

Desert Edge

UFCW LOCAL 1167

a VOICE for working America

Summer 2022

Official Publication of United Food and Commercial Workers Union Local 1167

Contracts ratified!

President's report:

Contracts: Achievements worth celebrating

PLEASE
VOTE HERE/

**Union
offices
closed**

July 4 - Independence Day

Sept. 5 - Labor Day

Membership Meetings 2022

**June 29, September 28,
December 14**

**Regular membership meetings
reconvene in Bloomington.**

Meetings start at 7 p.m.

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

CDC guidelines will be observed.

DESERT EDGE

Joe Duffle
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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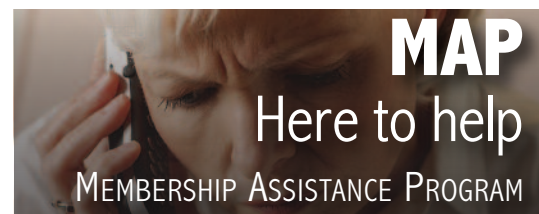
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**CORRECT
ADDRESS
AND
PHONE NUMBER
A MUST!!**

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 your Union Rep or a visit to our website, **ufcw1167.org**, where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.



If you have problems with alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and/or financial/legal issues, 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

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.

Members can now go to our website: www.ufcw1167.org, and fill out a membership application to have dues deducted from their paycheck!

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!



Watch your mailbox!

for important information from your health benefits Trust Fund.

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

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

Achievements worth celebrating

In this issue of *Desert Edge*, we celebrate the historic advancements contained in the supermarket contracts that were ratified recently by our members.

Negotiating these agreements wasn't easy. When bargaining began last December, the two sides were far apart, with the employers offering meager improvements in wages. On top of that, some of the chains acted in ways that compelled us to come to the members and ask for authorization to call an Unfair Labor Practices strike, should that step become necessary to reach a fair contract.

Fortunately, a strike was not necessary, as the employers backed down and began negotiating in earnest.

Throughout the process, the members of Local 1167 and our six allied UFCW unions in Southern California kept up the pressure by showing up at rallies, circulating petitions and speaking up on social media. In the final stretch, we bargained for weeks and many hours straight with the supermarket companies to bring an acceptable deal to the membership.

Perhaps "acceptable" is an understatement. I've been a member of this local union since 1985 and I've never seen wage increases like those we've achieved in these contracts. For some of our members, these increases add up to 27% over the course of three years. To provide perspective, in some years we were happy to get 1 or 2%.

This year, we went after dollars in wage improvements, not cents, because you deserved it through your dedication and sacrifice. Everyone in the community knew it. The employers knew it



JOE DUFFLE
President

We went after dollars in wage improvements, not cents, because you deserved it through your dedication and sacrifice.

too, though we had to remind them several times.

Here are some other highlights of what we were able to achieve:

- All health care and pension benefits are intact and protected.
- We are bridging the wage gaps between GM Clerks and Food Clerks.
- We negotiated a pay boost of 95 cents for Clerk's Helpers at Albertson's Ralphs and Vons. (We've never seen

anything like that before.)

- Beyond the overall wage increases, the new contracts shorten the wage progression steps, which means it takes less time to get to the top pay rates. In fact, it takes 1,400 fewer hours of work at Albertsons and Vons to reach the top wage. At Staters Bros., it takes 2,800 fewer hours to get to the top rate of pay.

- We've brought those hired after 2003-2004 closer to members who were hired prior to the strike and lockout. We will work toward closing what remains of the gap in our next round of negotiations.

- The eligibility requirements for benefits haven't changed, even though we were able to increase the contractual minimum guarantee of work to 28 hours for all GM and Food Clerks.

- We fixed holidays for those hired after 2003-2004.

- This is the first time in 20 years we've seen major improvements in vision and dental benefits for all plan levels. Our covered members now have a \$2,000 dental benefit allowance per year and a \$200 vision benefit per year. And, if those dental and vision benefits are not used, up to half can be rolled over into the following year.

- Courtesy Clerks now can sign up for their benefits after 12 months of employment, as opposed to 18 months in the previous contract.

- We achieved a wage increase for some of our Food 4 Less members amounting up to \$1.45 in June 2022, plus an additional \$.45 in June 2023.

- The new contracts reflect a stronger commitment to protecting the safety of our members on the job.

