

Desert Edge

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

Fall 2021

Official Publication of United Food and Commercial Workers Union Local 1167



Solidarity leads to stronger contracts

In Memoriam



Brent Denkers

See tribute pages 8-9

Nomination of Officers:
Official notice on page 15

Union offices closed

Sept. 6-Labor Day
Nov. 25 & 26-Thanksgiving
Dec. 23 & 24-Christmas
Dec. 31-New Year's

Membership Meetings

Sept. 22, Dec. 15

**Regular membership meetings
reconvene in Bloomington.**

Meetings start at 7 p.m.

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

CDC guidelines will be observed.

DESERT EDGE

Joe Duffle
Editor

Official quarterly publication of Local 1167, United Food and Commercial Workers International Union Serving San Bernardino, Riverside and Imperial Counties, California.

Headquarters:

855 W. San Bernardino Ave.
Bloomington, CA 92316

Mailing address:

P.O. Box 1167
Bloomington, CA 92316

Union offices are open
Monday-Friday, 8 a.m.- 4 p.m.
Closed Saturdays, Sundays and holidays

Business telephone:

(909) 877-5000

Toll-free telephone:

(800) 698-UFCW

Food and Meat Division insurance:

(909) 877-1110

Drug & General Sales Division insurance:

(909) 877-2331

Telephone hours:

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

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Contents

3

President's Report

Solidarity leads to strong contracts

5

Negotiations Update

Food 4 Less ratification, CVS

6

Union Smartphone Apps

7

Rallies for Food 4 Less Members

8

In Memoriam

Brent Denkers

10

Trust Fund Scholarship

Congratulations recipients!

11

Steward Feature

Landy Mondragon

12

Rosie's Corner

New OSHA regulations

13

Union Rep Report

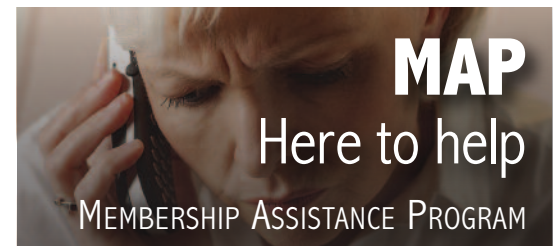
Don't steal time

ON THE COVER:

Food 4 Less members rally for support

**CORRECT
ADDRESS
AND
PHONE NUMBER
A MUST!!**

You lose out if there is no correct address and telephone number on file for you. We know the problem: People move frequently. But it only takes a phone call, a minute with your Union Rep or a visit to our website, **ufcw1167.org**, where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.



MAP
Here to help
MEMBERSHIP ASSISTANCE PROGRAM

If you have problems with alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and/or financial/legal issues, eligible active or retired members can call the toll-free MAP number at the Health Management Center any time, day or night, 24 hours a day, seven days a week.

All calls are confidential.

Food Division

call (800) 461-9179

Drug Division

call (866) 268-2510

Notice to all members: Your dues are now payable!

If you are one of the few members of the local who are NOT YET signed up for dues checkoff: YOUR DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE THE FIRST OF EVERY MONTH, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your pay check. If you do not have an authorization form, call the local and one will be sent to you immediately.

Nonpayment or payment of the incorrect amount will automatically suspend you — a costly and inconvenient mistake. Although not required, the local, as a courtesy, normally sends billing notices by first-class mail to those not on dues checkoff. It is the member's obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

Avoid suspension. Authorize dues checkoff today!



Watch your mailbox!

for important information from your health benefits Trust Fund.

Got questions? Contact the Trust Fund (ext. 424):

(714) 220-2297 • (562) 408-2715 • (877) 284-2320 • www.scufcwffunds.com

Solidarity with your union leads to stronger contracts

A union's work is never done. We've just concluded long and arduous negotiations with Food 4 Less. Now, we are in negotiations with CVS and soon we will be entering negotiations with Rite Aid.

But that's not all of it by any means. We are part of a large and diverse union representing warehouse workers, pharmacists, pharmacy techs, hospital workers, office workers, distillery workers, cannabis workers and dental and optometrist office workers, along with the retail food and meat cutters who make up the majority of our membership.

Our union's ability to defend wages, workplace protections, pensions and health benefits depends on our ability to connect with and integrate all 20,000-plus members of UFCW Local 1167.

This is because size and diversity are valuable assets for a strong union. Our ability to negotiate successful contracts increases when we demonstrate solidarity among members of a variety of workplaces and industries. This is how we are able to stop a single employer from trying to push us around with unreasonable demands at the bargaining table.

Wherever you work, it's crucial to get involved and engaged in your union. We've gotten great gains and superior contracts over the years thanks to your solidarity with your union sisters and brothers.



