

Desert Edge

UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Summer 2013

Unions are for everyone

President's Report



UFCW member Glenn Raad and his family attend 11th annual Charity Golf Tournament, which raised money for leukemia research. They are giving back to Loma Linda Hospital after their son's fight with cancer.



Don't work 'off the clock' • Keep your pay stubs
UFCW fights anti-worker legislation with ABC

Union Offices will be closed July 4 for Independence Day and Sept. 2 for Labor Day

Next Quarterly Membership Meeting:

Wednesday, June 26, 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

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ON THE COVER:

Stater Bros. 117 members, Colton

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 check-off: 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: JUNE dues are due AUG. 1, JULY dues are due SEPT. 1, AUG. dues are due OCT. 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!



Watch your mailbox!

...for 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

New Member Meetings

Are you a new member
of UFCW Local 1167?

Has one of your
co-workers recently
joined our union?

Get a \$65 credit toward
your initiation fee
when you attend a
New Member
Training Meeting
within 6 months
of your hire date.

Call (909) 877-5000 if
you have any questions.

See page 11 for
outlying area meetings.

**Please share this with
your co-workers!**

The costly lesson of a tragedy in Bangladesh

The collapse of a factory building in Savar, Bangladesh, may have taught the world a lesson, but it was a costly one.

More than 1,100 human beings lost their lives in that terrible tragedy on April 24. Almost all of them were young men and women who sewed, stitched and folded the shirts, pants and skirts we buy and wear here in the United States.



BILL LATHROP

President

The manufacturers who crammed their workshops into the poorly-built Rana Plaza were specialists in supplying retail chains like Walmart, H&M and the Gap with snappy apparel at a sloppy-low price.

The average Bangladeshi garment worker makes around \$38 a month. Forget about health care and pension. But employee compensation isn't

the only place these clothing contractors cut their corners. The dismal safety conditions in their factories are reflected by the record of recent workplace catastrophes in that part of the world.

Last November, 112 Bangladeshi garment workers died in a factory fire that provoked outrage around the globe. Earlier in the year, a fire in nearby Pakistan killed approxi-



mately 260 garment workers. Both events had grim parallels to the 1911 Triangle Shirtwaist fire that killed 146 people, most of them immigrant women, in New York City.

Authorities in Bangladesh have arrested the owners of the Rani Plaza, saying only three of the building's nine stories were built legally. The upper six levels were constructed without permits and housed heavy machinery they were not built to support. Emergency exits were either inaccessible or nonexistent.

It's easy to dismiss all of this as the byproduct of a corrupt Third World culture where officials commonly look the other way after being handed a bribe, but American consumers share some of the blame. Many of our fellow citizens, even union members, still respond to the call of "lower prices always" and reward retailers like Walmart for squeezing the profit margins of their suppliers, regardless of the consequences.

Some Western retailers like Sweden's H&M are reacting intelligently to the crisis by laying down strict rules for their overseas contractors. But others, like Walmart, are reluctant to make changes that are more than cosmetic. After all, they are the big winners of the worldwide race to the bottom.

As we know from our own country's history, real change in the workplace will happen only when the workers stand together and demand it. That means strong, independent unions are needed in Bangladesh and everywhere else in the world.

This is the lesson the world must learn from the tragedy in Savar, Bangladesh. ■

As we know from our own country's history, real change in the workplace will happen only when the workers stand together and demand it.

