

# Desert Edge

**UFCW** LOCAL **1167**  
a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Fall 2015

# Rite Aid

President's Report:

## Standing strong

### Also in this issue:

- El Super back at bargaining table
- AB 359: A victory for grocery workers
- Scholarship winners announced

**Union  
offices  
closed:** **Holiday Schedule:**  
Nov. 26 & 27  
Dec. 24 & 25  
Jan 1, 2016

## Next Quarterly Membership Meetings:

Wednesday, Sept. 23, 2015  
Wednesday, Dec. 16, 2015

Meeting starts 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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(909) 877-1110

### Drug & General Sales Division insurance:

(909) 877-2331

### Telephone hours:

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

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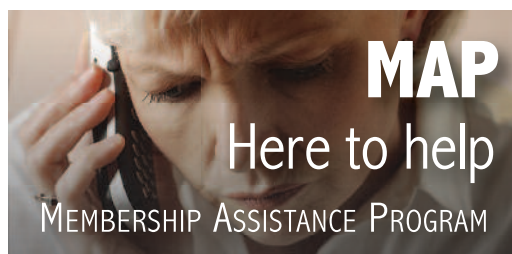
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**If you have  
problems with:**  
Alcohol, drugs, children  
& adolescents, family,  
emotional issues,  
gambling, marriage  
and/or financial/legal.

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 Training  
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!**



# Standing strong with our members

Rite Aid workers reject company's unfair demands, gain community support

**A**s this issue of *Desert Edge* goes to press, we are in a difficult round of negotiations with representatives of Rite Aid Corporation. After many months of bargaining, we still do not have a deal we can recommend to our members.

Unfortunately, Rite Aid continues to insist on proposals that attack the wages, hours and health care of clerks and pharmacy technicians.

These proposals are designed to weaken our union and undermine our bargaining strength for future contracts.

In July, our Rite Aid members voted overwhelmingly to reject these proposals while authorizing our union's leadership to call a strike if



**RICK BRUER**  
President

one becomes absolutely necessary for negotiating a fair contract.

Rite Aid insults our union pharmacists, saying they underperform compared to non-union pharmacists. We strongly disagree. The professionalism of Rite Aid's staff pharmacists is unsurpassed. They provide industry-leading service to their customers.

Rite Aid's behavior shows how management has little regard for its employees' hard work and dedication. It is unfortunate that Rite Aid is making record profits but refuses to share its success with its employees who work hard to take care of the customers.

No one wants to go on strike, but Rite Aid would be foolish to test our resolve.

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## Chain files for Chapter 11 bankruptcy

### **UFCW unions assist Haggen members hit by closures**

**A**s Haggen Food & Pharmacy files for Chapter 11 bankruptcy, UFCW local unions in California, Arizona, Oregon and Washington are assisting members affected by the chain's decision to close 27 "underperforming" stores.

So far, none of the closing stores are in areas served by UFCW Local 1167.

While Haggen's failures to adapt to its new competitive landscapes have been widely reported, the tragic consequences of management's actions are being carried by good union members who served their employer with competence and dedication.

UFCW leaders are meeting with Haggen's manage-

ment to ensure their members' contractual rights, including seniority protections, are respected.

In addition, the local unions are reaching out to other union employers to find jobs for as many of the displaced members as possible. Accordingly, Albertsons/Vons has agreed to give laid-off union members priority in hirings. For more information, please contact your Union Representative.

With news of Haggen's Chapter 11 bankruptcy, the UFCW is working diligently to ensure that our members are protected under the law.

Again, please call your Union Representative if you have any questions relating to Haggen's store closures and bankruptcy.

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**Please call your  
Union Representative  
if you have any questions  
relating to Haggen's store  
closures and bankruptcy.**

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— **President Rick Bruer**

# What's Happening

## Just Married

**Anita Torrez Silvas**, Ralphs, married Michael Vasquez on April 25 in Las Vegas, where the couple also honeymooned ... **Noah Francis**, Stater Bros., married Saira Francis on June 13 in Crestline. The newlyweds honeymooned in Costa Rica. ... Food 4 Less employee, **Kharla Meza**, married Steve Taroma on May 15 in El Centro. ... **Ashtin Cidila and Karl Record**, both with Stater Bros., wed on April 11 in Temecula. ... **Dorine Carbajal**, Stater Bros., married Amanda Rohrer on March 27 in Riverside. The couple honeymooned in Kona, Hawaii. ... **Brandon Lee Kowalski**, Stater Bros., married Baudelia Aguiar on March 7 at the Harvest Christian Church in Riverside. The couple honeymooned in Las Vegas.