JOE DUFFLE
President

**Wherever you work,
it's crucial to get
involved and engaged
in your union.**

Solidarity is more than attending the occasional rally and picketing event — though those are important. It also involves simple things like noting contract violations in the stores and reporting them to your steward or union rep. It involves staying informed about your union through our website, social media, text alerts and *Desert*

Edge magazine. (See page 6 for information on Local 1167's mobile app.)

Most of all, solidarity involves speaking proudly about your union with your coworkers, your customers and especially management. For example, if your manager asks about your thoughts concerning contract negotiations, say "I stand with my union 100%!"

As we continue emerging from the coronavirus pandemic, we take comfort knowing the world appreciates that our members are essential for the functioning of our civilization. Our presence at the workplace helps keep the public fed, healthy and happier, even in the worst of times.

Our goal as a union is to ensure your labor is appreciated properly by your employer through providing adequate compensation, a safe workplace and a fair working environment. To accomplish this, we will continue to need your activism to meet the challenges that confront us every day.

Stand strong and stay united. Solidarity is the answer!

Be courteous to each other

One final note: If you are not vaccinated or do not want to share your status, please wear a mask in our stores, offices and other job sites. We will continue to see masks out there for the time being and that's okay. The bottom line is, let's be courteous to each other!

What's Happening



Just Married

Ana Cabral married Adrian Gaeta on April 25 and are planning a wedding celebration after COVID is completely under control... **Ana Mejia** married Alex Vasquez on May 1 in Corona and honeymooned in Chicago. "Cheers to the rest of our lives!" they say.



Just Born

Christopher Bush, Stater Bros., has a baby girl, Sofia Rose Bush, born on April 25 at 7.5 lbs. and 20 inches long... **Araceli Villanueva**, Stater Bros., has a new baby boy, Matthew Joseph Villanueva, born on May 17 at 6 lbs. 9 oz. and 19 inches long.



Just Retired

The months of June, July and August brought us several new retirees: **Mark Stuart** worked for Lucky and Albertsons for 51 years... **Kevin Beaman** worked for Lucky and Albertsons for 49 years... **Robert Troli** worked for Stater Bros. for 49 years... **Michael Griffiths** worked for Stater Bros. for 48 years... **Michael Jennings** worked for Albertsons for 48 years... **Brian Cruz** worked for Stater Bros. for 48 years... **Rachel Herpy** worked for Lucky and Albertsons for 47 years... **Thomas Wallace** worked for Vons, Albertsons, Safeway, Stater Bros., Lucky, Ralphs, Boys Market, Smith's Food King and Vermont Farms for 45 years... **Janice Cannon** worked for Alpha Beta and Ralphs for 45 years... **Dennis Dack** worked for FedMart and Albertsons for 43 years...

Lesla Dodson Harder worked at Albertsons and Lucky for 43 years... **Ronald Sipe, Jr.** worked for Alpha Beta and Ralphs for 43 years... **Kevin Stones** worked for Food Basket, Lucky and Albertsons for 43 years... **Michael Kelley** worked for Alpha Beta, Lucky and Albertsons for 42 years... **Chris Meyers** worked for Sages, Lucky and Stater Bros. for 42 years... **Rick Alarcon** worked for Ralphs for 40 years... **Luis Gonzalez** worked Savon, Alpha Beta and Food 4 Less for 39 years... **Kimberly Moore** worked for Stater Bros. for 39 years... **Fernando Sandoval** worked for Lucky and Vons for 39 years... **Raymond Stephens** worked for Safeway and Vons for 38 years... **Gina Alguire** worked for Vons for 37 years... **Marjorie Randolph** worked for Albertsons for 37 years... **Karen Hooks** worked at Albertsons, Alpha Beta and Lucky for 35 years... **Cindy Braden** worked for Stater Bros 35 years... **Eric Donohew** has worked for Albertsons for 35 years... **Kristi Henson** worked for Safeway, Lucky and Albertsons for 34 years... **Juan Flores** worked for Vons for 34 years... **Stan Fukuda** worked for Albertsons for 33 years... **Dennis Rogers** worked for Stater Bros. ... and Vons for 32 years... **Kelly Gutierrez** worked for Lucky and Albertsons for 32 years... **Lauren Grimsley** worked for Ralphs for 32 years... **Bessie Spooner** worked for Ralphs, Fry's, Smith's and Lucky for 31 years... **Jose Villegas** worked for Albertsons for 31 years... **Marianne Atherley** worked for Safeway, Vons and Albertsons for 30 years... **Regina Thomas** worked for Hughes and Ralphs for 30 years... **Ilene Eidum** worked for Vons for 30 years... **Debora Robledo** worked at Albertsons for 29 years... **Lori Macon** worked for Vons for 27 years... **John Holder** worked for Vons for 25 years... **Kathleen Young** worked for Vons for 24 years... **Jeffrey Zeltzer** worked with Vons for nine years.