What's Happening

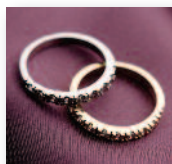
MAUREEN McCABE

JUST RETIRED

The past few months have brought us several new retirees. In December 2012, **Patricia Marino-Denning** retired after 38 years with Alpha Beta and Ralphs. In February 2013, **Gary McKee** and **Mark McLean** retired. Gary McKee worked for Big Bear Markets and Stater Bros. for 21 years. Mark McLean worked in the industry for 39 years with Fazio's Markets and Stater Bros. **Carl Duty** retired in March after 20 years with Ralphs. In April, **Michael Barnett**, **Gerald Carrillo**, **Gilda Galindo**, **Pedro Gonzalez, Jr.**, and **Otis Simmons** joined the ranks of the retirees. Michael Barnett worked in the industry for 41 years with Alpha Beta and Ralphs. Gerald Carrillo worked for Vons for 37 years. Gilda Galindo worked in the industry for 21 years with Albertsons and Vons. Pedro Gonzalez, Jr. worked for 38 years with Alpha Beta, FedMart, Gemco and Stater Bros. Otis Simmons worked for 29 years with Stater Bros. In May, **Elizabeth Crone**, **Randy Dodd**, **Jacqueline Loya**, **Susan Rikert** and **Manuel Valles** retired. Elizabeth Crone worked 11 years with Albertsons and Stater Bros. Randy Dodd worked 33 years in the industry with Fazio's Markets, Pantry and Vons. Jacqueline Loya worked for Stater Bros. and Vons for 24 years. Susan Rikert worked for Albertsons for 25 years. Manuel Valles worked for Ralphs for 41 years. Congratulations to all of our new retirees. We wish you many healthy, happy years ahead to enjoy your well-earned retirements.

JUST MARRIED

Kevin Garcia, Stater Bros., married Ashlynn Yoshida on Dec. 12, 2012. The wedding was held in Chino Hills and the happy couple honeymooned in Las Vegas. ... **Adrian Burgos**, Stater Bros., took Adrianna Holguin to be his bride on Feb. 23. The wedding was held at the Champions Club at the Retreat, and the newlyweds honeymooned in Napa. ... **Kathryn Cooper**, Food 4 Less, said "I do" to Steven Leon on March 13. The cere-



mony was held in Riverside and the happy couple honeymooned at the Grand Californian Hotel at Disneyland. Congratulations to all of our newlyweds.

JUST BORN

Adam Tucker Lee, Stater Bros., has a new son. Matthias Andre Tucker Lee was born on Jan. 11 and weighed 6 lbs. 11 oz. ...

Vanessa Marquez, Rite Aid, gave birth to Damian Daniel Alcaraz on Feb. 9. Damian weighed 6 lbs. 2 oz. ... **Marisela** and **Benjamin Zuniga**, both of Stater Bros., proudly announce the birth of Isaiah Benjamin on Feb. 15. Isaiah weighed 8



lbs. and measured 20 inches long. ...

Gemma Delaine Garcia, Stater Bros., welcomed Dean Newyman on March 4. Dean weighed 8

lbs. 8 oz. ... **James Laird**, Stater Bros., has a new son. Daniel William was born on March 5 and weighed 9 lbs. 1 oz. "My wife and I are happy to say our family is now complete: one girl, one boy," the proud father tells us. ... **Elvira Rojas**, Food 4 Less, is happy to announce the arrival of Ezekiel Ramin Jarica on March 5. Ezekiel weighed 6 lbs. 5 oz. ... **Lindsay Martin**, Rite Aid, welcomed Hannah Marie on March 7. Hannah weighed 9 lbs. 15 oz. and measured 20 inches long.

... **Anuradha Ramdas** and **Tarun Wadhwa**, both of Vons, have a new son. Vihaan Wadhwa was born on March 15 and weighed 7 lbs. 8 oz. ... **Sarah Cantero**, Stater Bros., is pleased to announce the birth of Veronica Mae on March 20. Veronica weighed 6 lbs. 7 oz. and her happy mother tells us she is a "healthy, beautiful baby girl." ... **Enjolique Carroll**, Food 4 Less, has a new son. Anthony Derwin Carroll, Jr. was born on March 28 and weighed 8 lbs. 8 oz. ... **Ruben** and **Mary-Cruz Murrillo**, Stater Bros., were thrilled with the arrival of their Easter baby Sienna Cruz-Murillo on March 31. Sienna weighed 8.5 lbs. and measured 21 inches long. Her happy father tells us that they are the "very proud parents of a healthy girl." ... **Jon Lucero**, Rite Aid, has a new daughter. Emily Marie was born on April 16 and weighed 7 lbs. 8 oz.

