

# Desert Edge

## UFCW LOCAL 1167

a VOICE for working America

Spring 2021

Official Publication of United Food and Commercial Workers Union Local 1167



# We're united

## Standing with Local 1167

**President's report: Celebrating Biden's appointments**

**UFCW locals win \$1 million arbitration for CVS members**



## Union offices closed

**March 31** - Cesar Chavez  
**April 2** - Good Friday  
**May 31** - Memorial Day  
**July 5** - Independence Day

**NOTE: Due to COVID-19 and regional state restrictions, UFCW Local 1167 may hold upcoming membership meetings virtually.**

**Please take the time to download the 1167 app and look on our website and or Facebook page for details.**

**New Member meetings are postponed until further notice.**

**Visitors to the union office will be required to wear face coverings.**

## 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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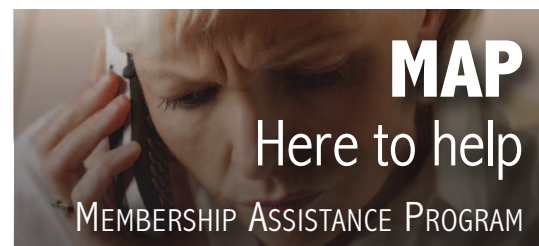
Deadline is June 30, 2021

### ON THE COVER:

25-Year Members Debbie Sanchez, Maria Bran  
and Lucia Franco from Food 4 Less 301

## 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](http://ufcw1167.org), where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.



**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](http://www.scufcwffunds.com)

# Biden's appointments give working Americans a reason to celebrate

**J**oe Biden launched his presidency with a full slate of nominations for Cabinet officers and senior advisors on domestic and foreign policy. The women and men who now occupy these positions reflect our new president's commitment to put the welfare of working Americans at the forefront of his administration's agenda.

This priority is nowhere more evident than in President Biden's selection of Martin "Marty" Walsh, mayor of Boston, as secretary of labor.

Like Biden, Walsh arose from the Irish-American working class of America's northeastern corner. Prior to his first election as mayor a little over seven years ago, he served as president of Laborers Local 223 while simultaneously representing his Dorchester district in the Massachusetts House of Representatives. During much of this period he also led Boston's Building and Construction Trades Council, a coalition of labor unions.

From the time he joined the Laborers Union when he was 21 years old, Walsh never stopped pushing for legislation to protect collective bargaining rights and empower more people to improve their lives by joining unions. He fought for the \$15 minimum wage, paid family leave and access to protective equipment for frontline workers. And, as a childhood survivor of lymphoma, he has shown that he understands the critical importance of health care for working families.

Understandably, the announcement of Walsh's appointment was met with



**JOE DUFFLE**  
President

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Understandably, the announcement of Walsh's appointment was met with cheers from the nation's labor community.

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cheers from the nation's labor community.

As secretary of labor, Walsh oversees federal regulation of occupational safety, wage and hour standards, unemployment insurance benefits, reemployment services, and statistics relating to the economic welfare of working Americans. His department also sets rules for the operation of labor unions.

It is about time for the Labor Department to be led by someone who sympathizes with those who perform labor at least as much as those who seek to profit from it.

It is also time for the government of the United States to act decisively to make it easier, not harder, for workers to organize for their own protection and advancement.

In recent decades, powerful corporations have learned to exploit weaknesses in antiquated labor laws, allowing them to isolate, harass and intimidate those who seek a voice in their workplace. As a result, union membership has fallen in recent decades while working people possess a shrinking share of the nation's wealth.

Given his long history of service to working families, we expect Secretary Walsh will use his new office as a megaphone for stopping, once and for all, the 40-year campaign to smear unions and hamper their effectiveness. With millions of Americans forced to take jobs with menial wages, this is the moment to make it possible for them to join unions and improve their pay, working conditions and access to quality health care.

In announcing his nomination of Marty Walsh as labor secretary, then President-elect Biden said:

"Marty understands, like I do, the middle class built this country and unions built the middle class... [He] knows worker power means not just protecting the right to unionize, but encouraging unionization and collective bargaining.

Continued on page 5

# What's Happening



## Just Born

**KAYLA LINENKUGEL** and **EDER ORTEGA**, Ralphs, had a baby girl, Alexandra Ortega, on Nov. 05, 2020. She weighed 6 lbs. 9oz. and was 18.25 inches.



**WEAR A MASK &  
#SHOPSMART**



## Just Retired

The months of December, January, and February brought us several new retirees. **Louis DiBenedetto** worked for Albertsons and Stater Bros., for 50 years. ... **Charles Pickett** worked for Vons and Safeway for 47 years. ... **Donna Clark-son** worked for Vons and Safeway for 47 years. ... **Luis Riedel** worked for Ralphs and Alpha Beta for 44 years. ... **Dale Gretel** worked for Ralphs and Alpha Beta for 43 years. ... **Guillermo Galindo** worked for Vons for 42 years. ... **Dianne Jonker** worked for Vons for 40 years. ... **Thomas Carter** worked for Stater Bros. for 40 years. ... **Frankie Sornoso** worked for Ralphs for 40 years. ...

