

Desert Edge

UFCW LOCAL 1167

a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Spring 2013



Welcome to your new magazine!

Don't work 'off the clock' • Honesty is the best policy

\$98,000 in back pay awarded to union activist

The union offices will be closed on **March 29, 2013**.
In observance of Good Friday.



We wish you a great Memorial Day!

The union offices will be closed on **May 27, 2013**.

Next Quarterly Membership Meeting:

Wednesday, March 27, 2013

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

DESERT EDGE

Bill Lathrop
Editor

Official quarterly publication of
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Commercial Workers International Union
Serving San Bernardino, Riverside and
Imperial Counties, California.

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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 THE MONTH YOU WILL AUTOMATICALLY SUSPEND YOURSELF. (ie: March dues are due May 1, April dues are due June 1, May dues are due July 1)

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.

Non-payment 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!



Coming soon to your mail!

Important information from your
health benefits trust fund.

Got questions? Contact the Trust Fund (ext. 420):

(714) 220-2297 • (562) 408-2715 • (877) 284-2320

www.scufcwffunds.com

MAP

Membership
Assistance Program

If you have problems with:

- Alcohol
- Drugs
- Children & Adolescents
- Family
- Emotional Issues
- Gambling
- Marriage
- Financial/Legal

Eligible active or retired
Food and Meat participants
can call the toll-free MAP
number at the Health Man-
agement Center at any
time, day or night, 24 hours
a day, seven days a week.

Food Division, call
(800) 461-9179

Drug Division, call
(866) 268-2510

(All calls are confidential)

Our new *Desert Edge* magazine

A leap forward in union communications

Welcome to the new *Desert Edge* magazine! This enhanced, full-color publication is part of an improved and streamlined communications program that will keep our members better informed of developments at UFCW Local 1167.



BILL LATHROP

President

The magazine will be published four times a year and will include features about our stewards and other members, as well as messages from the officers and Union Representatives. Also included will be news and analysis relating to the Labor Movement and the industries we serve.

Between issues of the *Desert Edge*, you may receive important updates in our smaller *Desert Edge Express* or postcard formats.

Of course, you can visit our website, www.ufcw1167.org, at any time to read news bul-

letins, receive information about union services, download forms and learn about discounted tickets available for union members. Past issues of *Desert Edge* are available there, too.

Members are also encouraged to stay informed with our new Facebook site.

UFCW Local 1167 has always been a leader in negotiating strong contracts and providing a full range of serv-

UFCW Local 1167 has always been a leader in negotiating strong contracts and providing a full range of services to the membership. Now we are ramping up our union communications as well.



ices to the membership. Now we are ramping up our union communications as well.

When our members are better informed, the more involved they will become, resulting in a stronger union for us all. ■



UFCW Local 1167 Limited Scholarship Program

For union members and their family members who are not eligible for the 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).

Rules and Application are available on pages 18 and 19 and online at www.ufcw1167.org

Deadline to return the application is May 10, 2013.

What's Happening

MAUREEN McCABE

JUST RETIRED

The months of December, January, February, March and April brought us several new retirees.

Bonnie Wilcox worked for Alpha Beta and Ralphs for 32 years.

David Vara Jr. worked for Stater Bros. Markets for 16 years. **Robert Clary** worked for Stater Bros. Markets for 7 years and Vons for 36 years.

Mark Morgan worked for AM Lewis, Ralphs, Lucky and Albertsons for 36 years. **Larry Patterson** worked for Alpha Beta and Ralphs for 44 years.

Jeanne Sibley worked for Ralphs and Stater Bros. Markets for 35 years.

Carole Jordan worked for Ralphs for 19 years. **Glenda J. Gallegos** worked for Safeway and Vons for 39 years.

Ronald Younger worked for Ralphs and Vons for 38 years. **Ted Bullard** worked for Stater Bros. Markets for 41 years.

Penelope Johnson worked for Market Basket, Smith's, Lucky and Albertsons for 33 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well-earned retirements.