NEW MEMBER MEETINGS

Are you a new member of UFCW Local 1167? Has one of your co-workers recently joined our union?

Get up to a \$65 credit toward your initiation fee when you attend a New Member Orientation Meeting within six months of your hire date.

Call (909) 877-5000, ext. 3 for answers to any questions. CDC guidelines will be followed.

Leukemia & Lymphoma Charity Golf Tournament

Sept. 13, 2021

Sierra Lakes Golf Club
16600 Clubhouse Drive
Fontana, Calif.

Special UFCW members discount available!

Contact Connie Baxley
(909) 626-3333 x239

In Memoriam

Melody Rozar, a cook employed by Pine Ridge Treatment Center, died on May 29, 2021, at the age of 65. She had been a continuous member since September 2020.

Jennifer Debejare, a clerk's helper employed by Stater Bros., died on June 4, 2021, at the age of 42. She had been a continuous member since April 2015.

Helen Lerma, a retired drug clerk formerly employed by Thrifty and Rite Aid, died on June 19, 2021, at the age of 80. She had been a member since December 1963.

John Venard, a retired food clerk formerly employed by Safeway and Vons, died on May 21, 2021, at the age of 77. He had been a member since April 1961.

Linda Szczypiorski, a retired general merchandise clerk formerly employed by Lucky and Albertsons, died on June 26, 2021, at the age of 72. She had been a continuous member since September 1991.

Susie Brook, a retired meat wrapper formerly employed by Safeway and Vons, died on June 27, 2021, at the age of 63. She had been a continuous member since April 1977.

Kimberly Goch, an affiliated member employed by Gelsons, died on July 3, 2021, at the age of 58. She had been a member since February 1983.

Annette Robinson, a retired food clerk formerly employed by Grocery Warehouse, Alpha Beta, Max Foods and Albertsons, died on July 6, 2021, at the age of 63. She had been a continuous member since September 1978.



CVS negotiations update

All UFCW local unions in Southern California have been meeting with CVS representatives.

After 15 bargaining sessions, the company has yet to present an economic proposal.

While progress has been very slow, some movement has been made, and additional negotiation dates are scheduled.

For updates, visit ufcw1167.org or contact your union representative.

Stay strong!

Food 4 Less members ratify contract

In early July, grocery employees at Food 4 Less supermarkets in Southern California voted overwhelmingly to ratify a new three-year contract.

The new contract raises standards on wages and hours, maintains health benefits, and establishes a Health and

Safety Committee to protect employees and shoppers.

In a statement, union negotiators said: “This is the best agreement we have ever reached with Food 4 Less, thanks to successful storefront actions and active member participation.”

See page 7 for more coverage.

What's in your union-made picnic basket for a BBQ?

The AFL-CIO's Union Label Department recommends these great union-made products for celebrating Independence Day and any other occasion:

HOT DOGS

Ball Park
Boar's Head
Foster Farms
Hebrew National Hofmann
Hormel
Oscar Mayer

SAUSAGES

Gianelli
Kroger brand

BREAD AND ROLLS

Wonder Bread
Alfred Nichols Bakery
Stroehmann
Arnold
Francisco

CONDIMENTS

French's Mustard
Gulden's Mustard
Heinz Ketchup
Jack Daniels BBQ sauce
Vlasic Pickles and Relish

SNACKS

Munchos
Funyuns
Rold Gold
Frito-Lay
Doritos

Chex
Mikesells Potato Chips
Mission Tortilla Strips
SODAS AND JUICE
A&W Root Beer
Canada Dry Ginger Ale
Coca-Cola Products
Kool-Aid Sticks
Ocean Spray Cranberry Juice

BEER

Miller
Coors
Anheuser-Busch
Black Eye Ale
Black Hawk Stout
Blue Heron Pale Ale
Budweiser



Take advantage of pro-union smartphone apps

Your smartphone is an amazing device which can deliver any information you need within seconds.

If you're a shop steward, time management is key to performing your role effectively. Or maybe your job requires you to work outside during hazardous

conditions and you need to check if it's safe to work. Whatever the case may be, there's probably a smartphone app which can help you.

Below are a few tools all union members should consider adding to their smartphones.

UFCW Local 1167 app (Apple and An-



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

STAY INFORMED WITH THE UFCW LOCAL 1167 MOBILE APP

The UFCW 1167 Mobile App is a great way for our members to stay connected on the go.



droid — see below): As a member of Local 1167 you have immediate access to the latest information from your union. Keep this app handy so you know when the next membership meeting is or catch up on the current state of contract negotiations.

