, died on Feb. 9, 2014 at the age of 75. She had been a continuous member since November 1971.

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.

Judy McKay, a retired food clerk formerly employed by Stater Bros. Markets, died on Jan. 23, 2014 at the age of 80. She had been a continuous member since September 1972.

Sarah Presley, a retired drug clerk formerly employed by Thrifty Drug Stores, died on Nov. 25, 2013 at the age of 74. She had been a member since July 1984.

Albert Quiroz, a retired pharmacist formerly employed by Hy-Lo Drug, Drug King, Sav-on Drug and Vons Pharmacy, died on Jan. 12, 2014 at the age of 85. He had been a member since April 1954.

Doris Ringer, a retired meat wrapper formerly employed by Ralphs, died on Dec. 13, 2013 at the age of 101. She had been a member since July 1952.

Christian Rodriguez, a selector employed by Vons El Monte Meat Service Center, died on Dec. 1, 2013 at the age of 32. He had been a member since August 2012.

Violet Sorensen, a retired food clerk formerly employed by Market Basket and Ralphs, died on Dec. 9, 2013 at the age of 84. She had been a member since September 1968.

Nina Vandervoort, an affiliated member formerly employed by Sav-on Drug, died on Dec. 11, 2013 at the age of 95. She had been a member since March 1964.

Charles Wayne Sr., a retired food clerk formerly employed by Market Basket, died on Jan. 11, 2014 at the age of 79. He had been a continuous member since February 1959.

Our condolences go to the families of these deceased members.

Contract negotiations: El Super



El Super members and activists rally in Los Angeles in February. One of the biggest issues the members are fighting for in negotiations is paid sick days.

Fighting for a fair contract at El Super Latino markets

Workers at El Super, a Southern California Latino supermarket chain, rallied in Los Angeles in February as negotiations dragged on for their second contract with the company.



Union Representative Chris Marentes collects a signature in support of El Super members.

Union members and their supporters handed out reusable shopping bags and held red signs that read “I’m sick,” calling attention to their demands for improved terms for paid sick leaves.

Other issues in the negotiations concern full-time employment guarantees and improved wages and benefits.

Among other actions, the workers participated in a “Lobby Day” in Sacramento where they urged lawmakers to support pro-worker legislation.

On March 1, some of the union members planed to attended an immigration clinic organized by the UFCW.

UFCW Local 1167 represents the meat department workers at an El Super store in Covina. Six other stores are served by other UFCW locals.

“We’ve known from the beginning this wouldn’t be an easy contract to win, but we need to fight for what is right,” UFCW Local 1167 President Bill Lathrop said. ■



Maria Pacheco who works in the El Super meat department collects a signature.



**Our members at work:
Rite Aid 5703 & 5702, Rialto**



**Rialto Family Dental
Dr. Pompa**

Things to know...

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.

Please share this with your co-workers!

12th Annual Leukemia & Lymphoma Golf Tournament

April 28, 2014

Sierra Lakes Golf Club

Call Secretary-Treasurer Rick Bruer
for details and reservations.

Members receive a discounted rate!
(909) 877-5000

MAP: here to help

Membership Assistance Program

If you have problems with:

Alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and 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



Union Representative's Report

David Simmering

Act now to reserve your vacation time

Lost time is never found again
— **Benjamin Franklin**

In the early months of the new year, many of us have reflected on the past year and on how we can make 2014 happier and healthier. One way to do that is to start preparing for your hard-earned vacations.

Some of us might be tempted to postpone planning a vacation that won't happen for several months, perhaps in the sunny days of summer.

But if you'd like to enjoy your vacation when you want it, and for the duration you need, the time to start planning is now.

The best vacation slots are granted on a seniority basis, so you may not get your first choice even if you submit your request early. You should decide on alternative dates for your vacation and allow for some flexibility in your plans.

If you do not act to schedule your vacations, most contracts allow for management to schedule them for you. These times will be convenient for them, not you.

If management schedules a vacation for you, you should call your union representative immediately to check if it was scheduled properly.

There are certain circumstances that allow management to cancel a scheduled vacation. If one of your vacations is cancelled, don't assume management followed the contract. Call your union representative and discuss the situation. A simple phone call to the manager by a union official may solve the situation quickly.