32 years, WE DID IT!" ... Vons employee, **Robert Avila**, married Lolita Vega Avila on Dec. 14 in Indio. The newlyweds honeymooned in Hawaii. ... **Sean Parrish**, Stater Bros., wed Marie Del Monte on Dec. 28 in Riverside. ... **Adrienne Perez**, Stater Bros., married Richard Zendejas, also Stater Bros., on Aug. 4, 2012 on Coronado Island. Congratulations to all of our newlyweds!

JUST BORN

Tracy Dawson, Food 4 Less, has a new son, Parker Dawson, who was born on Feb. 2, weighing 7 lbs. 4oz. ...

Jesus Sandoval, Food 4 Less, is pleased to announce the birth of Joshua Ezra Sandoval on Feb. 11. Joshua weighed 9 lbs. 11 oz. ...

Jessica Acuna and Eric Miramontes, Stater Bros, said hello to their "precious early Christmas present", Jayden Patrick Miramontes. Jayden was born Dec. 8, weighing 8 lbs. 1 oz. ...

Hector Bonilla, Stater Bros., has a new daughter, Isabella Bonilla, born Nov. 21st weighing 5 lbs. 1 oz. ...

Christina Michele Martinez, Rite Aid, is proud to announce the birth of Leah Kaitlyn Rodriguez, born Dec. 3. Leah weighed 7 lbs. 12 oz. ... **Jessica Molina**, Stater Bros., has a new baby girl, Noelle Jayda Clark, born Dec. 21 weighing 7 lbs. 7 oz. ...

Lucia Bernal, Stater Bros., gave birth to twins on Dec. 26. Marceline C. Bernal, "Baby A" weighed 4 lbs. 5 oz. and Emma C. Bernal "Baby B" weighed 4 lbs. 4 oz. ...

Jessica Coldiron, Stater Bros., welcomed "the greatest thing that has happened to us," Gaven James Laeng. Gaven was born Dec. 26 weighing 7 lbs. 14 oz. ... **Samantha Lee**, Food 4 Less, has a new son, Liam Odin Connor Lee, born Oct. 1 weighing 7 lbs. 13 oz. ...



JUST MARRIED

Maria Sierra, Food 4 Less., married Rudy Montano on June 7, 2012 in Las Vegas, NV ...

Barbara Krekos, Stater Bros., married Michael Dulaney on Jan. 22 in Ventura. Barbara states, "After

Sergio Martinez, Food 4 Less, welcomes his new baby Estela Fiaelina, born Nov. 19 weighing 2.5 lbs. ...

Phillip Lemus, Stater Bros., has a new daughter, Savannah, born Nov. 28 weighing 7 lbs. 5 oz. ...

Desiree Dellomes, Stater Bros., welcomed Madison Montoya, born Nov. 26 weighing 7 lbs. 2 oz. The proud parents say they "couldn't be happier!" ...

Ana Rosio Mendoza, Lucky, has a new son, Alejandro Villa Jr., born Nov. 13 weighing 6 lbs. 8 oz. ...

Stephanie Garza, Food 4 Less, has a new baby boy, Jasper Miguel Garcia, born Dec. 28 weighing 8 lbs. ...



Rosalinda Nunez, Rite Aid, is pleased to announce the arrival of Anahi Miraya Anguiano, born Jan. 10. Anahi weighed 7 lbs. 1 oz. and was 20 inches long. ... **Marco Salas**, Food 4 Less, welcomed Leslye Alison Aldona on Nov. 20. ... Leslye weighed 4 lbs. 9oz. ...

Sabrina Villela, Stater Bros., welcomed Gaven Matthew, born Jan. 26 weighing 7 lbs. 13 oz. ... **Salvador Estrada Jr.**, Ralphs, is "loving their perfect little princess," Laila Mae Estrada, born Dec. 28 and weighed 6 lbs. 6 oz. ...

Melarie Flores, Stater Bros., gave birth to Amaya Hernandez on Jan. 2. Amaya weighed 7.9 lbs. ... **Michelle Perez Gallo**, Ralphs, proudly announces the birth of Juan Ramon Gallo, born Nov. 25, weighing 9 lbs. 11oz. and sends a big "Thank You" to store #681 for all their love and support. Congratulations to our new moms and dads! ■

Two Memorial Days

Every spring, as new life begins and flourishes around us, working Americans pause from their normal affairs to commemorate two Memorial Days.