Please see page 9

Catalyst Cannabis workers say 'union yes'

New members in Palm Desert

Workers at the Catalyst Cannabis dispensary in Palm Desert recently joined UFCW Local 1167. They join their brothers and sisters who said "union yes" earlier this year in Pomona and El Monte who joined UFCW 1428.

UFCW represents Catalyst workers throughout California. Catalyst will be opening more retail locations in the Inland Empire later this year.

"Now that recreational adult use of cannabis is legal in California, we want to ensure that consumers in our communities are purchasing safe product," UFCW Local 1167 President Joe Duffle said. "At the same time, we want to ensure workers in this new industry have union protections and job security. We are excited to welcome the Catalyst members into our union."

The UFCW represents tens of thousands of workers across the United States who work in cannabis dispensaries, labs,



Attending Catalyst's grand opening were Elliot Lewis, founder and CEO; Aron Velarde, union representative and organizer; and Angie Santos, SPUR.

delivery, kitchens, manufacturing, processing, cultivation facilities and more.

"We are honored to be the voice of cannabis workers in California and throughout the country as we push to make career jobs in this new industry," President Duffle said.

"Please patronize only our union-represented locations," he said. "Shop where our members work!"

• Problem with drugs or alcohol? MAP is here to help! Food Division members call (800) 461-9179; Drug Division members call (866) 268-2510.

What's Happening



Noah Siefferman & Rachel Page, Vons, had a new baby girl Sarah Elizabeth Siefferman "super tiny super cute" on May 7, 2022, weighing 5.11 lbs. 19" long.

Arianna Montes, Stater Bros, had a new son Elias Burton born Feb. 17, 2022, weighing 5 lbs. 14oz and 19" long.

Congratulations to all the new mommies and daddies!



Richard Brinkerhoff, Ralphs, married Dinah Martinez on Oct. 15, 2021 in Redlands, Calif. They honeymooned in Yosemite, Calif. where they had their "first snowball fight together."

Congratulations to our newlyweds!



For the months of April, May and June brought us several new retirees.

Raudel Sanchez worked for Stater Bros. for 47 years. ... **Vickie Sodeman** worked for Alpha Beta and Stater Bros. for 45 years. ... **Irene Holguin** worked for Safeway, Vons and Stater Bros. for 45 years. ... **Michael Gonzales** worked for Alpha Beta and Ralphs for 44 years. ... **James Masters** worked for Ralphs for 44 years. ... **Thomas Pennacchio** worked for Vons for 42 years. ... **Jesse (Jesus) Andrade** worked for Stater Bros. and Hughes for 39 years. ... **John Ramirez** worked for Stater Bros. for 39 years. ... **Kelly Tidwell** worked for Alpha Beta and Albertsons for 39 years. ... **Kathy Gomez** worked for Albertsons for 39 years. ... **Joe Espindola** worked for Stater Bros. for 38 years. ... **Mary Perat** worked for Stater Bros. for 38 years. ... **Susan Golgosky** worked for Stater Bros. for 38 years. ... **Jack Roorda** worked for Alpha Beta and Stater Bros. for 37 years. ... **Kathy Keyes** worked for Stater Bros for 37 years. ...

Salvador Tabanico worked for Vons for 36 years. ... **William Zogg** worked for Albertsons, Smiths, Vons and Stater Bros. for 36 years. ... **Clarisa (Lisa) Barclay** worked for Stater Bros. for 35 years. ... **Daniel Loomis** worked for Stater Bros. and Lucky's for 35 years. ... **Miguel Rodriguez** worked for Stater Bros. for 35 years. ... **John Hughes** worked for Stater Bros. for 34 years. ... **Joe B Romero** worked for Albertsons, Smiths and Stater Bros. for 33 years. ... **Antonio Noriega** worked for Boys Market and Food 4 Less for 33 years. ... **Sherry Gallagher** worked for Stater Bros. for 33 years. ... **Tina Mason** worked for Food 4 Less for 33 years. ... **Flora M. Marshall** worked for Albertsons for 32 years. ... **Maria Vallez** worked for Albertsons for 32 years. ... **Kelly McPherson** worked for Albertsons for 29 years. ... **Blanca Hammond** worked for Stater Bros. and Albertsons for 29 years. ... **Marketta Mosby** worked for Albertsons for 27 years. ... **Patricia Johnson** worked for Albertsons and Ralphs for 27 years. ... **Marty Zimmer** worked for Vons, Safeway and Market Basket for 26 years. ... **Reba (Danelle) Callisto** worked for Stater Bros. for 24 years. ... **Brad Lindstrom** worked for Albertsons and Vons for 16 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well-earned retirements!