**Sharon Short** worked for Food 4 Less and Alpha Beta for 39 years. ... **Lori L. Hicks** worked for Albertsons, Alpha Beta, Lucky, Gemco and Skaggs for 38 years. ... **Monica Trujillo** worked for Ralphs, Lucky, Vons, and Stater Bros. for 36 years. ... **Michael Connolly** worked for Stater Bros. and Albertsons for 34 years. ... **Joanne Stillwell** worked for Albertsons for 34 years. ... **Michelle Halvas** worked for Stater Bros. for 33 years. ... **Francisco "Javier" Perez** worked for Albertsons for 32 years. ... **Theresa Sanchez** worked for Stater Bros. for 31 years. ... **Monica Murphy** worked for Ralphs, Hughes and Smith's for 30 years. ... **Martha Nunez** worked for Albertsons for 27 years. ... **Melinda Gantner** worked for UFCW Local 1167 for 22 years. ... **Geraldine Bowman** worked for Vons for 23 years. ... **Glenda Dixon** worked for Vons for 22 years. ... **Sharon Taylor** worked for Stater Bros. for 20 years. ... **Christine Tafolla** worked for Pac 'N Save, Vons and Stater Bros. for 20 years. ... **Linda Martinez** worked for Stater Bros., Lucky and Vons for 19 years.

## In Memoriam

**Jaime Arellano**, a drug clerk employed by Rite Aid, died on Dec. 11, 2020, at the age of 45. He had been a continuous member since October 2016.

**Delores Arias**, a retired general merchandise clerk formerly employed by Alpha Beta and Ralphs, died on Dec. 11, 2020, at the age of 76. She had been a member since January 1989.

**Anthony Castillo**, a retired food clerk formerly employed by Shopper's Market, White Front, and Alpha Beta, died on Dec. 7, 2020, at the age of 89. He had been a member since November 1956.

**Christina Clark**, a retired general merchandise clerk formerly employed by Stater Bros. Markets, died on Dec. 8, 2020, at the age of 58. She had been a member since July 1988.

**Gerald Clarke Jr.**, a retired meat cutter formerly employed by Alpha Beta, died on Feb. 7, 2021, at the age of 90. He had been a member since April 1956.

**Ruth Derosa**, a retired food clerk formerly employed by Vons, died on Dec. 21, 2020, at the age of 83. She had been a continuous member since February 1965.

**Matthew Drass**, a retired meat cutter formerly employed by Alexander's, Alpha Beta, Leo and Don's Market, Valleydale

Market, and Vons Meat Plant, died on Jan. 17, 2021, at the age of 95. He had been a member since June 1943.

**Linda Easter**, a retired food clerk formerly employed by Ralphs, died on Jan. 24, 2021, at the age of 78. She had been a member since April 1964.

**Carol Eichler**, a retired drug clerk formerly employed by Thrifty and Rite Aid, died on Dec. 30, 2020, at the age of 79. She had been a member since December 1979.

**Billy Fletcher Jr.**, a retired food clerk formerly employed by Vons, died on Jan. 2, 2021, at the age of 77. He had been a continuous member since December 1973.

**Carl Griggs**, a retired food clerk formerly employed by Alpha Beta, died on Feb. 5, 2020, at the age of 93. He had been a member since December 1950.

**Kylan Harris**, a clerk's helper employed by Stater Bros. Markets, died on Feb. 8, 2021, at the age of 19. He had been a continuous member since April 2020.

**Shannon Harold**, a general merchandise clerk employed by Ralphs, died on Jan. 4, 2021, at the age of 37. She had been a continuous member since December 2019.

**Norma Hernandez**, a drug clerk formerly employed by Rite Aid, died on Jan. 5, 2021, at the age of 52. She had been

a member since May 1989.

**Alvin Hover**, a retired food clerk formerly employed by Alpha Beta and Ralphs, died on Dec. 14, 2020, at the age of 82. He had been a member since October 1954.

**Rose Jimenez**, a retired food clerk formerly employed by Thriftymart, Safeway, and Vons, died on Jan. 3, 2021, at the age of 77. She had been a continuous member since July 1971.

**Ruben Juarez**, a retired food clerk formerly employed by Safeway & Vons, died on Jan. 20, 2021, at the age of 79. He had been a continuous member since January 1976.

**James Lower Jr.**, a retired meat cutter formerly employed by Ralphs, died on Jan. 4, 2021, at the age of 77. He had been a continuous member since March 1968.

**Janet Moyer**, a meat wrapper employed by Stater Bros. Markets, died on Jan. 14, 2021, at the age of 55. She had been a continuous member since May 2006.

**Gaudelia Ochoa**, an affiliated member employed by Ralphs, died on Jan. 28, 2021, at the age of 55. She had been a member since August 2001.