Congratulations to all of our newlyweds!

## Just Retired

The months of July, August and September brought us several new retirees. **Kenneth Bradley** worked for Albertsons for 36 years. **Brien Johnson** worked for Alpha Beta and Ralphs for 41 years. **Denise Hartman** worked for Stater Bros. for 15 years. **Alex Schwetz** worked for Vons for 29 years. **Darold Fisk** worked for Ralphs for 47 years. **Victoria Guzman** worked for Ralphs for 35 years. **Juana Prentice** worked for Ralphs for 42 years. **Robert Holder** worked for Vons and Stater Bros. for a total of 40 years. **Susan Anderson** worked for Albertsons and Stater Bros. for 35 years. **David Keith** worked for Alpha Beta, Albertsons and Stater Bros. for a total of 33 years. **Denise Somerville** worked for Stater Bros. for 28 years. **Kathryn Rankin** worked for Alpha Beta and Food 4 Less for 25 years. **Daniel Payan** worked for Food 4 Less for 16 years. **Mirna Barrera** worked for Ralphs for 16 years. **Mary Brouillard** worked for Vons for 38 years. **Doris Meneses** worked for Stater Bros. for 21 years. **Rebecca Kelley** worked for Vons for 30 years. **Juana Chavez** worked for Stater Bros. for 26 years. **Renee McKenzie** worked for Alpha Beta, Lucky and Albertsons for 28 years. **Scott Reynolds** worked for Stater Bros. for 42 years. **Dawn VanHeukelem** worked for Smith's Food King, Lucky, and Albertsons for 44 years. **Georgia Ayers** worked for Vons for 40 years. **Kelly Mendez Cook** worked for Albertsons for 37 years. **Robin Silva** worked for Mayfair, Fazio's, A&P and Ralphs for a total of 30 years. **Jean Bolden** worked for Lucky and Stater Bros. for 28 years. **Evalia Bojorquez** worked for Stater Bros. for 26 years. **Steven Stafford** worked Vons for 35 years. **Tina Rios** worked for Vons for 27 years. **Lana Britton Dugan** worked for Stater Bros. for 25 years.

**Daniel Huante** worked for Alpha Beta, Albertsons, Ralphs and Food 4 Less for 38 years. **William Jost** worked for Vons for 41 years. **Chris Barron** worked for Albertsons for 23 years. **Salvador Luna** worked for Vons for 35 years. **Ilyas Vaid** worked for Ralphs for 18 years.

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

## Just Born

**Jesus Diaz**, Vons Meat Service Center, has a new daughter, Samantha, who was born on July 17, weighing 8 lbs. 8oz. ... **Andrew Hathaway**, Stater Bros., is pleased to announce the birth of his daughter, Aubree, on July 2. Aubree weighed 8 lbs. 11 oz. ... **John MacDonald**, Stater Bros., is a proud papa to Mackenzie Riley. Mackenzie was born May 28, weighing 7 lbs. 7 oz. ... **Janae Eisenhauer**, Stater Bros., and **Darron Blackwood**, Stater Bros., welcomed Conner Blackwood on May 16. She weighed 10 lbs. 11 oz. ... **Christofer McIntosh**, Stater Bros., is proud to announce the birth of Warren Xavier, on July 6. Warren weighed 9 lbs. 4 oz. ... **Darren Espiritu**, Vons, and Tasha Espiritu welcomed Amelie Cambria Espiritu into the world on Dec. 1, 2014. Amelie weighed 7 lbs. ... **Nicholas Dye**, Stater Bros., is proud to announce the birth of his daughter, Ellie Dye, on May 20, weighing 6 lbs. 7 oz. ... Luis Deleon, Food 4 Less, has a new son, David Roberto Deleon, born June 3 weighing 9 lbs. 5oz. Luis says, "He is the most important thing in the world to us!" ... **Ofelia Esparza**, Stater Bros., welcomed Camila, born June 20. Camila weighed 7 lbs. ... **Justin Borsotti**, Ralphs, and Brittany have a new baby boy, Dash Justin, born June 29 weighing 6 lbs. 4 oz. ... **Crissy Thompson**, Albertsons, welcomes her new baby Jonathan Noah, born June 7 weighing 7 lbs. 12oz. ... **Yessenia Hernandez**, Lucky, has a new daughter, Emily Renee Mata, born June 15. ... **Mariza Reyes**, Stater Bros., and Scott Johnson, welcomed Sadie Lynn Johnson into the world on May 13. Sadie weighed 8 lbs. 4 oz. ... **Anna Tran**, Rite Aid, gave birth to Ethan Thanh Tran on May 13. Ethan weighed 5 lbs. 12 oz. ... **Angel Sanchez**, Vons, has a new daughter, Malory Angel, born July 4. Malory weighed 7 lbs. 11 oz. ... **Jonathan McCartin**, Stater Bros., and Melissa McCartin welcomed Makenna Marie on May 6. The proud parents said she is "a blessing to our family. We love to see her smile!" Makenna weighed 8 lbs. 9 oz. ... **Christina Prieto**, Stater Bros., and proud daddy Adrian welcomed Caleb Mathias into the