NLRB (National Labor Relations Board) (Apple and Android): The National Labor Relations Board (NLRB) works to solve disputes between employees, unions and employers. Should you need to get in contact with the nearest regional office or look up a legal definition, consider downloading this app. It's free to download and use.

OSHA-NIOSH Heat Safety Tool (Apple and Android): If you work outdoors, you might rely a lot on your weather app to gauge how dangerous it might be to work. If you need a second level of assurance, the OSHA-NIOSH Heat Safety Tool helps workers get quick reminders to take protective measures when the weather might be hazardous. This app can also help determine heat illness signs before they become dangerous or even fatal.

DOL Timesheet (Apple only): If your job requires you to keep track of your hours, don't only rely on your company's timesheet. Record your hours on the Department of Labor's Timesheet app. If there's a discrepancy, talk with your union representative about filing a grievance.

It PAYS to be UNION!



**Back pay and benefits
restored to members**

Members reinstated

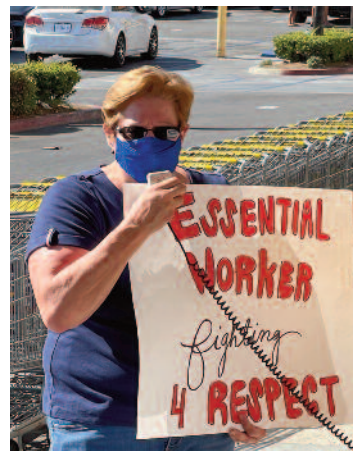
Grievances settled

(Year to Date as of July 2021)

\$304,451.87

161

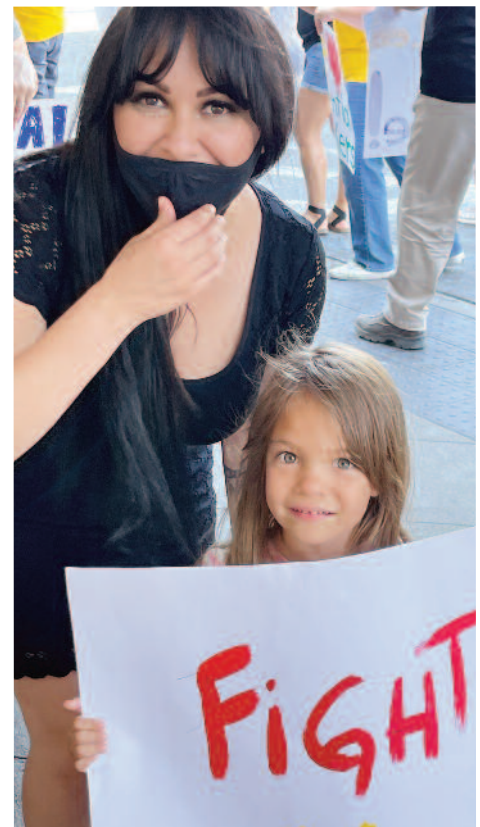
462



Rallies paved way to strong Food 4 Less contract



Allies affiliated with unions and community groups across Southern California turned out to support UFCW members in their quest for a fair contract with Food 4 Less. Rallies in Perris and Moreno Valley, featured in these photos, were key to reaching a settlement that the members voted to ratify in early July (see story on page 5).



Brent Denkers

A father in every respect

Brent Denkers, longtime secretary-treasurer of UFCW Local 1167 until his retirement in 2010, passed away on June 28 in Rancho Cucamonga.

Denkers' career in the grocery industry spanned five decades.

In an interview commemorating his retirement in the February 2010 issue of *Desert Edge*, Denkers said his father, a salesman for the Sunshine Cookie Company, would go in and out of grocery markets all day.

"I started to accompany him when I was 9," Denkers recalled.

Early on, he could see firsthand how some managers treated employees unfairly if they didn't have a union to protect them.

"My dad pointed this out and it registered," Denkers said in the interview. "He told me that union employees have better benefits, a fact he learned for himself earlier in his life when he worked for the railroads."

Denkers also learned firsthand about there being no free rides in life. Many of his friends' parents had bought them cars when they

graduated, but "my father made it clear that this wasn't going to happen," he said. "It wasn't because he didn't love me or because we couldn't afford it. He told me you have to earn everything you want in life for it to have any value. He felt that if I earned the money to buy the car, I would appreciate it more and take better care of it."

"He was right about that and about everything he taught me, my sister and my two brothers."

Launching a career

While Denkers was born in Salt Lake City, Utah in 1947, he considered himself a native Californian. When he was 4, the family moved to Norwalk, south of Los Angeles, where his father co-owned a cleaning business for a brief time before going to work for Sunshine Cookie Company.

