

Spring 2017

Desert Edge

UFCW LOCAL 1167

a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167



President's
Report:

YOU
are the
UNION

**Union
offices
closed:**

César Chávez Day
March 31, 2017

Good Friday
April 14, 2017

Memorial Day
May 29, 2017

Next Quarterly Membership Meetings:

Wednesday, March 22, 2017

Wednesday, June 28, 2017

Meetings start 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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Closed Saturdays, Sundays and holidays

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(909) 877-1110

Drug & General Sales Division insurance:

(909) 877-2331

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

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ON THE COVER:
Members from Food 4 Less in Fontana



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 Orientation Meeting
within six months of your hire date.

Call (909) 877-5000 for dates,
locations and answers to any questions.

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!



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

YOU are the union!

UFCW Local 1167 isn't just a building in Bloomington, Calif. We're much more than that.

We're not just the people who serve you in the Membership and Benefits Departments at union headquarters. And we're not just the Union Representatives who come to your workplace to defend your rights.

More than anything else, our union is **YOU**.

As a member of Local 1167, you are a vital part of a respected and influential organization representing 18,000 members and their families.

Together, we are a powerful force for the benefit of working people in our jurisdiction and throughout California.

The contracts we negotiate with employers set the highest standards in the industries we serve. These contracts mean better wages and working conditions for you and your co-workers. They also provide sick pay, health care with low premiums, pensions, life insurance, death benefits and even access to discounts for AT&T phone service.

It all adds up to a better quality of life for your family and for others in your community.

To achieve these things and more, we need all elements of our union working together for a single purpose. Those of us who work in grocery stores, drug stores, packing plants, distribution centers, doctors' offices and other health facilities all have a crucial role to play in moving ourselves forward.

This goes beyond paying for your membership, as important as that is.

For example, when our retail food members are in difficult negotiations, our members at the drug stores can be



RICK BRUER

President

trusted to turn out for rallies and hand-billing activities in support of their union sisters and brothers. And when our retail drug people need assistance, they can rely on their fellow members at the grocery stores to do the same.

Here are some other ways you can step forward to make your union stronger:

Membership activity

- Attend union meetings.
- Ask your Union Representative how you can be involved. Volunteer for an action or activity – we have them all the time!
- Take a new hire under your wing. Take him or her to our new-member meetings. They're great for our new members who don't know anything about what a union is, but they're also great for our other members as a re-education course. You can learn things to tell the new members in the stores when they

ask you, "So, what is this union?"

Political action

- By donating to the Active Ballot Club, you help the UFCW contact legislators to get them to pass good laws or defeat bad ones. This will be especially important as we fight against proposed "work for less" laws that could devastate our contracts and the power to get new contracts for the future.

- The California Retail Association is proposing legislation to reduce the number of pharmacy techs per each pharmacist on the job. This would mean pharmacists would be filling out all of the prescriptions. There's no way a pharmacist can handle all of that work – it's not humanly possible! We can't let outside entities influence legislators in ways that could threaten the safety of our communities.

- We also need to elect pro-worker candidates. We don't care if they have "D" or "R" attached to their names. As long as they vote our way and support workers and their families, they will have our support. The UFCW has the power to make a difference. Just last year in the 47th Assembly District, we removed from office a Democrat who turned her back on working people. In her place, we elected Eloise Reyes, a trusted ally who will fight for the values we share.

Protecting union jobs

- You can protect good union jobs, including your own, by shopping where you work and shopping union

Please see page 9

What's Happening

Just Married

Victor Rojo, Ralphs, married Teresita on Dec. 29, 2016 at the Excalibur in Las Vegas, NV. ... **Joe Daki**, Albertsons, married Connie on Dec. 11, 2016 in Fontana, CA. The newlyweds honeymooned at The Beach Cottages in San Diego. ... **Maria Perez**, Food 4 Less, married Ignacio on March 19, 2014 in Nevada. ... **Sharon Dzikowski**, Ralphs, married Richard on Sept. 24, 2016 at the Avi Casino and Resort. The happy couple honeymooned in Maui.

Congratulations to our newlyweds!