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## IN MEMORIAM

**Alma Caldwell**, a retired general merchandise clerk formerly employed by Sage's, died on July 21 at the age of 92. She had been a continuous member since September 1963.

**Alma Clements**, a retired meat cutter formerly employed by Safeway, died on Aug. 3 at the age of 102. She had been a continuous member since November 1952.

**Victoria Dizinno**, an affiliated member formerly employed by Albertsons and Stater Bros., died on June 24 at the age of 51. She had been a member since October 1988.

**Tyrone Guess**, a drug clerk formerly employed by Rite Aid, died on July 16 at the age of 53. He had been a continuous member since July 2011.

**Sidney Hiemstra**, a retired food clerk formerly employed by Vons, died on Aug. 7 at the age of 76. He had been a continuous member since December 1982.

**Alfred Lemmons**, an affiliated member formerly employed by Ralphs, died on July 22 at the age of 54. He had been a member since December 2007.

**Lloyd McAlpine**, a retired food clerk formerly employed by Safeway and Vons, died on July 7 at the age of 76. He had been a member since May 1961.

**Donald McElroy**, a retired meat cutter formerly employed by Stater Bros., died on Aug. 8 at the age of 76. He had been a member since December 1955.

**Mary Nickel**, a retired drug clerk formerly employed by Thrifty, died on July 27 at the age of 80. She had been a continuous member since August 1996.

**Russell Nix**, a retired food clerk formerly employed by A&P and Alpha Beta, died on June 25 at the age of 85. He had been a member since July 1948.

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# El Super back at bargaining table

NLRB ruling pushes company to meet with union

**A**fter months of legal filings and protests at 40 locations, El Super has agreed to return to the bargaining table with UFCW local unions in Southern California.

The Latino market chain also agreed to rehire an employee who was fired because of his pro-union activism.

A union-led boycott of the market chain, in effect since last December, continues.

UFCW local unions in Southern California represent 600 El Super employees at seven stores in the region. Previous talks for a collective bargaining agreement collapsed and union members have been working under company-imposed terms since September 2013.

The renewed talks followed two rulings against the company by the National Labor Relations Board and strong demonstrations of support for El Super employees who defied heavy-handed anti-union tactics by management.

On July 7, the unions organized rallies at 40 of El Super's 49 stores in California, Nevada and Arizona. The rallies culminated with a demonstration at the company's headquarters in Paramount, Calif.

## Illegal coercion

Earlier in 2015, the NLRB ruled that El Super acted illegally to coerce its employees to silence their voices and abandon their union.

Among other steps, the agency ordered the company to return Fermin Rodriguez, a cashier and union leader at El Super 13 in South Los Angeles, who was fired in retaliation for his support of the union.

On Aug. 9, Rodriguez returned to his job and was given seven months of back pay.

"I am incredibly proud to return to my job of more than nine years, holding my head high," he said.

In addition, the Department of Industrial Relations determined El Super owed more than \$180,000 in unpaid overtime wages. The department also ruled El Super illegally forced employees to work through breaks.

According to a settlement with the NLRB, El Super must post signs saying it may not refuse to negotiate with the union and reminding workers of their rights to seek union representation.

"This is an example of union solidarity in action," UFCW Local 1167 President Rick Bruer said.



El Super workers rally at a store.





**S**ometimes you can find Shannon Munro on the shooting range with her 9 mm Smith & Wesson, riding the bobsleds at Disneyland or “jumping out of a perfectly good airplane.”

Yes, you read that correctly.

“Skydiving... I love it!” said Munro, a Customer Service Rep at Stater Bros. 79 in Riverside.

