

Fall 2018

Desert Edge

UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167



**Rite Aid members
stand strong together!**

**Nomination of Officers:
Official notice on page 15**

**Union
offices
closed:**

Thanksgiving

Nov. 22, 23

Christmas

Dec. 24, 25

New Year's Day

Jan 1, 2019

Next Quarterly Membership Meetings:

Wednesday, Sept. 26, 2018

Wednesday, Dec. 19, 2018

Meetings start at 7 p.m.

New Member meetings are also held
monthly at 10 a.m. and 5:30 p.m. at:

UFCW Local 1167 Auditorium

855 W. San Bernardino Ave.

Bloomington, CA 92316

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.

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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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ON THE COVER:

Members at
Rite Aid 5717, Riverside



If you have problems

with: Alcohol, drugs,
children & adolescents,
family, emotional issues,
gambling, marriage
and/or financial/legal.

Eligible active or retired
members can call the toll-
free MAP number at the

Health Management Center
any time, day or night,
24 hours a day,
seven days a week.
All calls are confidential.

Food Division

call (800) 461-9179

Drug Division

call (866) 268-2510

NEW MEMBER MEETINGS

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

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

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

Notice to all members: Your dues are now payable!

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

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

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

Avoid suspension. Authorize dues checkoff today!



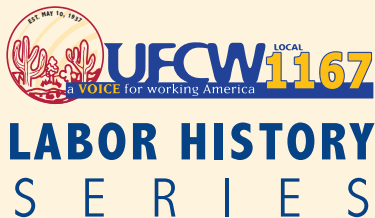
Watch your mailbox!

for important information from your health benefits Trust Fund.

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

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

Union growth and progress continue



May 10, 2017 marked the 80th anniversary of the granting of Local 1167's Charter by the Retail Clerks International Protective Association, as the UFCW was then known. The Charter lists the names of 17 members in Riverside County. In observance of that historic event, a series of articles recording the union's history and featuring major historical figures will appear in each edition of upcoming *Desert Edge* magazines.

Supermarkets as a national phenomenon didn't really take off until after the end of World War II in 1946. Before then Americans bought their groceries, meat and other household consumer products in mainly family owned and operated stores.

East of the Mississippi, especially, the large population concentrations and extensive road networks required to supply and for easy customer access did not exist.

Before the war there were some supermarkets in large metropolitan

areas, most famously the A & P chain. There were enough people who could walk on city streets to the markets and also roads and paved streets to keep big stores supplied by increasing numbers of motorized vehicles.

Few employees of what were called "Mom and Pop" shops in those days made a living, usually only Mom and Pop themselves. As today, controlling labor costs were crucial to operating at a profit. Without strong unions, non-owner employees worked "at will," that is, at the whim and will of employers.

In those days images of "Bob" and "Suzy" hurrying to their family's grocery store or butcher shop after class in high school to haul sides of beef or put cans on the shelves and lift the huge tubs of butter into the freezer compartment behind the counter were quite accurate.

Full-time work outside the family was rare. Where it existed, pay was pitifully low, with no benefits of any kind, and worker exploitation was rampant. No vacation, no retirement, no medical coverage, no job security — no nothing. And nothing to do about it.

If an employee got sick and didn't work, he or she didn't get paid. If workers didn't like it, they could seek employment elsewhere — that is, until the Retail Clerks and the Butchers started to organize and



JOE DUFFIE
President

flex their united muscles.

Sad to say, none of this history is taught in American schools any more as it once was. Rather, today we have the intense, aggressive move to bring back the bad old days when the employers did whatever they wanted with their people to maximize profits.

Your local union, in conjunction with the UFCW International Union, remain towers of strength in defense of what the union has achieved over eight decades.

Through them, we unite to improve the lives of our fellow union members and all who work for wages.

What's Happening



Just Married

Ashley Anderson, Albertsons, married Scott Munson on July 2 at the Riverside Court House.