Time is one of the most precious things we have. Your union-negotiated vacation language allows you time to travel, time to spend with your family or time to simply relax. Using this time wisely is key to maintaining focus on the things that really matter and "recharging your batteries" prior to returning to work.

You have earned your vacation days. Take them! ■



David Simmering
Union Representative



Ron White

2013 Food & Drug Conference informs and inspires attendees

Union leaders and other influential figures in the food and drug industries gathered in December to share ideas and learn about the latest trends and technological innovations affecting those who work in the industry.

Speakers at the 2013 Food & Drug Conference also provided insights on maximizing one's potential, whatever job they may have, public speaking and communication skills, and memory enhancement.

A delegation from UFCW Local 1167 attended the two-day event.

Highlights of the conference included:

- An interview with Jeff Metzger, publisher of *Food World and Food Trade News*, where he described large-scale trends in the grocery industry and offered advice on how grocery chains can compete with Walmart and other big-box retailers.
- Craig Rosenblum, partner at Willard Bishop, a leading supermarket consulting firm, who described innovations transforming the grocery business. He shared a video and insights in trends around the world such as a grocery store in South Korea that alerted customers of specials by installing three-dimensional signs at bus stops. When the sun struck the sign at lunchtime, its shadows revealed a code that could be scanned to reveal the specials.
- Shawn Lovering, vice president of sales and development for Safeway Health, who discussed Safeway's efforts to improve the health of its workers through better care delivered at a lower cost. She also described tech-

nologies health plan participants can use to monitor their health through a mobile phone application.

- Darren LaCroix, a Toastmasters World Champion of Public Speaking, who shared his secrets for personal growth and the importance of "taking the first step" after falling. His inspiring story of wanting to become a standup comedian — despite not being funny — and how he ultimately became a motivational speaker resonated with the attendees. LaCroix also offered insights on making effective presentations in both small and larger groups.
- Ron White, a famed memory expert, trainer and author, who entertained the conference participants with impressive demonstrations of his skills. He memorized every attendee's name and described the methods he used to remember more than 2,000 names of soldiers who died in the wars in Iraq and Afghanistan.

"Ensuring our members continue to earn good wages and maintain affordable access to health care is paramount to our union, and the lessons we learned at the Food & Drug Conference will prove useful during contract negotiations later this year," UFCW Local 1167 President Bill Lathrop said. ■

Speakers at the conference



Jeff Metzger



Shawn Lovering



Darren LaCroix



Craig Rosenblum

Steward profile



Michael McKinney

A family affair

Michael McKinney grew up in a family of grocers and knows the value of a union job

Michael McKinney, a produce manager at Stater Bros. 12 in Rialto, has spent nearly three-quarters of his life working in the grocery industry and he wouldn't have it any other way.

McKinney, 52, grew up in a family of grocers. His father was a store manager and his mother and brother worked at the same store.

As a teenager in 1979, he took a job as a produce clerk at Alpha Beta, not really thinking about a future in the industry. But when Stater Bros. took over the store the following year, he stayed on.

"Growing up and starting in the industry, I knew a union job was a good place to be," McKinney said. "A union can save your job and protect you if you get into trouble."

The longer McKinney worked, the more he realized he needed to invest his energies in making the union stronger. He became a steward during the strike and lockouts of 2003 and 2004. Stater Bros. members were not on strike, nor were they locked out, but he joined picket lines at other stores each day to support his union brothers and sisters.

"I would drive by and give people food and water,"

McKinney recalled. "It was really hot when everybody was out on the picket lines. I felt bad, because that could be me out there."

With supermarket negotiations coming up in Southern California, he expects to pitch in and help with whatever is asked of him.

"I plan to be involved, whether it's just standing strong with our fellow members or, if it comes to it, providing food and water for people on the picket lines," McKinney said. "I'll do

'I knew a union job was a good place to be... A union can save your job and protect you if you get into trouble.'

whatever it takes to secure a fair and equitable contract."

When he isn't stocking produce and answering questions from his customers and co-workers, McKinney enjoys riding his bike.... a lot!

He participates in triathlons in Southern California and rides at least three or four times a week.

"Biking is my strongest part of the whole event. I like the other segments of a triathlon, but swimming and running are not my best abilities," he said. "I love bike riding."