Congratulations to all of our moms and dads!

IN MEMORIAM

Robert Chambers, a retired meat cutter formerly employed by Safeway, died on March 5 at the age of 89. He had been a continuous member since March 1948.

Antonio Couto, a retired general clerk formerly employed by Vons El Monte Meat Service Center, died on Feb. 11 at the age of 66. He had been a member since December 1979.

Gino DiCocco, a retired meat cutter formerly employed by Albertsons and Super Saver, died on May 2 at the age of 67. He had been a continuous member since January 2006.

Vincent Fabiano, an affiliated member formerly employed by Lucky and Albertsons, died on March 15 at the age of 90. He had been a member since January 2000.

Robert Green, a retired meat cutter formerly employed by Vons, died on March 15 at the age of 53. He had been a continuous member since July 1998.

Cora Hooley, a retired food clerk formerly employed by Safeway and Stater Bros. Markets, died on April 16 at the age of 100. She had been a continuous member since January 1948.

Eric Jefferson, a retired meat cutter formerly employed by Stater Bros. Markets, died on March 13 at the age of 45. He had been a member since December 1989.

Maxine Kley, a retired food clerk formerly employed by Alpha Beta, died on May 10, 2013 at the age of 81. She had been a member since October 1965.

Gregg Lerch, a meat cutter employed by Stater Bros. Markets, died on March 1 at the age of 53. He had been a member since July 1979.

Roy Nakayama, a retired food clerk formerly employed by Alpha Beta, A.B.C. Foods, Mayfair Markets and Sage's, died on May 5 at the age of 93. He had been a member since July 1955.

Violet Orrantia, a retired food clerk formerly employed by Alpha Beta, died on May 4 at the age of 88. She had been a continuous member since August 1956.

William Sizelove, a retired meat cutter formerly employed by Lucky, died on March 1 at the age of 80. He had been a continuous member since May 1988.

Karla Meyer Tatchell, a retired food clerk formerly employed by Vons, died on March 14 at the age of 48. She had been a continuous member since November 2008.

Rosie Thompson, a retired meat wrapper formerly employed by Vons and Stater Bros. Markets, died on March 1, 2013 at the age of 88. She had been a member since September 1955.

Domenick Zenzola, a retired food clerk formerly employed by Lucky and Smith's Food & Drug, died on April 23 at the age of 89. He had been a continuous member since December 1992.

Our condolences go to the families of these deceased members.

Hourly workers under attack

Deceptive House bill could eliminate overtime pay

A bill that passed the United States House of Representatives in May would, if it becomes law, potentially end overtime pay for many hourly workers across the country.

H.R. 1406, titled the Working Families Flexibility Act of 2013, would eliminate overtime pay in favor of "accrued time off." H.R. 1406 is the latest assault in the ongoing corporate

war on workers. It would have employees working unpaid overtime hours in exchange for accruing time off that can only be used when an employer sees fit.

That is not flexibility, it's an insult to the basic concept that a day's work deserves a day's wages.

Workers would not receive overtime pay premiums for work performed after eight hours in one day or 40 hours in one week. Instead, they would receive "comp time" to use at a



RICK BRUER
Secretary-Treasurer

later date.

Workers wouldn't be able to schedule which days they want to take off. Their employers would decide when it's convenient for themselves.

And when they do take time off, employees might still be "on call" because the bill does not guarantee that workers would be able to take their comp time.

Many workers depend on overtime pay to make ends meet and this "alternative" to overtime pay could jeopardize an already fragile economy.

When workers earn more money, they are likely to spend more money in their communities.