**Douglas Pickens**, a retired food clerk formerly employed by Albertsons, died on Dec. 4, 2020, at the age of 71. He had been a continuous member

since May 1973.

**E. Anne Richards**, a retired food clerk formerly employed by Safeway, died on June 1, 2020, at the age of 83. She had been a member since July 1975.

**Sharon Showalter**, a retired food clerk formerly employed by Vons, died on Dec. 4, 2020, at the age of 72. She had been a continuous member since August 1982.

**Karen Sparks**, a retired drug clerk formerly employed by Thrifty Drug and Rite Aid, died on Sept. 18, 2020, at the age of 75. She had been a member since November 1970.

**Janice Vogt**, a retired food clerk formerly employed by Lucky Markets, died on Nov. 15, 2020, at the age of 78. She had been a member since December 1962.

**David VanHeukelem**, a retired food clerk formerly employed by Lucky and Albertsons, died on Dec. 18, 2020, at the age of 78. He had been a member since May 1962.

**Izaac Vargas**, a clerk's helper formerly employed by Ralphs, died on Jan. 5, 2021, at the age of 28. He had been a continuous member since June 2020.

**Robert Wehust**, a retired food clerk formerly employed by Vons, died on Dec. 10, 2020, at the age of 87. He had been a member since July 1957.



## President's Report

### Biden's appointments

Continued from page 3

"The Fair Labor Standards Act way back didn't just say you can have a union, it said the government should encourage the formation of unions. It also means protecting pensions, ensuring worker safety, increasing the minimum wage, and ensuring workers are paid for the overtime they've earned."

At the same time, Biden announced his nomination of Gina Raimondo, governor of Rhode Island and a lifelong supporter of worker empowerment, as secretary of commerce.

"The daughter of a working-class family who knows what it's like when her parent's factory job was shipped overseas, she never took her parents' sacrifices for granted,"



Labor secretary nominee Marty Walsh, then mayor of Boston, poses with fellow members of the Laborers Union in the city.



Tweet

Feb. 5, 2021



President Biden @POTUS · 1h

US government account

Every American deserves the dignity and respect that comes with the right to union organize and collectively bargain. The policy of our government is to encourage union organizing, and employers should ensure their workers have a free and fair choice to join a union.



1.3K



4.4K



32.4K



A tweet from President Joe Biden shows his support for the Labor Movement.

Biden said. "She always remembers where she came from.

"She became a successful entrepreneur who created jobs on Main Street and brought businesses back from the edge. She became a state treasurer who invested in local communities and took on financial predators. And today she's one of the most

effective forward-thinking governors in the United States of America, the first woman ever to lead the Ocean State."

With people like Biden, Walsh and Raimondo in charge, working Americans who have endured a long, dark winter are at last catching a warm glimpse of spring.

## Anti-unionists at NLRB removed from their positions

**L**ess than half an hour after assuming the presidency, President Joe Biden demanded the resignation of Peter Robb, general counsel of the National Labor Relations Board (NLRB). When Robb refused, he was fired immediately.

Robb was notorious for his anti-union views and interpretations of labor law. He hindered the agency to the point unions stopped filing complaints for fear Robb would exploit them to set anti-labor precedents.

The following day, Alice Stock became acting general counsel and also was asked to resign by Biden. When she refused, she was fired as well.

Ironically, both Robb and Stock complained they were terminated without just cause in much the same way they let anti-union companies do to their employees.

Under federal law, the five board members who comprise the NLRB cannot be fired by the president unless they demonstrate "neglect or malfeasance in office," but its general counsel and deputy can be fired because those appointees serve at the pleasure of the president.

At press time, Biden has named Peter Sung Ohr as the agency's acting general counsel. He served as regional director of the agency's Chicago office.

## Meat Processing

# JBS members ratify new contract

UFCW Local 1167 members who work at JBS in Riverside ratified a new four-year contract in January. The new contract includes significant wage increases, improved seniority language and a 24-hour minimum guarantee. Members voted on the contract by driving through the JBS parking lot after hearing about their contract in the safety of their cars.



## It PAYS to be UNION!



**Back pay and benefits  
restored to members**

(YTD as of February 2021)

**\$7,513.65**

**Members reinstated**

**38**

**Grievances settled**

**94**



# Hero Pay is a simple matter of justice for grocery workers

By President Joe Duffie

**S**ometimes, something good can come out of the worst of crises.

For example, America emerged from the Great Depression and World War II with a renewed sense of purpose that found expression in the GI Bill and, ultimately, the War on Poverty and the Civil Rights and Voting Rights Acts.

In the case of the COVID-19 pandemic, which has already caused the deaths of more than half a million Americans, we've begun to recognize the importance of everyday heroes who risk infection, disease and even death to keep our civilization running.