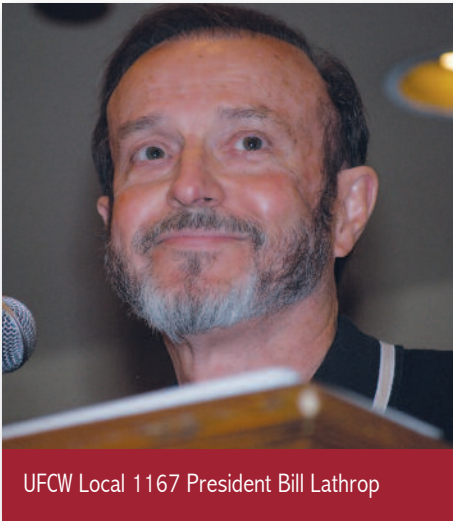
He also serves as a pastor at the TA West Truck Stop in Ontario, where he leads services each Monday night for truck drivers. His wife, Kristi, helps out with the rites and participates in the triathlons with him. ■



Michael McKinney with his wife Kristi after completing the Steelman triathlon competition in 2012.

Energized and empowered!

Stewards prepare for upcoming food negotiations and the road ahead



UFCW Local 1167 President Bill Lathrop

More than 260 stewards of UFCW Local 1167 assembled at the San Bernardino Hilton on Jan. 16 to be energized and empowered in preparation for a challenging year ahead.

“Your purpose here is to get educated and to move forward,” Secretary-Treasurer Rick Bruer said as he opened the union’s 2014 Stewards Conference.

“Get involved and learn and help educate others,” he advised the stewards. “Understand that the Labor Movement is all about empowering ourselves for the greater good for all of us.”

The first speaker of the conference was Bill Lathrop, president of UFCW Local 1167 and the San Bernardino and Riverside Central Labor Council.

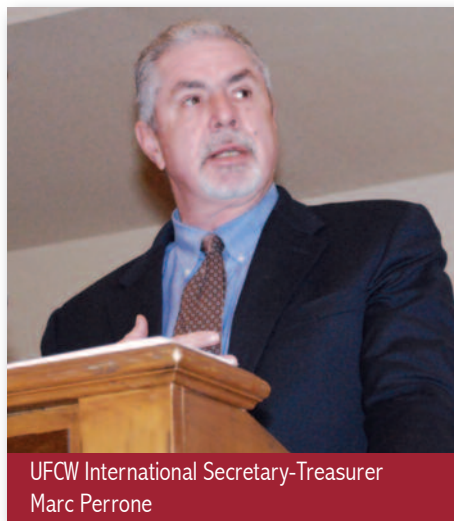
In his “state of the union” address, President Lathrop noted that UFCW 1167 negotiates and enforces 45 contracts covering more than 18,000

The stronger you are, the stronger your union is...

members at 357 facilities spread over 32,000 square miles.

“We’re constantly in negotiations,” he told the stewards. “Currently, we’re still in negotiations with El Super to improve its contract, and also with Mauser, which is a plastics plant.”

He described Local 1167’s strategies in confronting non-union companies that are eating away at the market share of union employers.



UFCW International Secretary-Treasurer Marc Perrone

“We have won 24 site fights with Walmart in our jurisdiction since 2002, but they keep coming back again and again,” Lathrop said.

“In Desert Hot Springs we had a



UFCW Local 1167 Secretary-Treasurer Rick Bruer

huge political win and we have a labor-friendly city council for the first time ever. They’ve promised us that they do not want a Walmart Supercenter in their town!

“Non-union competition is all around us,” he continued. “Just take a look at all the non-union Latino markets in our jurisdiction.”

Lathrop urged the stewards to “Take a stand with us!”

“You are the members who make a difference,” he said. “The stronger you are, the stronger your union is, and that has a direct effect on your contract.”

Summing up the importance of unions, he said: “We fight for you. More than a million dollars in back pay was awarded last year because of our efforts.”

The second speaker was Marc Perrone, secretary-treasurer of the UFCW International Union, who flew out from headquarters in Washington, D.C. to address the stewards.

Referring to the supermarket strike



Jan Schuster, benefits expert

and lockouts of 2003-2004, he said: “We all went through one of the most difficult times in the history of this organization. We did everything in our power to come to the defense of the Collective Bargaining Agreement in Southern California because an injury to one is an injury to all.

“With the guidance of your leadership in Bill Lathrop and Rick Bruer, you are well situated for whatever comes next,” Perrone said. “Trust in your leadership, they will guide you.”

