

# Desert Edge

**UFCW** LOCAL **1167**  
a **VOICE** for working America

Spring 2016

Official Publication of United Food and Commercial Workers Union Local 1167



## 'Our voice is our power'

**Stewards convene for educational conference**

President's Report:

## **Changing our world for the better**

**Rosie's Corner • Local 1167's new organizers • Scholarships**



**Union  
offices  
closed:** March 25, Good Friday  
March 31, Cesar Chavez Day  
May 30, Memorial Day

## Next Quarterly Membership Meetings:

Wednesday, March 23, 2016  
Wednesday, June 22, 2016

Meeting starts at 7 p.m.  
New Member meetings  
held at 10 a.m. and 5:30 p.m.

UFCW Local 1167 Auditorium  
855 W. San Bernardino Ave.  
Bloomington, CA 92316

## DESERT EDGE

**Rick Bruer**  
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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### Drug & General Sales Division insurance:

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

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**ON THE COVER:**  
Stewards at the recent Conference



### If you have

#### problems with:

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

Eligible active or retired  
members 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

## 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 for dates,  
locations and answers to any questions.

The 2016 UFCW International UFCW Charity Foundation Scholarship Program is available now until April 16, 2016. This year, the foundation will award several scholarships of up to \$8,000 each to UFCW members or their unmarried dependents under the age of 20. The scholarship application is available online at: [www.ufwcwcharityfoundation.org/scholarship](http://www.ufwcwcharityfoundation.org/scholarship).

## 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!**

# Changing our world — for the better

**T**he only constant in our world is change. And through our thoughts and actions we have the power to adapt to the changes that come into our lives and shape them to our will.

Let's not be afraid of change, but seize it, embrace it and become it.

As the author Gail Sheehy said: "If we don't change, we don't grow. If we don't grow, we aren't really living."

The fear of the unknown can be a tremendous obstacle, but we have to take down that barrier.

The history of the Labor Movement is written by millions of brave men and women who took change into their hearts and made the world a better place.

Back in 1888, the average retail employee earned \$10 per week for 86 hours of work. That's not a typo! Workers had no holidays, no sick pay, no pensions and no insurance.

Circumstances began to change when the Retail Clerks National Protective Union received its charter from the American Federation of Labor. That union eventually became the Retail Clerks International Union before merging with the Amalgamated Meat Cutters Union in 1979 to form the United Food and Commercial Workers.

## **Our union's achievements**

Over the decades, the workers organized and negotiated with their employers by sticking together. They improved their own lot and joined other unions in demanding legislation to benefit all working people: child labor laws, worker safety laws, the 40-hour work week, the right to join a union.

And the world changed for the better. In the wake of the Great Depression and the Second World War, retail workers

joined the great American middle class.

Now that middle class is in danger, the victim of bad tax policy that favored the rich and a misguided political philosophy that has turned many people against unionism. As a result, the rich have become very rich, the poor have become very poor and the great middle class has been stuck in a rut.



**RICK BRUER**

President

Now it's time for our generation to step forward and bend change to our advantage. It's time for us to grow again, to organize again, to build a union that's stronger than ever before.

In sports terms, it's time to stop playing defense and carry the ball to the end zone.

Soon, UFCW Local 1167 will join six other local unions in Southern California in bargaining with the major supermarket companies and we all need to

stick together to get what you deserve in the contract. As we have done for our Retail Drug members, we aim to do more than protect the existing standards for wages, health care and working conditions. We want improvements to the current contract.

Here are some things you can do to make positive changes for our membership and others who work for a living:

- **Support your UFCW negotiating team in the Master Food negotiations.** If you work in a supermarket, let your manager and co-workers know you support your union. Don't pay attention to rumors and certainly don't spread them. If you want factual information, ask your Union Representative. You can also read the *Desert Edge*, visit our website ([ufcw1167.org](http://ufcw1167.org)) or check in with us via Facebook, Twitter and Instagram. Don't forget to look at your union bulletin board at your workplace!

- **Make sure we can reach you.** UFCW Local 1167 may need to contact you via voice message or text to alert you of important developments. If your information has changed, let us know immediately by calling (800) 698-UFCW or (909) 877-5000 and asking for Membership Services.

- **Attend membership meetings.** We have regular meetings in Bloomington and in outlying areas, including special meetings for new members. See page 2 for details.

- **Volunteer for Union organizing and market-share protection.** We need to grow stronger by organizing more workplaces and encouraging the public to "shop union." Talk to your Union Representative about opportunities in these fields.