Current overtime pay premiums give incentive to companies to hire more people if they don't want to pay workers more. If they choose to not hire additional workers, then regular employees are rewarded for their extra work.

The Senate will vote on this bill in the coming weeks. It's unlikely that it will pass there, but the Obama Administration has already said the president would veto the bill if it reaches his desk.

IMPACT OF 'BIG BOX' STORES

Another important bill you should know about is California Assembly Bill 667, which would require "big box" chains like Walmart to submit economic impact reports before they break ground on new projects. These reports would help communities understand the devastating impact of these stores on local businesses and wages.

This bill, which has received support from prominent local leaders like City Councilmember Gregory Pettis of Cathedral City, will be voted on soon in the California Assembly.

ACTIVE BALLOT CLUB

These two bills have the potential of affecting millions of working Americans for better or worse. They underscore the importance of unions' engagement in the political process to help ensure that only the good bills become law.

That's why we are so involved in the political arena... because what happens in Washington and Sacramento affects your paycheck.

Recently, Union Representatives were in the stores to ask members to participate in the UFCW's Active Ballot Club.

By donating \$1 a week to the ABC, members help send pro-worker candidates to office and support legislation that benefits workers in California and across the country.

That's less than a cup of coffee at Starbucks!

It's a responsibility of every member of this union to belong to the Active Ballot Club. Ask your Union Representative how you can sign up if you haven't done so already.

For those of you who did sign up during the recent ABC drive, thank you for stepping forward! ■

IT PAYS TO BE UNION		
	MARCH-MAY	2013 TOTAL
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$24,730.36	\$1,076,272.04
MEMBERS REINSTATED	60	121
GRIEVANCES SETTLED	143	335



La Quinta



Palm Springs



Colton



Palm Desert

Activists assembled at Walmart locations throughout UFCW Local 1167's jurisdiction.

Walmart Day of Action

Walmart workers rally for scheduling reform

Members of UFCW Local 1167 joined Walmart workers in Rialto, Colton, Fontana, Palm Desert, Palm Springs and LaQuinta on April 24 to demand reform to the company's scheduling policies.

The rallies were part of a 150-store action by the employee group Organization United for Respect at Walmart (OUR Walmart) to bring public attention to the issue.

The organization alleges that Walmart knowingly designs its work schedules to leave employees just short of eligibility for full-time pay and medical benefits. In addition, the employer's erratic scheduling needlessly disrupts the lives of workers and contributes to problems with customer service and poorly stocked shelves.

At a forum last October, Walmart employee Lori Amos said that understaffing and erratic scheduling caused more than a ton of Halloween candy to remain unstocked at her Washington store until it expired and changed color.

While upper management has promised to investigate these issues, Walmart employee Colby Harris said he has seen no progress

toward resolving them at his store in Texas.

In fact, Harris told *The Nation* magazine that he has observed an increase in scheduling abuses since OUR Walmart brought them to the public's attention.

"The morale of the associates is down because they don't feel like they have a career," Harris told the magazine. "Just the increase of hours alone would cause people to feel like they're worth something."

Paramount, Calif. activist Maria Elena Jefferson concurred. "Even after five years at the company, I'm not getting the hours I need or want," she said. "Even if I wanted to get a second job or go back to school, I couldn't because Walmart constantly changes my schedule."

"I'm dedicated to my job and I have years of experience," she added. "I want to work full-time so that the work gets done well."

The rally was the largest OUR Walmart action since Black Friday strikes in 2012 resulted in more than 400 Walmart workers walking off the job nationwide. ■

Taking the next step

Gail Merki transitioned from district trainer to store steward



Gail Merki, right, with daughters Malori and Kristin at a recent Susan G. Komen Walk for the Cure against breast cancer.

Ten years ago, Gail Merki decided to “take the next step” and become more involved in her union. That meant enlisting as a shop steward.