Jan Schuster of The Segal Company, a firm that administers benefits for many UFCW unions, addressed the stewards on Health Reimbursement Accounts and implications of the Affordable Care Act.

“Your union benefits satisfy the federal mandate for individual coverage,” she noted. “Your plans are good and affordable.

However, “union members who aren’t eligible for health insurance through their employers and the Trust Fund should take advantage of Covered California and avoid the tax penalty for failing to get coverage,” she said.

The penalty “gets bigger and bigger the longer one neglects to get insurance,” she added.

Schuster advised members who

have health benefits to take advantage of the Trust Fund’s Healthy Activities program to fully fund their Health Reimbursement Accounts.

“It’s easy and it’s a great way to save you and your family hundreds or even thousands in out-of-pocket health care costs,” she said.

She listed the following Healthy Activities:

- Updating your contact information;
- Completing the Health Risk Questionnaire online or by phone;
- Watching a simplified video presentation that is now only 20 minutes long;
- Having an annual physical exam;
- Participating in preventive health care actions (getting flu shots, etc.);
- Having a biometric screening; and
- Participating in healthy lifestyle activities (joining a gym, enrolling in a dance class, entering a 5K race, etc.).

James Araby, director of the UFCW’s Western States Council, provided an overview of the Labor Movement’s role in the political process.

“Corporations want you to believe your vote doesn’t count,” he said. “They want you to be cynical. Corporations want you to have no hope so you don’t participate.

“But you MUST be responsible and



James Araby, Western States Council director

guarded and conscious of what you’re doing,” Araby said.

“Two things matter in politics: money and votes,” he continued.

“Every day, policies are being pushed through legislatures to kill and destroy unions. Unions are being outspent by corporations in the political arena 100 to 1. That’s why we have the Active Ballot Club (ABC), which sends \$1 a week from your paycheck to help our fight.



Darren LaCroix, communications expert

“We constantly ask members to donate to the ABC,” he said. “Without the ABC, we don’t have a voice in the political arena.

“Volunteer, contribute and get out the vote!” he said.

The stewards were also inspired by motivational speaker Darren LaCroix, who recalled how he wanted to be a standup comedian even when he wasn’t funny. Eventually, he became a world champion orator.

“It starts with you,” he said. “You need to have a connection with people before you can educate, entertain or inspire. That’s the difference between being average and being a champion.

“People will want you to fail,” LaCroix continued. “The important thing is to take that first step after you

(Continued on page 14)

More: Energized and empowered!

(Continued from page 13)

fall.

“Use your strength around you, your fellow stewards, your fellow members, as a handrail as you walk along whatever path you are on, and don’t be afraid to fall.

“What happens when you fall? You get up and take a step. The deciding factor is where you take the step, backward or forward.

“Take the next step forward,” he said.

After lunch, UFCW Local 1167 Grievance Director Pete Waasdorp described the most valuable steps a steward — or any member, for that matter — can take to protect his or her job.

“We lose valuable people every year for the most common violations of the contract,” he said.

Waasdorp said the six most common contract violations that lead to termination involve:

- Attendance;
- Working off the clock;
- Dishonesty;



UFCW Local 1167 Grievance Director
Pete Waasdorp



UFCW Local 1167 Field Director/Organizing
Director Joe Duffie

- Grazing;
- Unauthorized mark-downs; and
- Inappropriate conduct.

Actions that members can take to protect their jobs were depicted in videos performed by the union’s Union Representatives and Organizers.

“For instance, don’t flirt,” Waasdorp advised. “Think before you speak, always act professionally and keep your hands to yourself.

“Ask yourself, ‘Would I do this in front of my spouse or a child?’ If the answer is no, don’t do it!”

Field Director/Organizing Director Joe Duffie then addressed the stewards about the union’s role in local politics.

“Our most important role is to find the people in office who are on the side of working men and women,” he said. “We don’t care if they’re Republicans or Democrats. If they’ll vote on the side of Labor, they’ve got our support.

“That’s what this is about,” he continued. “If someone can make life better for our members, they’ve got my vote. I love people who love our members.”

He said the union’s success in Desert Hot Springs was achieved

because “our members showed up at the polls.”

“The mayor in Desert Hot Springs won by 12 votes,” Duffie said. “So I don’t ever want to hear that your vote doesn’t count!”

Union Representative David Simmering described the roles and responsibilities of stewards.