- **Do your part to elect union-friendly**

Please see page 7

# What's Happening

## Just Married

**Teresa Aguilar**, CVS Pharmacy, married Jose Raya on October 30, 2015 in Riverside. Congratulations to our newlyweds!

## Just Retired

The months of January, February and March brought us several new retirees. **Shari Baker** worked for Alpha Beta and Ralphs for 32 years. **Ramon Baquedano** worked for Food 4 Less for 27 years. **Charlesetta Beasley** worked for Ralphs for 41 ½ years. **Keith Bias** worked for Stater Bros. for 40 years. **Genevieve Canedo** worked for Vons for 31 years. **Robin Bates** worked for Lucky, Gemco, Hughes and Ralphs for 41 years. **Jacqueline Bennett** worked for Vons for 37 years. **Jill Stearns (Douglas)** worked for Market Basket for 8 years. **Henry (Hank) Mace** worked for Alpha Beta, Lucky, Albertsons and Stater Bros. for 36 years. **Barbara Bittner Stout** worked for Albertsons in Redlands for 42 years. **Patti Bowman** worked for Vons for 39 years. **Robert Calderilla** worked for Stater Bros. for 44 years. **Glen Case** worked for Alpha Beta and Ralphs for 43½ years. **Kathleen Costa** worked for Alpha Beta, Lucky and Albertsons for 38 years. **Charla Cruz** worked for Ralphs for 15 years. **Rhoda Faumuina** worked for Vons for 29 years. **Colleen Fitzpatrick** worked for Alpha Beta and Stater Bros. for 27 years. **Marlena Garewal** worked for Thrifty Payless and Rite Aid for 21 years. **Sande Gilbert** worked for Ralphs for 36 years. **Karen Llewellyn** worked for Safeway and Vons for 37 years. **Katherine Magdaleno** worked for Albertsons and Stater Bros. for 25 years. **Leslie Meadows** worked for Stater Bros. for 10 years. **Donna Minter** worked for Albertsons for 29 years. **Mark Nelson** worked for Lucky and Albertsons for 36 years. **Scott Patterson** worked for Stater Bros. for 26 years. **Blanca Perry** worked for Hughes and Ralphs for 28 years. **Leonor Suarez** worked for Safeway, Vons and Haggen for 28 years. **Jim VanBeber** worked for Albertsons for 47 years. **Leonor Villela** worked for Lucky and Albertsons for 25 years. **Terry Weir** worked for Alpha Beta and Ralphs for 45 years. **Cynthia Whittemore** worked for Stater Bros. for 28 years. **Jonathan Zorawicki** worked for Stater Bros. for 35 years. **Don Blouin** worked for Stater Bros. for 32 years. **Brian Branson** worked for Ralphs for 34 years. **Eduardo Gonzalez** worked for Stater Bros. Markets for 40½ years. **Teresa Hernandez** worked for Stater Bros. for 10 years. **John Kearns** worked for Stater Bros. for 37 years. **Frank Lopez** worked for Ralphs for 38 years. **Carmen Flo-**

**res Rios** worked for Stater Bros. in Fontana for 28 years. **William Shewell Jr.** worked for Stater Bros. for 38 years. **Beverly Snyder** worked for Stater Bros. for 34 years. **Penny Ilizaliturri** worked for Stater Bros. for 25 years. **Phyllis Spencer** worked for Albertsons for 32 years. **Lourdes Preciado** worked for FedMart, Lucky's and Albertsons for 29 years. **Pennee Moore** worked for Albertsons for 27 years. **Lilly De La Vega** worked for Sav-on Drug for 11 years and then for Albertsons for 19 years. **Debbie Enriquez** worked for Alpha Beta and Ralphs for 38 years. **Teresa Canavan** worked for Market Basket, Hughes, and Ralphs Grocery for 42 years. **Mike Bradley** worked for Ralphs for 44 years. **Marilyn Spero** worked for Stater Bros. for 18 years. **Edward Diaz** worked for Albertsons for 34 years. **Dayna Bickmore** worked for Safeway and Vons for 24 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well earned retirements.

## Just Born

**Tiffany Michelle Moore**, Food 4 Less, says her son, Myron Ray Sykes IV, is her "first bundle of joy."

Myron was born on Oct. 19, 2015, weighing 5 lbs. 6 oz. and was 18.3" long. ...

**Lynsey Lazzar**, Stater Bros., is pleased to announce the birth of Paige Marie Lynde on Oct. 27, 2015. Paige weighed 7 lbs 6oz and was 21" long. ...

**Veronica Saenz**, Stater Bros, has a daughter, Sophia Isabella, who was born Oct. 30, 2015, weighing 6 lbs. 13 oz. and was 18" long. ... **Autumn Page**, Ralphs, has a new baby boy, Mason Vann, born Oct. 8, weighing 8 lbs. 6 oz. and 20¾" long. ... **Stephen and Janet Schafer**, both with Stater Bros., are proud to announce the birth of Stephen M. Schafer III, born Nov. 29, 2015. Stephen weighed 6 lbs. 11 oz. and was 19" long. ...

**Chelsea Lopez**, Rite Aid, has a new baby girl, Emily Rae Rojas, born Dec. 3, 2015, weighing 7 lbs. 10 oz. and 21" long. ... **Daniel Sosebee**, Stater Bros., welcomed Matix Boyd on Nov. 29, 2015. Matix weighed 7 lbs 14 oz. ... **Kyle Vittoria**, Stater Bros., has a new son, Archer, born Jan. 12, 2016, weighing 9 lbs. 9½ oz and was 20" long. ...