“There is nothing like it. You don’t have the sensation of your stomach dropping out like when you’re on a rollercoaster or those free-fall rides... it’s simply like floating.”

A 26-year veteran at her store, Munro took the leap into union activism as soon as UFCW Local 1167 launched its Steward Program several years ago.

“My co-workers selected me to attend the first Stewards Conference and report back to them what I learned,” she recalled.

She has served as her store’s union steward ever since.

When new hires come in, Munro

shows them how to sign up with the union, tells them what dues are all about and brings them up to speed on what it means to be a union member.

“Most people who are hired now have no idea what the union is or how it works,” she said. “They don’t have family members who have been in a union.”

Munro never had that problem. Her

**‘We’re all in this together.’**

mother and father were members of the International Association of Machinists and Aerospace Workers.

“Growing up, I had a pretty good idea that having a union job is a good thing,” she said. “When I started working, I went to my older peers to find out about the union I was joining.”

Back in 2003-04, when Vons em-

ployees were on strike and Ralphs and Albertsons members were locked out of their stores, Munro walked picket lines with her union sisters and brothers at their workplaces, even though her own employer stayed out of the labor disputes.

“We’re all in this together,” she said.

“The most important thing a union brings is a sense of family. My union always has my back. We’re all here for one another and always lean on union members to help out.”

She especially loves the “family” she has at her store in Riverside.

“I’ve seen three generations come through my store,” she said. “Many customers have been shopping there for a long time and they’ve seen me grow up since I was 17. They’re my friends as well as customers.”

Her work family has watched her daughter grow up, too.

Heather, now 23, has been serving in the Navy since early 2011. She was promoted recently to Petty Officer Second Class and is a hospital foreman.

“She’s a doctor for the Marine Corps!” Munro said enthusiastically.

“Heather has always been a ‘girly girl,’” Munro continued. “I didn’t think she’d join the Navy in a million years. She went from high heels to combat boots.

“She’s far exceeded my expectations. I’m so proud of her.”

When Munro went to work for Stater Bros. 26 years ago, she didn’t plan on a career in the supermarket industry.

“But I was able to put Heather through school, and the benefits along the way have been wonderful,” she said. “It’s been a tremendous benefit to have a union with my employer.”

Whether she’s helping her union family, riding the Matterhorn, taking aim at target practice, or finding someone to jump out of a perfectly good airplane with, Munro always has “family” on her mind.





## Members at Work: Stater Bros. 79, Riverside





## Solidarity at Rite Aid



Rite Aid members and supporters began handbilling the community in early August, asking for support in the fight for a new contract.



Rite Aid members voted on July 16 to give the union authority to call a strike should one become necessary.



### Negotiations update: Rite Aid

## Stay strong, stay united

**A**s we go to press, talks with Rite Aid are continuing as the UFCW local unions in Southern California work toward concluding a long and complicated bargaining process.

The strength of our members is crucial in our efforts to reach an agreement they will be proud to ratify.

If you work at Rite Aid, be aware that management is monitoring the mood in the stores, so please tell everyone you support your union! This will have a direct effect at the bargaining table.

Don't listen to rumors. To get the facts, contact your Union Representative. You also can visit our website ([ufcw1167.org](http://ufcw1167.org)) and our Facebook page.

Stay strong! Stay united!

— **President Rick Bruer, 9/11/15**

### President's Report

**RICK BRUER**

## Standing strong with our members at Rite Aid

Continued from page 3

Meetings of UFCW Local 1167 picket captains began the week of Aug. 24. Stewards and picket captains should contact their Union Representatives for more information.

We also engaged in informing the public by hand-billing customers in front of Rite Aid stores throughout our jurisdiction and all over Southern California.

Our message was well received and we will continue to inform the public about our cause.

Call your Union Representative to ask about other ways you can help.

Your solidarity makes us strong.

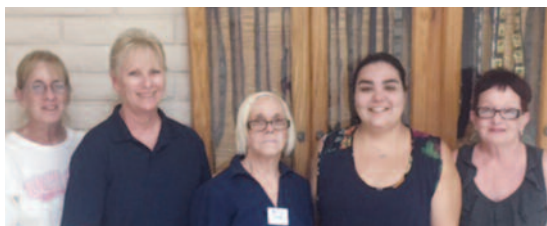
Through unity and strength, we will prevail!



President Rick Bruer leads picket captain meeting on Aug. 25.



Secretary-Treasurer Joe Duffie describes proposal.



