

Desert Edge

UFCW LOCAL 1167
a VOICE for working America

Fall 2023

Official Publication of United Food and Commercial Workers Union Local 1167

Local 1167 steps in to help after member loses everything in fire



**OPEN
ENROLLMENT
2024***



**See page ??
for details**

*Ends December 31, 2023

**It Pays to be UNION!
\$178,855 in back pay and
benefits restored to members.
See page 4 for more!**

PRESIDENT'S REPORT: CHALLENGES AND OPPORTUNITIES

Union offices closed

December 25 - Christmas
January 1 - New Year's Day
January 15 - Martin Luther King Jr. Day
February 19 - President's Day
March 31 - Cesar Chavez' Day

Membership Meetings

December 13, 2023
March 28, 2024
June 27, 2024
September 26, 2024

Regular membership meetings reconvene in Bloomington.

Meetings start at 7 p.m.

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

DESERT EDGE

Joe Duffie
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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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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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

Challenges and opportunities

Are you ready?

As we enter the holiday season, our union is looking ahead to a year of extraordinary challenges and opportunities. Here are three of the most significant among them:

1. The proposed merger of Kroger and Albertsons. Our union is in the front ranks of a national movement urging the Federal Trade Commission and other government regulators to reject this plan to combine the country's two largest grocery conglomerates. In addition to the UFCW, the Stop the Merger coalition includes scores of unions and advocacy groups calling attention to the potential for lost jobs, store closures, higher food prices and new "food deserts" in cities and towns across America.

We have reasons to believe the Biden Administration is taking our position seriously. In early November, the UFCW hosted a nationwide town hall on the merger featuring Lina Khan, chair of the FTC, who said: "Historically, when companies get really big, they have no incentive to fight for your dollar or care about how happy you are on the job. They know you don't have anywhere else to go."

2. Rite Aid's declaration of Chapter 11 bankruptcy. Yet again, a major corporation has gotten into trouble through its own greed and incompetence, and yet again, it's the workers and consumers who are paying the dearest price.

Working people shouldn't be left holding the bag for the company's failures. These hardworking employees need the bankruptcy court's help to protect them, and their union is firmly

committed to pursue justice on their behalf.

Fortunately, our UFCW members employed at Rite Aid continue to be covered by their union contracts, and we will work diligently to ensure every workplace protection contained in those



JOE DUFFIE
President

contracts will be enforced.

Retail food contract bargaining is ahead. The current collective bargaining agreement for our supermarket members is set to expire on [DATE]. Along with our allied UFCW unions across Southern California, Local 1167 already is reaching out to these members to learn what they want to see in their next contract. In addition, we are engaging in deep research on the markets and developing strategies for a successful round of negotiations.

But we never expect contract

negotiations will be easy, and this coming round is no different. We expect to encounter the usual resistance by some of the major companies to giving our members their due. At the same time, we will be as committed as ever to negotiate the best possible package of wages, benefits, vacation rules and workplace conditions, which we will then submit to the members for their review and votes of ratification.

In the last round of negotiations, we were able to win the biggest raises I've seen in all my years in this industry, but there is still more work to be done.

Our success will depend largely on the unity of our membership. Please do your part by speaking positively about your union at home and especially at the workplace. Wear your union buttons and stickers on the job and let management know you stand with your coworkers every inch of the way.

Never forget that YOU are the union! If you speak negatively about the union, you speak negatively of yourself, so don't do it!

Also, please stay informed about the negotiations, get engaged and be ready to respond to your union's calls for action. Depending on how our talks go with the employers, we may need your participation in rallies, informational picketing, handbilling or other activities. The time to get involved is well before the proposal and ratification meetings.

The next year is going to be a ride. Get ready!

All of us at UFCW local 1167 wish you a wonderful holiday season, filled with contentment and the promise of better times ahead.

It PAYS to be UNION!

Your local union at work!