These heroes include our nurses, doctors and other health workers. They include our teachers, day care providers, police and firefighters. And they include our neighbors and friends who work in grocery and drug stores, without whom we couldn't put food on our tables or medications in our medicine cabinets.

As president of the union representing tens of thousands of grocery and retail drug employees in the Coachella Valley, the Inland Empire and Riverside County, I am encouraged by actions in several California cities and counties to require corporations to provide extra Hero Pay to these workers.

It's the correct and reasonable thing to do. After all, the big retail chains have been raking in huge profits during the pandemic and the workers deserve some payback for

the extra sacrifices they have endured to make those profits possible.

Unfortunately, many grocery and drug chains have resisted the idea of restoring the Hero Pay they agreed to in the early months of the pandemic. Kroger, owner of Ralphs and Food 4 Less, went so far as to close two

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We speak for all workers who are struggling to join the middle class — people who don't have armies of lobbyists and lawyers to bend laws to their favor.

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supermarkets in Long Beach to punish that city for requiring temporary Hero Pay.

Fearful of bad publicity, these grocers are hiding behind the aprons of the California Grocers Association, Chambers of Commerce and well-connected lobbying firms in order to subvert this reasonable step to pay clerks, checkers, baggers, stockers and pharmacy techs their due.

In the Coachella Valley and elsewhere, the only major force exclusively representing the interests of working men and women is the labor union, and our union, Local 1167 is determined as ever to fight for their welfare.

We are grateful to the people in and outside of local governments who are stepping

forward to support our cause. When we recently went before the Calexico City Council to support a Hero Pay ordinance, we had the backing of many organizations and individuals in the community who spoke in favor of our position that Hero Pay is a good thing for the Coachella Valley.

This coalition for simple economic justice didn't happen suddenly. It is the result of 30 years of hard work on the ground, serving and representing the workers of the Coachella Valley in the stores, at the bargaining table and in city halls across the region.

Through our advocacy we aren't just taking care of our own union members. We speak for all workers who are struggling to join the middle class — people who don't have armies of lobbyists and lawyers to bend laws to their favor.

We operate on a simple premise: that a man or woman who goes to work every day should be paid enough to be able to raise a family in dignity without having to rely on welfare services to make a living.

It is time for all non-union employers, especially the Walmarts and Amazons of the world, to honor the people they employ instead of holding them down.

When they finally see the light, they'll be joining those across America who have rediscovered their sense of national purpose in good times and bad.

— Adapted from an OpEd in UkenReport

## Local 1167 hits Albertsons' plan to fire grocery drivers

**U**FCW Local 1167 has strongly criticized a plan by Albertsons Companies, Inc., parent company of Vons, Pavilions, Safeway and Albertsons stores, to fire many grocery delivery drivers in California.

Local 1167 President Joe Duffie linked the announced firings to Proposition 22, a ballot measure that passed last November with the help of \$200 million in donations from Uber, Lyft and other ride-sharing companies.

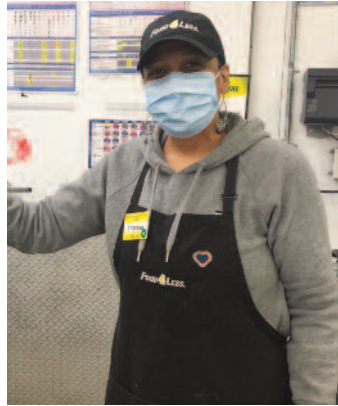
The initiative exempts gig-platform workers from most labor laws, including minimum wage, overtime pay or the right to form a union. Labor leaders warned it would incentivize companies to outsource good jobs to low-paid contractors.

"We call on Albertsons to immediately halt these plans," President Duffie said. "Exploiting the passage of Prop. 22 to destroy the jobs of frontline workers is wrong, especially in the middle of a public health crisis."

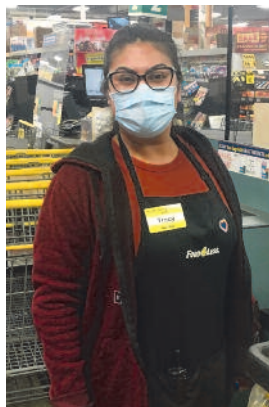
Local 1167 is one of the organizations leading the way in distribution of protective equipment to members. At the same time, the union has been educating shoppers on steps they can take to keep themselves and grocery workers healthy.

In addition, Local 1167 leaders and allies have lobbied state and local governments to enhance public health standards at job sites and in the communities.

## Members at Work: Food 4 Less 782, Apple Valley



## Members at Work: Food 4 Less 397, Victorville





# Anger in the workplace: Your union and MAP can help

**U**FCW members face a wide variety of safety and health hazards on the job. Situations arising from the ongoing pandemic can make matters worse, acting as a catalyst for flaring tempers that can lead to threats of violence or worse.

Before the pandemic, more retail workers were victims of violence than those in any other industry. Now, with customers who, for whatever reasons, refuse to comply with safety rules by wearing masks or respecting social distancing, the situation can become even more perilous.