**Vanessa Munoz Alamo**, Rite Aid, welcomed Zaylani BreAnn Wagner, on Sept. 28, 2015. Zaylani weighed 8 lbs. 1 oz.

Congratulations to all the new mommies and daddies!



## IN MEMORIAM

**Robert Dyckman**, a retired meat cutter formerly employed by Stater Bros., died on Sept. 13, 2015, at the age of 94. He had been a continuous member since July 1953.

**Olen Dansby**, a retired drug clerk formerly employed by Thrifty Drug, died on Dec. 31, 2015, at the age of 88. He had been a continuous member since October 1964.

**Allen Emmerich**, an affiliated member employed by Albertsons, died on Jan. 17, 2016, at the age of 63. He had been a member since March 2004.

**Betty Jones**, a retired food clerk formerly employed by Thriftymart, ABC, Hughes & Lucky, died on Nov. 19, 2015, at the age of 72. She had been a member since October 1964.

**Dale Little**, a retired pharmacist formerly employed by Sage's, Thrifty Drug and Rite Aid, died on Nov. 27, 2015, at the age of 93. He had been a member since April 1965.

**Eddie Morales**, a retired food clerk formerly employed by Stater Bros., died on Nov. 2, 2015, at the age of 79. He had been a continuous member since January 1955.

**Major McIntosh**, a retired meat cutter formerly employed by Webster & Dart, Crawfords, Schaub's and Beach's, died on Dec. 2, 2015, at the age of 93. He had been a continuous member since August 1946.

**Eugene Michaels**, a retired food clerk formerly employed by Michael's Markets, Mayfair Markets and Alpha Beta, died on Oct. 5, 2015, at the age of 82. He had been a member since August 1962.

**Tom Rea**, a food clerk employed by Ralphs, died on Nov. 20, 2015, at the age of 60. He had been a member since July 1973.

**Ardyce Sacre**, a retired drug clerk formerly employed by Bush Drug, Rexall Drug, and Thrifty Drug, died on Oct. 30, 2015, at the age of 88. She had been a member since November 1967.

**David Shipes**, a food clerk employed by Stater Bros., died on Sept. 1, 2015, at the age of 40. He had been a continuous member since January 1999.

**Matthew Springer**, an affiliated member employed by Food 4 Less, died on Jan. 8, 2016, at the age of 40. He had been a member since July 2000.

**Mary Tatum**, an affiliated member employed by Albertsons, died on Jan. 9, 2016, at the age of 52. She had been a member since October 2006.

**Larry Truex**, a retired meat cutter formerly employed by Vons, died on Feb. 1, 2016, at the age of 72. He had been a member since February 1971.

**David Vara Jr.**, a retired food clerk formerly employed by Stater Bros., died on Nov. 20, 2015, at the age of 37. He had been a member since February 1997.

**William West Jr.**, a retired meat cutter formerly employed by Market Basket and Pantry, died on Aug. 4, 2015, at the age of 93. He had been a continuous member since November 1946.



## In Memoriam: Tony Perez

### Retired Union Rep Perez remembered

**R**etired UFCW Local 1167 Union Representative Tony Perez passed away on Dec. 12, 2015. He was 74.

Tony joined the food industry in 1961, when he was hired by Farmer John. He immediately joined Amalgamated Meat Cutters Local 563.

He continued working with Farmer John after Local 563 merged with Local 274 in 1981.

Beginning in December 1985, Tony worked almost a year with the International Union as an Organizer and from there he was hired as a Union Repre-

sentative/Organizer with Amalgamated Meat Cutters Local 439. Local 439 merged with UFCW Local 1167 on Feb. 1, 1995.

Tony worked for Local 1167 as a Union Representative serving the manufacturing plants until he retired in February 2007.

Alma, his widow, recalled the highlight of Tony's career was filing and winning grievances against the company for violating the contract and getting money paid back to his members.

Tony and Alma were together for 20 years. They have a son, Anthony Brian



Perez, 15. Alma said that Tony took care of her other children like they were his own.

Alma said Tony was her best friend and she misses him terribly.

### UFCW names Esther López international secretary-treasurer

**T**he United Food & Commercial Workers International Executive Board elected Esther López as the union's new international secretary-treasurer.

The historic announcement was made at the Executive Board's annual winter meeting in Arizona.

"The election of Esther López reflects the commitment by the UFCW, as North America's largest private sector union with 1.3 million members, to building a diverse and strong union family," UFCW International President Marc Perrone said.

Previously, López spearheaded the Union Citizenship Action Network to



help UFCW members become naturalized and get on the path to citizenship. She was the lead staff person on the UFCW Commission on ICE Enforcement, which highlighted civil rights abuses in the 2006 Swift raids.