“I was working with new hires as a district trainer for Ralphs,” Merki recalled. “I would tell them about the union and wanted to be able to answer their questions better.”

Her dedication to informing her co-workers is one of the reasons Merki was selected as Steward of the Quarter.

“As a steward, it’s my job to keep everyone informed,” said Merki, who currently works as price integrity coordinator at Ralphs 13 in Rancho Cucamonga. “I keep the bulletin board up to date and get new hires up on the program as far as the union is concerned.

“The union is a good thing to be a part of,” she continued. “It’s great to know that someone always has your back.”

Merki is known for standing up for her co-workers when trouble arises.

“Recently, one of our members was suspended suddenly,” she said. “She wasn’t sure why she was being disciplined, so she came to me. I made the phone call to our Union Rep and made sure she knew that someone was on her side.”

Being able to answer contractual questions is one of the most rewarding aspects of Merki’s duties.

“Now, when anyone at our store has a question, they come directly to me,” she said, “mostly because our Rep keeps me well-informed and gives me information to share about the contract and what events are coming up.”

Merki has been married to her husband, John, for 30 years. They have three children: Malori, 27, John, 24, and Kristin, 19.

“My oldest daughter just got married,” Merki said. “She is a high school teacher in Norco and is enjoying married life and setting up her house.”

John attends Cal State Santa Barbara, where he studies computer technology and takes jobs as a techno/trance DJ. Kristin is studying to become a registered nurse at Mount San Antonio College.

When she’s not looking after her union members or her family, Merki enjoys spending time outdoors.

“I’m the outdoorsy type,” she said. “I try to run three or four days a week and love spending time in my garden.

“I can grow anything as long as it’s legal,” she said. “I enjoy getting new clippings from people and growing something new.

“I have a small yard, but there’s a lot in it that I’m proud of.” ■



Gail Merki

Member Benefits: Pine Ridge Treatment Centers



Houses of healing

Pine Ridge Treatment Centers have five facilities in Southern California to help members fight addiction

UFCW Local 1167 represents workers at grocery stores, warehouses, pharmacies, medical facilities, distilleries, factories and offices. Adding to the diversity of the union's membership are the members at Pine Ridge Treatment Centers.

Established in 1986, Pine Ridge Treatment Centers, Inc. provides safe, therapeutically effective recovery and educational programs for individuals and family members who are affected by alcoholism and other dependencies. Treatment at the facilities is fully covered by union benefits.

Pine Ridge was organized by UFCW Local 1167 in 1988. It offers residential and intensive outpatient programs in Lucerne Valley, Palm Desert, Running Springs, San Bernardino and Victorville.

Members of the Railroad, UTU, IBEF, IBET, UFCW,

Teamsters and other unions come to the facility from as far away as Chicago.

All programs are nationally accredited by CARF, the Commission on the Accreditation of Rehabilitation Facilities, and licensed by the State of California Department of Alcohol and Drug Programs. Everyone who works at Pine Ridge is a Certified Drug and Alcohol Counselor.

The facility also provides educational services that meet most Department of Transportation and Substance Abuse Professional requirements.

"Thirty-five years ago, we started out with just 19 beds for recovering addicts, and now we have five facilities," said Walter Giles, founder and president of Pine Ridge. "It's amazing how our centers have grown over the years in size and reputation."



Most Pine Ridge Treatment Centers feature mugs each patient makes out of clay during their stay. The Running Springs facility has a kiln on-site. Certain shelves, like “Cup Jail,” are designated for patients who have relapsed in their addiction and “Cup Heaven” features broken mugs for patients who died because of their addiction. **Clockwise from top left:** Pine Ridge Treatment Center in Victorville, the view from the Running Springs Treatment Center, a display of cups from the San Bernardino Treatment Center and the largest collection of mugs at the Running Springs location.



Pine Ridge is contracted with most insurance, managed-care companies and union trusts. The facility often can help provide transportation to the residential programs from local airports or anywhere in the Southern California area.