Just Retired

Wayne Baughman worked 51 years for Stater Bros. **Stephen Brock** worked 49 years for Stater Bros. **Louis West** worked 47 years for Ralphs. **Robert Dalton** worked 47 years for Alpha Beta and Ralphs. **Robert Soriano** worked 45 years for Vons. **Megan Poole** worked 44 years for Alpha Beta and Ralphs. **Armando Viveros** worked 43 years for Albertsons, Fed Mart, and Lucky. **Timothy Brown** worked 40 years for Stater Bros. **Julie Haskins** worked 37 years for Ralphs. **Lilia Ray** worked 35 years for Vons. **Theresa Morales** worked 35 years for Alpha Beta and Ralphs. **Djuna Pratt** worked 35 years for Albertsons and Lucky. **William Kerr** worked 34 years for Stater Bros. **Robert Reed** worked 34 years for Albertsons and Lucky. **Tim Lefever** worked 32 years for Luck and Stater Bros. **Richard Cruz** worked 32 years for Stater Bros. **Gina Adams** worked 31 years for Stater Bros. **Kathy Lukjanowitsch** worked 31 years for

Vons. **Freddy Martinez** worked for 31 years for Albertsons. **Maria Swager** worked 31 years for Vons. **Carol Parker** worked 30 years for Albertsons and Safeway. **Terri Garber** worked 30 years for Albertsons and Lucky. **Cathy Maine** worked 30 years for Albertsons and Lucky. **Shelley Lopez** worked 28 years for Stater Bros. **Michele McKinney** worked 28 years for Albertsons. **William Hudson** worked 26 years for Albertsons. **John Espinosa** worked 25 years for Stater Bros. **Elizabeth White** worked 25 years for Albertsons, Mega Foods and Super Saver. **Debbra Covert** worked 20 years for Food 4 Less. **Karen Walters** worked 18 years for Vons and Stater Bros. **Concepcion Chavez** worked 18 years for Ralphs. **Diane Meehan** worked 14 years for Stater Bros. **Steve Ramirez** worked 8 years for Ralphs.



Just Born

Alberto Mondragon, Stater Bros., has a new daughter, Camila Jacilyn Sanchez-Mondragon, who was born on June 3 weighing 6 lbs. 10 oz. **Samantha Pfluger**, Vons, has a new son, Logan Pfluger, who was born on July 5 weighing 9 lbs. 3 oz. **Frances Nava**, Ralphs, has a new daughter, Nevaeh Duarte, who was born on April 25 weighing 5 lbs. 14 oz. **Thadeus Cook**, Vons, has a new son, Jemareiya Cook, who was born on June 7 weighing 8 lbs. 3 oz.

IN MEMORIAM

Benjamin Alkano, a meat wrapper employed by Food 4 Less, died on May 3 at the age of 58. He had been a member since January 2017.

Warren Barber, a retired food clerk formerly employed by Mayfair, Stater Bros. and Vons, died on Aug. 1 at the age of 83. He had been a member since June 1952.

Rob Barnhart, an affiliated member employed by Rite Aid, died on May 29 at the age of 52. He had been a continuous member since December 2009.

Sharon Gervais, a retired food clerk formerly employed by Vons, died on April 11 at the age of 75. She had been a member since November 1968.

James Hewitson, a retired meat cutter formerly employed by Smith's, Stater Bros. and Vons, died on May 19 at the age of 77. He had been a continuous member since March 1963.

Bernie Martinez, a retired food clerk formerly employed by Stater Bros., died on June 19 at the age of 66. He had been a continuous member since May 1967.

Carl Metzger, a retired meat cutter formerly employed by Hughes Markets, died Aug. 1 at the age of 83. He had been a continuous member since July 1966.

Glenda Perry, a retired food clerk formerly employed by Stater Bros. and Vons, died on Aug. 6 at the age of 60. She had been a member since March 2003.

Robert Prather, a retired food clerk formerly employed by Vons, died on May 21 at the age of 46. He had been a member since September 1989.

Biffel Redfern, a retired food clerk formerly employed by Safeway, died on July 14, 2016 at the age of 92. She had been a continuous member since September 1953.

Merle Stephens, a retired food clerk formerly employed by Sage's and Stater Bros., died on May 4 at the age of 82. He had been a member since June 1952.

Continued on page 11



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.



Rite Aid members reject contract offer, authorize strike, if necessary



In a decisive display of union power and unity, a strong majority of Rite Aid members of UFCW Local 1167 and allied UFCW unions across Southern California voted in late July to reject management's contract offer.