## Food Division: Report vacation waivers to maintain health coverage

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

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

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

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

### We're here to help

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

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

The form is also available on the union's website, under the "Insurance Department" tab. Visit us at [ufcw1167.com](http://ufcw1167.com).

## UFCW Region 8 sponsors raffle to benefit leukemia research

Region 8 UFCW local unions throughout California, Arizona and Nevada are sponsoring a raffle to raise money for leukemia research. Some of the wonderful prizes are listed below. Tickets are \$10 each, 3 for \$25 or 15 for \$100, and can be purchased at the union office or ordered by filling out the form below. Members are encouraged to help support the Leukemia Foundation in its research.

**Tickets are \$10 each, 3 for \$25 or 15 for \$100**

**Tickets only available until Oct. 7, 2015  
Drawing to be held Wednesday, Oct. 14, 2015\***

\*Winner need not be present to win

### UFCW REGION 8 LEUKEMIA RESEARCH RAFFLE TICKETS

Member's Name \_\_\_\_\_

Soc. Sec. # \_\_\_\_\_ Day Phone # \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Please send me \_\_\_\_\_ tickets @ \$10, 3 for \$25, or 15 for \$100

Total enclosed \$ \_\_\_\_\_

\*\*\*\*\*NEW\*\*\*\*\*

**DESIGNATE THE RAFFLE ITEM THAT YOU WOULD LIKE TO WIN:**

Your ticket(s) will be placed in the bin for the specific item you designate you are interested in winning. If left blank ticket(s) will be randomly distributed between raffle prizes.

Check must be made payable to **WESTERN STATES LEUKEMIA FUND**, with tax ID#: 87-0801660  
Send to **UFCW LOCAL 1167 Attn: Leukemia Tickets, PO BOX 1167, BLOOMINGTON, CA 92316**

### 5 Day/4 Night Los Cabos Vacation for 2

RUI PALACE CABO SAN LUCAS

ALL INCLUSIVE. Airfare, transfers, Ocean View, Jr. Suite Room. Donated by Local 1167. **Value: \$2,000**

### 7 Day Western Caribbean Cruise for 2

CARNIVAL "GLORY" CRUISE

Ports of call: Miami/Grand Cayman/Mahogany Bay, Isla Roatan/Belize/Cozumel

Roundtrip Air, Ocean View Cabin

Donated by Local 1167. **Value: \$3,000**

### 5 Day/4 Night Playa Del Carmen Vacation for 2

OCCIDENTAL GRAND XCARET HOTEL

ALL INCLUSIVE. Airfare, Transfers, Jr. Suite Room. Donated by Local 1167. **Value: \$2,500**

### 4 Day/3 Night Jamaica Vacation for 2

RIU OCHO RIOS

ALL INCLUSIVE. Airfare, Transfers, Ocean View Room. Donated by Local 1167. **Value: \$2,000**

### 2 Night Las Vegas Vacation

Donated by Local 711

### Disneyland Vacation Package

Donated by Local 324

### San Diego Family Vacation

Donated by Local 135

### Plasma TV

Donated by Local 1428

### Apple Watch

Donated by Local 99

### \$1,000 Cash

Donated by UFCW 8-Golden State

### 2 \$500 Macy's Gift Cards

Donated by Local 5

### \$500 American Express Gift Card

Donated by Local 770

### 3 \$100 Rite Aid & CVS Gift Cards

Donated by Local 1442

**Plus additional prizes!**



# A victory for grocery workers

New law gives 90 days of protection to employees when stores are sold

A bill to protect grocery workers from being laid off because of changes in store ownership was signed into law by California Gov. Jerry Brown on Aug. 17.

Gov. Brown signed the bill as Haggen announced it is closing 27 stores in California and other states within months of acquiring the stores from Safeway and Albertsons.

Assembly Bill 359, authored by Assemblywoman Lorena Gonzalez (D-San Diego), protects grocery employees working in stores of at least 15,000

square feet from being fired during a 90-day transition period if the grocery store is undergoing a change of ownership.

Following the transition period, the new employer must compose performance evaluations of the employees and consider offering continued employment for those who have satisfactory evaluations.

Employers would retain the right to terminate an employee “for cause” at any time during and following the transition period.

AB 359 is the first statewide law in the nation to require grocery stores to



retain employees after a change in ownership.

“Wall Street mergers and acquisitions that make big money for corporations and private equity firms should not jeopardize jobs of the grocery workers who live

and work in our communities,” Gonzalez said.