“The facility in Running Springs was originally owned by Arrowhead Hospital and offered a residential program and it was only a detox facility,” Giles recalled. “We took over the existing program to run it right. We became residential program rather than just a detox facility.”

Pine Ridge has been influential in encouraging the California Legislature to move toward treatment instead of punishment for addicts.

“A successful patient is one who dies sober,” Giles said.

“It’s always been my motto that ‘We take care of you, you take care of me,’” Giles said.

“That’s what the union is all about.”

Pine Ridge is contracted with most insurance, managed-care companies and union trusts. The facility often can help provide transportation to the residential programs from local airports or anywhere in the Southern California area.

“We’ve gone from a mom-and-pop organization to a nationally-recognized facility with CARF Accreditation—the highest standard for our industry,” Giles said. “We are quite proud of our facilities, our programs, our members and our patients.”

Note: In the next issue of *Desert Edge*: a look into residential, outpatient care and treatment. ■

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 Management Center at any time, day or night, 24 hours a day, seven days a week.

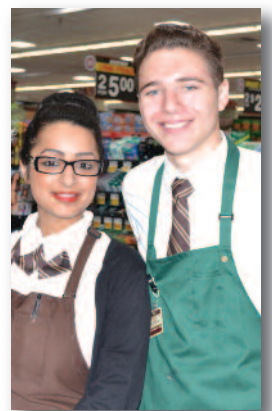
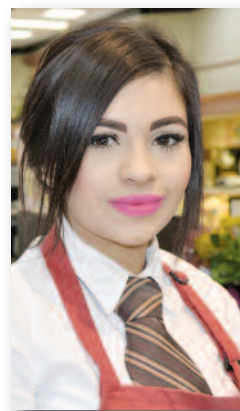
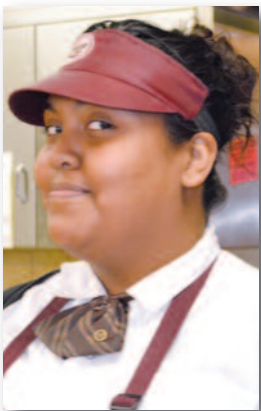
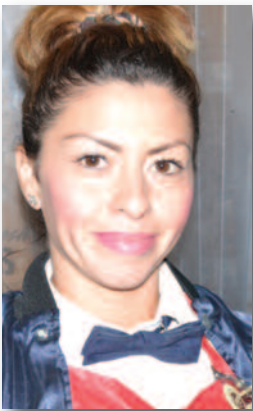
Food Division, call
(800) 461-9179

Drug Division, call
(866) 268-2510

(All calls are confidential.)



Our members at work: Stater Bros. 188 in Grand Terrace and 117 in Colton



Keep your pay stubs

Collecting your pay stubs might seem meaningless if you receive your paycheck through direct deposit or you've already deposited it at your bank, but that little piece of paper is critical if you ever have to file a grievance.

We receive many calls from members who are surprised that they've lost medical coverage or were suspended from membership in their union.

In the first case, they probably didn't work enough hours to qualify for medical benefits. In the second case, their union dues probably weren't automatically deducted from their paychecks.

In either case, a quick look at a pay stub would have alerted these members to the fact that something was wrong.

Some of our members don't receive



CHRISTINA PUGSLEY
Union Representative

their pay stubs because they are on direct deposit and have opted out of having a paper record of the transaction. Others simply toss out their stubs after they've deposited their checks.

If you don't have a pay stub, we have no quick way of determining whether you have been paid for all of your hours worked, nor do we know if you've accrued sufficient hours to qualify for health care or earn vacation time.

Pay stubs have helped us handle issues in which members' health care premiums weren't being deducted

from their paychecks. They also provide proof to show the employer that a member has worked enough hours to be eligible for a promotion or raise.