One of these days is better known than the other.

On, May 27, most of us will be taking the day off to observe the federal holiday called Memorial Day. Since 1868,

Americans have been gathering in late May to remember those who fell in the nation's wars.

Initially, May 30 was selected because it is the day when wildflowers are most likely to be in bloom. Congress voted in 1968 to move the observance to the last Monday in May, in order to guarantee a three-day weekend to as many people as possible. This year, Memorial Day will be observed on Monday, May 27.



RICK BRUER
Secretary-Treasurer

The other Memorial Day is Workers' Memorial Day, which is always observed on April 28.

This is an international day of remembrance of workers who have been killed, disabled, injured or sickened while on the job. The date was selected because April 28 is the anniversary of Canada's enactment of its Workers Compensation Act in 1914.

Observances around the world include wearing purple ribbons, planting trees, holding interfaith religious services, releasing balloons and gathering at permanent memorials like



The Machinist Union's Workers Memorial in Placid Harbor, Md.

the one at the Machinist Union's Winpisinger Education Center in Placid Harbor, Md.

The best way to observe Workers Memorial Day, however, is to take action to stop the dying.

It's shocking but true that more people die while at work than while fighting wars. According to the International Labor Organization, more than two million women and men die as a result of work-related accidents and diseases every

year. Workers suffer approximately 270 million accidents and endure 160 million incidents of job-related illnesses.

One worker dies every 15 seconds worldwide. That's 6,000 workers who die every day.

Those who observe Workers Memorial Day often reflect on the words of Mary Harris "Mother" Jones, the great Labor agitator of the late 19th and early 20th centuries: "Pray for the dead and fight for the living."

These days, we "fight for the living" by campaigning for stronger workplace safety laws and ensuring that agencies like the federal and state Occupational Safety and Health Administrations are vigilant and adequately funded.

Some day, there will be no more wars and no more job-related casualties to add to the numbers of those we remember on either Memorial Day. Let's work to make that day arrive sooner, rather than later. ■

CVS members ratify contract

CVS members in Southern California approved a five-year contract on Jan. 11.

The ratified agreement includes retroactive pay and bonuses and also included raises for all employees. The members also preserved their health care and pension plans.

IT PAYS TO BE UNION

FEBRUARY 2013 2013 TOTAL

BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$762,154.13	\$1,047,330.08
MEMBERS REINSTATED	37	50
GRIEVANCES SETTLED	126	166



Xonia Tresplacios at a "Union Yes" rally at the 2 Sisters plant.

Never give up

Xonia Tresplacios was fired for wanting to join the union. Now, with the union's help, she's won \$98,000 in back pay.

In July 2009, Xonia Tresplacios, an employee at 2 Sisters, a supplier of packaged meat and poultry, was about to participate in a vote to allow UFCW Local 1167 to represent workers at the plant. She was fired instead.

Days before the vote, 2 Sisters management showed 180 employees a video about "violence" that would no longer be tolerated. The company didn't identify Tresplacios by name, but the video showed her "pushing" a co-worker.

"I was told that I was being physically aggressive with a female co-worker, but the thing about us Cubans is that we speak with our hands," Tresplacios said. "On video, it looks different."

Co-workers who witnessed the incident defended Tres-

placios, but management fired her on July 13. On July 17, the supporters of the union lost the election by 10 votes.

UFCW Local 1167 immediately filed charges on behalf of the workers to the National Labor Relations Board (NLRB), alleging that some of the votes came from people who were not on the employee list.

"I was very sad when I found out I got fired," Tresplacios said. "It wasn't until a few weeks later that I found out through my co-workers that it was really because of my involvement in the union authorization vote."

Tresplacios had spearheaded the campaign to organize the plant.

A native of Cuba, she knew a thing or two about injustice in the work place. She worked for 15 years as an accountant

‘I was very sad when I found out I got fired. It wasn’t until a few weeks later that I found out through my co-workers that it was really because of my involvement with the union authorization vote.’

at La Polar, the country’s most popular brewery.