Just Retired

The months of December, January, and February brought us several new retirees. **Daniel Lee Kyle** worked for Stater Bros. for 43 years. **Kathy Lunetta** worked for Alpha Beta and Stater Bros. for 22 years. **Dan Durst** worked for Vons for 12 years. **Mark Halem** worked for Alpha Beta and Ralphs for 41 years. **Nancy Simpson** worked for Albertsons for 23 years and Vons for 17 years. **Sophie Ramirez** worked for Food 4 Less for 28 years. **Vickie Gorman** worked for Vons for 29 years. **Richard Dominguez** worked for Vons for 39 years. **Ramon Arias** worked for Albertsons and Lucky for 33 years. **Stephanie Kyle Van Hooser** worked for Albertsons, Alpha Beta and Vons for 30 years. **JoAnne (JoJo) Williamson** worked for Stater Bros. for 14 years. **Martha Mejia** worked for Albertsons for 29 years. **Dale Hull Jr.** worked for Safeway/Vons for 30 years. **Michael Lammers** worked for Food Fair for 25 years. **Vic Gonzalez** worked for Albertsons and Stater Bros. for 37 years. **Rick Fitzpatrick** worked for Stater Bros. for 40 years. **Robin Ann Miller** worked for Albertsons and Vons for 7 years. **Alfredo Orozco** worked for Albertsons for 28 years. **Christy Hyder** worked for Vons for 25 years. **Cheryl Larremore** worked for Alpha Beta and Ralphs for 34 years. **Monica Schultz** worked for Lucky and Albertsons for 39 years.

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



Just Born

Louis Betancourt, Stater Bros., has a new baby girl, Layla Jenay, born on Dec. 21, 2016. Louis says his daughter "was 5 weeks early, tiny but mighty!" Layla weighed 5 lbs. 5 oz. and was 17¼" long. ... **Kanen Anaya**, Rite Aid, is pleased to announce the birth of Jeremiah Jair Peralta on Nov. 26, 2016. Jeremiah weighed 7 lbs. 8 oz. and was 19½" long. ... **Ranbir Singh**, Albertsons, has a son, Dillfateh Singh Grewal, who was born on Nov. 8, 2016, weighing 9 lbs. 13 oz. and was 21" long. ... **Liezl Pangandoyon**, Stater Bros., has a new baby girl, Lianne, born on Nov. 21, weighing 6 lbs. 14 oz. and 19" long. ... **Julietta Rodriguez**, Rite Aid, is proud to announce the birth of Marcus, born on Dec. 5, 2016. Marcus weighed 4 lbs. 8 oz. and was 17" long. ... **Miguel Arellano Ventura**, Stater Bros., has a new baby boy, Miguel Jr., born on Nov. 29, 2016 weighing 7 lbs. 11 oz. and 21½" long. ... **Ashley McLaughlin**, Stater Bros., welcomed Cameron Preston Boyer on Dec. 23, 2016. Cameron weighed 8 lbs. 15 oz. and was 20½" long. ... **David Velasquez**, Stater Bros. Meat Distribution Center, has a new son, Joseph Amado, born on Feb. 17 weighing 7 lbs. 3 oz. and was 21" long. ... **Coral Guerrero**, Rite Aid, welcomed her son, Remmy, on Jan. 8. Remmy weighed 7 lbs. 11½ oz. and was 20" long. ... **Katie Innes**, Food 4 Less, has a new baby girl, Harmony Renee Garibay, born Nov. 22, 2016. Harmony weighed 6 lbs. 7 oz. and was 19" long. ... **Camille Schiller**, is proud to announce the birth of her son, Carsen Joseph. Carsen was born Dec. 23, 2016 and weighed 8 lbs. 15 oz. and was 21 ¼" long.

Congratulations to all the new mommies and daddies!

IN MEMORIAM

Gary Anderson, a retired selector formerly employed by Vons El Monte Meat Service Center, died on Feb. 19 at the age of 71. He had been a continuous member since December 1978.

Richard Aranda, a retired meat cutter formerly employed by Vons El Monte Meat Service Center, died on Jan. 19 at the age of 80. He had been a member since March 1978.