In doing so, the members granted their union leaders authority to call a strike against the company, should a labor dispute become necessary to win an acceptable agreement.

The corporate proposal makes it almost impossible for employees to attain wage increases. It eliminates wage protections for pharmacists and strips union-negotiated health care from current and retired Rite Aid members.

The company's offer includes a so-called wage increase of 75 cents for each worker, but it applies unattainable conditions that guarantee few employees will actually get a raise — and those

few will be forced to pay more than 80 percent of that raise back to Rite Aid in the form of health care premiums.

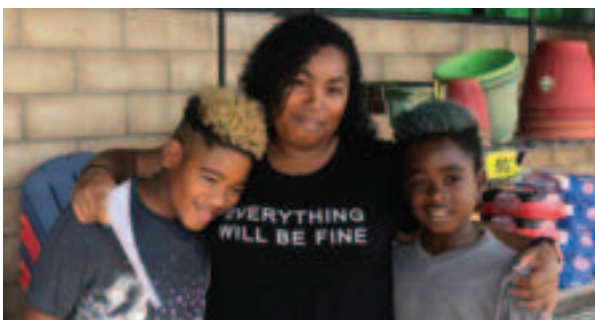
Workers in the top rate won't be able to receive the raise. Instead, their pay will be frozen for the entire life of the contract.

If workers receive any minimum-wage increase during the calendar year or if they receive an increase based on seniority, the 75-cent raise does not apply to them, either.

The company's offer also eliminates the current health plan and bans the union from any oversight of workers benefits.

Rite Aid Corporation is one of the nation's leading drugstore chains that operates more than 4,500 stores. In 2017, the company reported annual revenues of \$32.8 billion.

At press time, negotiations meetings between the union and the company continue.





A record number of female candidates are running for Congress this year, and many of them are decorated war veterans. A prime example is Mary Jennings “M.J.” Hegar,



Mikie Sherrill (red dress)

a retired Air National Guard pilot, businesswoman and teacher who is running in Texas’ 31st Congressional District. The 41-year-old veteran has become well known due to her 2017 memoir, *Shoot Like a Girl: One Woman’s Fight in Afghanistan and on the Home Front*.



MJ Hegar

Another is Mikie Sherrill, a former federal prosecutor who spent 10 years as a Navy combat pilot in Europe and the Middle East. She is running for New Jersey’s 11th Congressional District.

And yet another example is retired Lt. Col. Amy McGrath, a candidate in Kentucky’s 6th Congressional District. Also a former pilot, McGrath’s campaign slogan is, “To fix the mess in Washington, send a Marine.”

If elected, Hegar, Sherrill and McGrath would join Ladda “Tammy” Duckworth in Congress. A retired U.S. Army lieutenant colonel who lost both of her legs in military action, she now represents Illinois in the United States Senate.

Rye Barcott, CEO and co-founder of With Honor, a political action committee that helps elect veterans to office, pointed to a hunger for “outsider candidates” by voters who are tired of the Washington, D.C. political establishment.

Many of this year’s candidates with military backgrounds are “true to themselves, speak truth to power and can serve with civility, courage and integrity,” he said.

The right timing

Barcott said more veterans are running this year because many of them joined the military after the terrorist attacks of Sept. 11, 2001. Some of them are now retiring from the military and are ready to serve their country in other ways.

Voters are being drawn to the candidates’ messages rather than their political labels, he said.

The narrative of courage extends beyond military service. Last year, Danica Roem became the first transgender state legislator in the United States when she was elected to the Virginia House of Delegates.

When you receive your election materials this fall, count how many females you see on the ballot. You may be impressed by the number of women candidates who are placing their records of courage and independence on the line.

As women and activists in the Labor Movement, it is up to all of us to do our part by ensuring the best, most worker-friendly candidates are elected at all levels of government.

Reflections on LABOR DAY

Labor Day, the first Monday in September, is a special occasion to recognize the men and women who earn America's pay by lifting its boxes, building its cars, growing its food, stocking its shelves and more — week after week, month after month, year after year.

It should be obvious that America wouldn't work without working people, but sometimes we wonder whether the corporate CEOs and the politicians who do their bidding have a grasp on that concept.

For those who pay attention, Labor Day is supposed to serve as a valuable reminder of what's truly important in our national character.

