

Spring 2022

It pays to be union!



**President's report:
It's time for a better deal for supermarket workers**

Union offices closed

Mar. 31 - Cesar Chavez Day
April 15 - Good Friday
May 30 - Memorial Day
July 4 - Independence Day

Membership Meetings 2022

**March 23, June 29,
September 28, December 14**

**Regular membership meetings
reconvene in Bloomington.**

Meetings start at 7 p.m.

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

CDC guidelines will be observed.

DESERT EDGE

Joe Duffle
Editor

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

Headquarters:

855 W. San Bernardino Ave.
Bloomington, CA 92316

Mailing address:

P.O. Box 1167
Bloomington, CA 92316

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

Business telephone:

(909) 877-5000

Toll-free telephone:

(800) 698-UFCW

Food and Meat Division insurance:

(909) 877-1110

Drug & General Sales Division insurance:

(909) 877-2331

Telephone hours:

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

Published by

100% Union

www.ufcw1167.org

Contents

3 President's Report
Supermarket Negotiations

5 Negotiations
Rally in Fontana

6 Organizing
STIIIZY workers join 1167

8 Member Feature
Kathy Peterson

10 Union Rep Feature
Josh Fernandez

11 Steward Feature
Carmen Thirdgill

12 Rosie's Corner
Restored COVID sick leave

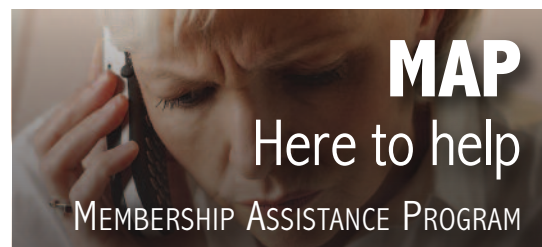
13 Union Rep Report
Get facts from your union

14 Members at work
Ralphs 681

15 Retiree Feature
Nancy Elias

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.



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

Supermarket negotiations: This is the time for a stronger hand

As our UFCW negotiators continue meeting with the major supermarket companies, both sides are keenly aware that unions are in a stronger position than they have been in decades.

Consider what's been happening recently elsewhere in the UFCW:

- More than 8,700 UFCW members in Colorado approved a strong new contract following a strike against the Kroger-affiliated King Soopers supermarket chain. The new agreement includes meaningful wage increases and no takeaways.

- Members of UFCW Local 555 who work at Kroger's Fred Meyer and QFC grocery stores throughout Oregon and southwest Washington ratified a contract that covers more than 10,500 workers in 60 stores. The agreement, reached following one day on the picket lines, includes wage increases and added workplace protections and no takeaways.

- Members of UFCW Local 1564 in New Mexico voted overwhelmingly to approve a new contract with Smith's stores in the state. The members' previous agreement with the Kroger-owned chain expired on Jan. 30. A last-minute agreement by the company averted a strike-authorization vote by the members.

Power on the upswing

Worker power has been on the upswing in other parts of the country, too. For example, two Starbucks stores in Buffalo, N.Y., became the company's



JOE DUFFLE
President

**'It's time for you
to be rewarded
for the sacrifices
you have made.
It's time to win the
respect you deserve.'**

first standalone outlets to affiliate with a union in December. Workers are filing petitions for union elections in several other cities, including Boston, Chicago, Seattle and Knoxville, and another organizing drive is brewing at a Starbucks location in Chatsworth, Calif. (Workers at Starbucks-licensed locations inside

union-affiliated supermarkets in California are already represented by the UFCW.)

A new generation rises

All of these developments and more are happening against the backdrop of a new generation moving into the work force. The so-called Zoomers share with their older Millennial siblings a keen awareness of workplace issues, including the role of unions in correcting the excessive power of corporations in our society.

Recent polls show approximately two-thirds of American workers would like to join a union if they could, indicating a dramatic increase in pro-union sentiment.

On top of this, the Great Resignation reflects a growing dissatisfaction among non-union workers with jobs as they existed in the pre-COVID world. They want better wages, better health care and better time off, as well as more say about conditions at their workplaces.

Unions provide the best path to achieving these things, especially in times like these when employers are making big profits.

Meanwhile, those who already have the blessings of a UFCW-negotiated contract are willing to stand together to get more. Already tested by their experiences with a brutal pandemic, they are intent on supporting their union-negotiators in the fight for better collective bargaining agreements. What's more, they know a grateful public is with them.