Darlene Belles, a retired general merchandise clerk, formerly employed by Ralphs, Vons and Stater Bros., died on Jan. 3 at the age of 74. She had been a member since January 2002.

Lila Buckley, a retired food clerk formerly employed by Hughes and Vons, died on Feb. 14 at the age of 83. She had been a continuous member since October 1973.

Rodney Burgess, a retired food clerk formerly employed by Stater Bros., died on Nov. 30, 2016 at the age of 61. He had been a member since October 1972.

Marjorie Calloway, a retired drug clerk formerly employed by Thrifty Payless, died on Dec. 28, 2016 at the age of 91. She had been a member since July 1957.

Kenneth Cox, a retired food clerk formerly employed by Safeway and Vons, died on Feb. 19 at the age of 77. He had been a continuous member since July 1959.

Harold Denoon, a retired meat cutter formerly employed by Jurgensen and Topp's Market, died on Jan. 2 at the age of 97. He had been a continuous member since July 1946.

Michael Lopez, an affiliated member formerly employed by Food 4 Less, died on Feb. 23 at the age of 53. He had been a continuous member since April 1994.

Rita McNulty, a retired food clerk formerly employed by Ralphs, died on Feb. 6 at the age of 90. She had been a continuous member since December 1967.

Continued on page 6

Meet organizer Aron Velarde

The value of working in a union security state — as opposed to a “right to work for less” state — became clear to Aron Velarde as he tried to organize meat plants in Iowa two years ago.

Iowa is one of 25 states that have laws designed to weaken unions’ ability to build strong memberships and advocate for working families.

“It’s so different out there,” he said. “Wages are lower, workers have fewer benefits and it’s harder to join a union. Laws out there make it difficult to organize workers.”

Velarde worked two years with the UFCW International Union to organize Smithfield and JBS meat plants, among others, before joining UFCW Local 1167 as its new organizer.

“Most Californians I’ve met on campaigns don’t know how good they have it here,” Velarde said. “People

need to understand how unions make a difference in their everyday lives.”

Since joining Local 1167, Velarde has lent a hand in campaigns to elect worker-friendly candidates like Eloise Reyes, who was sent by voters to the California Assembly last November.

“Working on Eloise Reyes’ campaign was wonderful,” he said. “She’s such a down-to-earth person and to help her win a seat was gratifying.”

‘A never-ending challenge’

Velarde’s organizing spirit began in middle school. He joined his older cousin in canvassing efforts for local political campaigns and discovered he was quite good at it. He majored in psychology at Cal State San Marcos and used the techniques he learned there to sharpen his organizing skills.

“When I was 18, I had no idea what a union was or why it mattered,” Ve-



larde said. “That’s why education is so important, because when people understand what a union is and the protections it provides, they will want to defend it.”

His motivation to educate others is what fires him up in his next organizing goal, whatever that may be.

“It’s a never-ending challenge, and I’m up for it,” he said.

Union helps JBS workers get free tax services



Communications Director Pete Waasdrorp and former Navy SEAL Josh Fryday

Workers at the newly organized JBS plant in Riverside had their tax forms prepared at no charge during an event sponsored by UFCW Local 1167 on March 4.

The union provided food, tables, a public address system and music for the event in the parking lot of the César Chávez Community Center, formerly known as the Bobby Bonds Park, in Riverside.

The tax services were provided by CalEITC4Me, a statewide campaign to spread awareness of the state Earned Income Tax Credit (EITC) to benefit California’s working families, promote use of the federal EITC and increase the availability of free tax services.

The program benefits people who made \$60,000 or less in the last year.



Union Representative's Report

Jose Correa

Avoid insubordination — do what you're told!

Ever since we were young, we have had to listen to people in positions of authority.

Our parents told us what to do, and when we didn't obey, we'd be grounded or worse. Our schoolteachers told us what to do, and if we didn't obey them we'd get detention or bad marks on our report cards.

Now that we are working adults, we have another form of authority that we must deal with: managers and supervisors.