“This is a common-sense opportunity to save people’s jobs and make sure the most experienced, best prepared workers stay on the job during a complicated transition period.”

Gov. Brown’s approval of the new law was hailed by worker advocates as a victory for protecting middle-class jobs.

California is the home of an estimated 383,900 employees of large grocery stores whose jobs could be protected by AB 359 during large grocery mergers or sales. The cities of San Francisco, Santa Monica, Alameda, Gardena and Los Angeles have adopted local ordinances containing similar protections.

## Desert Edge honored for ‘general excellence’

UFCW Local 1167’s widely praised *Desert Edge* magazine was honored with a General Excellence award in a contest conducted by the International Labor Communications Association.

“Congratulations to all of our members,” ILCA President Kathy Cummings said.

“This year’s winners represent some of the best and most inspired work in labor communications and are to be congratulated in promoting the highest standards of labor journalism.”



## IN MEMORIAM

Continued from page 4

**Eduvijen Perez**, an affiliated member formerly employed by Albertsons, died on Aug. 13 at the age of 40. She had been a member since June 1993.

**Lora Powell**, a fuel center clerk employed by Vons, died on July 3 at the age of 56. She had been a member since March 2011.

**Joanne Villa**, a retired food clerk formerly employed by Ralphs, died on June 10 at the age of 57. She had been a member since November 2011.

**Dan Wilson**, a retired food clerk formerly employed by Alpha Beta, died on April 29 at the age of 77. He had been a continuous member since October 1955.

## Just Born

Continued from page 4

world on July 23. Caleb weighed 7 lbs. 2 oz. and was 19 inches long. ... **Cecilio Barrientos**, Stater Bros., and mom Angelina are proud parents to Alexandria Marie, born on July 6. Alexandria weighed 6 lbs. 15 oz. ... **Cindy Sara Ochoa**, Stater Bros., has a new son, Lukas Junior Esparza, born on Aug. 7. Lukas weighed 8 lbs. ... **Shantel Almazan**, Food 4 Less, is pleased to announce the birth of Maddox Liam Gonzalez, on Aug. 4. Maddox weighed 8 lbs. 6 oz. ... **Angelica and Javier Rojas**, both Stater Bros., are the proud parents of a "beautiful baby girl," Lisa! Lisa who was born on July 24 and weighed 8 lbs. 4 oz. ... **Ashley Larsen**, Stater Bros., has a new baby girl, Brooklyn Avery, born on Aug. 13. Brooklyn weighed 5 lbs. 11 oz. and measured 19 inches. Congratulations to all of the new mommies and daddies!

## 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.

## Union Representative's Report Gil Ramirez

### Show up to work on time!

**T**iming is everything," people say. And they're right.

Timing is important in all walks of life. Just ask the businesswoman who misses her tax deadline or the groom who shows up late for his wedding.

It's especially important at your job. If you show up late to work, your manager doesn't care why. It doesn't matter that the alarm clock didn't go off, that your ride didn't show up, that you missed the bus, or that your mom forgot to wake you.

What matters is that you report to work on time.

It is also important that you are ready to work when you clock in. Too often, our members are reprimanded for not being ready to work when their shifts begin.

You are not paid to get ready for work. It's not OK to put on makeup, go to the bathroom, comb or brush your hair, update your Facebook status or change into your uniform AFTER you check in. These actions can lead to disciplinary action up to and including suspension or termination.

At the end of your shift, don't risk your job to get an early start on your way home or wherever it is you want to be. Whatever it is you're leaving early for, it can wait.

### Work your posted schedule

Your employer also needs to respect timing because you are guaranteed a certain number of hours on the job. Those guaranteed working hours are valuable. Don't take them for granted!

The number of hours you're guaranteed varies from employer to employer and also depends on your job classification, but it's always important to take steps to ensure you are being assigned the hours you deserve and work those hours.

If you don't know them already, ask your Union Representative about the scheduling guarantees for employees at your company and in your job classification. Then check your work schedules to ensure you are assigned your minimum hours.

Timing is everything, and it's always a good time to remember that.



**Gil Ramirez**  
Union Representative



## Union Representative's Report

**Maria Perez**

# Know your company's policies and procedures

**Y**our job comes with obligations that must be respected by you and your employer.

The employer is required by your union contract to provide specified wages and benefits, as well as guaranteed hours and grievance protections.



**Maria Perez**

Union Representative

At the same time, you are required to respect and follow the company's legitimate policies and procedures.