ORGANIZE YOUR PAY STUBS

It might seem a little tedious to keep those small pieces of paper, but if you organize them, you can ensure that if there is ever an error regarding your pay or the hours you work, your Union Representative will have the evidence necessary to resolve your issue quickly.

It's important to note that we can only resolve pay issue conflicts within a six-month period. Pay stubs should be shredded and thrown away after you file your taxes each year.

If you have opted out of receiving your pay stub, speak with your manager or bookkeeper and let him or her know you want to begin receiving your pay stubs again. ■



New Member Meetings — Outlying Areas —

Outlying New Member Meetings will take place at 10 a.m. and 5:30 p.m. on the following dates. Membership informational meetings will take place at 7 p.m. on the same dates. Members can get a \$65 credit toward their initiation fees if they attend a New Member Training Meeting within six months of their hire dates. Call (909) 877-5000 for details.

Thursday, June 13
VICTORVILLE
Hilton Garden Inn
12603 Mariposa Road

Tuesday, June 18
EL CENTRO
Vacation Inn
2015 Cottonwood Circle

Monday, June 17
PALM DESERT
Embassy Suites
74700 U.S. Highway 111

Thursday, June 20
HEMET
Motel 6
3885 W. Florida Ave.

• A New Member Meeting is also held June 26 at the quarterly membership meeting: UFCW Auditorium, 855 W. San Bernardino Ave. Bloomington

Don't 'free time'

Would you work for someone who didn't want to pay you? Most of us would answer "no," but if you work off the clock, that is exactly what you're doing.

An employee who works without expecting payment is engaging in "free timing" — a practice that is unethical and illegal. Unfortunately, it happens every day in workplaces across America. All too often, it happens right here in our jurisdiction.

We have written about this subject before, most recently in the spring edition of this magazine, but many of our members continue to get suspended or terminated for working off the clock. It's irresponsible and reckless and lacks common sense. You are ultimately responsible for your own actions. Don't let something you know you shouldn't be doing jeopardize your good job.

Your Union Representatives know that it can be difficult — especially in



JOSE CORREA
Union Representative

side departments — to get all of your work completed during your regular shift, but that is no excuse for "free timing."

If you are working to the best of your ability, then you are doing your job. If you need more time to finish your work, you deserve to be paid for it.

Here are 10 reasons why you should never work off the clock:

10. It's a violation of company policy.

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

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

7. When you work off the clock,

you deprive another employee of a chance to work those hours.

6. If the work can't be done in the allotted time, how will the company know if you do it for free?

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

4. You're only kidding yourself if you think management will reward you for "free timing." You're just opening the door for more exploitation.

3. 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 or labor relations department immediately.

2. You probably applied for the job because you needed the money. "Free timing" defeats your purpose for being there.

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

If you are ever asked to work off the clock, do not hesitate to contact your Union Representative! ■

Be aware of your availability status

If you have been in the industry for more than a few years, you probably don't remember whether your status with your employer is "available" or "self-restricted."

According to the Master Food Agreement's Article 4A, an employee may change his or her availability twice a year, during the last seven days of January and July.

Many members mistakenly think if they list themselves as "restricted" then their employer must accommodate any restrictions they have. This is not true. Being on the "self-restricted" list only means that you are unavailable to work

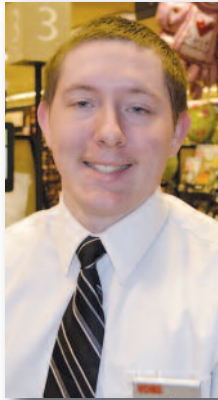
40 hours over five days in any given week.

A member can be on the "available" list and still request days off.