“I couldn’t even complain about my working conditions without the threat of being fired,” Tresplacios recalled. “People don’t have the same type of free speech in my country.”

The union fought for and secured a \$100,000 settlement on behalf of 2 Sisters workers who were fired preceding the election.

In June 2010, the NLRB ruled that Tresplacios had been fired for her union activity. The board also voided the 2009 election and ordered a new one.

Tresplacios was able to return to work with back pay, but she refused.

“The incident made me not want to return to work there,” Tresplacios said. “I understood the value of being part of the union because of my working background in Cuba. I was afraid of retribution and I didn’t want to work there if

we weren’t going to have a union.”

Weeks before the new election in 2010, 2 Sisters was purchased by the Fresh & Easy grocery chain. Fresh & Easy appealed the NLRB decision, saying that it was not responsible for the re-run election and that it was not responsible for the fired workers’ back pay.

The NLRB deliberated the case for six months until it ruled that Fresh & Easy was responsible for Tresplacios’ back pay and was required to hold the new election.

But for two years, Tresplacios didn’t receive a dime from her settlement. In the meantime, her 61-year-old aunt moved from Cuba and she became her primary caretaker.

“There aren’t many jobs for a person of her age,” Tresplacios said. “I got a job at Del Taco and pretty much gave up on the settlement.”

In August 2012, Fresh & Easy relented and paid a \$98,000 settlement on Tresplacios behalf.

“When I was awarded my settlement from 2 Sisters, I invited all of my co-workers out to dinner,” Tresplacios said. “It was nice to see them all again and have a nice meal together.”

The organizing committee, which consisted of about 15 workers, never gave up on trying to organize 2 Sisters. The workers took extended lunches and arranged for babysitters so they could attend the NLRB hearings for unfair labor practices which included the termination of Tresplacios.

The union remains in contact with many of the workers.

Because of Fresh & Easy’s imminent departure from the United States, many other prospective companies are lining up to buy the 2 Sisters location.

A new election is yet to be held. ■



Organizing Committee for 2 Sisters. Top row from left: Maria de Jesus Gonzalez, Maria Garcia, Nelia Diaz, Gilberto Mendoza and Anselmo Peralta. Bottom row from left: Xonia Tresplacios, UFCW Local 1167 Organizer Yesenia Cabral, Antonio Quintero, and Raquel Toscano.

Hitting the races

Steward Horacio Gonzalez runs half-marathons and is active in the political process



Steward Horacio Gonzalez competes in the 10k in Huntington Beach.

As the “older guy in the dairy department,” Horacio Gonzalez says he’s used to fielding questions from his younger co-workers. “I enjoy being able to answer people’s questions,” he said.

The 20-year union veteran, who works at Stater Bros. 68 in Norco, became a steward in 2011. In his short tenure as the “eyes and ears of the union,” Gonzalez has made an impact in his store and in his community.

During election season last year, Gonzalez joined the “No on 32” campaign to defeat the initiative, which would have crippled union’s ability to raise funds for political activities.

“If I believe in something, I give it my all,” he said. “I did my own research and I saw that people were trying to do away with unions, and I wasn’t going to let them get away with it.”

Gonzalez led precinct walks, handed out flyers and gathered voter registration signatures.

Proposition 32 was defeated by a large margin in the November presidential elections.

For the past six years, Gonzalez has participated in many half-marathons across the state. And at 37 years old, he finishes at or near the top in each race.

“I mostly run in half-marathons that promote an end to breast cancer and blood cancers like leukemia,” Gonzalez said. “Running in these races also helps me relieve stress.”

Inspired by his aunt

Gonzalez was inspired to run in half-marathons after his aunt passed away from lung cancer in 2007. He said his aunt is his motivation for crossing the finish line in every race.

In 2011, he ran in a qualifying race for a half-marathon in Japan. Each runner had to finish the course within one hour and 40 minutes.

“I crossed the finish line with three minutes to spare and I was all ready to go to Japan, but that’s when the 2011 earthquake and tsunami hit.”

The race in Japan was canceled and Gonzalez missed his opportunity for international competition. The following year, his mother got sick.