Nearly every day, our team of Union Representatives has to deal with lunch break violations, time card infractions, someone selling tobacco and alcohol to underage customers and other violations of company policy.

It is your responsibility to know your company's policies and procedures. If you do not fully understand them, review them with management or contact your Union Representative.

Above and beyond the good wages and benefits you enjoy as a union member, your contract guarantees you rights that most non-union workers can only dream of.

Your contract contains clear and firm rules that guarantee you can't be disciplined or fired for arbitrary reasons, or because a manager simply doesn't like you.

If you believe a manager or supervisor suspects you of wrongdoing, you have the right to consult with a Union Representative before answering questions. If necessary, we can assist you through a grievance process that may include arbitration. Arbitration is where the union can argue your case before an independent arbitrator.

None of this means you are exempt from the rules of your workplace, however. For example, in addition to showing up, clocking-in and being ready for work on time, you must perform your job to the best of your ability, with the standards, professionalism and courtesy fitting for proud union members. You must also respect your employer's property.

If your employer has a dress code, conform to it. If you are asked to greet customers with a smile, do so.

Never, ever work "off the clock." That is a serious violation of state law and your union contract.

If you follow the policies of your workplace, your union will protect your rights.

If a policy or supervisor's request seems unreasonable, notify your Union Representative immediately. Follow your supervisor's request until you hear back from your union. It could save you the hassle of being written up for insubordination.

If you have doubts, write a record of the incident and notify your Union Representative. We will be happy to answer any questions you may have.



## Danger signs of alcohol abuse

**A**lcohol is a drug. It is the one drug that is generally acceptable today as part of our way of life.

Because it is widely available and drinking is a legal social custom, the potential for abuse and dependence are high.

You should suspect you have a drinking problem when you:

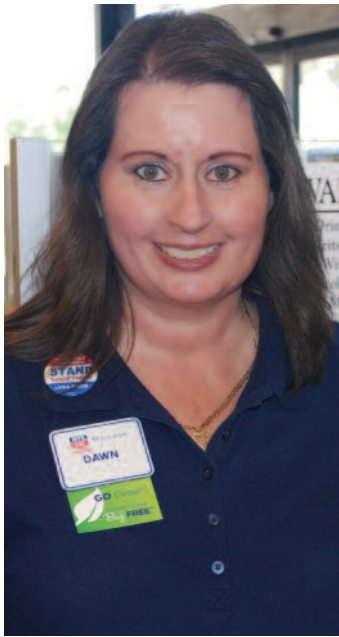
- Begin to use alcohol compulsively;
- Continue to use it despite adverse consequences (such as the repeated concerns of loved ones, the loss of a job, credit problems, etc.);
- Lose control and experience an increase or decrease in tolerance for alcohol.

More than 10 million Americans are problem drinkers. Anyone can be an alcoholic. Every day, more and more people are diagnosed with the serious condition of alcohol dependence.

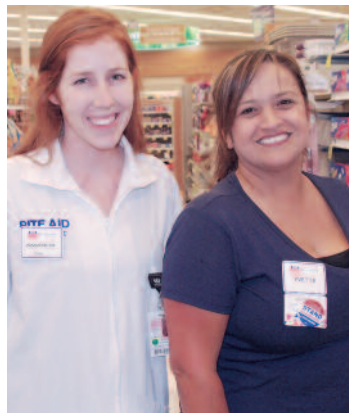
Denial is a major symptom of alcoholism. Others, who are close to those affected, are often the first to notice behavior changes and suspect something is wrong.

If alcohol is interfering with your life, there are things you can do to get help. Contact the MAP for confidential assistance (see page 2).





## Members at Work: Rite Aid 5730, Menifee; and 5704, Sun City





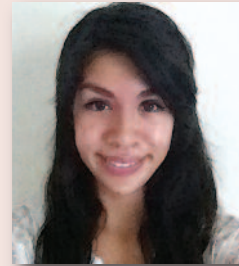
# Recipients of the 2015 Food Employers and UFCW Trust Fund Scholarship Awards