Supermarket Negotiations



RALLY FOR COMMUNITY SUPPORT

UFCW members had support from activists in the community as they rallied in front of a Ralphs store in Temecula on April 2.



Members at Gelson's and Super A ratify new contracts

UFCW members in Southern California voted overwhelmingly to ratify new collective bargaining agreements with the Gelson's and Super A grocery chains in May.

The three-year contracts include significant wage increases for all workers, improvements in health benefits, pro-

tections of pensions and implementation of worker-led safety committees.

Members of Southern California's seven UFCW locals in the region previously voted to ratify similar agreements with the Albertsons, Pavilions, Ralphs, Stater Bros. and Vons supermarket chains.

It PAYS to be UNION!



Back pay and benefits restored to members	(January-May 2022 Total) \$55,352.91
Members reinstated	111
Grievances settled	293

Southern California grocery workers ratify historic agreement with Ralphs, Albertsons, Vons and Pavilions

Essential workers achieve groundbreaking contract through solidarity

On April 14, the votes were tallied and members of UFCW Local 1167 voted overwhelmingly to join their fellow union members across Southern California in ratifying a new three-year contract with Ralphs, Albertsons, Vons and Pavilions.

Following the contract ratification, the seven UFCW local unions in Southern California released the following statement:

“Tens of thousands of essential grocery workers across Southern California have ratified a contract that is a step in the direction of securing a more promising future for themselves and



Joe Duffle

their families.”

The agreement, which includes significant wage increases, store safety upgrades, improved health care benefits, and protected pension provisions, was reached between the unions and the employers on April 4 following a

marathon 30-hour bargaining session that capped months of negotiations.

The ratified contract will go into effect immediately for more than 47,000 essential grocery workers at approximately 540 Ralphs, Albertsons, Vons, and Pavilions locations between Bakersfield and the Mexico border.

“I’ve been a member of this union since 1985, and there are elements in this contract I haven’t seen, ever,” President Duffle observed.

“Our members should be proud of this contract, which they deserve,” he said. “They stood together in solidarity so we could achieve it at the bargaining table.”



Supermarket Negotiations

Southern California grocery workers vote to ratify life-changing new contract with Stater Bros.

Solidarity of essential workers paved the way to historic wage hikes, stronger health care and more

On April 9, members of UFCW Locals 8-Golden State, 135, 324, 770, and 1428 joined Local 1167 members and voted to ratify a new three-year contract with Stater Bros.

The deal, which includes substantial wage increases, stronger health care, protected pension provisions and more, was reached on April 1 after months of negotiations with active participation by tens of thousands of California's essential grocery workers.

Key provisions of the tentative agreement include significant wage increases, more workers receiving benefits sooner and guaranteed hour minimums.

"Through their solidarity over the course of months of negotiations, our members have secured the raises they have earned and deserve," said Joe Duffle, president of UFCW Local

1167. "Together, they also have achieved better health and retirement benefits."

Before voting, each member was handed a copy of the memorandum of agreement between Stater Bros. management and seven Southern California UFCW local unions, as well as a sheet listing highlights of the proposed contract.

Topping a long list of improvements over the previous contract is a series of substantial wage increases for Food Clerks, Meat Cutters and GM/Meat Clerks over the course of three years. Progression steps are reduced, shortening the number of work hours required to reach higher wage rates.

The contract with Stater Bros. went into effect for more than 13,000 essential grocery workers in approximately 170 locations across Central and Southern California.



Historical Implications of Negotiations

Members across Southern California voted to authorize possible ULP strikes against Ralphs, Albertsons, Vons and Pavilions

Unions protested Unfair Labor Practices by employers during negotiations

Members of Local 1167 voted in late March to join their fellow union members across Southern California in authorizing potential Unfair Labor Practice (ULP) strikes against Ralphs, Albertsons, Vons and Pavilions.

The votes gave union leaders authority to launch walkouts if they became necessary for reaching fair contracts with the companies. Thankfully, a ULP strike was not necessary.

UFCW members of seven local unions from Bakersfield to the Mexico border participated in the ULP strike authorization vote.

More than 47,000 frontline food workers would have been affected by such a labor action.