In addition to electing López as secretary-treasurer, the UFCW International Executive Board elected Shaun Barclay as executive vice president and director of organizing. Barclay previously served as director of UFCW Region 8.

The Executive Board also elected Bryan Wynn the new director of UFCW Region 8 and Tish Ramirez as executive vice president and director of UFCW Region 6.

In another development, Robin Williams was elected as an international vice president and director of the International Union's Civil Rights Department.



On Dec. 15, former President Bill Lathrop read the oath of office to the officers and Executive Board of UFCW Local 1167.

### 14th Annual Leukemia & Lymphoma Golf Tournament

**May 3, 2016**

Sierra Lakes Golf Club

**Call (909) 877-5000 for details and reservations. Members receive a discounted rate!**

# Rosio Thomas stands strong with union family

**R**osio Thomas is a steward who believes in working to live, not living to work. And she is grateful to UFCW Local 1167 for helping make her work an enjoyable part of her life.

"Every company should be union," she said.

"I feel sorry for workers who don't have a union, a sense of family like we do, a sense of protection and security you can't find anywhere else outside of a union."

Thomas, a cashier at Rite Aid 5697 in the High Desert, is an 18-year union veteran who has been a steward for the past two years.

She remembers vividly the strike and lockouts of 2003-04. That 141-day ordeal opened her eyes to the power of the union.

"My husband, Brian, worked for Unified Grocers at the time," she recalled, "at a warehouse next to Vons. He now works for Stater Bros."

Brian worked nights and she would

visit him and bring him sandwiches.

When the labor dispute began with Albertsons, Ralphs and Vons, "I saw all the members at Vons standing together as one family and we joined them," Thomas remembered.

"Afterward, I felt motivated to do more, so I attended meetings. I did what I could to become a steward."

She said she is proud of her fellow union members, including her co-workers at Rite Aid and her Union Representative.

"My Rep has such a big heart," she said.

Rosio and Brian Thomas have three children: Stephanie, 22, who majors in business at San Bernardino College and speaks three languages, including Chinese; Oscar, 21, and Brian Jr., 13.

The family loves to travel, Thomas said. "We've traveled to Cancun, Hawaii, Mexico and the Bahamas. We took a motor home to San Francisco and visited the mountains. Absolutely beautiful!"

"We wouldn't be to do all this with-



out the union," she said. "Our union vacations, benefits and wages make it possible. Plus, when the time comes, we'll have a pension."

"The union negotiated these things for us. God bless the union!"

As the current Master Food Contract approaches expiration, she vows to help her sisters and brothers at the supermarkets get a fair contract.

"We're all in this together," Thomas said. "They stood with us at Rite Aid in our fight for a fair contract and we will stand with them."

"We will never stand alone," she said. "We are family."

## Esther Scott celebrates 50 years in one union, one store



Esther Scott receives from Secretary-Treasurer Joe Duffle a certificate commemorating her 50 years of union membership.

**S**ecretary-Treasurer Joe Duffle and Union Representative Jerry Espinoza handed out a 50-year service pin and certificate to Esther Scott on Jan. 7.

Scott is a Drug Clerk at Rite Aid 5670 in Indio, where she has worked her entire career.

Duffle remembers going to the Thrifty store when he was a kid and buying ice cream from her. "She was always such a nice lady," he recalls.

Over the years, several individuals, including Steve Duffle, the late Richard Garcia, Joe Duffle and now Jerry Espinoza, have had the privilege of serving as her Union Representative.

Scott began her career as a cashier at the

Indio store on Oct. 12, 1965. For many years she was responsible for the cosmetic department. Later, she was promoted to Price Accuracy Coordinator, a position she still holds as a Drug Clerk.

During the early years of her career, Scott had the great fortune to meet a "wonderful man" who was assistant manager at the store. He soon became her husband and has held on to that job for 37 years and counting.

"Esther is indeed a rarity in today's world," Secretary-Treasurer Duffle said. "It's nice to know that people still value a good day's work and have loyalties that never waver."

"Esther is a great member and we're proud she has reached this rare milestone."



## Welcome new staff organizers

### Kenny Parada

**A**t age 25, Kenny Parada is UFCW Local 1167's youngest and newest organizer. But don't let his youthfulness fool you — he's a skilled individual with strong experience in the field.

As a Special Projects Union Representative (SPUR), he spent much of the past year organizing Smithfield Foods workers in Iowa on behalf of the UFCW International Union.

"The workers there want a union so they can have protections against mistreatment," Parada said. "We're helping them get the dignity they deserve."

As a SPUR he also helped organize phlebotomists at LabCorp and assisted El Super workers in their ongoing campaign for respect and a fair contract.

In addition, Parada has worked on many Walmart "site fights," helping community groups educate the public about Walmart's damaging effects on local economies.

He was hired by UFCW Local 1167 following his efforts for the Warehouse Workers United campaign.