Back pay and benefits restored to members: **\$178,855.72**
Members reinstated: **372**
Grievances settled: **1,048**

January - October 2023

What's Happening



Just Retired

October and November brought us several new retirees! **Darryl Marshall** worked for Vons for 47 years ... **Brenda Elrick** worked for Lucky and Albertsons for 44 years ... **Colleen Janzen** worked for Stater Bros. for 44 years ... **Linda Velasquez** worked for Vons, Albertsons and Safeway for 42 years ... **Sandra Mills** worked for Food Co., Viva Market, Boy's Market and Food 4 Less for 42 years ... **Sherry Brooks** worked for Ralphs and Alpha Beta for 41 years ... **Ruben Rodriguez** worked for Albertsons, Lucky and Smiths Food King for 40 years ... **Paul Tavares** worked for Stater Bros. for 38 years ... **Elizabeth Petrie** worked for Stater Bros. and Alpha Beta for 37 years ... **Rosa Arcelia Horton** worked for vons and stater bros for 37 years ... **Zabrina Castro** worked for Alpha Beta and Ralphs for 37 years ... **Roxanne Ross** worked for Stater Bros. for 36 years ... **Angela Quiroz** worked for Lucky and Albertsons for 34 years ... **Brandon Ferguson** worked for Stater Bros. for 34 years ... **Carla Ryan-Laabs** worked for Safeway and Albertsons for 32 years ... **Michelle Gerald** worked for Vons for 32 years ... **Angelica Villanueva** worked for Food 4 Less for 31 years ... **Corrine Hayes** worked for Rite Aid

for 31 years ... **Nadine Estrada** worked for Albertsons for 31 years ... **Coreen Samaro** worked for Albertsons for 29 years ... **Miguel Angel Gomez** worked for Albertsons for 27 years ... **Amada Lemus** worked for Albertsons for 26 years ... **Henrietta M. Gonzalez** worked for Albertsons for 21 years ... **Adriana Sando** worked for Stater Bros. for 20 years ... **Noe A. Ramirez** worked for Stater Bros. for 18 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well-earned retirements.



Just Born

Valerie Wilson Saavedra, Ralphs, had a new baby boy, Sonny Moses Saavedra, born Aug. 5, 2023, weighing 8 lbs. 2 oz. and measuring 20.5 inches long. ... **Katie Weddle**, Stater Bros., had a new baby girl, Violet Marie Suarez, born Sept. 28, 2023, weighing 6 lbs. 9 oz. and measuring 18.5 inches long. Congratulations to the new mommies and daddies!

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.



Moises Castillo, Ralphs 98, with Union Rep Joe Parham and his 35-year certificate and pin.

President Duffle Visits Members at Stores



Union steps up as member's family endures fire, car crash



Joseph and Jerrie Hern lived in their house in The Cove, a desert community in La Quinta, for 43 years — until everything changed on Aug. 23, 2022.

On that day, at around 3:30 a.m., their 26-year-old grandson, James Nava, woke to find their house was on fire.

“If my grandson hadn’t woken up to go to the bathroom, we all would have perished,” Hern said.

“I remember him yelling, ‘Grandpa, the house is on fire!’” Hern recalled. “I told him to go get Grandma up and get out of the house. We all got out of the house with our underwear and T-shirts.”

Family lost everything

The Herns lost everything within minutes. All of their documents, photos and mementos were reduced to ash.

“We didn’t have time to grab any wallets or anything,” he said. “We lost all of our identification cards.”

Hern said there must have been close to 80 firefighters surrounding house, but they could not engage the fire until the electricity was shut off. It was too dangerous, the family was told.

The Herns stood in disbelief as they watched their house burn down. A couple of cats and the family dog perished in the flames.

Almost a year and a half later, the Herns are still fighting to get permits to rebuild their home.

“We’ve gotten 12 permits that are required for rebuild so far,” Joseph said. “We’re down to the last one to review and get done today, but we still have no idea when or if our house will be rebuilt. We only had certain amount of insurance, and we don’t know if the rebuilding costs will be covered until all of the permits are done.”