The specific ULP charges against Ralphs and Albertsons/Vons/Pavilions included:

- The employers' refusal to implement wage increases as required by their contracts and giving workers small, token bonuses instead of bargaining for wage increases per the negotiations process.
- Ralphs' outsourcing of food preparation work to "ghost kitchens" run by non-union workers.
- Albertsons, Vons and Pavilions conducted unlawful surveillance of workers protesting low wages and short hours in an attempt to prevent those employees from getting their message out to the public.

Bloomington



Hesperia



Menefee



Palm Desert



Thoughts From the Membership

David Sanchez

Produce Dept., Stater Bros. 36
Member 33 years

"The contract we got was fair for all of us. In my 33 years, I've never seen wage increases like this. It's the largest we've ever received. Member solidarity is essential when it comes to securing fair contracts. Our solidarity is always strong."



Alex Beltran

Bakery Manager, Ralphs 753
Member 25 years

"There are great improvements throughout the contract. Look at the improvement in vision benefits. Wow! I don't know about you, but I think glasses are expensive! I'm thankful for this contract."



President's Report Contract achievements

Continued from page 3

- There were no takeaways. None!

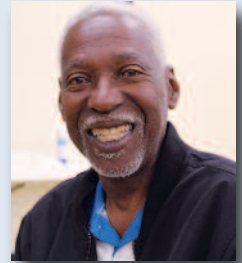
The improvements we made at the bargaining table bring the membership closer together, adding strength to our union, and raising the bar for future contracts.

All this was possible because of the courage and commitment of our members over the past two years. You made it known that this contract had to be about fairness for essential workers. And you succeeded.

Jeff Sanders

Food Clerk, Albertsons 2796
Member 45 years

"This is a beautiful contract. I've never seen anything like it. The kids who start work today can move up faster. They may not know it now, but the union will take care of them. The union will help them down the line, that's for sure! Over the next three years, this contract should encourage kids to not want to work for other companies and stick with the UFCW. Come to meetings and see what it's all about!"



Adeline Orozco

Meat Cutter, Albertsons 0599
Member 36 years

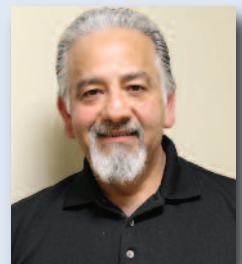
"I've never seen wage increases like this! This is a huge breakthrough. We work hard, all of us do, and we should be proud of this contract. The union did a good job for us at the table. This contract is for us, but it's also for the kids and our future. Members have been through so much. Not all of them realize how good this contract is for all of us, but in time they will."



Carlos Duron

Produce Manager, Vons 1734
Member 35 years

"Everybody got something this time. We all are finally getting more money. We need more old timers in this industry and this contract is a step in the right direction to ensuring that happens down the road. Of course, as old timers, we want more, but the company can do more. The union works hard to get what we can get but we need more, and if we stick together we can get more. It takes all of us!"



Meet New Insurance Department Staff

Jeannette Rubalcaba

Jeannette has more than 32 years of union experience. She began her career at Vons/Pavilions in 1989 before working for Stater Bros. for most of her career. She worked as a Receiver at Stater Bros. 200, 85 and even 78, the first store.

"I'm looking forward to helping members navigate through the sometimes confusing benefits they have," she said. "I want to help them understand so they can better use their benefits."

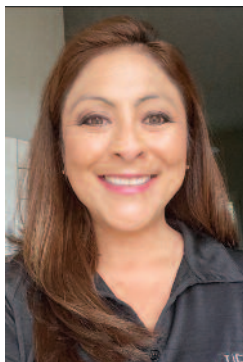
"I have an understanding of where people are coming from," she said. "The insurance benefits can be intimidating. What to do and how to retire? How to pay the deductible?"

"It's a new world here, and I'm glad to be able to explain how their insurance benefits work and how to use them properly."

"Union means family," Jeannette said. "It's all of us coming together and supporting each other."

She has three boys, two of them adults and one in his teens. "The union helped me raise those boys with benefits!" she said.

Jeannette enjoys traveling and hiking with her family.



Ashley Koch

Ashley worked for Stater Bros. for 14 and a half years as a Customer Service Representative (CSR) and Backup Receiver. She comes to Local 1167 from Stater Bros. 79 in Riverside, known as the Arlanza store.

"With the union, someone has your back," Ashley said. "Working union is a good, reliable job, and it was good to have been part of that for almost 15 years."

She said she looks forward to helping members understand their insurance benefits.