Denkers began his career in the food industry in 1964 as a box boy (clerk's helper) for Alpha Beta Markets in Pomona. He worked his way up to checker before leaving on a two-year mission for his church to the Mexico-United States border in Texas.

"It helped me see a side of society I had only heard about," he said. "I gained tremendous respect and admiration for Hispanic people and it was a terrific experience."

He also learned to speak Spanish, something that would come in handy later in his career.

When he returned from the mission, Denkers met his future wife, Gail.

Gail became a constant inspiration to him throughout their marriage. "Her support and understanding have been instrumental to me in my personal life and in my career," he said at his retirement. "I could not have accomplished anything without her."

Denkers went back to



Brent Denkers

work in the stores until 1978. He worked as a manager for a brief period.

His district manager wanted him to fire someone who didn't deserve to be fired and he refused. After that, the manager made his life miserable and he left.

His reputation as a straight-talking union supporter and fair manager got around, leading to a job at Local 1428 in the San Gabriel Valley.

Denkers recalled a sec-



Brent with his sons at a charity golf tournament.



Gail and Brent Denkers



Brent Denkers at an informational rally in 2008.

and time the union tried to organize a shoe manufacturing plant in El Monte. The work force was mostly Hispanic and the owner was taking advantage of them in nearly every way he could.

Just before the election, when it looked like the union would win, the owner called immigration authorities and had his own workers deported. Two buses from immigration took most of his work force to the border.

"We called an attorney and stopped the buses from crossing the border," Denkers said. "But after that happened, the workers who remained were scared to death and we lost the election."

That event demonstrated the importance of unions to working men and women, he said.

"Unions exist to protect the workers," he continued. "Unions give them a voice, bring dignity on the job and raise their standard of living."

In 1981, Denkers became

secretary-treasurer of Local 1428. He moved on to Local 1167 as a union representative in 1992, and in 2001 he became secretary-treasurer.

"Working with the people I have worked with in this union has been a special experience for me," Denkers said.

"Unionism is a living organism. To survive, it has to grow, and in order to

grow you need good solid leadership."

Denkers said it was an honor to work for the members of 1167 and with the staff and leadership at the local. He said he felt truly blessed to help it grow.

In his retirement, Denkers spent time with Gail and their family, which includes four adult children and 11 grandchildren.

"Brent Denkers was a dedicated union man," Local 1167 President Joe Duffe said during a commemoration of Denkers' life and service to union members.

"He was committed to the principles of trade unionism," Duffe continued. "Especially the idea that wonders can be achieved through solidarity."



Denkers family at his retirement celebration.

UFCW & Food Employers Trust Fund Scholarship winners

Congratulations!

Participant	Student	Award Amount	Employer
Rebecca Gallegos	Michael Gallegos	\$10,000	Stater Bros.
Enelida Perez	Angel Quiroz	\$10,000	Albertsons
Eric Rodriguez	Emily Rodriguez	\$10,000	Albertsons
James Marquez	Kailey Chavez	\$5,000	Stater Bros.
Jose Delao	Celeste Delao	\$5,000	Stater Bros.
Rebecca Gallegos	Malenie Gallegos	\$5,000	Stater Bros.
Hongcam Duong	Emmaly Nguyen	\$5,000	Ralphs
Cynthia Ostness	Alexander Ostness	\$5,000	Stater Bros.
Jessi Robinson	Jessi Robinson	\$5,000	Stater Bros.
Adriana Penaloza	Bryan Sevilla	\$5,000	Stater Bros.
Christine Vogt	Nicole Vogt	\$5,000	Ralphs
Kari Cassidy	Corrin Cassidy	\$2,500	Albertsons
Martha Cook	Alexis Cook	\$2,500	Albertsons
Jessica Dougherty	Abbigail Dougherty	\$2,500	Stater Bros.
Heidi Emerick	Karsen Emerick	\$2,500	Ralphs
Karen Eskildsen	Brock Eskildsen	\$2,500	Stater Bros.
Kimberly Griffith	Deianira Griffith	\$2,500	Stater Bros.
Marco Guerra	Jasmin Guerra	\$2,500	Albertsons
Ronald Holcombe	Katelin Holcombe	\$2,500	Vons
Yecenia Kirby	Nathaniel Kirby	\$2,500	Albertsons
Scott Lloyd	Natalie Lloyd	\$2,500	Stater Bros.
Laura Martin	Benjamin Martin	\$2,500	Ralphs
Erin McGhee	Jake McGhee	\$2,500	Stater Bros.
Maria Cortez	Abigail Murillo	\$2,500	Albertsons
Reina Murphy	Samantha Murphy	\$2,500	Ralphs
John Ohnemus	Nolan Ohnemus	\$2,500	Vons
Lisa Woo-Palacio	Ryan Palacio	\$2,500	Vons
Greta Payne	Joshua Payne	\$2,500	Albertsons
Connor Poole	Connor Poole	\$2,500	Stater Bros.
Ivana Prokolab	Andrej Prokolab	\$2,500	Ralphs
Richard Ramsey	Hannah Ramsey	\$2,500	Stater Bros.
Veronica Garcia	Alyeena Reyes	\$2,500	Albertsons
Richard Waghorn	Joshua Waghorn	\$2,500	Ralphs