But this time the penalties for disobedience are more severe than ever. If you do not do what your superiors tell you, you could get fired.

Not doing what you're asked or told to do is called insubordination. The dictionary defines insubordination as "failure to submit to authority."

If someone in a position of authority tells you to do something, do it. As long as it's not immoral, illegal or unsafe, you should comply.

If a manager or supervisor asks you to do something you think is not correct according to your union contract, you should still do it — and then at your first opportunity contact your Union Representative. A grievance will be filed on your behalf if there has indeed been a violation of the contract.

The contract protects you, but you should not try to interpret its language. Let your Union Representative ensure the rules are followed.

You may have been right all along in thinking your orders were incorrect. But your job is too important to risk in case you are wrong.

Avoid insubordination — do what you're told!



Jose Correa
Union Representative

Get the most from your UFCW membership!

Members of UFCW get benefits like **cheaper movie tickets** and **low-cost cell phone plans**.

Visit UFCW.org/value to learn how.

UFCW
a VOICE for working America

IN MEMORIAM

Continued from page 4

Judi Moore, a retired general merchandise clerk formerly employed by Ralphs, died on Nov. 14, 2016 at the age of 69. She had been a member since November 1989.

Michael Pacheco, a general merchandise clerk employed by Stater Bros., died on Jan. 30 at the age of 22. He had been a member since July 2013.

Mario Riti, a clerks helper employed by Gelsons, died on Dec. 6, 2016 at the age of 59. He had been a member since June 2007.

Margie Rushlow, a retired food clerk formerly employed by Vons, died on Nov. 29, 2016 at the age of 71. She had been a member since July 1978.

Dora Thompson, a retired food clerk formerly employed by Safeway and Vons, died on Nov. 17, 2016 at the age of 77. She had been a continuous member since February 1965.

Jesus Vazquez, a retired sanitation worker formerly employed by Vons El Monte Meat Service Center, died on Nov. 10, 2016 at the age of 86. He had been a continuous member since February 1978.

Richard Zibell, a retired food clerk formerly employed by Alpha Beta, Boleo's and Stater Bros., died on Nov. 25, 2016 at the age of 83. He had been a member since July 1951.

IT PAYS TO BE UNION		
	DEC-FEB	YTD 2017
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$44,921.07	\$34,665.56
MEMBERS RE-INSTATED	62	47
GRIEVANCES SETTLED	179	115

Keep calm, stay informed

Steward Jose Ortiz
helps co-workers
stay updated
on contract
negotiations



Meat cutter Jose Ortiz has devoted himself to helping others over the years. Now, in his 27th year at Food 4 Less, he also thinks about protecting his pension and health benefits during contract talks with his employer.

“I used to work at a little meat market when I was 15,” Ortiz recalled. “We had a part-time butcher who would come work at the market on his days off from Food 4 Less.”

The butcher saw Ortiz’s talent and suggested he apply for a position at Food 4 Less 303 in Rialto.

“I was about 20 then and the job paid great,” Ortiz said. “I had awesome benefits and I was given a full-time position right off the bat. I knew I had something special.”

Communicating with others

In 2011, Ortiz and his Union Representative talked regularly about contract negotiations. For the majority of that year, UFCW Local 1167 food division members worked on expired

contracts and authorized the union to call a strike — not once, but twice.

“I kept asking my rep what the latest contract news was and he noticed how well I relayed that information to my co-workers,” Ortiz said. “He asked me to become a steward and I’ve been one ever since.”

As contract negotiations are under way again, Ortiz uses his knowledge of past negotiations to keep his co-workers informed.

“I tell everyone to stay calm and united,” Ortiz said. “We know the company always tries to take things away during negotiations, so it’s our job to make sure they don’t.”

When he isn’t working at Food 4 Less, Ortiz loves to work on cars.

“I don’t work on hot rods or anything like that, but I work on lots of cars and I like helping my friends out when they need their brakes fixed,” Ortiz said. “If I can help them save a buck, I’ll do it.”

Throughout the years, Ortiz has owned three homes, raised a family and lived the American Dream.

Food 4 Less and CVS negotiations update

The current contract with Food 4 Less expires June 4.