“Communication is essential as a steward,” he said. “You are our eyes, ears and voice in the workplace.”

He said that it’s important for stewards to introduce themselves to new members and inform them about their union.

“Keep the bulletin boards up to date and clean because they reflect the local union,” he said.

He also said stewards should stay in contact with their Union Representatives, attend union meetings and regularly read the website, the *Desert Edge* magazine and the union’s Facebook page.

“We have many means of communication out there and it’s a stewards responsibility to stay on top of things,” Simmering said.

President Lathrop then closed the conference with a look ahead at critical supermarket contract negotiations on the horizon (see President’s Report on page 3). ■



UFCW Local 1167 Union Representative
David Simmering



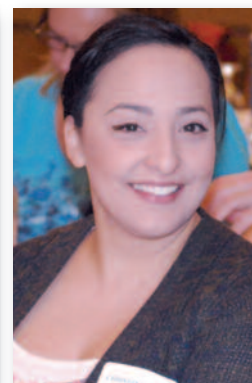
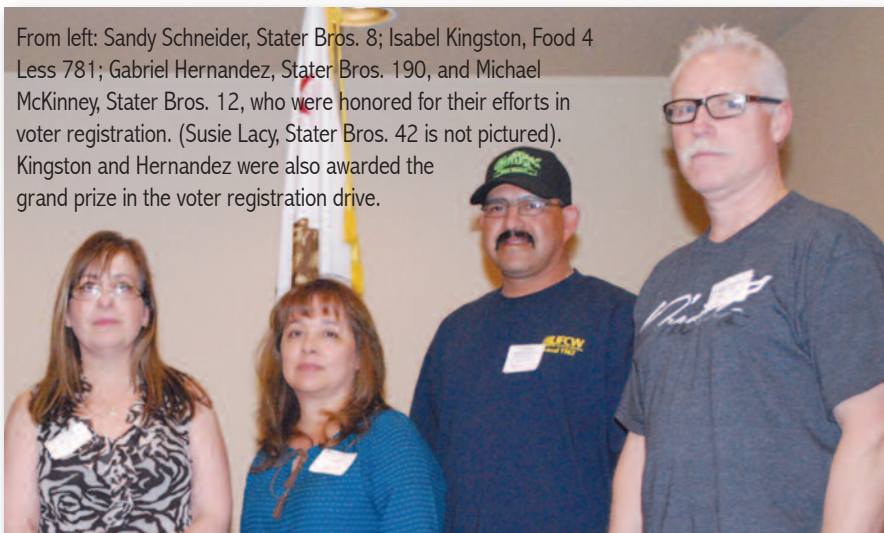
Scenes from the Stewards Conference



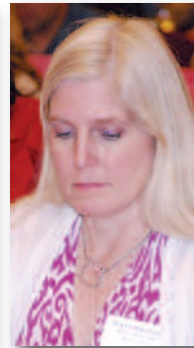
Sal Estrada, Food 4 Less 517, and Gabriel Hernandez, Stater Bros. 190, were acknowledged by President Bill Lathrop and Secretary-Treasurer Rick Bruer with the Steward Achievement Award.



From left: Sandy Schneider, Stater Bros. 8; Isabel Kingston, Food 4 Less 781; Gabriel Hernandez, Stater Bros. 190, and Michael McKinney, Stater Bros. 12, who were honored for their efforts in voter registration. (Susie Lacy, Stater Bros. 42 is not pictured). Kingston and Hernandez were also awarded the grand prize in the voter registration drive.



Stewards Conference



Scenes from the Stewards Conference



Outlying Area Membership Meetings

Monday, March 17

Victorville

Hilton Garden Inn
12603 Mariposa Road

Wednesday, March 19

Palm Desert

Residence Inn
38305 Cook St.

Tuesday, March 18

Sun City

Boston Billies
26850 Cherry Hills Blvd.

Thursday, March 20

El Centro

Vacation Inn
2015 Cottonwood Circle

IT PAYS TO BE UNION

DEC 2013 2013 TOTAL
FEB 2014

BACK PAY AND
BENEFITS RESTORED
TO MEMBERS \$7,593.39 \$1,108,415.52

MEMBERS REINSTATED 66 293

GRIEVANCES SETTLED 150 872

UNEMPLOYMENT
BENEFITS RESTORED
TO MEMBERS \$0 \$6,160

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.