Please see page 4

What's Happening



Just Born

Wendy Padilla Stater Bros., had a new daughter Julietta Rae Perez "Our first baby-COVID BABY" born Oct. 3, 2021, weighing 7 lbs. 10 oz. and 20" long. ... **Crystal M Lujan** Stater Bros., had a new daughter Aubrey Crystal Murillo born Oct. 31, 2021, weighing 7 lbs. 13 oz. and 19" long. ... **Valerie Scalf** Food 4 Less, had a new son Elias Zaragoza "So excited to welcome our newest addition" born Nov. 6, 2021, weighing 6 lbs. 11 oz. and 19" long. ... **Lilianna Hernandez** Food 4 Less, had a new daughter Camila Rubi Rico born Nov. 15, 2021, weighing 9.5 lbs. and 20.5" long.



Just Retired

These Months of February and March brought us several new Retirees.

Victoria Hernandez worked for Food 4 Less for 14 years. ... **Gregory Gibbs** worked for Safeway, Stater Bros. and Albertsons for 37 years. ... **Carol Montague** worked for Stater Bros. for 34 years. ... **Tracie Conway** worked for Albertsons for 31 years. ... **Genette Moreno** worked for Lucky's and Albertsons for 32 years. ... **Mildred Hernandez** worked for

Ralphs for 32 years. ... **Maureen Johnson** worked for Stater Bros. and Vons for 16 years. ... **Lisa A Vera** worked for Albertsons and Lucky's for 33 years. ... **Jorge Cruces** worked for Ralphs for 35 years. ... **Robert L Hill** worked for Stater Bros. for 43 years. ... **Paul Mason** worked for Vons for 41 years. ... **Sherry Taff** worked for Stater Bros. for 23 years. ... **Patrick Edward Murray** worked for Stater Bros. for 15 years. ... **Irene Mora** worked for Ralphs for 39 years. ... **Carolyn A Jones** worked for Albertsons, Lucky's and Alpha Beta for 41 years. ... **Nancy E Mackewen-Myers** worked for Vons and Stater Bros. for 37 years. ... **Guadalupe Ramirez** worked for Stater Bros. for 33 years. ... **David Thomas** worked for Stater Bros. for 34 years. ... **Pamela Mullinax** worked for Stater Bros., Vons and Expo for 33 years. ... **Richard P Sohns** worked for Stater Bros. and Albertsons for 25 years. ... **Debbie Schlensker** worked for Vons for 39 years. ... **Katherine Brandt** worked for Stater Bros. for 36 years. ... **Maria C Lopez** worked for Food 4 Less for 10 years. ... **Nadine Ahmed** worked for Stater Bros. for 21 years. ... **Jose L Heredia** worked for Vons for 49 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well-earned retirements.

Schedule vacations now!

Some might think they have more pressing things to do than plan for a holiday that won't happen for several months, perhaps in the sunny days of summer. But if members want to enjoy their vacation when it best suits them, the time to start preparing is now.

Rules about vacation requests vary, but it's usually a good idea to submit your vacation request to your employer by now to help ensure you get the time off you seek.

It also helps to coordinate with co-workers to arrange vacation times that are convenient for everyone involved.

The best vacation slots are generally granted on a seniority basis. Some workers may not get the first choice even if the request is submitted early. Alternative dates for vacation time should be prepared and flexibility should be allowed.

Your union-negotiated vacation allows you an opportunity to travel, spend time with your family or relax. Using this valuable benefit wisely is important to enjoying life and maintaining focus when you are back on the job.

NEW MEMBER MEETINGS

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

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

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

President's Report: This is the time!

Continued from page 3

The current tight labor market adds even more to the clout of UFCW members in our continuing negotiations with the supermarket companies. Employers are less likely to try to reduce labor costs when they are in tough competition for workers.

And with inflation driven by high gas prices and supply chain disruptions, the employers know they must increase wages.

This is the time

The final — and most important — factor is *you*.

You've been through the wringer long enough, working in difficult, stressful and even hazardous conditions.

This is the time for every member of UFCW Local 1167 to stand up and step forward for a stronger union.

It's time to lift wages.

It's time to lift medical benefits.

It's time to shorten progressions.

It's time for you to be rewarded for the sacrifices you have made.

It's time to win the respect you deserve.

Ask your steward or union representative how you can help strengthen our hand in these crucial negotiations.