The current contract with CVS expires June 30. Negotiators from UFCW Local 1167 and other UFCW locals in Southern California have been strategizing to negotiate a new contract with both employers.

“We have begun the bargaining process and our negotiators will do everything in their power to secure an agreement that protects the standards set by the current contract and improves on them,” UFCW Local 1167 President Rick Bruer said.

Local 1167 has sent out questionnaires to members so you can tell negotiators what is important in these talks. Meetings have been set up with CVS in April and May.

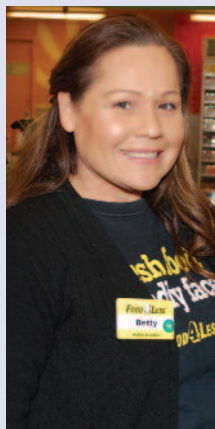
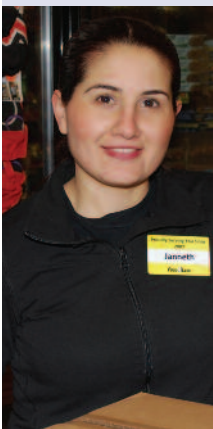
In addition, Union Representatives will be in the stores to discuss possible scenarios in negotiations.

“You should know by now that union strength and solidarity is vital to our success. Members need to stand strong together and be united!” Bruer said.

“I have good things in my life because of the union, and that’s what I try to tell the younger members,” he said.



Members at Work: Food 4 Less 303 in Rialto, 389 in Fontana and 328 in Rancho Cucamonga



Helping humanity through Habitat

UFCW Local 1167 was at the starting block when Habitat for Humanity launched its Diamond Valley Lake Marathon to raise funds to build homes for low-income families in the San Jacinto Valley. Members of the

union's executive board and staff and their families joined in the event on March 4 in Hemet.

The all-ages events consisted of a 5K, 10K, half-marathon and marathon, challenging participants to run around the Diamond Valley Lake Marina.

Habitat for Humanity is a volunteer-driven, nonprofit organization that builds affordable housing. Each family must log 500 hours of labor before it can move in and begin making low non-interest mortgage payments. To get involved, visit www.habitat.org.



President's Report: RICK BRUER

YOU are the union!

Continued from page 3

whenever possible. When you shop union, your money doesn't go to a competitor that takes good paying jobs away from your community.

- You can also volunteer in events organized by the union to help union employers keep their market share and prosper.

Organizing

- If you know of a company where employees may be interested in joining a union, please share that information with your Union Representative.
- You can also ask your Union Rep about becoming a Special Project Union Representative (SPUR) engaged in organizing activities.

Standing strong at the work place

- When you say positive things about

your union to co-workers, you help turn away the negativity that can affect our ability to negotiate a contract on your behalf.

- Avoid spreading rumors. Always get the facts from your Union Reps, your steward and other union sources, including the *Desert Edge*, our website and our social media outlets.

- Wear your union buttons and badges on the job. This speaks volumes about your pride in union membership.

Tell the world about your union

- Many people don't realize what it means to be part of a union. Saying good things about unions in social media can make an impact.

Here's what you can say: "What is a union? It is members working to-

gether for the betterment of all."

In all these ways and much more, the members of UFCW Local 1167 show that we are all responsible for our collective success.

The middle class is shrinking in large part because unions have been on the ropes. We all need to be the solution for our future and our families' future by becoming proud, ardent and vocal union activists.

I'm proud to work with so many dedicated members who, besides putting food on their own tables, also contribute to the health and happiness of their families and communities.

We are all stronger together when we recognize the values and benefits of being part of Local 1167.

Be strong. Be united!
YOU are UFCW Local 1167!

Members at Work: Ralphs 686, Temecula



Members at Work: Rite Aid 6753, Menifee



Union scholarships help put higher education in reach

By Rick Bruer, President

Education begins at home. What we teach our daughters and sons every day will guide them morally and intellectually for the rest of their lives.

Eventually, though, we'll need professional educators to take our children's learning to higher levels.