If you change your name, phone number or address and have not notified the Union, please complete this form and mail it to: P.O. Box 1167 Bloomington, CA 92316

Name

Home Phone (Include Area Code)

Cell Phone

Address

City State Zip

Union Representative's Report Chris Marentes

Don't be a hero!

Confronting a shoplifter could lead to termination



Chris Marentes
Union Representative

For many years, UFCW members who work in our grocery stores have had the mistaken belief that chasing and apprehending shoplifters was "part of the job."

I'm here to tell you it is not.

Grocery chains are concerned about sustaining liabilities when members are injured or even killed while confronting thieves.

As a result, supermarket companies have changed their policies to discourage such confrontations. They may suspend, and even terminate, members who engage shoplifters.

Our union is concerned about our members' safety.

Every case is different. Some members have been threatened, stabbed or beaten in recent years while trying to prevent thefts of such mundane items as frozen entrees or breath mints.

It is important to know your own company's policy when it comes to dealing with shoplifters, but the basic premise to keep in mind is "don't be a hero."

It's not worth risking your job or your life. Get your manager, assistant manager and/or security guard involved and let them handle the situation.

It doesn't change anything if you're a third-degree black belt, have years of military service or are on the next MMA tour. You are employed to do a specific job, and it's not being a security guard!

Don't believe that your company will reward your good intentions. Management takes these situations seriously and has no tolerance for risky behavior.

If you have any questions about your company's store policy, contact your Union Representative. ■

UFCW Local 1167's Scholarship Awards Competition

UFCW Local 1167 is proud to announce the launch of its scholarship program for the academic school year 2014-2015. Scholarships will be awarded to winners chosen from among qualified applicants.

Food contract members, Stater Bros. Meat Distribution Center members and Vons Meat Service Center members with more than a year of service as of the prior October as defined by the Trust Fund are not eligible for this program because they may participate in the million-dollar Scholarship Award and Tuition Assistance Programs offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

Dependent children are eligible for the above **Trust Fund Scholarship** program if the member has completed at least three years of service (as defined by the plan) as of the prior October **and are not eligible for this program. Visit www.scufcwffunds.com for complete eligibility rules on the Trust Fund Scholarship Program.**

Rules and Eligibility Requirements

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the **"Request to participate in UFCW Local 1167 College (university or junior college) Scholarship Awards Competition"** application published in this newspaper at the right of this announcement or online. **The application must be returned to UFCW Local 1167 no later than Friday, May 9, 2014.**

2. Those eligible to compete are current active members of the local not eligible to apply in the above-described Benefit Fund Scholarship Program, their spouses and their dependent children. Dependent grandchildren of dues-paying retirees are eligible. Sisters, brothers and non-dependent grandchildren are *not* eligible.

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

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

5. To be eligible, the member must be in continuous good standing for at least one year through June 30, 2014. The member whose eligibility is used cannot be suspended, take a withdrawal or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.

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

- Academic record
- Leadership record
- Community service and volunteer activities
- Character and personality



- Personal achievement

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

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

9. Finalists may be required to participate in a personal interview.

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

11. Winners must be full-time students taking at least 12 undergraduate or nine graduate units, or part-time working students taking six undergraduate or four graduate units.

12. Decisions of the Scholarship Committee are final.

Return application by May 9, 2014.
Refer any questions to Shaelyn (909) 877-5000 ext. 3

Request to Participate in UFCW Local 1167's Limited Scholarship Awards Competition

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

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2014. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2014.
- I must be at least a senior in high school.
- I am not eligible to apply if I previously received scholarship award money from UFCW Local 1167.
- If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
- If the member is involuntarily laid off or transferred out of UFCW Local 1167, I will become ineligible and will notify the local union.
- Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will participate in an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

My cumulative Grade Point Average in High School is/was _____.

(Finalists to confirm with transcripts)

My cumulative Grade Point Average in College is/was _____.

(Finalists to confirm with transcripts)

My cumulative Grade Point Average in Graduate School is _____.