"When I was at store level, I knew nearly nothing about my insurance benefits," Ashley said, but now she's been learning enough to help members understand the value of those benefits.

"It was not until I had a big surgery that I really understood how much the union came through for me," she said.

"I still have so much to learn, but I have a much better understanding of what members are entitled to. When they do, it's a good feeling and very satisfying."

Ashley is married to Daniel. In their spare time they attend dance recitals of their daughter, Rylee, 13.

"She's into all genres of dance, from hip hop to ballet to jazz," Ashley said. "She absolutely loves it and so do we."

They also like to camp at "the river," go to movies and hang out with family and friends.



STAY INFORMED WITH THE UFCW LOCAL 1167 MOBILE APP

The UFCW 1167 Mobile App is a great way
for our members to stay
connected on the go.

Download today!

NEW MEMBER MEETINGS

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

Get a one-time \$65 credit toward your initiation fee
when you attend a New Member Orientation Meeting
within six months of your hire date.

Call (909) 877-5000, ext. 3 for answers to any
questions. CDC guidelines will be followed.

Ana Mejia

Ana came to Local 1167's Insurance Department from Stater Bros. 184 in Chino, where she was a Customer Service Representative. She was at that store for 28 years and has a total of 32 years in the union, all with Stater Bros.

"It was the only job I've known," said Ana, who started working for Stater Bros. in Pomona when she was 17.

"When you're working in the stores, you don't always know a lot about how the union works," she said. "It's great to be here at Local 1167 and know what it is to be union and help explain that to the members, including those I worked with in the stores."

She said she is always grateful for her insurance and union benefits.

"With the union, you have someone behind you to make sure you're treated fairly," she said.

Ana is married to Alex and they have two teenage boys and one adult daughter.

She used to play in a softball adult league, but now they like to go off-roading in a Jeep they bought last September and camping and attending sporting events. They follow the Dodgers and like to visit baseball stadiums.



You gotta have Hart!

Stephanie Hart stepped up to the plate to be a shop steward

When Stephanie Hart's shop steward retired last year, she wondered who the replacement might be. So she got hold of her union rep, who told her there wasn't a replacement lined up yet.

"I volunteered right there and then to become the new steward for my store," Hart said. "I'm really involved in contracts and anything to do with the union, so I felt like I was a natural fit."

Hart says being a steward has been a great experience. The 15-year union veteran has helped members at her Ralphs 181 store in Palm Springs with any questions they might have.

"It feels good to help people, but it's also empowering for my co-workers and me to have all of this knowledge," she said.

Hart's career at Ralphs started in 2007



while her husband, Tom, worked at the same store. He was a courtesy clerk and suggested she apply.

"I figured it couldn't hurt, and once I got the job, they put me straight into deli," she recalled. "I feel like deli is such a great position to start because it's customer-centered and has lots of production."

Although Tom eventually moved on to

other jobs, Hart decided to stick around. She made the transition from a Culinary Union member to a member of UFCW Local 1167 in 2011. Back then, she worked at Ralphs 179 in Indian Wells, but when that store shut down in 2014, she moved to her current store in Palm Springs.

"I was a front-end cashier at my previous store, so when I made the switch here, I got moved back to deli, but six years ago I got promoted to Starbucks lead and I've been loving it ever since," she said.

In addition to the job protections included in the latest union contract, which she helped ratify in April, Hart says her health benefits are a key reason she loves being in the union.

"When Tom needed a hip replacement, he used my union benefits and we hardly had to pay anything out of pocket," she said.

Meet New Membership Department Staff

Gema Peralta

Gema worked for seven years for Stater Bros. and comes to Local 1167 from Stater Bros. 108 in Ontario Village, where she was a bookkeeper.

"I really like the team effort of the union, that we're all in this together," she said. "The union is about building solidarity."

She looks forward to the new opportunities in the membership department and helping members with their questions.

"I'm learning a lot of things I didn't know as a member," Gema said.

"I hope to help them understand everything I can about the union and help them along the way. I hope that the more understanding they have of their union, the more involved they'll get."

In her spare time, Gema likes to bake, especially pastries.



Cynthia 'Cindy' Delgado

Cindy has 25 years of union experience with Local 1167, having worked as a Customer Service Representative (CSR) for Stater Bros. 43 in Rialto.