It's normal for those who are just doing their jobs to become frustrated with people who lack common decency. While this is part of human nature, you should remember you are at your place of employment and, difficult as it may be, you need to conduct yourself in a professional manner.

Here are some useful steps to help you deal with anger at work:

- **Notice and admit** to yourself that you are angry.
- **Figure out why** you are angry and choose an approach other than rage.
- **Focus on breathing.** Breathing exercises can help us relax and reduce our anger.



Lisset Gallegos



David Simmering

- **Think before you speak.** Trying not to say anything while you know you are upset can keep you from saying something you might regret later.

Keep in mind that strong people have the discipline to avoid letting anger overtake them. Don't let anger get the best of you. Professionalism is very important in the workplace.

Also, it's really important to take your union breaks to relax and take a moment to yourself. Don't skip them or take them for granted. Union breaks are guaranteed in language we fought for over many years to get into the contract. They're there for you to use!

Everyone reacts differently to stresses at work, and these reactions can take their toll even at home. A person might sleep poorly, experience a change in eating habits, or have difficulty in personal relationships. He or she might fall into depression or find relief in drugs or alcohol.

If you are feeling the effects of stress, your Local 1167 Member Assistance Program (MAP) can help. Food Division Members can call (800) 461-9179 and Drug Division Members can call (866) 268-2510 to connect with a professional who can help you engage in healthy coping strategies. MAP is confidential and free to members and their families.



# New law requires employers notify employees sooner when co-workers test positive for COVID-19

**T**hanks in large part to the efforts of Assemblymember Eloise Gomez Reyes (D-San Bernardino), workers in California will be better informed and better protected in the event of COVID-19 outbreaks at their workplaces.

AB 685, a bill that was introduced into the State Legislature under Reyes' sponsorship and signed into law by Gov. Gavin Newsom, requires employers to alert their employees in writing within one business day after learning about positive COVID-19 results among any workers at a job site.

Starting immediately, employers also must inform their employees' unions as well as local and state authorities within 48 hours so they can monitor and enforce compliance with safety rules included in labor contracts and government health regulations. Employees' personal information will be protected in all of these communications.

In addition, employees must be provided information about their company's plans to sanitize affected work areas as well as information regarding COVID-19-related benefits they may be entitled to under federal,

state and local laws. These benefits include workers' compensation and options for COVID-19 related leave, company sick leave, state-mandated leave or supplemental sick leave, as well as union-negotiated leave provisions and anti-retaliation and anti-discrimination protections.

The law requires closure

deserves the gratitude of all working people in California for her work in introducing and stewarding this bill in the state Legislature.

Throughout the legislative process, AB 685 had the full support of UFCW Local 1167. It clarifies an employers' responsibilities in providing a workplace that is safe and sanitary.

companies would not have kept workers and their unions in the dark about deadly outbreaks at packing plants in Northern California. Now that kind of irresponsible behavior has been made illegal, thanks to Assemblymember Reyes and others in Sacramento in making AB 685 the law of the land.

### What you can do

If you test positive for COVID-19 and have been at work, please notify your union representative and supervisor immediately. They will notify other workers while protecting your privacy so they can take steps to protect themselves.

If you think your employer is not complying with AB 685, please inform your union representative immediately. You can also report violations to Cal/OSHA at [dir.ca.gov/dosh/Complaint.htm](http://dir.ca.gov/dosh/Complaint.htm).

Helping pass AB 685 into law is just one way your union is protecting workers from COVID-19. UFCW Local 1167 will continue to address the many other hazards essential workers are facing in these times, including the lack of adequate paid time off, no mandated hazard pay, and inadequate workers' compensation.

— President Joe Duffie



Union Representative Maria Perez, President Joe Duffie and Assemblymember Eloise Gomez Reyes worked together on a campaign in Sacramento in 2016.

of any work areas judged by state officials to pose an immediate hazard to workers.

AB 685's provisions went into effect on Jan. 1, 2021, and are set to expire on Jan. 1, 2023, when the pandemic is expected to recede into an unhappy memory.

Assemblymember Reyes

This is the least they could do, considering the sacrifices being made by workers — especially those in the retail and wholesale food and drug industries — to make life possible during a terrible health emergency.

If this law had been in effect last December, poultry



# A helping hand

## Being helpful is in Edwin McCarty's nature

**B**efore his store, Stater Bros. 97 in Hesperia, had an official steward, Edwin McCarty was dispensing knowledge about the contract and helping his co-workers with their concerns.

"The most satisfying thing about being a steward is giving people the answers they need," said McCarty, who now serves in an official capacity.

"Members aren't usually going online to read their contract—they're coming to me."

McCarty's helpful nature is complemented by his comprehensive knowledge about the contract. He's been his store's go-to person for most of his 27 years there.

McCarty started his career at Stater Bros. in 1995 as a courtesy clerk. He was studying sports medicine when he realized he could make more money in a grocery career than with his college degree. His health benefits would be better, too.