(Finalists to confirm with transcripts)

(Signature of Applicant in acceptance of the above)

(please print)

Applicant name _____ Phone _____

Full address _____

I am a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Applicant's Social Security number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

I am related to a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Relationship to member _____

Member's name _____

Member's Social Security number _____

Member employed by _____

Full store address _____

Union Representative _____

Highest academic level completed by June 2014

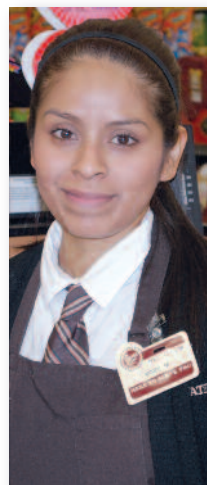
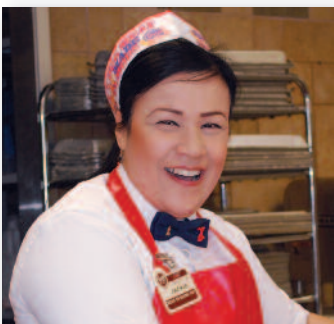
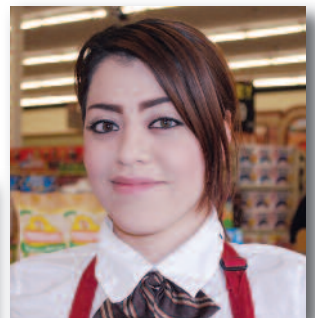
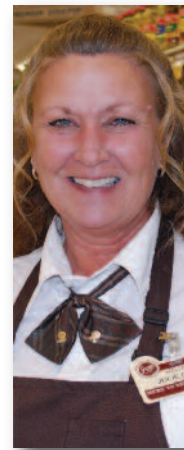
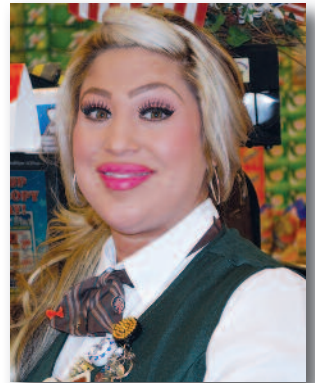
Year graduated from high school or month/year will graduate

I applied for a UFCW 1167 Scholarship in (year applied)
(Applicants are not eligible if monies have been received in the past.)

Complete and mail by May 9 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Shaelyn.



Our members at work:
Stater Bros. 12 and 43,
Rialto



Need legal advice?

The Rose, Klein & Marias law firm can help members with legal matters



In 1936 Rose, Klein & Marias (RK&M), a law firm specializing in workers' compensation and personal injury, and related litigation areas, opened their office in Los Angeles.

The firm quickly developed a strong and close relationship with organized labor, and over the years has represented thousands of members from various union locals, including from the United Food and Commercial Workers, International Brotherhood of Electrical Workers, Communication Workers of America, Service Employees International Union, California School Employees Association, Asbestos Workers, Carpenters, Steel Workers and the United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry, just to name a few.

Members, their families and friends who have been injured in any type of accident, work-related or otherwise... may be entitled to compensation for the damages they have suffered.

As the number of union local relationships grew, so did RK&M, with offices currently in Los Angeles, Cerritos, Ontario, San Diego and Ventura.

Due to RK&M's loyal and strong relationship with the Labor Movement, it became one of the first law firms specializing in workers' compensation law and personal injury law to be recognized as a participating member of the Union Privileges program of the AFL-CIO.

Since its inception, Rose, Klein & Marias, has been rec-

ognized in the legal community, as well as the labor community, as experts in workers' compensation matters, as well as civil personal injury claims and litigation.

Our years of experience in representing members of the labor community giving us unique insight into the needs and problems which confront working men and women when they have been injured or disabled.

In the early 1970s, RK&M established a relationship with UFCW Local 1167, a relationship that continues today.

RK&M continues to have longstanding relationships with other UFCW locals in Southern California, as well.

Members, their families and friends who have been injured in any type of accident, work-related or otherwise, should contact RK&M in Ontario to find out if they may be entitled to compensation for the damages they suffered.

Whether the injury is a result of an automobile accident, a slip and fall, a defective product or exposure to a toxic substance, you should know your rights and consult with one of the attorneys at RK&M. The consultation is free.

The firm also handles wrongful termination claims and employment discrimination claims.

Also, the Ontario office will now handle simple wills and basic family/living trusts, as well as probate matters.

Members may call the Ontario office with questions on all legal matters. If the firm cannot be of assistance, in most cases the member will be referred to a law firm specializing in the appropriate area of law.