So, in celebration of the moment, here are some facts about Labor Day that you might not already know:

- Labor Day, as we know it, originated in Canada. In March 1872, Toronto's Typographical Union went on strike for a 58-hour work week. George Brown, publisher of the *Toronto Globe* and also a member of Parliament, used his influence to persuade the police to arrest 24 of the union's leaders on "conspiracy" charges. To protest the arrests, a coalition of 27 labor unions called a mass demonstration on Sept. 3, and Parliament soon repealed the law under which the union leaders were arrested. Workers celebrated their victory by launching an annual festival.

- Peter J. McGuire, co-founder of the American Federation of Labor, was invited to address a labor festival in Toronto in the summer of 1882. Inspired by the solidarity of the city's workers, he took the idea back to New York City, where he worked with the Knights of Labor to organize America's first Labor Day parade on Sept. 5, 1882.

- The idea for an American Labor Day was simultaneously conceived by Matthew Maguire, a leader of the Machinists Union who was serving as secretary of New York's Central Labor Union. The similarity of Maguire's name with that of Peter J. McGuire has confused many a student of labor history over the years.

- By 1894, 30 states had established Labor Day as an official holiday. In that year, President Grover Cleveland threw his support behind making it a federal holiday as well. Cleveland was anxious to mend his relations with labor groups that were outraged by the killings of railway workers by soldiers and U.S. Marshals during the Pullman Strike.

- Cleveland favored establishing Labor Day on the first Monday of September because he wanted to avoid any association with International Workers' Day on May 1. May Day had been adopted by workers' organizations around the world to commemorate the Haymarket Massacre of 1886, in which several police and striking workers were killed in a bombing and shootings in Chicago.

On Sept. 3, stop for a moment to think about the Labor Days of the past and reflect on the many significant achievements of prior generations of working men and women including worker safety laws, affordable health care and so much more.

-Joe Duffie, President, UFCW Local 1167



Rachel Herpy, who works at Albertsons 798, recently received her 45 year pin and certificate from Union Representative Carmen Paz.



Congratulations to the recipients of the Local 1167 Scholarship Program

BILL SAURIOL SCHOLARSHIP AWARD: \$3,000

Kimberly Lee,

All Purpose Clerk, Food 4 Less 0303

SECOND AWARDS \$2,000

Skylar Duron,

Clerk's Helper, Stater Bros. 0177

Zachary Gutknecht,

Clerk's Helper, Stater Bros. 0182

Madison Vikdal,

Clerk's Helper, Stater Bros. 0120

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

Bill Brooks, president from 1973 to 1983, recalls building strength through ‘family’

‘We did all kinds of things to create a feeling of family in the local so that we would be much more than a distant, faceless organization to the members,” said former UFCW Local 1167 President (1973-1983) Bill Brooks.

Among many innovative unifying programs and events, he and the entire staff dressed in costume every Halloween.

“One Halloween, a truck delivery by a non-union carrier was refused entry by Katie McPike, my secretary, in our Rialto office, following my instruction to deal only with union outfits,” Brooks recalled.

“The driver, naturally shocked and upset, demanded to see the president, so Katie brought him into my office.

“There he found the ‘distinguished union leader’ — me — in a bright yellow onesie pajama complete with a trap door in the back and I carried a teddy bear and had a pacifier.

“At first he wouldn’t believe who I was, but I sent him on his way with an invitation to return when the truck

company had a union contract.”

His years as president were filled with economic progress for members, but he is most proud of the state-of-the-art headquarters he conceived, designed and built in Bloomington in 1978. It is still a unique masterpiece of local union offices. It had become a family project.

“We found the 10-acre property and negotiated a purchase price of \$35,000, down a third from the asking price,” Brooks said. “We paid cash. No mortgage.”

After he retired, the local during the administration of Bill Sauriol sold five empty acres of the original ten for \$560,000 for a profit of \$525,000. The sold acreage remains an empty lot.

“I can’t imagine what the remaining land and the building are worth today, but I’d guess it’s more than we paid,” he said with a wry smile.

“With my wife, Charlotte, and son Steven, we supervised the design and construction, with Charlotte personally doing the interior — wallpaper, paint, desks, chairs, everything.