“It all started with a fever and a cough that wouldn’t go away, then she developed an irregular heartbeat and then pneumonia. It all led to a blood clot that kept my mom in the hospital for seven and a half months,” he continued.

“I took a year off running to take care of my mom, but now I’m training again and I’ll see if I can run in that race in Japan this year.”



Top from left: Adolfo Gonzalez (brother) Christopher Regalado (nephew) Arturo Gonzalez (nephew, named after Horacio's late brother) and Horacio. **Below:** Horacio and his late brother, Arturo.

When Gonzalez isn't running competitively, he enjoys hobbies that range from racquetball, softball and biking to snowboarding, boating and photography.

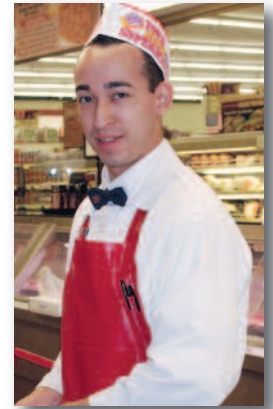
His passion, though, is baseball.

The self-proclaimed "big Dodgers fan" once dreamed of playing in the majors.

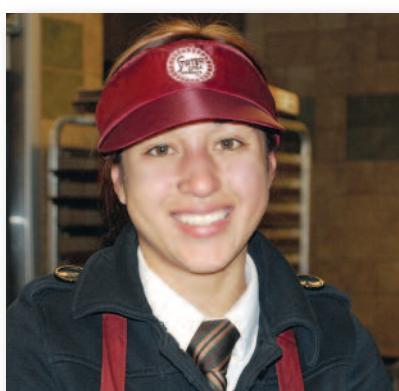
"Watching baseball brings me back to the days when I was younger and I played with my younger brother, Arturo," Gonzalez said.

Arturo passed away in 1997.

"My family has been through a lot, but it's only taught me to never be discouraged or give up," Gonzalez said. ■



Our members at work: Stater Bros. 68 and 44 in Norco



Honesty is the best policy

Every human on Earth knows that cheating is dishonest and wrong.

When we were kids and this knowledge was new to us, some of us might have tested this knowledge by trying to cheat on an exam or telling our parents we already did a chore we hadn't done. The results usually weren't good.

But behavior like this in the workplace won't get you grounded or sent to detention. The ramifications can be much worse.

Some of the examples of workplace dishonesty in this article were reported in previous issues of the *Desert Edge*, but our members are still getting in trouble for them, so pay close attention!

While on the job, use common sense, memorize your company's policies and remember that, even when things go wrong, honesty is the best policy.

Do not steal

For example, if a customer comes through a check stand and has forgot-



GIL RAMIREZ

Union Representative

ten his or her "club" card, do not scan your own. You are giving an unauthorized discount to a customer and depriving your store of money. Likewise, when friends or family members come to your stand, do not ring up lower prices than you would for the rest of the customers in line.

When stocking shelves or moving through the store, don't steal a grape or a pistachio to eat, believing that it won't be missed. Unless you have a receipt for the food you eat, this action is called "grazing" and still means "stealing" to your employer, even if the theft represents a few cents.

This rule also applies to eating a store product when you intend to pay for it later. Store security cameras are always watching, and if you consume

anything without a receipt of purchase in your pocket, you will be punished.

Do not falsify

Just as stealing is wrong, lying is just as bad and just as much a terminable offense.

It's a no-brainer that some food must be kept at a certain temperature to prevent spoiling. If you fill out and sign a temperature log without properly checking the case, you are lying to the company.

The same is true if you're busy and report that you've swept your department or cleaned the bathroom when you haven't. It's even worse if you came to work late but signed in that you were right on time.

Time cards, grind logs, temp logs, sweep logs or any other company paperwork (other than a disciplinary confession) do not exist to get you in trouble. They exist to make sure the store runs correctly. It would be better to report that the temperature in the case is off than for a customer to get sick from spoiled food.

If something is wrong in the store, tell your manager. If you caused something to go wrong accidentally, especially if the results must be logged, log the correct information and contact your Union Representative. Everyone makes mistakes and it's the union's job to keep your job safe.

But if you are dishonest and break company policy, it will be much harder for the union to convince the company to trust you again.