The UFCW and Food Employers Benefit Funds Scholarship Award Program, sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Funds, is one of the best offered to union members anywhere. Be on the lookout for the application to arrive in the mail. **The deadline for Scholarship Award applications is Feb. 28, 2022.** Applications must be postmarked by this date. All members should receive an application in the mail. If you do not receive one, call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715, or visit scufcwffunds.com for details.

She's there for her coworkers and the union is there for her

Local 1167 helped get Landy Mondragon through her husband's COVID illness

Landy Mondragon's husband almost died from COVID-19. She made it through, thanks in large part to her union.

Mondragon, 46, works as a Service Deli Bakery Lead at Food 4 Less 328 in Rancho Cucamonga. She has been at the store six years and has 25 years of union membership with UFCW Local 1167.

"I've only worked for Food 4 Less," she said. "It's been my first and only job."

"It's been really good to work here," she added. "I'm able to provide for my family, and the union is a big part of that."

Mondragon became the steward for her coworkers about two years ago after her union representative recruited her.

"He encouraged me to take on the role after our steward, Bruce, passed away," she said. "He thought I'd be good at the job."

"It's been great," she continued. "I like to serve as a liaison between the union and the membership. I get to know the members better, learn about things that go on within the union, and communicate that information with my co-workers."

Working union means job security to Mondragon.

"Your employer can't fire you without a good reason and the health insurance in our contracts is great," she said. "The union provides for my family

with a good wage. All of it is good."

The union took on a significant role recently, keeping her affairs in order so



Landy Mondragon

she could care for her husband.

"This past November, I was out for a long time because my husband, Joel, had contracted COVID," she said.

"I got COVID first, at work, and then he got it from me. I had mild symptoms, but Joel was in the hospital for a month. He was losing oxygen and I took him to urgent care and he was put in the hospital right away.

"It was so scary. We almost lost him. It's a miracle he's still alive, thanks to all the prayers from everybody. He's doing a lot better now."

Throughout Joel's illness, "my focus was on taking care of him and I had no clue what to do," she continued. "My rep and the union office kept me

informed and answered questions. They helped me with paperwork to make sure I wouldn't lose my insurance or membership status."

"The union is us," she said. "It is so important we go to meetings and get involved."

"Our representatives and union leaders can only do so much. We're the ones who have the power to make the change. We are the union!"

In her spare time she likes to "come home and rest!" she said with a laugh. "I also like to cook and make dinner, because family is the most important thing to me."

Landy and Joel, who works in landscaping, have been married 30 years. She has an adult son, also named Joel, who is a sheriff's deputy, and a daughter, Jasmine, who works in retail.

Whenever possible, Landy enjoys playing with their 2-year-old grandson, Isaac. "I babysit him and he's a lot of fun," she said. "He goes around everywhere and cannot stay still, so I'm right behind his back 24/7. It's playtime all the time."

At home and at work, she reminds everyone to "keep their guard up" against the coronavirus.

"I've had my vaccine and I do what I can to keep my family and union members safe," she said. "We have to be safe and take care of each other."

"Even though I've had COVID, I still wear a mask, wash my hands frequently and use sanitizer."



COVID safety: New OSHA guidelines aren't enough for UFCW members

The worst days of the COVID-19 pandemic may be behind us here in the U.S., but that doesn't mean we can let our guard down.

New stories are emerging daily about the highly contagious Delta variant of the virus. This variant can have grave consequences for those who are not vaccinated because it is highly contagious and can cause serious harm to those who catch it.

COVID safety guidelines are constantly changing, but here are some general steps we can all take this summer to do our part as responsible citizens:

Get vaccinated

For your safety and the safety of those around you, it is important to get the COVID-19 vaccination as soon as possible, if you have not done so already.

The vaccine is well-researched and safe to receive. Everyone should receive the vaccination to lower the chances of not only contracting the virus, but also bringing it home to their families and communities. Being fully vaccinated will also reduce your risk of severe symptoms related to the Delta variant.

Proper mask procedure

When choosing a mask, look at how well it fits, how well it filters the air, and how many layers it has. Be sure your mask fits snugly against your face.

Choose a mask with a nose wire, a metal strip along the top of the mask, to prevent air from leaking out the top. Gaps can let air with respiratory droplets leak in and out around the edges of the mask.