This is the time!

UFCW members rally for fair wages and more for essential workers

More than a hundred union members rallied in front of a Ralphs store in Fontana, in the rain, on March 4 to demand fair wages and more for essential workers.

Among the speakers were UFCW Local 1167 members Gail Merki and Kari Perkins, both from Ralphs, and Local 1428 member Alcuyn Pitts of Vons. They joined California Assembly Majority Leader Eloise Reyes and former State Sen. Connie Leyva in calling on the major supermarket chains to reward their employees for their service and sacrifice throughout the COVID pandemic.

At press time, representatives of seven Southern California UFCW unions have been meeting with their corporate counterparts from Albertsons, Ralphs and Vons to reach a new contract to replace the last one, which expired on March 6. Union members are working under the terms of the previous agreement, at least for the time being.



Key union demands in these negotiations include, among others:

- Improved safety and security in the stores;
- Better staffing so the members can provide better service to customers;
- Wages that reflect the value these essential workers have provided for their employers and the public.

“The employers can afford to meet these reasonable requests from the union negotiators,” President Joe Duffie said.

“The grocery companies have made record profits during the pandemic because of the essential service that grocery workers provided to their communities, customers and employers during a time of uncertainty.

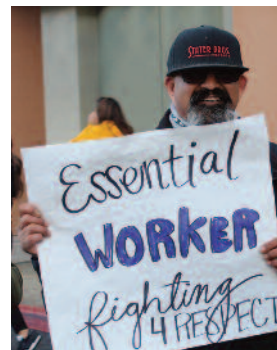
“For example, Kroger, parent company of Ralphs, reported \$4.1 billion in operating profits in 2020, up from \$3 billion in 2019.

“The grocery chains can and must do better for workers who have served them with loyalty and commitment,” said Duffie.

The union leaders will continue to meet with the employers to press the case for fairness.

“Backing us will be the collective strength and will of 60,000 supermarket workers across Southern California, plus tens of thousands who work in other industries,” said Duffie.

“Our members will continue to hold rallies like the one in Fontana until we get a contract that fairly reflects the value of grocery workers.”



Newly organized STIIIZY and Authentic cannabis workers ratify statewide agreement

Historic first contract covers thousands of new UFCW members across California

Newly organized cannabis workers at STIIIZY and Authentic retail locations across California ratified their first contract as UFCW members in January.

More than 1,200 members of UFCW locals across the state had the opportunity to vote on the statewide contract, which was ratified by an overwhelming margin.

“UFCW is committed to establishing and maintaining high standards for cannabis workers. This agreement is historic for the number of workers it covers at one of the most well-known companies in the industry. It’s also the first agreement that benefits workers throughout California immediately,” Local 1167 President Joe Duffle said.

“This agreement is an example of labor and management working together for the benefit of cannabis workers and the communities they serve. It has the potential to be a model contract for all employers who put the respect and dignity of workers as a top priority. Together, we can continue to raise standards for everyone in this rapidly developing industry.”

Union negotiators reached the agreement with STIIIZY and Authentic management on Dec. 30. It also covers workers at Flight dispensaries in Northern California.

For more than a decade, the UFCW has been proud to help lead the development and stabilization of the emerg-



ing cannabis industry.

“We are invested in helping create a high standard for cannabis workers,” UFCW Local 1167 President Joe Duffle said.

Previous California cannabis contracts were negotiated regionally or locally. The new agreement will cover cannabis members of UFCW Locals 5, 135, 324, 770, 1167 and 1428.

The contract’s highlights include competitive, standardized wages with annual increases, quality health care, and workplace protections, among other features such as pension contributions by the employer. It also includes a generous sick leave policy and guarantees of hours.

The UFCW represents tens of thou-

sands of cannabis workers across the United States in dispensaries, labs, delivery services, kitchens, manufacturing facilities, processing plants, grow facilities and more, helping workers secure better wages, protection from unfair discipline, and other great benefits of a union contract.

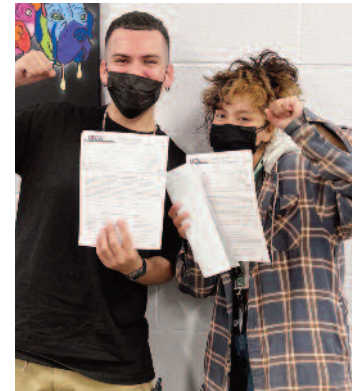
“This union contract will bring us financial stability and security,” STIIIZY employee Lydia Ibarra said upon learning about the agreement at a union meeting. “I appreciate all of my union sisters and brothers for making it happen.”