It's always easier to be honest on the job! ■

While on the job, use common sense, memorize your company's policies and remember that, even when things go wrong, honesty is the best policy.

Don't work off the clock!

Early spring is the slowest time of year for many of our retail members. Stores cut back on hours and department heads are under pressure to keep company standards up. And every year, around this time, members give into temptation to “free-time” or work “off the clock.”

Free-timing is a violation of your union contract and the law. **JUST DON'T DO IT!**

Your managers might talk about how things are tight and the work has to get done. You may think that working “off the clock” will possibly get you a raise or promotion because you are willing to step up and work a little extra. It might be tempting to offer to work through your lunch break, do someone a favor before you clock in, or finish up what you're doing after clocking out. But cutting corners like this doesn't help anyone. It only puts your job at risk.

Your managers know that free-timing is illegal. That's why they won't ask you directly to work off the clock. If someone gets caught violating the contract, the manager can say, “I never



MARIA PEREZ
Union Representative

told him/her to do it.” The only person facing discipline in that situation is the union member who “volunteered.”

Free-timing is a lose-lose situation that kills jobs and eliminates job opportunities

for workers who should be doing what was done “off the clock.”

If you are ever asked or feel pressured to work “off the clock,” notify your union representative that something fishy is going on. If you are directly ordered to work when not clocked in, comply with your manager's instructions — to avoid insubordination charges — document everything, and then contact your union representative at your earliest break to report a contract violation.

If you feel tempted to work “off the clock,” remember these things:

Free-timing is a lose-lose situation that kills jobs and eliminates job opportunities for workers.

- Free-timing is against the law and violates your union-negotiated contract.
- Employers rarely promote or grant higher wages to workers who work off the clock. (Why would they if you are willing to do it for free?)
- You are essentially volunteering for slave labor because you are not paid for the work you put in.
- You are damaging other union workers' jobs and pay.
- You could lose your job.

Lastly, be ready to work when you are on the clock. After you clock in is not the time to put your stuff away, put on makeup, get ready for work or do anything else. Members need to be ready to work when they are scheduled to work.

Your union works hard so you can earn a fair day's pay for a fair day's work. Don't throw those things away by working “off the clock!” ■





Our members at work: **Ralphs 152, Moreno Valley**



FIGHTING FOR LILLY

Susan Anderson's 7-month-old granddaughter is battling a rare cancer and is its only documented survivor.

Susan Anderson, a customer service clerk at Albertsons 6569 in Palm Springs, received the welcome news seven months ago that she was a grandmother for the first time.

Just three months later, her world came crashing down when her granddaughter was diagnosed with a rare type of cancer.

Ewing's sarcoma, a rare cancer that typically affects children after the age of 10, had spread in Lilly's chest and required immediate action.

"One night, my daughter found a bump on Lilly's chest that was the size of a fingertip and the next day it was a size of a silver coin," Anderson recalled. "We knew something wasn't right."

The news became more difficult to bear when the family was informed that Lilly was the fourth documented case of Ewing's sarcoma in the United States. The other three children affected by the cancer did not survive.

"Lilly's doctors acted aggressively to contain the cancer and re-



Susan Anderson holding her granddaughter, Lilly Bumpus.

move the tumor," Anderson said. "Life as we knew it changed."

Trisha and Larry Bumpus, Lilly's parents, moved out of their apartment, quit their jobs and placed all of their belongings in storage so they could be by Lilly's bedside at Children's Hospital in Los Angeles.

The Bumpus family quickly relocated to the Ronald McDonald House, a residence for families of children in intensive care.

"Lilly is really something else,"

'Whenever she receives her chemotherapy, she's all smiles after it's done.'

Anderson said. "Whenever she receives her chemotherapy, she's all smiles after it's all done. You just can't stop her from smiling and it's because of all the love that surrounds her."

To help with the costs of Lilly's medical bills, the family started a campaign with Give Forward (www.giveforward.com/lillybumpus) a crowdsourcing website where people can donate money toward Lilly's medical bills.

At press time, the Bumpus family has raised nearly \$7,000 of its \$50,000 goal. The Give Forward campaign will end on March 31, but the family will start a new campaign after it expires.