"Warehouse workers need a union for protections against physical and verbal abuse," Parada said. "Warehouse Workers United looks out for them, citing safety and health violations in the warehouses."

Parada also has a background in politics, working on the Proposition 30 and 32 campaigns.

"It's important for all members to be involved in politics, because politics determines laws that protect all workers on the job," he said.

His mother and father inspired Parada to become active in the union movement. His mother was a warehouse worker and his late father was a truck driver.

"Even though my father had no representation on the job, he would stand with other truck drivers," Parada said.

"Workers' rights were important to both of my parents, and the only entity out there working for workers' rights is a union."



### Ana Cabral

**A**na Cabral, one of UFCW Local 1167's two new organizers, is not a newcomer to union activism. From a young age she has been involved in the Labor Movement through volunteering, precinct walking and picketing.

Cabral has accomplished a lot in her 27 years. She began her union career with an internship as the Orange County Labor Federation following her graduation from UC Irvine in 2011. There she worked on many campaigns on behalf of working families in California.

Her most notable campaigns, she said, included working with Warehouse Workers United, El Super workers and the No on Prop 32 campaign.

She also worked intensively in the Fresh & Easy campaign that saw the non-union retailer close stores in her jurisdiction and eventually pull out of the United States altogether.

Now, she is excited to embark on the next chapter of her career by working with the members of Local 1167.

"I can't wait to meet with our members and discuss ways I can help them," she said. "We're going to help grow this union."

Cabral said she looks forward to helping the new phlebotomist members at LabCorp and organizing potential members at Quest Diagnostics. (See page 11 for related story.)

"Our biggest challenges involve communicating with and educating members," Cabral said. "Many workers enjoy what they have today because of the efforts of the Labor Movement and we need to remind them of that."

Cabral traces her activist spirit to her parents, who emigrated from Mexico and had to work jobs in which they weren't allowed to organize.

"I saw early on how important worker protections are in order to raise a family," Cabral said. "My parents taught me how important hard work is and how hard it is to fight for what you believe in."



## President's Report: Changing our world — for the better

Continued from page 3

**candidates and enact worker-friendly laws.** Visit your union's website, [www.ufcw1167.org](http://www.ufcw1167.org), for information on registering to vote, contacting your local legislators and making your voice heard on overtime rules and scheduling fairness. Contribute to the Active Ballot Club. And, most importantly, vote! In coming months, your union will provide recommendations for candi-

dates and propositions at all levels of government, from city councils to president of the United States.

I'll leave you for now with another quote about change, this time from Mahatma Gandhi: "Be the change that you wish to see in the world."

Take change into your heart and be a part of it — for yourself, your family, your community and your country.

# 'Your voice is our power'

## Stewards educated and inspired at conference

**C**alifornia State Controller Betty Yee joined labor leaders in energizing UFCW Local 1167's stewards at the union's Stewards Conference on Jan. 21 at the Orange Show in San Bernardino.

Local 1167 President Rick Bruer opened the conference with a moment of silence for the victims of the Dec. 2 terrorist attack that claimed the lives of 14 people and injured 22.

He called on the stewards to help union officials in communicating with the membership.

"Your voice is our power and we need your voices," Bruer said. "If everybody does their part, it will make a huge difference."

Bruer introduced Secretary-Treasurer Joe Duffle, who discussed the benefits of working union and the

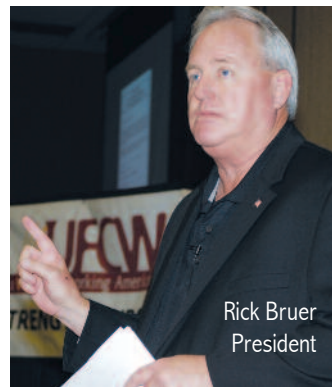


challenges workers face in right to work states.

"'Right to work' sounds great, right?" Duffle said. "Everybody should have the right to work. But that phrase is misleading because what it really means for workers is 'right to work for less.'"

He provided examples of "right to work" states where workers can choose not to pay their union dues and receive the same benefits as workers who do.

"It's basically a free-rider



system," Duffle said.

"These laws are written to reduce the power of unions at the bargaining table and weaken us in general."

Duffle cited facts showing how union members do better than their non-union counterparts.

"On average, union workers earn \$1,000 more a month than their non-union equivalents," he said.

"We need to ensure California doesn't fall victim to these 'right to work' laws so workers in this state can

enjoy the benefits of union membership."

Next, Union Representative Matt Bruno explained key provisions in the union contract some members forget they are entitled to.

"Jury duty is something we all have to do at one point or another, and your union contract protects you in the event you receive a jury summons to serve on a scheduled work day," Bruno said. "But you must let your manager know in a timely manner so he or she can schedule you properly so you can attend your jury duty."

He also explained guaranteed minimum hours.

"Don't settle for less than the minimum guarantee of hours," he said. "Speak up if you're not getting your minimum hours and make sure you are available to work those hours. Don't set-





# Steward Conference



Matt Bruno  
Union Representative

tle for less.”