This often works well enough at the elementary and high school levels, where most people are educated in schools that are funded by local taxes. But when our children are ready to attend college, a new factor comes into central focus: money.

It's an unfortunate fact of life that public institutions of higher learning, including community colleges and the Cal State and University of California systems, must rely increasingly on tuition and student fees to survive.

At elite private colleges and universities — including the internationally renowned Claremont Colleges and LaVerne University in our own backyard — the costs can be prohibitive.

It's not the universities' fault that higher education is so expensive. Our challenge is to make it affordable and accessible to all Americans.

Annual competitions

The Labor Movement has always understood the importance of education to the progress of working people and our nation. Specifically, UFCW Local 1167 has encouraged our families to go for the most and best education possible, public or private.

We do this through our annual scholarship competitions.

Members of the Food and Meat Trust Fund are qualified to apply for its Scholarship Award and Tuition Assistance Program. Other students may apply to our Local 1167 Scholarship Program (see pages 12 and 13 of this issue of Desert Edge). We encourage all who are eligible for one of these programs to apply.

In addition, the UFCW's International Scholarship Competition is available online for all members of our union. The AFL-CIO and the California Labor Federation also have scholarship competitions.

Not everyone is a genius, but all Americans can and should pursue learning as much as they can throughout their lives.

It's not just a key to job security and better income. It opens a door to a more satisfying life.



Education is the most powerful weapon which you can use to change the world. —Nelson Mandela

In 2017 the UFCW Charity Foundation will award several SCHOLARSHIPS, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:

www.ufcwcharityfoundation.org/scholarship

The scholarship application will be available online from February 6-May 8, 2017.



If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006 or by e-mail at cfscholarship@ufcw.org.

If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you. UFCW employed officers, staff, and their immediate families are not eligible.

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.



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 2017-2018. Scholarships will be awarded to winners chosen from among qualified applicants.

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

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

Rules and eligibility requirements

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the **"Request to participate in UFCW Local 1167 College (university or junior college) Scholarship Awards Competition"** application published in this newspaper at the right of this announcement or online. **The application must be returned to UFCW Local 1167 no later than Friday, May 5, 2017.**

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, 2017. 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 5, 2017.**
Refer any questions to Shaelyn (909) 877-5000 ext. 3

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 June 30, 2017. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2017.
- 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 2017

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 5 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Shaelyn.

Rosie's Corner



Ten ways you can improve your health

Spring is a time for new beginnings. It's also a perfect time to get healthy.

A few simple adjustments in your daily routines can improve your physical, emotional and financial health. They can add years to your life and make those years happier and more productive, all the while saving money in out-of-pocket medical costs and allowing your health benefits fund to continue providing valuable services.

Here are 10 things you can start doing right away to improve your health:

- 1. Eat a healthy breakfast.** You've heard that breakfast is the most important meal of the day, and it's true. If you skip breakfast, chances are you will crave foods with high fat and high carbohydrates, like pasta, burgers, fries, etc., later in the day. A breakfast with a healthy balance of protein, fruits and grains will launch your day in a positive way.
- 2. Make dinner your lightest meal of the day.** Try to make your last meal of the day the lightest. It will help your body digest as you sleep and even help you lose weight.
- 3. Drink more water.** As you keep yourself hydrated, you may notice you'll have fewer headaches and more energy throughout the day. Water also fills your stomach, which can reduce cravings and help you lose weight.

4. Eat more fruits and vegetables. When you order a meal at a restaurant, try replacing those unhealthy French fries with a side dish of fruits or vegetables. It will reduce your calorie intake and still make you feel satisfied at the end of your meal.

5. Consider a multivitamin or mineral supplement. Depending on your special dietary needs, supplementary vitamins and minerals can help prevent or reduce the effects of a wide range of physical or emotional problems. Consult your physician before you start.

6. Go outside. Put your smart phone down, turn off the game platform and enjoy the outdoors. You might be amazed by the positive effects of a little sunlight. But don't forget to use sunscreen, especially if you're out in the middle of the day.

7. Have a good cry. We all have bad days, so don't keep it bottled in. Let it out, vent to a friend and maybe channel that negative energy into something positive, like physical exercise or volunteering in your community.