"Union health benefits are huge to



Edwin McCarty

our family," he said. "Our son, Ethan, had spinal meningitis back in 2000 and instead of paying a \$100,000 hospital bill, we only paid \$100 out of pocket."

### Union ties run deep

McCarty's devotion to the union extends to his kids. All three of them —

Ethan, Evan and Kaela — have been Local 1167 members at one point or another.

"Ethan and Evan both continue to work at Stater Bros., and my brothers are in the iron workers union," McCarty said. "My dad used to belong to a construction union, so union ties run deep in our family."

Despite the pandemic, McCarty boasts of his continuing 27-year streak of not missing a day of work due to illness.

"I've stayed healthy by washing my hands and following the basic guidelines to keep myself safe," he said. "Doing the small things goes a long way."

When he isn't spending time with his grandkids or playing poker with his buddies, McCarty joins Brazilian jiu jitsu and kickboxing classes through Zoom.

"I'm lucky my dojo does these classes virtually because they keep me busy!" he said.

### Short on hours?

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](http://ufcw1167.org).





# Vaccines are safe, effective and helpful for working women

**T**he COVID-19 pandemic has been hard on everyone, but its consequences for working women have been especially severe.

Let's just consider the closing of schools and day care centers. By September of 2020, roughly 865,000 women dropped out of the labor force compared with 216,000 men, according to a report published by the Century Foundation and the Center for American Progress. The report estimated that women would lose \$64.5 billion in the first year of the pandemic due to lost wages and economic activity.

A *Washington Post* article pointed out that "[o]ne out of four women who reported becoming unemployed during the pandemic said it was because of a lack of child care — twice the rate among men." In August, a story on CNN led with "Working mothers are quitting to take care of their kids, and the U.S. job market may never be the same."

All this and more points to the necessity of ending this crisis as soon as possible. And the best — and only — way we can do that is by getting vaccinated.

While it's a personal choice to get a vaccination, doing so will sharply reduce an individual's chances of getting sick or spreading the virus to family members, coworkers and the community at large.

Here are some facts to assure you the vaccines are thoroughly researched and safe to receive:

- The vaccines do not contain the virus and cannot transmit the disease.

- They don't change anyone's DNA in any way, and there's no evidence that they affect pregnancies or cause infertility.

- Tens of millions of people around the world have taken these vaccines with no side effects beyond minor soreness or fatigue. These effects are usually resolved within two days and are worthwhile considering a vaccine could save your life.

A very small number of people may react allergically to the vaccine, so it is a good idea for those with a history of medical allergies to remain close to the vaccination location for 15 minutes following the injection. After 1.9 million vaccinations in the first round of shots, there were only 29 adverse reactions.

- The vaccines are made using technology which has been developed over many years and is proven to be safe.

Just as we have all worn masks, practiced social distancing and washed our hands over the past year, we must also receive the required doses of the vaccine in order to help the U.S. reach herd immunity and get the spread of the virus under control.

Talk to your health care provider about when you may be able to receive the COVID-19 vaccine.

It won't cost you a penny, but it could save you a bundle!

*The COVID-19  
pandemic has been  
hard on everyone,  
but its consequences  
for working  
women have been  
especially severe.*



# COVID-19 VACCINE

## MYTH

VS

## FACT

It was rushed and isn't safe.

**Researchers took no safety shortcuts. Large studies show the vaccine is safe.**

It changes your DNA.

**It is impossible for the vaccine to change your DNA.**

It can give you COVID-19.

**The vaccine does not contain any virus and can't give you COVID-19.**

It causes severe side effects.

**For most, the vaccine causes mild side effects that resolve in a few days.**

It makes women infertile.

**There is no evidence that the vaccine causes infertility.**

## Local 1167 is hiring!


**W**e are looking for a web administrator, networking administrator, and communications representative who will be responsible for administering the Local 1167 website, Apple and Android Mobile Apps, Facebook, Instagram and Twitter accounts.

Primary duties include conceptualizing and implementing creative ideas for Local 1167's website, as well as creating visual elements with our website branding, computer administration, audio and video equipment administration, and interoffice computer networking. The communications person will be working closely with our Executive Staff, Union Representatives and Organizing Department to create and implement media content plan and coordinate Local 1167 events.

Applicants will need to have a diploma in the web design field, excellent visual web design, and networking skills. Applicants must be proficient in graphic design software such as Adobe Dreamweaver, Adobe Illustrator and Photoshop, Final Cut, Motion, Keynotes, Pages, Numbers, and other and other audio and visual design tools.