"My husband Frank and I have a



Susan Anderson and her family created Team Lilly shirts to support her granddaughter's fight with Ewing's sarcoma.



Lilly Bumpus



From left: Larry, Lilly and Trisha Bumpus

root beer float stand and we use it to raise money," Anderson said. "My store even let us have all of the ingredients for the floats for free."

Anderson and her husband have sold root beer floats at three Albertsons stores in the desert and hope to be able to hold more events in the future.

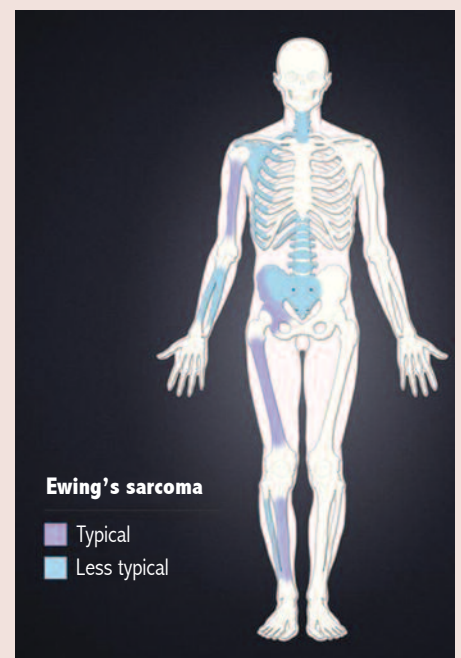
"I don't know many Albertsons managers, but if they would let us have our root beer stand in one of their stores one day, it would make a big difference," Anderson said. ■

Editor's Note: contributions can also be made payable to Trisha Anderson-Bumpus at 357 West Avenue L, Calimesa, CA 92320.

FACTS ABOUT EWING'S SARCOMA

Discovered by American Pathologist James Ewing, Ewing's sarcoma is a rare form of cancer that forms in the bone or in soft tissue. It occurs most frequently in teenagers and young adults. Although it can form anywhere in the body, it is typically found in the pelvis and proximal long tubular bones, especially around the growth plates.

Signs and symptoms include: intermittent fevers, inflammation, bone pain or pain in a certain area with variable intensity. The cancer can be visible if it is on a bone that is near the surface of the body, but in areas like the pelvis, it won't be visible.



IN MEMORIAM

Linda Fig, a retired general merchandise clerk formerly employed by Vons, died on Jan. 15, 2013, at the age of 61. She had been a member since April 2004.

Doris Henry, a retired food clerk employed by Van de Kamp and Mayfair Market, died Feb. 6, 2013 at the age of 82. She had been a member since July 1957.

Isaac Santacruz, a utility clerk employed by Food 4 Less, died on Feb. 3, 2013, at the age of 20. He had been a member since October 2011.

Ernie Singman, a retired pharmacist formerly employed by Prescription City and Rite Aid, died Feb. 10, 2013 at the age of 94. He had been a continuous member since February 1969.

Sterling Thierichen, a retired food clerk formerly employed by Safeway, died on Jan. 23, 2013, at the age of 84. He had been a member since May 1953.

Our condolences go to the families of these deceased members.



11th Annual Leukemia & Lymphoma Golf Tournament

(Formerly Joe F. Barragan Memorial Golf Tournament)

April 29, 2013

Sierra Lakes Golf Club

Call Secretary-Treasurer Rick Bruer
for details and reservations: (909) 877-5000
Discounted member rate!

CORRECT ADDRESS AND PHONE NUMBER A MUST

You lose out if there is no correct address and telephone number on file for you. We know the problem: people move frequently. But it only takes a phone call, a minute with the union rep or a letter to our office. It could avoid a big problem with a hospital, medical claim or pension inquiry.

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

Name

Home Phone (Include Area Code)

Cell Phone

Address

City

State

Zip

REMINDER: Complete your 2013 Health Risk Questionnaire (HRQ)

Be sure to complete your HRQ as soon as possible (the deadline is May 31, 2013).