Joseph, 79, and Geraldine Hern, 80, are residing in Palm Desert while they sort things out. Joseph works for Ralphs

in Bermuda Dunes.

“The first time I retired, with 33 years of service, was in 2002,” he said. “Then inflation ramped up and everything was eating away at my retirement funds, so I went back to work a little over a year and a half ago. I had been working for four months with Ralphs when the fire hit, and I had to take a two-month leave of absence.”

As they wait, the Herns are living on edge every day. Recently, a woman drove down their street at 70 miles per hour and crashed into the back of his car, pushing it into his wife’s car. He had his car for only two months when both vehicles were totaled. The driver of the vehicle that hit their cars had no driver’s license or insurance.

“She got a ticket for having no insurance or driver’s license, but that doesn’t help us any,” Joseph said.

“We barely had money to figure anything out,” he continued. “Have you ever tried to go to the DMV to replace a driver’s license with nothing? No identification of any kind other than telling them who you are?”

“It took three months before we could get keys to the cars. And now, they’re totaled.”

Still grateful

Still, Joseph says he is grateful for what he has.

“I was so thankful the union sent us money to help us buy clothes and food,” he said. “We appreciate everything Joe (Duffle) and the union has done for us. They went above and beyond what can be expected of a union.

“One of my co-workers at Ralphs told our union rep what happened, and he told Joe. He even went to the UFCW International Union to get additional financial help.

“Joe and the union helped us in our most desperate time of need. That’s one of the reasons we have a union. We fight together for what is right.”

Supporting Striking Workers



UFCW Local 1167 staff joined striking UAW members in Riverside on Sept. 28.

Patronizing Union Providers



At the Local 1167 Steward Conference, members from Kascius Union Eye-Care in San Bernardino displayed their products to other union members. Call (909) 889-5669 for details.



Honoring dad's legacy by helping others

Meet Vanessa Muro from the Insurance Department

After 16 years working at Stater Bros., Vanessa Muro made the leap to join UFCW Local 1167's Insurance Department in October 2022.

"I've been lucky to be a part of this local for so long," Muro said. "The people who do this job are so kind and helpful and I've been enjoying this transition."

Muro helps members when they call in or visit the local's offices in person. She assists with medical claims and explains how insurance works to members. She says she's constantly learning about the different medical plans offered and how to help members navigate the challenges of insurance.

"I once helped a member who drove two hours to the

local," she said. "He was super nervous and confused about retirement, but by the time we were done he was so appreciative of the help."

Muro says her experience working at Stater Bros. makes her helpful to members.

"It's important for members to know most of us have been in their position and we know what they're going through," Muro said. "We're here to help in any way we can."

Muro's union roots began with her father, who was a steward with the Teamsters. She recalled when she was a child and hearing her dad on the phone helping members with their grievances.

"When my dad passed away in 2011, I had several people come up to me and tell me stories of the ways he helped them," she said. "He's an inspiration for me in my job. In a way I feel like I'm honoring his legacy by helping others."

When she isn't helping members at work, Muro and her boyfriend, Eduardo, enjoy time together with their dogs. She's a huge Kansas City Chiefs football fan and it's no coincidence she named her German shepard/husky mix Chief. They also have a 14-year-old chihuahua "snuggly old lady" named Alice.

They welcomed Chief to the family two years ago when the animal shelter she volunteered at had to close for a few days during the holidays.

"We fostered Chief and then we both got COVID, so we had to foster Chief a couple more weeks until we got better, and by then we knew we didn't want to give him back," she said.

Gotta help 'em all

Meet Yvonne Del Castillo from the Membership Department



Yvonne Del Castillo has worked in UFCW Local 1167's Membership Department since October 2022. Prior to that, she worked at CVS for eight years.

"I got to see CVS change for the better when we organized between 2014 and 2017," Del Castillo said. "Once we were part of the union, I got involved with my union rep and attended membership meetings to make sure our contracts were being enforced at work."

In 2022, her rep encouraged her to apply for a position in the Membership Department. Although the transition was hard on her, she feels like she's made strides in her new position.