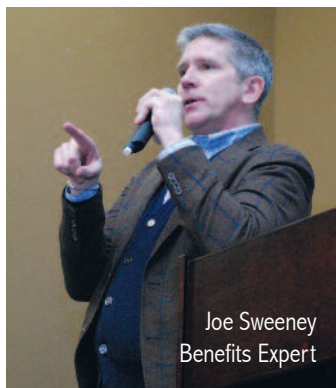
Bruno finished by discussing the importance of recording time, checking identification and following through on company and contractual policies.

## Benefits, activism and organizing

Benefits expert Joe Sweeney described defined-benefit pension plans and how union members are lucky to have them.

“Unlike 401(k)s, defined-benefit plans offer workers a set amount of retirement income and that helps workers plan adequately for their golden years,” Sweeney said.

“You enjoy a great level of benefits in your welfare fund,” he continued. “You have health, dental, vision



Joe Sweeney  
Benefits Expert

and even death and retiree benefits. These are things that employers want to eliminate every single bargaining session, so never underestimate the value of your benefits.”

Next, James Araby, director of the UFCW Western States Council, spoke about political activism and public policy.

“People who vote dictate what happens in the political arena,” Araby said. “In your local, you have approximately 17,000 members, of which only 9,000 of the membership is registered to vote. Out of those registered, only 29 percent voted.”



James Araby, UFCW  
Western States Council

“You need to get involved and take an active role in politics and encourage your co-workers to do the same. We can make a difference with our voices,” he said.

Araby discussed the recently-passed Assembly Bill 359, known as the Worker Retention Bill, which protects grocery workers from being laid off for 90 days after changes in store ownership.



Yesenia Gonzales  
Lead Organizer

He then turned his focus to the coming presidential election.

“A billion dollars will be spent on this presidential campaign just in contributions,” Araby said. “What we can’t match in dollars we can outweigh with our voices.”

Lead Organizer Yesenia Gonzales reported on challenges facing the union in the next couple of years.

“We need to invest in our own stores and spend time organizing immigrant workers and look into new industries,” Gonzales said. “We can start by talking to young members. We need to educate and get them involved to help us organize.”

“Immigrant workers out there have a need for belonging and family, so we need to encourage them to belong to our union family and we can do that by organizing,” she added.

Gonzales closed by updating stewards on the successful organizing drive to have phlebotomists from LabCorp join the union last year and the organizing potential at Quest Diagnostics.

She also mentioned suc-



Steve Smith  
Cal Labor Fed

cessful Fresh & Easy boycott that began in 2007, contributing to two bankruptcies of the non-union chain.

## Misconceptions of unions

Steve Smith, communications director for the California Labor Federation, discussed misconceptions about unions.

“Over the past 40 years, the public has heard a dominant narrative that unions are no good,” Smith said.

“It started with President Ronald Reagan’s cabinet, which was a group of CEOs whose purpose was to shrink the size of government and decimate unions.

“Since then, union membership has declined from one in three workers being union to one in 10. Only 6 percent of workers in the private sector today have the protection of unions on the job.”

“We can do our part to re-educate the public that unions are simply working people standing together. By you saying it, the words be-

Please see page 10



# Steward Conference



President Rick Bruer addresses the Steward Conference.

Continued from previous page  
come a human face and we can change the anti-union narrative that's been too prevalent for too long," he said.

Next, Union Representative Maria Perez described the roles of a steward.

"You are the ears, eyes and strongest voice of our union in the stores," she said. "We rely on you as much as the membership does."

Perez urged stewards to introduce themselves to new members, provide reliable information and set good examples for fellow employees.

"Lead by example," she said. "You are a strong



voice for your co-workers, so be responsible leaders in your stores."

## California controller

California State Controller Betty Yee was the keynote speaker of the conference. Just hours before, she attended Gov. Jerry Brown's State of the State address in Sacramento.

"We all know what we have to do," she said.

"Across this nation, there is an attempt to silence the voice of working families and diminish the capacity of union members."

She urged stewards to stand together for dignity and respect so that California's union remain among the strongest in the nation.

"It's up to us to rebuild the middle class," she said. "Workers should have the ability to raise a family working at Rite Aid or a grocery store."

"Remember why you became a steward," Yee said. "It's because of your passion to do what's right for working people."







## Faces of the Steward Conference

See more photos from the conference at [www.ufcw1167.org](http://www.ufcw1167.org)



# Quest Diagnostics workers vote 'Union Yes!'

**Q**uest Diagnostics workers at 10 locations in Riverside County and the San Diego area voted "Union Yes!" on Feb. 5, choosing to affiliate with UFCW Locals 1167 and 135.

Local 1167 will represent workers at six of the locations in contract negotiations with Quest, a leading medical diagnostics firm.

Quest Diagnostics has 45,000 employees nationwide and serves one in three adult Americans, as well as half of the physicians and hospitals in the United States.