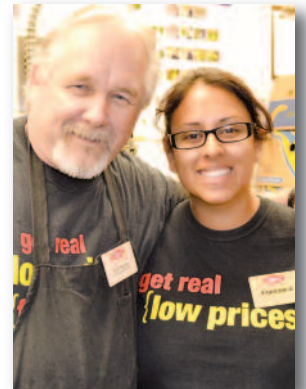
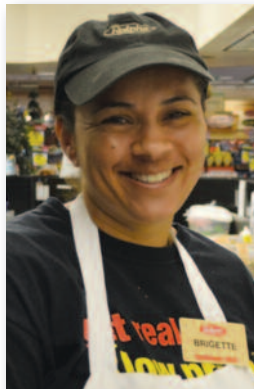
We always encourage our members to place themselves on the "available" list. The two lists are kept separately. In the event a company implements layoffs, the first list with which it will start is the "self-restricted" list.

Check with your employer and, if necessary, change your status!

If you have questions, call your Union Representative or the representative on duty at (909) 877-5000.



Our members at work: Vons 1914 and Ralphs 13 in Rancho Cucamonga



Annual Golf Tournament

An estimated 118,350 people in the United States will be diagnosed with leukemia and non-Hodgkin's lymphoma in 2013. These diseases will account for one-tenth of more than a million new cancer cases in the United States.

Over the past 11 years UFCW Locals 1167 and 1428 have responded to this challenge by supporting the Leukemia & Lymphoma Society (LLS) in Southern California. All proceeds from their jointly-sponsored Charity Golf Tournament go to the LLS and each local's own scholarship programs.

At this year's tournament on April 29, participants and sponsors were introduced to 13-year-old Andrew Raad, son of Glenn Raad, who has worked for Stater Bros. for more than 25 years and now works for UFCW Local 1428 as a SPUR (Special Project Union Representative).

Andrew was diagnosed with leukemia in 2002. He experienced a couple of relapses in his central nervous system, but has been in remission since 2004.

"Cancer for us was scary, sad and frustrating at first," his mother Maria said. "My husband and I made a pact with each other: We decided no matter what, we needed to help and guide our son through this long and scary journey. He is our priority."

Glenn and Maria said this journey has brought them closer together than they imagined possible, and they have vowed to raise money on their own to help defray costs for other families dealing with cancer.

They established a successful lemonade stand, which was on display and in action at the tournament, raising money for the Loma Linda Pediatric Oncology Unit's playroom.

"The playroom was Andrew's favorite place when he had to go through treatments," Glenn said.

"The playroom always needs new games, movies and other stuff, so we thought we'd do our part to expand their budget a little," he continued. "Half of the money raised also goes to the Loma Linda Hospital to buy gift cards for food for the parents and families so they can grab a bite to eat while they're at the hospital with their children."

The Raad's other sons, Michael, 11, Christopher, 10, and their nephew George, 22, were also on hand to help raise money for the playroom at the tournament.

The LLS is the world's largest voluntary health agency dedicated to blood cancers and is the UFCW's primary charity. Its mission is to cure leukemia, lymphoma, non-Hodgkin's disease and myeloma, and to improve the quality of life of patients and their families. ■



President Bill Lathrop thanks participants and sponsors.



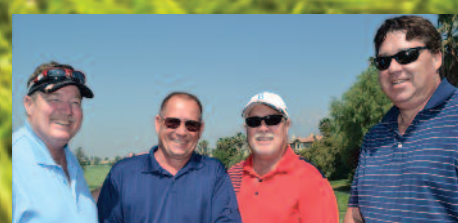
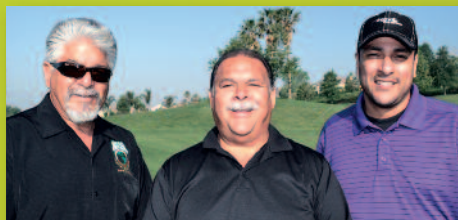
Secretary-Treasurer Rick Bruer welcomes a participant.



From left, Andrew, Maria, Glenn and Michael Raad thank participants for their generosity.



Thank you, participants and sponsors



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Our members at work: Grand Terrace, Colton and Rancho Cucamonga