"I'm super shy and my co-workers like Christina have helped me let my personality out more," she said. "I strive to do better every day and I love the feeling of helping our members."

Del Castillo is the first person in her family to join a union. Her parents met in Los Angeles after immigrating from Mexico and Cuba.

"My mom cleaned houses and she happened to clean the house of my dad's uncle and they met and fell in love," she said.

She and her younger brother, Phillip, bonded over Nintendo 64 video games, in particular Pokémon Stadium.

"My love for Pokémon started with that game and now I have a side business on Instagram where I sell Pokémon Croc charms and pins."

Del Castillo draws each charm and pin by hand on shrink paper and then bakes them. For those interested in her shop, it can be found on Instagram by searching "@yviescrafts."

Governor vetoes one bill, but signs others into law

The UFCW has been hard at work getting legislation across the governor's desk to improve lives of working people.

Here's what's been going on at press time:

Newsom vetoes safety net for essential workers

Gov. Gavin Newsom vetoed Senate Bill 725, which would have required a grocery establishment that lays off workers as a result of a merger or acquisition to provide them with a one-week "displaced grocery worker allowance" for every year of service.

Amber Baur, executive director of UFCW Western States Council commented: "Gov. Newsom hailed California's grocery workers as heroes and essential during the pandemic, with our state relying on them to keep everyone fed and the supply chain working. UFCW leadership and our members were proud to stand shoulder to shoulder with Gov. Newsom during those difficult times in order to provide food for all Californians.

"The veto of SB 725, unfortunately, denies these very workers the safety net they need and deserve if they lose their jobs to greedy corporate grocery chains."

California ensures community pharmacies have adequate staffing to keep patients safe

Gov. Gavin Newsom signed AB 1286 into law recently. AB 1286 will begin to alleviate the chronic understaffing of community pharmacies and the resulting burnout of pharmacists which puts patients at risk of medication errors.

UFCW members applaud strengthening of Grocery Worker Retention Act

The UFCW Western States Council applauded Gov. Gavin Newsom for signing AB 647, the Protect Grocery Workers Job Act, into law. AB 647 will protect grocery and pharmacy workers' jobs by strengthening California's existing Statewide Grocery Worker Retention Law. This will ensure skilled and trained workers can continue to provide communities with access to safe food and lessen economic impacts on the social safety net.

"This law will help ensure communities won't lose good jobs if a merger occurs," said Joe Duffie, president of UFCW Local 1167. "Now grocery workers can be certain their rights will be enforced if their store closes because of a merger or acquisition. By signing this bill into law, it shows essential grocery workers that California still values them."



UFCW Local 1167 representatives attend Pro SB 553 news conference in Pasadena

The California Senate passed SB 553, a bill that would establish new workplace violence prevention standards in California.

The bill would provide that an employer shall not prohibit an employee from, and shall not take, punitive or retaliatory action against an employee for seeking assistance and intervention from local emergency services or law enforcement when a violent incident occurs.

SB 553 would, among other things, prohibit employers from "maintaining policies that require employees to confront active shooters or suspected shoplifters."

SB 553 would authorize labor unions to seek temporary restraining orders (TROs) for employees based on workplace violence or credible threats of violence.

If approved by the California State Assembly and signed into law by the governor, the measure would take effect on January 1, 2024, and add Section 6401.9 to the California Labor Code.

In Memoriam

Kenneth Caudill, a retired meat cutter formerly employed by Stater Bros., died on Oct. 23, 2023, at the age of 74. He had been a member since May 1972.

Diane Durbin, a retired food clerk formerly employed by Lucky and Albertsons, died on March 19, 2023, at the age of 76. She had been a member since November 1979.

Joyce Fishburn, a retired drug clerk formerly employed by Rite Aid, died on Sept. 27, 2023, at the age of 85. She had been a continuous member since August 1996.

Sylvia Fugatt, a retired general merchandise clerk formerly employed by Lucky, died on July 3, 2023, at the age of 81. She had been a member since September 1986.