The workers join a growing movement of phlebotomists — specialists in drawing blood — and lab technicians who have come together from the Northwest to the Southwest to raise standards in their industry.

Phlebotomists at LabCorp, another medical diagnostics firm, recently organized in the Los Angeles area.

"I voted yes because I wanted fairness and peace of mind in the workplace," said Erica Torres, a Quest employee in Riverside.

"I voted to make a better future for myself, my coworkers and phlebs to come," said Nichole Nicholson of Moreno Valley.

"We are all worth fighting for. It may seem hard or scary, but it will make a brighter future in the long run."

"I voted to join a union because we needed to have a voice," said Mayra Castillo at Quest's Hemet worksite.

"Being part of a union has made me realize that we have rights and we have a voice. It makes me feel protected and I now sleep better at night knowing that I'm on the path to have a better quality of life for me and my family," said Castillo.

### 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.

## Diamond Valley Lake Marathon



Come support the Hemet/San Jacinto Habitat for Humanity by participating in a full marathon, 1/2 marathon, 5K Walk/Run around Diamond Valley Lake in Temecula. Habitat is a volunteer driven non-profit international organization building simple, decent affordable housing for people living in substandard conditions. Online registration at [www.dvrun.com](http://www.dvrun.com).

## IT PAYS TO BE UNION

	DEC-FEB	2016 TOTAL
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$6,915.37	\$6,915.37
MEMBERS REINSTATED	62	62
GRIEVANCES SETTLED	145	145





## Union Representative's Report

**Bill Collard**

# Union means family

**W**hat is the true meaning of union? Union means family — a family that sticks together through thick or thin, better or worse. That's why we often call our fellow union members "sister" or "brother."

Sometimes there may be internal disagreements among family members, but we stand side by side with one another when we're threatened from the outside.

The struggle of one family member becomes the cause of the entire family. We watch each other's backs.

This is especially true during contract negotiations. Whenever we work — supermarkets, drug stores, doctor's offices, plants, etc. — it's important to stand with our fellow union members when they need us.

If an employer tries to take something away from any one of us, we band together to defend our union sisters and brothers. As the slogan goes: "An injury to one is an injury to all."

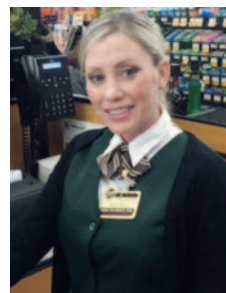
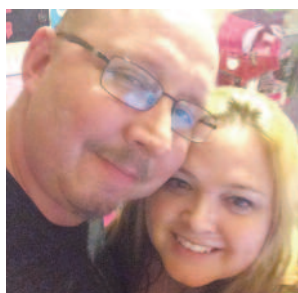
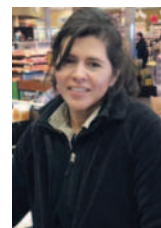
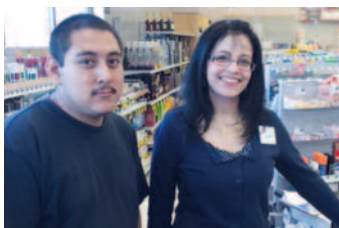
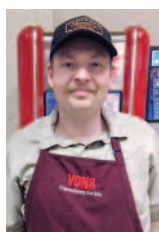
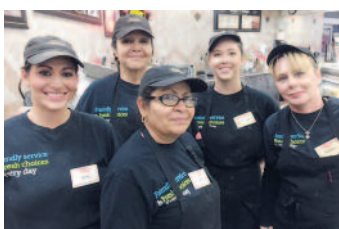
During negotiations, some members might be tempted to think only about themselves, forgetting the bigger picture. But that's not what a family does!

I am proud to work for my family. At UFCW Local 1167, we take pride in uniting and fighting for what is right.

Some companies might tell you they love and appreciate you, but when it's time to bargain for a new contract they'll try to take food off your child's plate. That's when we learn a corporation really cares about the bottom line for its shareholders and little else.

Your union negotiators can't get you a good contract without each and every member doing his or her part. We need support, trust and — most importantly — unity.

Union means family, and family means no one is left behind.







## Rosie's Corner

Welcome to *Rosie's Corner*, a space dedicated to union women!

Women are now the majority in our local union, composing 56 percent of our membership.