Participant	Recipient	Award	Employer
Elizabeth Bates	Johnny Bates, Jr.	\$10,000	Haggen
Celina Goehring	Jessica Goehring	\$10,000	Ralphs
Larry Aviles	Maximilian Aviles	\$5,000	Stater Bros.
Stephen Benson	Miranda Benson	\$5,000	Stater Bros.
Blanca Cooper	Kayla Coober	\$5,000	Albertsons
Maria Gutierrez	Melissa Nayoti	\$5,000	Vons
Joel Osborne Jr	Mackenzie Osborne	\$5,000	Stater Bros.
Trung Pham	Katrina Pham	\$5,000	Vons
Antonio Rangel	Elizabeth Rangel	\$5,000	Albertsons
Joshua Adamson	Joshua Adamson	\$5,000	Ralphs
Kathleen Alfaro	Maegan Alfaro	\$2,500	Stater Bros.
Angela Ayapantecatl	Jose Ayapantecatl	\$2,500	Vons
Jamie Back	Jamie Back	\$2,500	Stater Bros.
Debra Blackmun	Mariah Baldwin	\$2,500	Stater Bros.
Greg Basa	Greg Basa Jr.	\$2,500	Vons
Robert Bill	Rachael Bill	\$2,500	Albertsons
Martin Brook	Hannah Brook	\$2,500	Ralphs
Maricela Castro	Cassandra Castro	\$2,500	Stater Bros.
Daralyn Davis	Aubree Coon	\$2,500	Stater Bros.
Steven Curtis	Emily Curtis	\$2,500	Albertsons
Darcy Delgado	Lauren Delgado	\$2,500	Stater Bros.
Gabriela Sedeno	Alexis Duiardin	\$2,500	Ralphs
Heidi Emerick	Jillian Emerick	\$2,500	Ralphs
Michele Enriquez	Michele Enriquez	\$2,500	Stater Bros.
Cheri Cochrane	Alyson Fresquez	\$2,500	Stater Bros.
Michael Fujii	Jaclyn Fujii	\$2,500	Ralphs
Otoniel Garcia	Rebecca Garcia	\$2,500	Vons
Maria De la Cueva	Lisette Gonzalez	\$2,500	Albertsons
Teresa Mendoza	Paulina Jimenez	\$2,500	Stater Bros.
Shirley Labrador	Christian Labrador	\$2,500	Albertsons
Bryan Lamphere	Kara Lamphere	\$2,500	Albertsons
Tamara Lauwers	Kelly Lauwers	\$2,500	Local 1167
Gabriel Lopez	Gabriel Lopez	\$2,500	Albertsons
Imelda Cantu	Elizabeth Lujan	\$2,500	Ralphs
Kelly Maki	Tristan Maki	\$2,500	Stater Bros.
Arturo Maldonado	Sergio Maldonado	\$2,500	Vons
Joe Martin	Mario Martin	\$2,500	Vons
Debbie Morgan	Marc Morgan	\$2,500	Albertsons
Mark Nelson	Emily Nelson	\$2,500	Albertsons
Lynda Owensby	Sydney Owensby	\$2,500	Stater Bros.
Denise Gravatt	Nicole Rodriguez	\$2,500	Ralphs
Ethan Russell	Ethan Russell	\$2,500	Ralphs
Jeffrey Schuknecht	Steven Schuknecht	\$2,500	Ralphs
Scott Sebek	Brooke Sebek	\$2,500	Stater Bros.
Adriana Sevilla	Jessica Sevilla	\$2,500	Stater Bros.
Satish Tiwari	Nilesh Tiwari	\$2,500	Albertsons
Omar Valdez	Samantha Valdez	\$2,500	Stater Bros.
Douglas Wildason	Garrett Wildason	\$2,500	Vons

## UFCW Local 1167 Scholarship Competition Awards Results!

### FIRST PLACE BILL SAURIOL SCHOLARSHIP AWARD



#### Victoria Angulo

Daughter of Maria Angulo,  
a drug clerk at Rite Aid in Riverside

### SECOND PLACE AWARDS

#### Michael Gardner

Son of Patricia Pompa, a dentist at Rialto Family Dental

#### Julia Giese

Daughter of Robert Ledford, a retired meat cutter,  
who worked for Stater Bros.

#### Riley Militar

Son of Janet Militar, a pharmacist  
who works for Rite Aid in Yucca Valley

#### Roman Sanchez

Son of Veronica Sanchez, a drug clerk  
who works for Rite Aid in Brawley

See the next issue of *Desert Edge*  
for features on the winners!

IT PAYS TO BE UNION		
	JUN-AUG	2015 TOTAL
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$134,639.41	\$161,585.39
MEMBERS REINSTATED	50	178
GRIEVANCES SETTLED	131	514
UNEMPLOYMENT BENEFITS RESTORED TO MEMBERS		\$376

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



## Rite Aid Members at work and standing strong in Menifee and Sun City