You and your enrolled spouse/domestic partner can access your HRQ online at www.2013HRQ.com. Use any computer with a connection to the Internet. Computer kiosks are also available at your Union Local or the Fund Office.

If you don't want to complete your HRQ online, you can do so by calling HMC toll-free at: (888) 901-0477 or by picking a copy up at your union local or the Fund office.

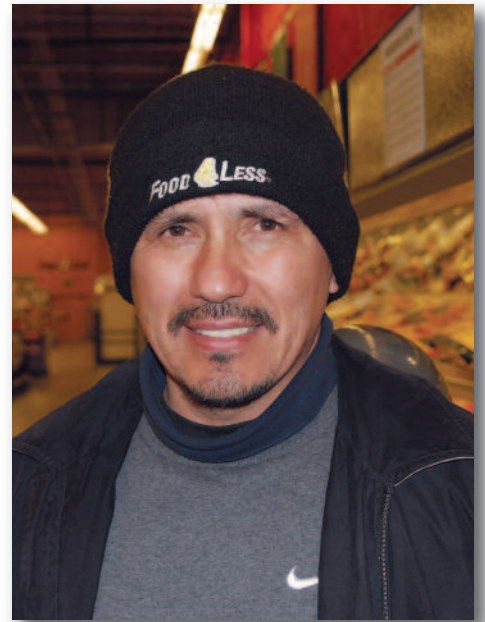
Remember, to receive an extra contribution* to your Health Reimbursement Account (HRA) for 2013, you must complete your HRQ by May 31, 2013. Don't miss out on this extra money, which you can use for covered medical expenses.

IMPORTANT: Completing the HRQ is just one of many Healthy Activities you can do to get Earned HRA Contributions. To receive full funding for your 2013 HRA, you (and your covered spouse/domestic partner) must complete a range of activities by May 31, 2013. Go to the Fund's website (www.scufcwffunds.com) to learn more about the My Health/My Choices Incentive Program and actions you can take to receive money for your HRA.

If you have questions, call HMC at (888) 901-0477, or call the Fund Office at (714) 220-2297, (562) 408-2715 or (877) 284-2320, extension 424 (for all three numbers).

Your HRQ answers are confidential. Only the professionals at HMC and other approved health care partners (e.g., OptumHealth, our Disease Management Program vendor) will see your answers or report. This information will not be shared with your Union or your Employer.

*Not to exceed the maximum allowable contribution per year.



Our members at work: Food 4 Less 203, Moreno Valley



UFCW Local 1167's Scholarship Awards Competition

UFCW Local 1167 is proud to announce the launch of its scholarship program for certain members only, for the academic school year 2013-2014.

Scholarships will be awarded to winners chosen from among qualified contract applicants.

Food contract members, Stater Bros. Meat Distribution Center members and Vons Meat Service Center members 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).

Food members who were hired prior to March 1, 2004 (or had 12 months of employment if hired after March 1, 2004, as of October 2008), are qualified to apply for the Trust Fund's Scholarship Award and Tuition Assistance Program and **are not eligible for the scholarship program listed here.**

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 10, 2013.**

2. Those eligible to compete are current active members of the local not eligible to compete 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, 2013. 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 appear for 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 10, 2013.

Refer any questions to Shaelyn at the union office: 800-698-8329

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

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

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2013. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2013.
- 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 appear for an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

My cumulative Grade Point Average in High School is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in College is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in Graduate School is _____.
(Finalists to confirm with transcripts)

(Signature of Applicant in acceptance of the above)

(please print)

Applicant name _____ Phone _____

Full address _____

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

Eligibility (office use only) _____

Applicant's Social Security number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

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

Eligibility (office use only) _____

Relationship to member _____

Member's name _____

Member's Social Security number _____

Member employed by _____

Full store address _____

Union Representative _____

Highest academic level completed by June 2013

Year graduated from High School or month/year will graduate

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

Complete and mail by May 10 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Shaelyn

Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
P.O. Box 1167
Bloomington, CA 92316
Return Service Requested

NON-PROFIT ORG.
U.S. POSTAGE
PAID
SAN BERNARDINO, CA
PERMIT NO. 2285



Our members at work: Moreno Valley and Norco