Wash your hands frequently, cough and sneeze into your elbow, and keep surfaces clean. If you are sick, stay home from work and notify your employer.

Keeping our members safe

The health and safety of our brothers and sisters in Local 1167 always comes first. That is why we were disappointed to learn that recent guidelines from the Occupational Safety & Health Administration (OSHA) failed to include mention of frontline grocery, drug and meatpacking workers.

This is an egregious oversight.

These rules should include regular workplace safety inspections at grocery stores, meatpacking plants and health care facilities to ensure employers are held accountable for protecting their

workers on the job.

The current rules are unenforceable and insufficient — we need strong language from the federal government that prioritizes the safety of these workers who have bravely kept our communities functioning during the past year.

For the latest on all things COVID-19-related, please visit [CDC.gov](https://www.cdc.gov).



Don't steal from your employer!

Time is free, but it's also priceless. You can't own it, but you can use it. You can't keep it, but you can spend it. Once you've lost it, you can never get it back.

Time is one of the most valuable things there is. Which is why we find it troubling when it comes to our attention that members have been stealing time from their employers.

Theft is theft, whether it's stealing time or stealing cash from the register.

Theft of any kind is against company policy or against the law — or both. It may seem like common sense, but sometimes common sense is not so common.

Do not purchase items from the store while you are on the clock. Do not go out to your car for a nap or catch up on the latest “tea” with your coworkers before returning to the store and THEN clocking out for your break.

Please refrain from checking out the latest on the Free Brittney campaign while you are on the clock. Work time is not the time for texting love notes to your boyfriend or girlfriend.

You are fortunate to have a good union job. Don't risk losing it.

Don't steal your employer's time when you are in the workplace being paid to work.



Bill Collard



Aron Velarde

Save 'sweethearting' for Valentine's Day

On a related topic, everyone likes getting something for free or at a discount, but it is stealing when you're taking it without permission of the owner.

In the world of retail sales, the practice called “sweethearting” can have bitter consequences.

Sweethearting happens when a cashier lets a friend or colleague take an item without paying the proper price. It is, honestly speaking, employee theft.

Sometimes a cashier will pass an item through without scanning it. Or, perhaps, she or he will scan one item and then let another go through unscanned. In other situations, a cashier might use a coupon inappropriately or punch in the code for a lower-priced item.

Often, sweethearting is done with the expectation that the other person will reciprocate.

Sweethearting costs billions of dollars annually in lost revenues to retailers across the country, so it's no surprise that employers take it seriously. If you are guilty of this practice, it's an easy case for management to prove, and there is little, if anything, your union can do to protect you.

Why would you risk your good union job that comes with strong wages, health benefits, a pension and more?

Food Division: Report vacation waivers to maintain health coverage

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

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

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

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

We're here to help

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

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

The form is also available on the union's website, under the “Insurance Department” tab. Visit us at ufcw1167.org.

Beware of heatstroke — especially now

With temperatures pushing beyond 100 along the entire West Coast, Californians are justifiably concerned for their safety.

Heat exhaustion and heatstroke cause more deaths in the U.S. than all other natural disasters combined. Scientists expect more frequent and intense heat waves because of climate change.

According to the U.S. Census Bureau, the Pacific Northwest's low air conditioning supply is contributing to the death toll in that region.

What can we do to protect ourselves?

Stay hydrated

It is critical to stay hydrated. Drink water and other cool fluids consistently and increase the amounts during rigorous activity. Avoid beverages with high sugar or alcohol content.

There are many good reasons to drink a lot of water every day:

- Drinking water can have a positive effect on your skin and can even clear your complexion.
- Water helps you lose weight. It has no fat, calories, carbohydrates or sugar. It's also a great appetite suppressant, because when we think

we're hungry, sometimes we're actually thirsty.

- It energizes you. Even mild dehydration can lead to fatigue, muscle weakness, dizziness and other symptoms.
- Dehydration is also a common cause of headaches. In fact, when we have headaches, it's often a matter of not drinking enough water.
- It can lower your risks of a heart attack. A six-year study published in the *American Journal of Epidemiology* found that those who drink more than five glasses of water a day are more than 40 percent less likely to die from a heart attack during the study period than those who drink less than two glasses.
- Water cleanses the body by flushing out toxins and other waste products.
- Our digestive systems need a good amount of water to digest food properly. Often, water can help cure stomach acid prob-

lems. Water along with fiber can cure constipation.

- Drinking a healthy amount of water can reduce the risk of colon cancer by 45 percent. It can also reduce the risk of bladder cancer by 50 percent and could even reduce the risk of breast cancer.
 - If you exercise regularly, be sure to drink additional water before, during and after exercise to replenish fluids that you lost through perspiration.
- Always check with your doctor before making any significant changes in your diet or water-drinking habits, especially if you have a chronic medical condition.