“The architect created a rose garden



CHARLOTTE AND BILL BROOKS

entrance that survived until the building was enlarged many years later. He dedicated it to Charlotte for all the work she saved him.”

Brooks is also proud of reviving the local’s communications program.

“Our newspaper and internal communications had been discontinued and we created successor programs that continue to this day, winning awards for excellence and helping to keep our union family informed and united,” he said.

“And, of course, there is the scholarship program for members and their families that we created.

“I don’t know how many people have been helped in their pursuit of higher education or how much money overall has been awarded. I do know that hundreds of our people who might not otherwise have gone to college have been able to do so because of the local’s financial assistance.”



855 W. SAN BERNARDINO AVE. AROUND 1978. 10 ACRES PURCHASED FOR \$35,000.

CONTINUED ON PAGE 10

Retail Clerks International Association

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
EST. 1895
Doth Grant This

Charter

To Leroy Petterson
Phyllis Gamboa
Robert Lymer
Clifford Barb
Elizabeth Thompson

Delbert Boone
Neil Goodwin
Grover Steiner
Ted Phillips

Geraldine Woolary
J. B. Rowley
Cecil Lindley
James C. Quick
Marvin Cooper

and to their successors legally qualified to constitute the Union herein named and known under the title of the
Retail Clerks Union, Local No 1167 of the

Retail Clerks International Association for the purpose of a thorough organization of the Retail Clerks of
Riverside, Imperial and San Bernardino Counties, California. And the Union being duly formed
is hereby empowered and authorized, to initiate into its membership any person, or persons, in accordance with
its own laws. And to conduct the business affairs of said Union in compliance with the best interests of the
Retail Clerks in general. The autonomy of the Union is hereby ordained and secured.

Provided, That the said Union do conform to the Constitution, Laws and Rules of the Retail Clerks
International Association, and in default thereof, or any part, this Charter may be suspended or revoked accord-
ing to the laws of the International Association. And should the said Local Union be dissolved, suspended, or
forfeit this Charter, then the persons to whom this charter is granted, or their successors, bind themselves to
surrender the same with such other property as shall properly belong to the International Association. And,
further, in consideration of the due performance of the above, the

Retail Clerks International Association

does hereby bind itself to support said Local Union in the exercise of all its rights and privileges.

In Witness Whereof, We have subscribed our names and affixed the Seal of the International Association
this 4th day of November A. D. One Thousand Nine Hundred and Forty-Seven



Attest:

James A. Hufferidge
International President
International Secretary-Treasurer

Replacing Charter of Local No. 1167 Issued May 10th, 1937

ORIGINAL CHARTER OF LOCAL 1167 ISSUED IN 1937.

Bill Brooks, president from 1973 to 1983, built strength through 'family'

CONTINUED FROM PAGE 8

A native Californian

Bill Brooks was born in Hollywood in 1925. His parents moved there from Michigan, where his father, a union member, worked as an upholsterer for the Ford Motor Company. In California his mom and dad owned and operated a tea room in Hollywood.

A Local 1167 member since 1949, Brooks inherited intense unionism from his father.

After his father died when Bill was 14 he moved to Santa Monica with his mother and younger sister. The family's need for money required Bill to go to work immediately while still a schoolboy.

"As a teenager I went door-to-door selling magazine subscriptions to the popular magazines of the time — *Saturday Evening Post*, *Liberty*, *Ladies Home Journal*. My mother, Marjorie, went to work as a domestic house cleaner for the head of Twentieth Century Fox, Darryl Zanuck.

"My first job in the grocery business was at a store called Wonder Market in Ocean Park in Santa Monica. I rode my bike back and forth to work.

"I started in groceries, moved on to the deli, and then to produce while still a youngster.

"The store was union and I was a member of Santa Monica Retail Clerks Local 1442 at age 16, making \$25 a week for 40 hours. When I learned that another employee doing the same job was making \$39 a week, I quit after three years and took a

withdrawal card from the local."

During and briefly after World War II, Brooks served in the United States Army's Corps of Engineers, stationed in Seoul, Korea, as part of the occupation there. He was honorably discharged with the rank of staff sergeant in 1947.

Just 22 years old after leaving the Army, he lived with his mother, who had moved to Palm Springs.