8. Try to be active for 30 minutes every day. Fitness trackers are popular these days, so it's easier than ever to motivate yourself to be more active. If you spend the majority of your day sitting, doctors recommend at least one hour of activity a day, and if you work at a job where you spend most of your time standing up, try to move around at least 30 minutes each day.

9. Get a good night's sleep. Maintaining a regular sleep schedule can help you lose weight, increase your daytime energy and improve your emotional wellbeing. Everyone has different needs, but try to get at least seven hours of shuteye every night.

10. Find a good doctor. Going to the doctor isn't something many people look forward to, but if you find a doctor who cares about your health, chances are you'll heed his or her advice.

Did you know:

Addie Wyatt was a founding member of the Coalition of Labor Union Women and the first woman international vice president of the Amalgamated Meat Cutters Union. After her union merged with the Retail Clerks Union to form the United Food and Commercial Workers in 1979, she became the first woman of color to serve on the new union's board. She is also a recipient of the UFCW's Women's Network's Trailblazer Lifetime Achievement Award. Addie Wyatt passed away on March 28, 2012.

The first **Mother's Day** was on May 10, 1908, and was organized by Anna Jarvis in West Virginia and Philadelphia. As the event gained popularity throughout the country, Congress designated the second Sunday in May as a national day of recognition for mothers in 1914.

César Chávez

Labor leader, activist and humanitarian

César Estrada Chávez was a Mexican-American labor leader who dedicated his life to improving the living standards of farmworkers in the American Southwest.

He built the United Farm Workers Union into a potent force for the advancement of labor rights and social justice, frequently drawing comparisons to Mahatma Gandhi and Martin Luther King, Jr.

Chávez was born on March 31, 1927 in San Luis, Ariz. near Yuma. His parents, Libardo and Juana, owned a farm and a store, where César worked until he reached the age of 10, when the family lost everything during the Great Depression.

His family moved from farm to farm and Chávez helped out by working part-time in the fields in Arizona and California. After graduating from eighth grade, he worked full-time in the fields to help support his family after Libardo was injured in a car accident.

The roots

In 1952, Chávez joined the Community Service Organization and became a community organizer, helping fellow farm workers with their everyday problems, and encouraging them to register to vote or become U.S. citizens.

He tried to convince the CSO's leadership that farm workers needed a union devoted to their interests. When they refused to help, he resigned from the CSO, and used his life savings of \$1,200 to form the National Farm



Chávez was arrested on many occasions for acts of civil disobedience. He also participated in prolonged hunger strikes.

Workers Association.

Along with Dolores Huerta and Gilbert Padilla, the NFWA organized huelgas (strikes) and was involved in several labor agreements with growers, but more work had to be done to improve conditions for farm workers.

To accomplish this, Chávez organized a nationwide lettuce boycott to pressure growers into rescuing his union. A five-year grape

boycott followed in 1968.

Si, se puede!

Chávez was arrested on many occasions for acts of civil disobedience. He also participated in prolonged hunger strikes.

Chávez strongly believed that a successful union of farm workers had to be formed by the workers themselves. Much of his time was spent recruiting, training and inspiring farm workers to take on the monumental task of forming a union, negotiating contracts with hostile growers and withstanding the sometimes violent reactions.

NFWA changed its name to the United Farm Workers in 1974, and in 1979 the organization participated in a landmark labor settlement, brokered by California Gov. Jerry Brown, that led to the end of the lettuce and grape boycotts.

The UFW's rallying cry, "Si se puede!" ("Yes we can!") reflected a belief that the people who picked fruit and vegetables could succeed in fighting for their rights as workers and human beings.

Legacy

On April 23, 1993 Chávez died in his sleep of unknown causes at the age of 66. More than 50,000 mourners paid their respects to a humble man whose commitment to social justice changed the course of history.

Chávez was posthumously awarded the nation's highest civilian honor, the Presidential Medal of Freedom, by President Bill Clinton in 1994. His birthday, March 31, is a holiday in three states, including California.

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
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