Know the signs of heatstroke and what to do about it

Heatstroke is an all-too-familiar hazard for anyone working outside during the summer and is especially dangerous this year. It can be deadly when

proper care is not given to its victims.

Heatstroke, also known as sunstroke or heat exhaustion, disrupts the body's normal mechanisms for dealing with heat stress, such as perspiration and temperature control.

Heatstroke often results from exercise or heavy work in hot environments combined with inadequate fluid intake. Other risk factors include alcohol use, cardiovascular disease and certain medications.

Older adults, young children, people who are obese, and those who are born with an impaired ability to sweat are at high risk for heatstroke.

The main sign of heatstroke is a high body temperature — generally greater than 104 degrees F (40 C) — with personality changes that may lead to confusion and coma. Skin may be hot and dry — although if heatstroke is caused by exertion, the skin may be moist.



Questions?

Call UFCW Local 1167
at (909) 877-5000

Toll-free: (800) 698-UFCW

Food & Meat Division insurance:
(909) 877-1110

Drug & General Sales Division insurance:
(909) 877-2331

David Simmering, General Election Chairperson

Nominations for UFCW Local 1167 President, Secretary-Treasurer, Recorder, and 12 Vice Presidents (Executive Board positions) for the term of office commencing January 1, 2022 and ending December 31, 2024 will be conducted by petition. Each of the 12 Vice Presidents is numerically designated for nomination and election purposes, for example, Vice President No. 1, Vice President No. 2, etc.

This shall serve as official notice to the active membership of UFCW Local 1167 that nomination petitions for any of the above offices must be **received** by General Chairperson, David Simmering, at the office of Local 1167, 855 W. San Bernardino Ave., Bloomington or P.O. Box 1167, Bloomington, CA 92316 no later than **4:00 p.m. on Sept. 3, 2021**. Petitions shall be filed either in person or by mail.

Each petition must contain the name or names of the active member or members being nominated, the specific office or offices for which that member or members are being nominated, and valid, verifiable original signatures. (Any petition may nominate more than one (1) member for office, provided that each member is being nominated for a different office and that the office for which each member being nominated is specifically indicated.) No fewer than 366 active members in support of said nomination are required.

The nominating petition must contain information sufficient to permit the General Chairperson to verify the identity of the signatories thereto. For that purpose, in addition to their signature, each member must print his or her full name and Social Security number. The Social Security numbers and signatures will assist in verification.

You may create your own petitions which must contain the information as spelled out above. A sample can be obtained from General Election Chairperson, David Simmering.

Procedures governing nominations are set forth in the UFCW Local 1167 Bylaws as follows:

Article 12 — Elections

Section B. Nominations and elections shall be conducted during the last six (6) months preceding the expiration of the term of office.

Section C. (1) Not less than thirty (30) days prior to the deadline for the receipt of nomination petitions, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations, the actual number of signatures required for nomination petitions, the deadline date for the receipt of nomination petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain.

(2) Not less than fifteen (15) days prior to elections, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the times, dates and places for conducting the elections.

(3) Notice of nominations and elections may be combined into a single notice, which shall be mailed in accordance with the time

requirements specified in the first (1st) paragraph of this Section.

Section D. No person shall be eligible for nomination or election to any office unless such person is:

(1) An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least twelve (12) months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs, or;

(2) An active member in the Local Union who has been an active member in the International Union continuously for at least twenty-four (24) months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs.

(3) Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

(4) Persons accepting nominations shall sign a statement in writing that he or she accepts the nomination and consents to be a candidate for the office or position for which he or she has been nominated.

(5) Persons declining nominations must do so in writing.

Section E. (1) Nominations shall be conducted by petition. Nomination of a member for a specific office shall require the signatures of two percent (2%) of the average monthly active membership of the Local Union, based on the number of active members on which the Local Union pays per capita tax to the International Union, for the twelve (12) month period ending with the next to last month prior to the month in which the notice of nominations is mailed to the membership.

(2) Each petition shall indicate the member who is being nominated and the specific office for which he or she is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which he or she is being nominated. Any petition may nominate more than one (1) member for office, provided that each member is being nominated for a different office and that the office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.

(3) Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.

(4) If a signature on any petition is not accompanied by a printed name or the other identifying information required by the general chairperson, but the identity of the member can be determined from the signature, the signature shall be deemed valid and shall be counted.

Any questions regarding the nomination process must be directed to Local 1167 General Election Chairperson David Simmering at (909) 877-5000.

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



Members at Work: Food 4 Less 328, Rancho Cucamonga