"I got a job setting type for the area newspaper, *The Limelight News*, where I worked for a year and a



BILL BROOKS

half," he said.

"I was and am a happy guy, so I left that job because the boss had absolutely no sense of humor.

"Right around then my mother and I moved to Riverside, where I got a job at a shady outfit called Country Store — I say shady because they routinely cheated customers. For example, they would cut ears of corn in half and sell them for full price.

"I quit after a year and got a job at the Stater Bros. store in Loma Linda, where I worked in produce for six years. That was 1949 and I immediately rejoined the Retail Clerks at Local 1167. Ted Phillips was secretary-treasurer.

"Cleo and Leo Stater were identical twins who frequently confused

people about who was whom. They were ambitious and competent, moving rapidly to build store after store in our rapidly expanding area after the war.

"Pretty soon I was transferred to the new Stater Bros. store in Redlands, as other stores went up in Bloomington, West Riverside, Colton and San Bernardino, though I'm not sure in that order.

"While still working for Stater Bros., in 1958 I think it was, I was recruited by the Retail Clerks International to join the Southern California regional staff. I took a pay cut to accept that job, but it looked like and turned out to be interesting and challenging, as well as a major learning experience.

"President Ray Butler called me one day and asked me to join the staff at Local 1167, which I did, serving as a business agent for 10 years before my election as president.

"There's a funny story about my quitting the International Union to go to work for the local. The regional director called Ray and told him that Brooks was the last guy they would train to become a local business agent."

Late in his career, he requested a reporter from the company that assisted him in producing the *Desert Edge* newspaper to cover a membership meeting. The meeting was sparsely attended and the reporter asked Brooks why so few members were participating.

"When things are going as well for the members as they have been the last few years, they don't come," he said. "If things go sour, I expect you won't find a seat in the meeting hall. Right now the hall has been pretty empty at meetings for years."

Bill Brooks, now retired for 35 years, celebrated 65 years of marriage in July 2018. He is still spry, articulate and a passionate unionist. He lives in Carlsbad with wife, Charlotte, and his son Steve.

Union Representative's Report

Gabe Suarez

Survival in the age of social media

The technology afforded to us via our handheld devices provides us with an unprecedented level of convenience and accessibility to our neighbors, friends, and the world around at us.

At the touch of a button, an event can go from unknown and obscure to VIRAL!

That may sound great to the next YouTube sensation, but it might sound terrible to your employer and it could cost you your job.



Gabe Suarez
Union Representative

Know your employer's policy on cell phones and be well versed in the new-age art of social media awareness as well.

Avoid the pitfalls that pressing "SEND" can present. Whether your social media platform of choice is Facebook, Instagram, Snapchat, Twitter, etc., we emphatically encourage YOU (our members) to keep YOUR employers out of YOUR posted statuses.

Think before YOU press "SEND" in order to help ensure the long term wellbeing of YOUR employment.

Also, be aware of the fact it is against store policy to record or photograph customers either on or off the clock while on company property without their prior knowledge that the recording will or is going to take place.

In addition, please note that the company does not accept checking the time on YOUR cell phone as an excuse to have possession of YOUR phone while on the clock. If this sounds like a policy you have violated, repeatedly violated or contemplated violating, it may be time to get a watch and/or a padlock for a locker.

The time is NOW to secure your future employment. The combination of those two things combined with YOUR integrity could go a long way toward saving your job!

By leaving the trolling to the trolls and by controlling what YOU can control, YOU can continue to provide the excellent service that YOUR customers have grown accustomed to receiving when they shop at your stores.

Thank you for reading — and keep up the GREAT work.



On Aug. 9, Retired UFCW Local 1167 President Bill Sauriol administered the Oath of Office to President Joe Duffie and Secretary-Treasurer Matt Bruno.

IN MEMORIAM

CONTINUED FROM PAGE 4

Charles Stubbe, a retired service merchandiser formerly employed by Hartz Mountain Corp., died on May 28 at the age of 89. He had been a member since July 1950.

Jorge Martinez Rubio, a warehouse clerk employed by Food 4 Less, died on June 26 at the age of 51. He had been a continuous member since December 2012.

David Wittenberg, a retired food clerk formerly employed by Safeway and Vons, died on May 27 at the age of 71. He had been a member since November 1964.