### Key skills to have

- A relevant diploma in web design field
- Conceptualizing creative ideas
- Proficiency in front-end development web programming languages such as HTML, CSS, JQuery and JavaScript
- Testing, maintenance, repair and improving the design of Local 1167 website, computers and network
- Establishing design guidelines, standards, and best practices
- Working with different content management systems
- Good understanding of search engine optimization principles
- Current experience with international web protocols, standards, and technologies
- Creative and open to new ideas
- Adaptable and willing to learn new techniques
- Excellent communication skills
- Basic understanding of contract language labor agreements
- English/Spanish reading and writing proficiency is required



### 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.



**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.



# UFCW Local 1167's Scholarship Awards Competition

**U**FCW Local 1167 is proud to announce the launch of its scholarship program for the academic school year 2021-2022. Scholarships will be awarded to winners chosen from among qualified applicants.

**Food contract members and Stater Bros. Meat Distribution Center members with more than a year of service as of the prior October as defined by the Trust Fund are not eligible for this program** because they may participate in the million-dollar Scholarship Award and Tuition Assistance Programs offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

Dependent children are eligible for the above **Trust Fund Scholarship** program if the member has completed at least three years of service (as defined by the plan) as of the prior October **and are not eligible for this program. Visit [www.scufcwfunfunds.com](http://www.scufcwfunfunds.com) for complete eligibility rules on the Trust Fund Scholarship Program.**

## Rules and eligibility requirements

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the **"Request to participate in UFCW Local 1167 College (university or junior college) Scholarship Awards Competition"** application published in this newspaper at the right of this announcement or online. **The application must be returned to UFCW Local 1167 no later than Wednesday, June 30, 2021.**

2. Those eligible to compete are current active members of the local not eligible to apply in the above-described Benefit Fund Scholarship Program, their spouses and their dependent children. Dependent grandchildren of dues-paying retirees are eligible. Sisters, brothers and non-dependent grandchildren are *not* eligible.

3. Applicants must be at least seniors in high school.

4. Applicants are not eligible if they previously received UFCW Local 1167 Scholarship Award monies.

5. To be eligible, the member must be in continuous good standing for at least one year through June 30, 2021. The member whose eligibility is used cannot be suspended, take a withdrawal or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.

Download the  
application  
from:  
**UFCW1167.org**



6. Winners are selected by the Scholarship Committee based on:

- Academic record
- Leadership record
- Community service and volunteer activities
- Character and personality
- Personal achievement

7. Awards will be made to undergraduate or graduate applicants at the sole discretion of the local's Scholarship Committee.

8. Finalists selected by the Scholarship Committee must provide proof of academic record and submit completed forms (blank forms to be provided by the union) listing leadership activities, community service and volunteer activities and personal achievements, substantiated by two teachers, and two personal recommendations.

9. Finalists may be required to participate in a personal interview.

10. Awards are contingent upon the student being accepted by, registered at and attending an accredited academic institution of higher learning. **Trade schools are not included.**

11. Winners must be full-time students taking at least 12 undergraduate or nine graduate units, or part-time working students taking six under-graduate or four graduate units.

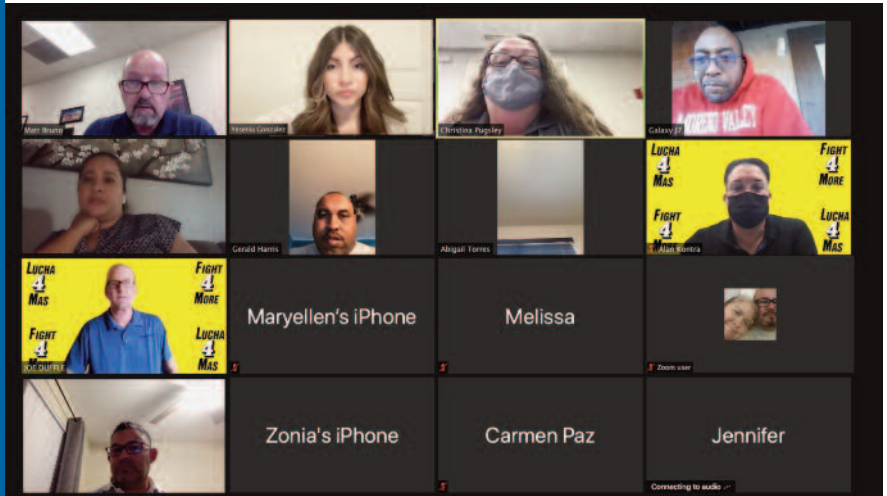
12. Decisions of the Scholarship Committee are final.

## Application available online at **UFCW1167.org**

**Return application by June 30, 2021.**  
**Refer any questions to Jennifer (909) 877-5000 ext. 121**



# Weekly Zoom meetings update Food 4 Less members on negotiations



**P**resident Joe Duffle, Secretary-Treasurer Matt Bruno and Local 1167 staff conducted weekly Zoom meetings with members at Food 4 Less stores to inform them about contract negotiations.

At press stime, a strike vote is scheduled for the week of March 15. Visit our website ([www.ufcw1167.org](http://www.ufcw1167.org)) for the latest developments. Zoom meetings were held with every Food 4 Less store in the local's jurisdiction to update members and hear their concerns.