Dennis Sherwin, one of the managing partners of the Ontario office, is the contact person for the membership. If it is more convenient for a member, he or she will be referred to another RK&M office.

For more detailed information about RK&M, as well as the Ontario office, the firm's attorneys, the type of legal matters it handles, and some of its recent accomplishments, visit www.rkmlaw.net.

RK&M's Ontario office can be reached at (909) 944-1711 or (626) 967-1408. ■



Meatcutters at work:

**Ralphs 630, 743, 715, 96 and Vons 2152, 2858
in Pasadena, Altadena and Monterey Park.**

Note: These photos were taken Feb. 18, the first day the Stand Together pins were handed out to the membership in this area.



Food Division Members: Get the most out of your HRA!

Increase your HRA balance

You can complete any of the following Healthy Activities to earn Health Reimbursement Account (HRA) dollars. These credits are drawn automatically to pay for out-of-pocket health care costs. If you're enrolled in family coverage, your covered spouse or domestic partner can participate in these Healthy Activities, too, adding even more to your account.

The activities completed between June 1, 2013 and May 31, 2014 will fund your HRA for 2014.

Provide contact information for you and your primary doctor

\$150

To earn \$150 for your HRA, mail the **Contact Information Form** to the Trust Fund or fill one out online with your home mailing address, your phone number and your email address (optional). Also, provide your primary doctor's name, office mailing address and phone number.

Complete your Health Risk Questionnaire (HRQ)

\$150

The HRQ is available year-round. You can access it online at www.2014HRQ.com, by calling HMC (HRQ provider) toll-free at (888) 901-0477 or by contacting UFCW Local 1167, the Trust Fund office or HMC and requesting a paper form. HMC automatically forwards the form to the Trust Fund.

Review the Fund's My Health/My Choices Incentive Program video

\$150

Access the video through www.scufcwffunds.com. When the video finishes, you'll be prompted to enter your UFCW Family ID number (found on your medical ID card) and other information. The video is about 20 minutes long and can be viewed on your computer, smartphone or tablet. Once you complete the video, confirmation will be transmitted automatically to the Trust Fund.

Get an annual physical

\$150

Schedule a preventative physical examination with your primary doctor. Doing so will trigger the Claims Department at the Trust Fund to process your visit and credit your HRA with \$150. Be sure to schedule your exam early because it can sometimes take four to six months to get an appointment.

Get certain preventive health care services

\$150

(per service)

Get your annual flu shot, colonoscopy, PSA test (men), mammogram (women) or pap smear (women). After the Claims Department processes your visit(s), your HRA will be credited with \$150. **Note:** There is a maximum you can earn in your HRA. Review your brochure or contact the Trust Fund for more information.

Get a biometric health screening

\$150

A biometric health screening is one of the most important things you can do for your health. It can help identify potential risks that might lead to illness.

Your screening will include blood tests measuring total cholesterol, low-density lipoprotein cholesterol (LDL), high-density lipoprotein cholesterol (HDL), triglycerides and fasting blood sugar. (You should fast for 12 hours prior to your doctor visit for accurate results.)

Your doctor also will review your height, weight, blood pressure, resting pulse rate, waist measurement and use of nicotine.

You can receive your biometric health screening through your doctor, a participating in-store pharmacy or a Quest Diagnostics Patient Service Center. If you go through your doctor, try to get your screening with your physical exam and then mail the Biometric Health Screening Form to the Trust Fund. If you go through a participating in-store pharmacy like Albertsons, Ralphs, Food 4 Less or Vons/Pavilions, reporting to the Trust Fund is automatic.

Your individual results are confidential; they will not be shared with your employer or union.

Participate in healthy 'lifestyle activities'

\$150

(per activity)

The Trust Fund contributes \$150 to your HRA for up to two of these activities: joining a national/regional weight management program for three consecutive months; completing a tobacco cessation program; joining a gym/fitness center or other physical activity club for at least three consecutive months, and participating in a 5k (or longer) run/walk/bike event (including a biathlon or triathlon).



Life Balance
My Health/My Choices

www.scufcwffunds.com | (714) 220-2297

(562) 408-2715 | (877) 284-2320

(Extension 424 for all numbers above)

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

Negotiations Hotline:
(866) 662-0686 or (909) 877-8691

Get text alerts from UFCW Local 1167:

Text VOTE1167 to 411247

See page 6 for more info!



Stewards energized with solidarity and union pride at conference