Janice Geiling, a retired food clerk formerly employed by Alpha Beta, died on Jan. 28, 2023, at the age of 93. She had been a member since June 1952.

Ancel Gray, a retired food clerk formerly employed by Vons, died on June 11, 2023, at the age of 83. He had been a member since May 1956.

David Jarrett, a retired food clerk formerly employed by Lucky, died on Aug. 19, 2023, at the age of 73. He had been a continuous member since April 1989.

Antoinette Macias, a food clerk formerly employed by Stater Bros., died on Aug. 28, 2023, at the age of 45. She had been a continuous member since November 2018.

Linda Martinez, a retired meat clerk formerly employed by Albertsons, died on Sept. 20, 2023, at the age of 76. She had been a member since July 1969.

Michael McCabe, a retired food clerk formerly employed by Stater Bros., died on Sept. 9, 2023, at the age of 89. He had been a continuous member since December 1956.

Ruth McCoy, a retired food clerk formerly employed by Lucky, died on Oct. 8, 2023, at the age of 82. She had been a member since November 1975.

Gary McDow, a retired food clerk formerly employed by Ralphs, died on Aug. 26, 2023, at the age of 71. He had been a member since November 2007.

Karen Phillis, a retired general merchandise clerk formerly employed by Lucky, died on Sept. 22, 2023, at the age of 73. She had been a continuous member since September 1989.

Harold Rigby, a retired meat cutter formerly employed by Safeway, died on June 15, 2023, at the age of 82. He had been a continuous member since March 1966.

John Rollheiser, a retired meat cutter formerly employed by Stater Bros., died on Aug. 25, 2023, at the age of 78. He had been a continuous member since July 1967.

Ronny Sanders, a retired food clerk formerly employed by Alpha Beta, died on Feb. 22, 2023, at the age of 83. He had been a member since June 1950.

Walter Sharpe, a retired meat cutter formerly employed by Stater Bros., died on Aug. 22, 2023, at the age of 84. He had been a continuous member since December 1965.

Carma Thorpe, a retired drug clerk formerly employed by Thrifty, Rite Aid, died on Nov. 2, 2023, at the age of 70. She had been a continuous member since August 1996.

Robert Valverde, a retired meat cutter formerly employed by Beaches, died on Sept. 1, 2023, at the age of 96. He had been a continuous member since October 1947.

Steven Williamson, a retired meat cutter formerly employed by Vons, died on Sept. 10, 2023, at the age of 67. He had been a continuous member since August 1976.

Don't miss out on Open Enrollment!



Go online to enroll or make changes to your healthcare benefits for 2024.

Enroll online and access benefits information on your smartphone, tablet, or computer!

Need more information?

- Visit your account at scufcwfunds.com/portal.
- Check the Open Enrollment Packet, arriving in the mail.
- Call the Fund Office at 877-284-2320, ext. 420.



Scan this code to go to the portal now.

scufcwfunds.com/portal

Need Help Registering? Call 877-284-0682.

United Food & Commercial Workers Unions and Food Employers Benefit Fund

* Online enrollment must be completed or mailed enrollment forms must be postmarked on or before December 31, 2023.



Conéctese en línea para inscribirse o realizar cambios a sus beneficios de atención médica para 2024.

¡Inscribese en línea y acceda a la información de beneficios en tu teléfono inteligente, tableta o computadora!

¿Necesitas más información?

- Visite su cuenta en scufcwfunds.com/portal.
- Consulte el paquete de Inscripción Abierta que llegará por correo.
- Llame a la Oficina del Fondo al 877-284-2320, ext. 420.



Escanea este código para ir al portal ahora.

scufcwfunds.com/portal

¿Necesita ayuda para registrarse? Llame al 877-284-0682.

United Food & Commercial Workers Unions and Food Employers Benefit Fund

* La inscripción en línea debe completarse o los formularios de inscripción enviados por correo deben tener matasellos del 31 de diciembre de 2023 o antes.