A meeting with members at Food 4 Less in Moreno Valley and Cathedral City opened on Feb. 22 with Secretary-Treasurer Bruno describing the "tedious and lengthy process" of negotiating a new labor agreement.

"Negotiating with management via Zoom is only making the process even more tedious and drawn out," Bruno continued. "But our goal is still same as always, which is to bring a fair and equitable agreement for you to consider for ratification."

As talks continue with Food 4 Less, Bruno urged the members not to listen to rumors or spread them. "If you have questions or concerns, contact your union rep to get the facts," he said.

The members also were encouraged use the UFCW 1167 app to get updates on negotiations, COVID-19 vaccinations and more.

Assistant to the President Yesenia Gonzalez discussed safety in the workplace and the COVID-19 vaccine.

"There are emergency precautions in place," she said. "Your employer has to make sure it's as safe as possible for you. Again, if you have any concerns, reach out to your rep."

President Duffle began the closing segment of the meeting by thanking the union reps and also thanked the members for their perseverance through a challenging year.

"The conditions you have to work under during normal circumstances are stressful enough," he said. "People don't realize the work you do. We need to take care of the people who take care of people."

"We've been calling you essential for years," Duffle continued. "It's nice to have others recognize that, including the public and our elected leaders in the State Capitol."

President Duffle ended the meeting with a call for solidarity.

"Your support for your union is the most crucial element in our success," he said. "Your manager sees it in the store and it gets back to the bargaining table."

## Zoom Semanal Actualización de reuniones Food 4 Less Miembros en negociaciones

**E**l presidente Joe Duffle, el Secretario-Tesorero Matt Bruno y otros trabajadores del Local 1167 llevaron a cabo reuniones semanales de Zoom con miembros en las tiendas Food 4 Less para informarles sobre las negociaciones del contrato.

Al cierre de esta edición, se ha programado una votación de huelga para la semana del 15 de marzo. Visite nuestro sitio en Internet ([www.ufcw1167.org](http://www.ufcw1167.org)) para conocer las últimas novedades. Se llevaron a cabo reuniones de Zoom con cada tienda de Food 4 Less en la jurisdicción local para informar a los miembros y escuchar sus inquietudes.

El 22 de febrero se abrió una reunión con miembros de Food 4 Less en Moreno y los valles de Cathedral City con el Secretario-Tesorero Bruno describiendo el "proceso tedioso y largo" de negociar un nuevo acuerdo laboral.

"Negociar con la gerencia a través de Zoom solo hace que el proceso sea aún más tedioso y prolongado," continuó Bruno. "Pero nuestro objetivo sigue siendo el mismo de siempre, que es lograr un acuerdo justo y equitativo para que usted considere su ratificación."

Mientras continúan las conversaciones con Food 4 Less, Bruno instó a los miembros a no escuchar los rumores ni difundirlos. "Si tiene preguntas o preocupaciones, comuníquese con su representante sindical para obtener información real," dijo.

También se alentó a los miembros a usar la aplicación UFCW 1167 para obtener actualizaciones sobre las negociaciones, las vacunas contra el COVID-19 y más.

La asistente del Presidente Yesenia Gonzalez habló sobre la seguridad en el lugar de trabajo y la vacuna contra el COVID-19.

"Se han tomado precauciones de emergencia," dijo. "Su empleador debe asegurarse de que sea lo más seguro posible para usted. Nuevamente, si usted tiene alguna inquietud, comuníquese con su representante."

El Presidente Duffle comenzó el segmento de cierre de la reunión agradeciendo a los representantes sindicales y también agradeció a los miembros por su perseverancia durante un año desafiante.

"Las condiciones en las que ustedes tienen que trabajar durante circunstancias normales son lo suficientemente estresantes," dijo. "La gente no se da cuenta del trabajo que hacen. Necesitamos cuidar a las personas que cuidan a las personas."

"Los hemos estado llamando esenciales durante años," continuó Duffle. "Es bueno que otros reconozcan eso, incluido el público y nuestros líderes electos en el Capitolio del Estado."

El presidente Duffle finalizó la reunión con un llamado a la solidaridad.

"Su apoyo a su sindicato es el elemento más crucial de nuestro éxito," dijo. "Su gerente lo ve en la tienda y vuelve a la mesa de negociaciones."

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

## UFCW Southern California locals win \$1 million arbitration for CVS members

**U**FCW members at CVS stores in Southern California are sharing a \$1 million settlement won by the UFCW locals in Southern California.

The UFCW filed the grievance upon learning that CVS was using non-union workers, especially students, to perform union work at CVS stores. The arbitrator agreed that the company violated its contract with UFCW locals in the region.

The money will be shared equally by more than 3,000 UFCW members in Southern California who were listed as part-time employees on or before Dec. 31, 2018 and are still employed by the company. In addition, CVS will contribute \$35,000 to the UFCW's Southern California Drug Trust Fund.