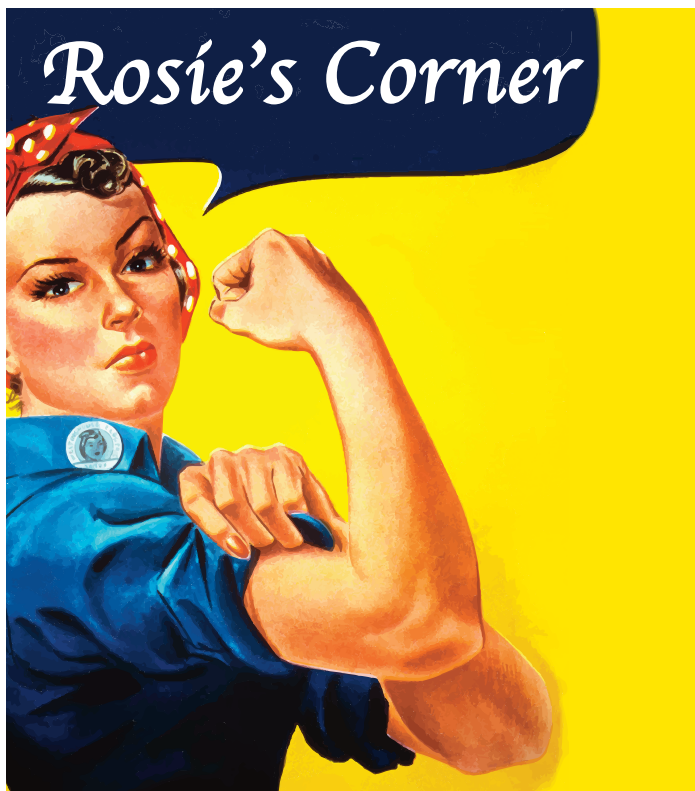
"Union means job safety and security," she said. "Members don't worry about going to work and then being let go for no reason. The union fights for us."

She looks forward to helping members with their membership needs.

"Now that I'm on this side, I'm able to help because I understand where they are," Cindy said. "Dues can be confusing, and I'm able to help the members understand where the dues go and how to get more value out of their union membership."

Cindy is married to Chris Chagolla and has two adult daughters. She likes to cook and is always trying new recipes. She loves baseball and watching/going to Dodgers games with her family.





Stand up!

Do not sit quietly and let others make critical decisions about working people. Get involved!

on “cultural” issues like abortion rights. We regard these as distractions from our key purpose, which is to improve the living standards of working Americans and their families. This is a cause that obliges us to unite for better wages, health care and working conditions for all, regardless of party, gender, age, ethnicity, race, religion, sexual preference or any other category of humanity.

On occasion, our union will endorse a candidate or advocate a position on a ballot proposition, but these recommendations will be based on a simple question: What is the best choice for our members and everyone else who punches a time clock?

At the same time, we strongly believe in amplifying the voices of working people, both at the workplace and in the public sphere. To this end, we encourage union members, including women, to get involved in the political process.

If you are concerned about the directions our economy and society are taking, do something about it! Speak out for the candidate of your choice. Volunteer to make phone calls or knock on doors. Run for office yourself if that’s what moves you.

One excellent way to get involved is donating to the UFCW’s Active Ballot Club. This is a union-focused political action committee that is sustained by voluntary contributions by concerned members. Contact your Local 1167 union representative to ask how you can get involved.

This is not a time to sit quietly and let others make critical decisions about working people. Stand up!

Wherever you stand on the issue of reproductive rights, it’s fair to assume that the expected Supreme Court ruling on overturning *Roe v. Wade* has gotten your attention.

Once this decision is announced, probably in June, roughly half the states in the country will have enacted restrictions and prohibitions of a medical procedure that had been considered a private matter between a woman and her doctor.

Some women will cheer this development as a victory for the unborn. Others will regard it as an unfair imposition on their ability to make choices concerning their own bodies and futures.

Like most unions, the UFCW doesn’t usually take a stand

Members at Work: **STILIZY, Catalyst & Authentic 909 / Palm Desert, San Bernardino**



Beware the dangers of social media

Post, tweet and share wisely



Maria Perez



Gabe Suarez

When you speak in confidence with a friend, a relative or even a co-worker, you have a certain trust that your conversation will remain between the two of you. Unfortunately, many people believe that sharing their thoughts on social media somehow has that same confidentiality.

It's true that social media like Facebook, Twitter, Instagram and SnapChat have enhanced and accelerated our ability to communicate with our friends, family and co-workers.