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.

New Application Method!

Million Dollar Trust Fund Scholarship Open for Applications!

**The UFCW and Food Employers Benefit Funds
Scholarship Award Program,**

sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Funds, is one of the best offered to union members anywhere.

Plan A and Food4Less Plan B Participants and their eligible children can now apply for Scholarships online!

The Benefit Fund also provides Tuition Assistance for part-time students, or those who don't qualify for a Scholarship.

No more Paper Apps! Starting now, all applications MUST be completed online. No paper applications will be accepted. for details, visit scufcwfund.com/education/education-faqs.

Stay tuned for online application guidelines!



Scan with
your
smartphone
camera

President Duffle with Members at Work: Rite Aid in Imperial Valley





Rosie's Corner

Protect yourself and others during virus season!

Now is not the time to mess around with the cold or flu or any kind of virus spreading around. We all know what can happen with a virus gets out of control. Protect yourself!

Flu season typically begins in October of each year and lasts through early spring — a period when many people spend more time in indoor spaces, where influenza viruses can spread more easily.

This year, the task of protecting ourselves from infection is a little more complicated, because flu season coincides with a rise in COVID and RSV (Respiratory Syncytial Virus) infections.

Fortunately, medical science has provided advanced vaccines capable of reducing the severity of, or even warding off, all three of these infections. Should you become sick, however, it is helpful to know which infection has caused your illness. Consider these distinctions:

Symptoms

COVID: Fever, shortness of breath, fatigue and body aches

Flu: sudden fever and/or chills, muscle aches and fatigue

RSV: Runny nose, decrease in appetite, cough, wheezing

If you experience any of these symptoms, visit your doctor to obtain an accurate diagnosis.

The severity of each of these illnesses can vary widely. Flu symptoms range from mild to severe, with the risk of further complications such as pneumonia, while RSV can be especially severe for the elderly, young children and

people with weakened immune systems. People with COVID-19 also may experience anything from just mild symptoms to severe respiratory distress.

Prevention and treatment

The best preventive measures include annual vaccines to protect against COVID-19 and the flu, as well as an RSV vaccine that is currently approved for infants and adults age 60 and older.

Good hygiene, staying home from work or school when sick, and avoiding close contact with those who are sick are other important ways to prevent the spread of these diseases.

COVID-19 can be treated with antiviral drugs and, in severe cases, hospitalization. The flu can be treated with antiviral medications, rest and over-the-counter medications.

RSV typically doesn't require medication beyond rest and over-the-counter pain relievers and fever reducers, but severe cases may require additional oxygen. Your doctor can determine the most effective treatment plan for your specific situation.

 Advertisement for the UFCW Local 1167 Mobile App. The top left features the UFCW Local 1167 logo. The top right says "STAY INFORMED WITH THE UFCW LOCAL 1167 MOBILE APP". Below this, a banner states: "The UFCW 1167 Mobile App is a great way for our members to stay connected on the go." The main body of the ad lists features with icons:

- CONTACT YOUR UNION:** Find your union rep, stay informed of the things that matter to you most at work. All from your phone on the UFCW 1167 Mobile App.
- MEMBER RESOURCES:** Check your membership resources right from your mobile phone. Download a form, apply for a scholarship, view "How To" Videos from other UFCW members around the US.
- POLITICAL ACTION:** Hold candidates accountable with the find my elected official tool. When members stand together, members win.
- MEMBERS DISCOUNT:** Carry your digital discount guide with you at all times. Take advantage of the many discounts available to members of UFCW Local 1167 right on your app.
- WORK SCHEDULE:** Keep your hours logged as a backup by adding your weekly schedule on your mobile app. Receive reminders that its time to get to work. Make notes on your schedule and access those notes anytime for reference.

 On the right side, two smartphones are shown displaying the app's interface, which includes a menu with options like NEWS, MEMBER RESOURCES, POLITICAL ACTION, GET INVOLVED, and CALENDAR.

Don't work 'off the clock'! Beware of the Time Clock app!