Barbara Wittman, a retired general merchandise clerk formerly employed by Stater Bros., died on April 26 at the age of 68. She had been a member since June 1995.

IT PAYS TO BE UNION

JUN-AUG YTD 2018

BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$124,874.28	\$269,762.12
MEMBERS REINSTATED	25	133
GRIEVANCES SETTLED	141	513



Did you know every two seconds someone in the United States needs blood? That adds up to 36,000 units of red blood cells, 10,000 units of plasma and 7,000 units of platelets every day.

Keeping up with this demand is a huge challenge. Fortunately, you can do your part by donating blood to save lives. Blood donation is a four-step process that includes registration, a brief questionnaire about your medical history, a mini physical and the blood donation, followed by refreshments.

The entire process usually takes just over an hour, but the actual blood donation only takes 10 to 12 minutes. Your mini physical includes checking your temperature, blood pressure, pulse and hemoglobin.

A healthy donor can donate red blood cells every 56 days and platelets every seven days, but no more than 24 times a year.

Once you've finished donating blood, the bag, test tubes and donor record are labeled with identical bar codes. Blood is stored in iced coolers until transport.

Next, it goes on to processing. The bag is scanned into a database and the test tubes are sent for testing. A dozen tests are completed to determine blood type and to check for infectious diseases.

Finally, if blood is determined to be transfusable, it is stored in refrig-

erators or freezers before being shipped to where it is needed. It's that easy.

To learn more about blood donation, visit the American Red Cross' website at redcross.org/give-blood.

Blood donation myths and facts

Blood donation myths

False: "I cannot give blood because I have tattoos." In most states, you can give blood right after getting a tattoo as long as the tattoo was applied by a state-regulated entity using sterile needles and ink.

False: "I need to go on a special diet to donate." You don't have to go on a special diet, but you should always have a balanced diet. You need to have enough iron in your blood to donate blood.

Blood donation facts

True: Healthy bone marrow replenishes the elements given during a blood donation — for some in a matter of hours and for others in a matter of weeks.

True: All donated blood is tested for HIV, hepatitis B and C, syphilis and other infectious diseases before it can be released to a hospital.



Danger signs of alcohol abuse

Alcohol 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).

Congrats to Trust Fund Scholarship Winners!