While your friends and family members might not be offended by the things you say on social media, some of your co-workers and supervisors can and will be offended by careless comments about your workplace. Once you post something, your comments, photos, videos or other materials are placed in a public forum for all to see.

In many cases you can be held responsible for what you say about your coworkers or employer — at least that's what your boss may think.

Perceived threats vs. 'venting'

For example, if one of your co-workers threatened you to your face, you would — and should — communicate that to your manager. Your employer would protect you from the co-worker who threatened you.

A malicious rant on Twitter is no different. If you threaten a co-worker on Twitter, your employer has a duty to provide a safe working environment for them, too.

Simply put, a perceived threat is a threat no matter how you slice it. You will be disciplined, and a threat that you thought was just "venting" could end up in termination.

Public forum

Think about this, too. In today's world, anyone can view a Facebook page if you have your account set to public view. This includes a prospective employer.

If you apply for a job, the company's human resources' managers may view your profile. Do you think they would hire you if you post on that you "call in sick every Friday" because you "have a DJ gig" and the "manager just doesn't get it"? You certainly would NOT get a phone call back.

Think responsibly about how you use and manage your social media.

Wonderful things can be accomplished and come from the use of social media if you use them properly and terrible things can happen if you don't.

So if you're going to tweet, tweet wisely. Your job may depend on it.

President Joe Duffle Visits JBS Members at Work



Food Division: Report vacation waivers to maintain health coverage

Food members, including pharmacists and members at the Stater Bros. meat plant, are urged to fill out Loss of Eligibility (vacation waiver) forms to maintain health coverage. This does not apply to Rite Aid clerks, Rite Aid pharmacists and CVS clerks.

In order to maintain health coverage, Food and Meat Division members must work a certain minimum number of hours every month. Paid vacation hours count toward the monthly minimum number of hours, but generally they need to be adjusted manually. This is because most stores report vacation hours when they are paid on the member's anniversary date and not when they are taken.

For this reason, members may get a notice that they are

short on hours in a month in which they took a paid vacation.

We're here to help

If you have taken a paid vacation and think you may be short on hours as a result, call the Insurance Department at (909) 877-1110 and request a Loss of Eligibility (vacation waiver) form.

Complete the form and mail it back to the Benefits Department after you have returned from your vacation. This will maintain your insurance coverage with minimal loss of eligibility.

The form is also available on the union's website, under the "Insurance & Pension Info" icon. Visit us at ufcw1167.org.

In Memoriam

Gordon D. Anderson, a retired pharmacist formerly employed by Thrifty, died on April 13 at the age of 93. He had been a continuous member since July 1974.

Carmela J. Bitner, a retired food clerk formerly employed by Alpha Beta, died on May 8 at the age of 89. She had been a member since October 1963.

Paul V. Bottorff, a retired food clerk formerly employed by Stater Bros., died on Dec. 12, 2021, at the age of 77. He had been a member since April 1961.

Helen E. Brown, a retired food clerk formerly employed by Stater Bros., died on Jan. 18 at the age of 90. She had been a member since April 1953.

Nina Corona, a retiree formerly employed by Mayfair Markets, died on Feb. 14 at the age of 85. She had been a member since August 1962.

Marvin E. Correll, a retired food clerk formerly employed by Safeway, died on Jan. 23 at the age of 90. He had been a member since May 1950.

Sara B. Daniels, a courtesy clerk formerly employed by Stater Bros., died on Feb. 21 at the age of 30. She had been a continuous member since September 2021.

Emma Delfin, a retired clerk formerly employed by Market Basket, died on Feb. 16 at the age of

91. She had been a member since January 1964.

Eileen Dipari, a retired food clerk formerly employed by Smith Food King, Lucky Stores and Thrifty Corp., died on Feb. 5 at the age of 83. She had been a member since June 1972.

David Fenstermacher, a retired meat cutter formerly employed by Vons, died on Dec. 16, 2021, at the age of 75. He had been a continuous member since October 1989.

Ada M. Heemstra, a retired drug clerk formerly employed by Thrifty and Alpha Beta, died on April 12 at the age of 88. She had been a member since November 1966.

Robert E. Hicks, a retired meat cutter formerly employed by Vons, died on Jan. 29 at the age of 82. He had been a member since October 1968.

Samuel H. Kuehn, a meat clerk formerly employed by Stater Bros., died on May 5 at the age of 36. He had been a continuous member since August 2021.

Jose P. Martinez, a retired meat clerk formerly employed by Stater Bros., died on April 20 at the age of 79. He had been a continuous member since January 2006.