If you work in a supermarket, you are no doubt familiar with the practice of logging your hours every day.

You clock in when your shift begins and you clock out when it ends. Your pay is determined by the number of recorded hours you work.

As a worker who is paid for each hour that is worked, you do NOT work under the expectations of a salaried employee. You are NOT responsible to management 24 hours a day. And if a manager sends you a text outside of your scheduled working hours, you are NOT obliged to respond.

Most importantly, you do NOT work "off the clock."

An employee who works without properly recording hours or expecting full payment is engaging in "freetiming" — a practice that is unethical and illegal. Unfortunately, it happens every day in workplaces across America. All too often, it happens in our stores.

Unfortunately, Kroger's new Time Clock app can make matters worse. This app only works in the store and members sometimes forget to log in. They might work through their entire shift without realizing their hours aren't being recorded. If this happens to you, talk to your manager and Local

1167 union representative right away to make sure you are properly paid for your hours worked.

Why is freetiming such a bad thing? Let us count the ways:

1. You can't get paid for time that is not recorded.

2. Freetiming is a violation of company policy.

3. It's a violation of state laws that say all time worked for an employer must be documented and paid for properly.

4. When you work off the clock, you deprive yourself or another employee a chance to work those hours.

5. If your assigned work can't be done in the allotted time, it's a problem for management, not you.

6. Working off the clock adds to the company's liability if you are injured.

7. You're only kidding yourself if you think management will reward you for freetiming.



Gabe Suarez



Josh Fernandez

8. Any manager asking someone to work off the clock is guilty of a violation of the collective bargaining agreement and must be reported to the union immediately.

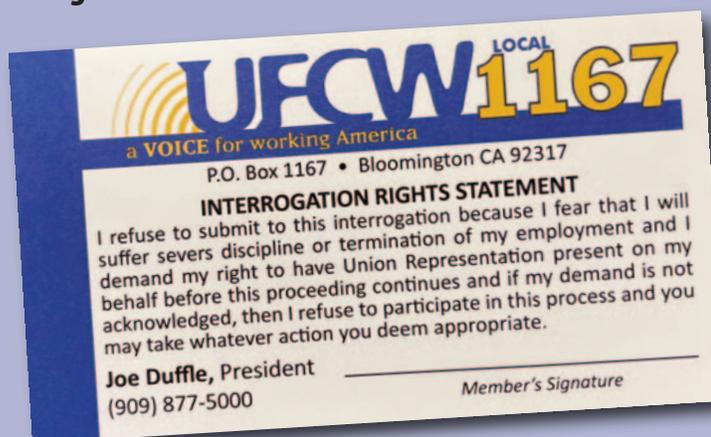
9. You applied for this job because you needed the money. Freetiming defeats your purpose for being there.

And last, but not least...

10. If you are caught working off the clock, you can be suspended or terminated immediately.

If you have any questions about freetiming, don't hesitate to contact your union representative immediately.

You have the right to assistance from union representatives if you are being questioned by company management or security. If and when you feel that your job is in jeopardy, stop the meeting with store security and ask to have a union representative be with you and advise you. Don't feel guilty for doing so. It's your right!



NEW TIMELINE FOR LIMITED SCHOLARSHIP PROGRAM! APPLICATIONS BEING ACCEPTED DECEMBER - FEBRUARY!

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 2024-2025. Scholarships will be awarded to winners chosen from among qualified applicants.

Food contract members, and Stater Bros. Meat Distribution 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.scufcwfunfunds.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 Wednesday, Feb. 28, 2024.**

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 April 30, 2024.** 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. Vocational school students may also apply.

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 February 28, 2024.
Refer any questions to Shannon Franz at (909) 877-5000.**

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

Please print your answers below.

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 April 30, 2024. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to April 30, 2024.
- 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)

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 2023

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 February 28, 2024 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Shannon Franz

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

*Wishing you and your family
Happy Holidays from the Officers and Staff of
UFCW Local 1167*

Members at Work: Rite Aid



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