Student	Participant and Company	Amount
Michael Gallegos	Rebecca Gallegos, Stater Bros.	\$10,000
Teagan Hamel	Douglas Hamel, Vons	\$10,000
Karime Rangel	Antonio Rangel, Albertsons	\$10,000
Karsen Emerick	Heidi Emerick, Ralphs	\$5,000
Nicole Rodriguez	Denise Gravatt, Ralphs	\$5,000
Miles Labrador	Shirley Labrador, Albertsons	\$5,000
Noah Carey	Christina Lopez, Stater Bros.	\$5,000
Justin Smith	Kristi Marrs, Albertsons	\$5,000
Emily Rodriguez	Eric Rodriguez, Albertsons	\$5,000
Carena Rosales	Angelena Rosales, Stater Bros.	\$5,000
Rachel Schellin	Jennifer Schellin, Ralphs	\$5,000
Moses Orona	Lisa Vigil, Stater Bros.	\$5,000
Joseph Abeyta	Joseph Abeyta, Stater Bros.	\$2,500
Madisen Aguirre	Tess Aguirre, Albertsons	\$2,500
Hannah Aguirre	Tess Aguirre, Albertsons	\$2,500
Sarah Aguirre	Tess Aguirre, Albertsons	\$2,500
Gabrielle Arballo	Veronica Arballo, Vons	\$2,500
Theodore DeSantos	Irma Armendariz, Stater Bros.	\$2,500
Sabrina Pavon	Martha Armstrong, Vons	\$2,500
Joseph Arriaga	Joseph Arriaga, Ralphs	\$2,500
Denise Barroso	Denise Barroso, Stater Bros.	\$2,500
Lillie-Marie Bates	Elizabeth Bates, Gelson's	\$2,500
Bianca Bowell	Raul Bonwell, Stater Bros.	\$2,500
Abigail Bravo	Abigail Bravo, Ralphs	\$2,500
Abigail Murillo	Maria Cortez, Albertsons	\$2,500
Sierra Curry	Michael Curry, Vons	\$2,500
Emily Curtis	Steven Curtis, Albertsons	\$2,500
Jesse Delao	Jose Delao, Stater Bros.	\$2,500
Jillian Emerick	Heidi Emerick, Ralphs	\$2,500
Sidney Eskildsen	Karen Eskildsen, Stater Bros.	\$2,500
Angela Ficarotta	Cynthia Ficarotta, Stater Bros.	\$2,500
Mackenzie Ficarotta	Cynthia Ficarotta, Stater Bros.	\$2,500
Tristan Cronin	Rebecca Fierro, Stater Bros.	\$2,500
Hailey Shipp	Aaron Fulkerson, Stater Bros.	\$2,500
Rebecca Richmond	Brian Kataoka, Ralphs	\$2,500
Steven Keele	Vivian Keele, Albertsons	\$2,500
Karissa Kennedy-Castillo	Karissa Kennedy-Castillo, Stater Bros.	\$2,500
Christian Labrador	Shirley Labrador, Albertsons	\$2,500
Francine Miramontes	Francine Miramontes, Ralphs	\$2,500
Parish Niwa	Douglas Niwa, Stater Bros.	\$2,500
Macey Norton	Monique Norton, Vons	\$2,500
Taylor Padilla	Nicole Padilla, Stater Bros.	\$2,500
Valerie Ramirez	Guadalupe Ramirez, Stater Bros.	\$2,500
Cecilia Ramirez	David Ramirez, Vons	\$2,500
Lauryn Reed	Robert Reed, Albertsons	\$2,500
Kayla Smith	Philip Reinertson, Vons	\$2,500
Daniel Reyes	Janet Reyes, Stater Bros.	\$2,500
Kylee Sanchez	David Sanchez, Stater Bros.	\$2,500
Lillian Schweighofer	Lillian Schweighofer, Ralphs	\$2,500
Dakota Sooter	Tisha Sooter, Stater Bros.	\$2,500
Reed Surman	Reed Surman, Stater Bros.	\$2,500
Diego Valle	Rosalinda Valle, Stater Bros.	\$2,500
Andrue Vasquez	Julie Vasquez, Stater Bros.	\$2,500
Andrea Vasquez	Julie Vasquez, Stater Bros.	\$2,500
Hannah Vinyard	Hannah Vinyard, Stater Bros.	\$2,500
Ryan Palacio	Lisa Woo-Palacio, Vons	\$2,500



Dodger Dogs now 100% union made

Dodger Dogs, those 10-inch pork wieners that have been a favorite treat among Los Angeles baseball fans for more than half a century, are 100 percent union-made once again.

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.

Successfully concluding a 33-year struggle, workers at the Farmer John meat-processing facility in Vernon, Calif., voted overwhelmingly on July 9 to ratify a new labor contract negotiated by UFCW Local 770 in Los Angeles that includes ironclad union security protections.

The agreement includes wage increases over a four-year period, health benefits that include lower deductibles paid by workers, enhanced protections and compensation for employees who miss work due to illness, provisions that strengthen workers' voice on the job, and improved safety enforcement, among other features.

A Farmer John worker said that union security is a "huge achievement" after employees lost this important feature in 1985.

"This win gives us strength because it acknowledges our role in the production process and our great contributions to the company's success," he said.

In addition to Dodger Dogs, which are sold at Dodger Stadium in Downtown L.A. and a few other outlets, the 1,200 workers at the Farmer John plant produce a variety of items made with bacon, sausage and ham.

Since 2016, Farmer John has been owned by Smithfield Foods, the largest pork processing company in the United States. Smithfield, headquartered in Smithfield, Va., is now a wholly owned subsidiary of WH Group of China, the largest pork producer in the world.

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.

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, 2019 and ending December 31, 2021 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 Oct. 5, 2018**. 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 **369** 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
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\$36 adults and children
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(children under 36" are free)



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(ages 3 and over)



\$52.99 adults and children

**Plus discounts to the San Diego Zoo,
the San Diego Zoo Safari Park
and these movie theaters:
AMC, Cinemark, Harkins, and
Regal/Edwards!**



More specials available from UFCW Local 1167!

Visit or call the union office for details. Specials and prices subject to change.