Linda F. Montez, a retired general merchandise clerk formerly employed by Thrifty, Gemco, Alpha Beta and Ralphs, died on April 10 at the age of 73. She had been a continuous member since December 1979.

Marie A. Parillo, a retired service deli clerk for-

merly employed by Stater Bros., died on May 4 at the age of 80. She had been a continuous member since September 2007.

Salvador Ramos, a food clerk formerly employed by Ralphs, died on May 9 at the age of 48. He had been a continuous member since April 1991.

Jackie L. Rave, a retired drug clerk formerly employed by Rite Aid, died on Dec. 18, 2021, at the age of 84. She had been a member since December 1970.

John L. Seliner, a retired food clerk formerly employed by Market Basket, died on Jan. 14 at the age of 100. He had been a continuous member since August 1972.

Barbara L. Sellas, a retired food clerk formerly employed by Alpha Beta and Ralphs, died on Feb. 16 at the age of 77. She had been a continuous member since February 1985.

Agnes E. Sohl, a retired food clerk formerly employed by Lucky and Albertsons, died on Feb. 13 at the age of 81. She had been a continuous member since February 1975.

Donald E. Urban, a retired meat cutter formerly employed by Albertsons, died on March 29 at the age of 74. He had been a member since February 1966.

Freida B. Wright, a retired food clerk formerly employed by Vons, died on March 2 at the age of 86. She had been a continuous member since November 1971.

'We stick together'

Retiring union rep Bill Collard reflects on his career with emphasis on gratitude and 'family'

As Bill Collard reflects on more than 40 years in the grocery business — 18 of them as a union representative for UFCW Local 1167 — he thinks first about his dad.

"I'm grateful that I was raised by a man who taught me the importance of treating others well and belonging to the union family," said Collard, who will retire from union service July 1.

"He taught me early what the union was about and that it means being a family," he continued. "It means you stick together. Too many members don't understand that."

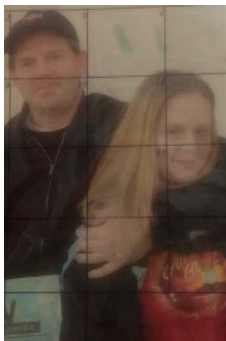
Collard said he is grateful for all the union has given to him, both as an employee at Vons and as a parent of five daughters.

He began his career in 1979 at a Safeway store in South Central Los Angeles. In 1982, he left on a mission for his church that took him through several states. After returning, he worked through Safeway's merger with Vons, doing produce resets and remodels for the company. He also worked for Smith's for 4 years, then went back to Vons when Smith's left California, after which he served as a produce manager.



Bill Collard

"The 2003-2004 strike drove home how important it was to be union," he recalled. "It was all about the health care benefits we were trying to protect."



Those benefits were crucial in raising his daughters, Collard said. They include Laura, who lives in North Carolina with husband

Jeff, and two sons Andrew and Austin; Devon, who lives in Utah with her sons Ryan and Jack; Brittani, a bakery man-

ager for Vons in Redlands; Heather, a budding photographer; and Tayler, who recently moved into her own apartment in North Carolina.

"My daughters are the greatest gifts I have ever received," Collard said. "I am grateful to their mother and to God for giving them to me."

Collard remembers his days on the picket lines during the strike, when the girls joined him at rallies and carried signs for the union.

"Those were hard times," he said. "We were hurting for money. Devon pulled money out of her bank account to help the family. The girl's as strong as a bull."

Collard became a union representative after the strike ended on Feb. 29, 2004.

Thanks to active union members

In addition to his daughters, Collard thanks all of the stewards and other members who got involved in their union, coming to meetings and rallies and fighting for the union family.

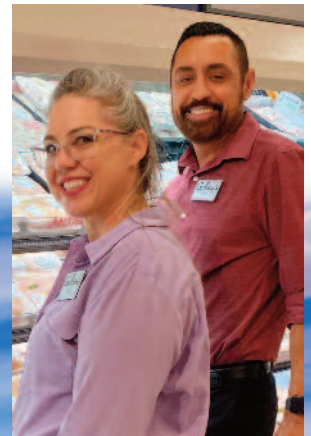
"I will always have admiration for my UFCW 1167 family," he said.

"I appreciate everyone there, from Joe Duffle and Matt Bruno to all of my coworkers. We stick together as family."



Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
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Bloomington, CA 92316
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