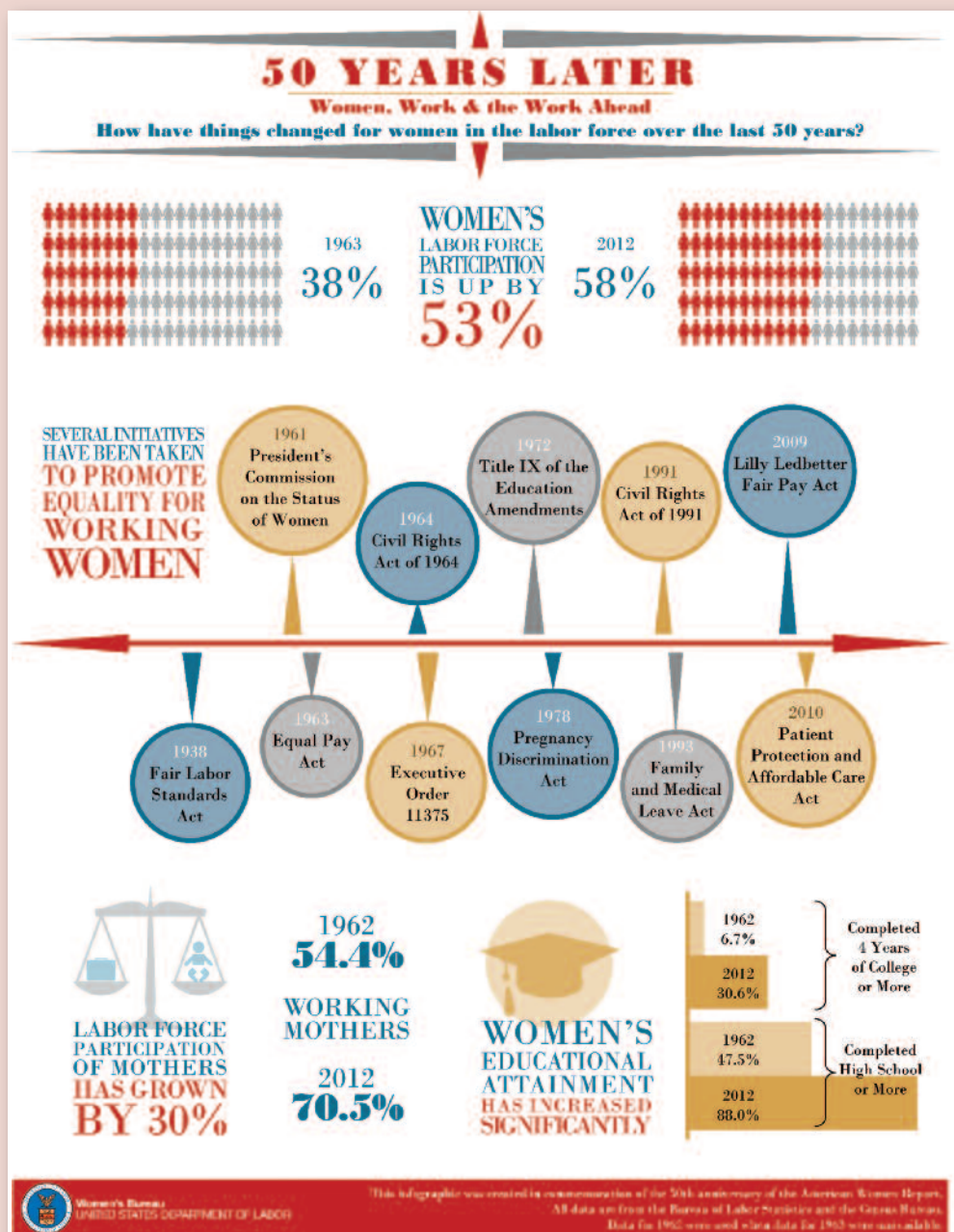
In recognition, each issue of our magazine will include information about women's issues on this dedicated page.

Subjects will include working moms, the wage gap, child care

issues, women's health and domestic violence, among other topics, as well as easy recipes and fun features.

*Rosie's Corner* is a collaboration by women from different demographics.

Remember, this is *our* space and we encourage you to participate. Let us know if you have any topics you like to see discussed. Please contact us at [rosies\\_corner@ufcw1167.org](mailto:rosies_corner@ufcw1167.org).



## Quick and Easy Springtime Jell-O Cake

### Ingredients:

- 8 oz. Cool Whip
- 1 box of white cake mix
- 1 large box of Jell-O

### Directions:

Bake the cake (follow directions on box).

Let cool 1 hour.

Poke holes in cake with large fork.

Follow Jell-O directions, then pour into cake. Refrigerate to set (3 hours).

Once set, spread Cool Whip on top of cake. Add jelly beans or sprinkles to decorate.

*Ready to serve.*

Do you have a favorite recipe to share? Email it to [rosies\\_corner@ufcw1167.org](mailto:rosies_corner@ufcw1167.org).

## Fun Fact:

The exchange of eggs this time of year dates back to a springtime custom older than Easter itself in which eggs were given as a symbol of rebirth in many cultures.

# UFCW Local 1167's Scholarship Awards Competition

**U**FCW Local 1167 is proud to announce the launch of its scholarship program for the academic school year 2016-2017. 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](http://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 6, 2016.**

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, 2016. 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 6, 2016.**  
**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, 2016. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2016.
- 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 2016

\_\_\_\_\_  
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 return by May 6 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Shaelyn.

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



**Stewards convene in San Bernardino**