“This agreement was a collective effort on behalf of many dedicated union leaders and the employers,” President Duffle said.

“We are honored to be the voice of cannabis workers in California and throughout the country as we push to make jobs into viable careers in this new industry.”

‘We are honored to be the voice of cannabis workers in California and throughout the country.’

STILZY members



It PAYS to be UNION! - A Big Year!



Back pay and benefits restored to members	(2021 Total) \$616,292.88
Members reinstated	265
Grievances settled	702

Persevering with a smile

Kathy Peterson battles cancer with a positive attitude

After 10 years of having her breast cancer in remission, Kathy Peterson got the unexpected news in December that it had returned and spread to her bones and liver.

The news was devastating especially after she thought she had beaten cancer once and for all in 2011.

"I beat cancer twice before and so I'm trying to stay positive amid this news, but I know life is short and you must enjoy whatever time you have left," Peterson said.

Thankfully, one aspect of her cancer journey she hasn't had to worry about is her health benefits.

"I am so grateful to the union for my benefits," she said. "I don't know where I would be without my benefits."

Lots of big changes

Peterson's life has been filled with big changes. She was born in Seoul, South Korea and lived there until she was 5 years old. Her father served in the Army and got transferred to a station in California in the late 1970s.

By 1979, her father passed away and her mom decided to move her and her siblings to Colorado.

After living there for more than 10 years, Peterson decided on making another big life change and moved back to California in the early 1990s and has lived in the Golden State ever since.

She joined the union in 2007 when she started working for Stater Bros. in Barstow. At the time, she was looking for a job and happened to really like shopping at her local Stater Bros. so she



Kathy Peterson

'I'm trying to stay positive amid this news, but I know life is short and you must enjoy whatever time you have left.'

got a job there as a courtesy clerk. It wasn't long before she appreciated all of the wage and health benefits that came with the job so she made a career out of it.

Two years into her grocery career, Peterson went for a regular screening

and found out she had breast cancer. Over the course of the next two years, she beat cancer twice and eventually went into remission in 2011.

"My older sister also got breast cancer around the same time and she is now in remission for quite a few years," Peterson said.

Interestingly, she had some genetic testing performed in 2009 but it revealed that the breast cancer gene did not run in her family despite her sister also contracting the disease.

The cancer returns

For 10 years, Peterson was diligent about her oncologist screenings and thought cancer was in her rear-view mirror until this past December.

"When my oncologist revealed I have stage 4 metastatic breast cancer, my world turned upside down," Peterson said. "I'm hopeful I can beat this thing again."

In February 2022, she took disability with the hope of one day returning to work.

"I love all of my co-workers and my loyal customers," Peterson said. "It hurts that I can't go to work, but I know I need to feel better first."

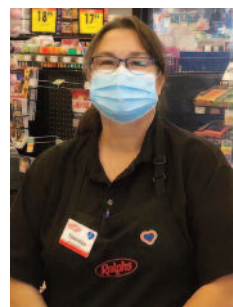
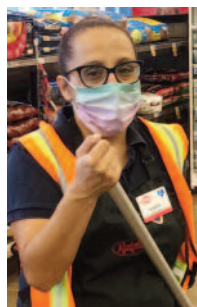
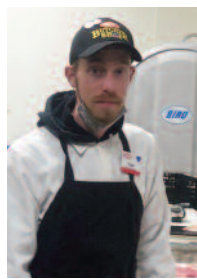
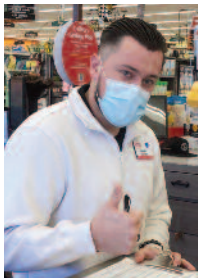
For now, Peterson is taking it day by day and filling her time with crafts. She is also receiving weekly treatments at City of Hope National Medical Center in Duarte.

The union steps in to help

To say the past couple of months have been hard for Peterson is an under-

Please see next page

Members at work: **Ralphs 782, Ontario**



Physical exams and screenings save lives

Many health problems can be controlled or even eliminated when they are detected early through regular physical exams and diagnostic screenings.

The benefits of a simple checkup could go beyond saving you from the potential pain, disability and discomfort of an illness. It could save your life!

Early detection of health issues can save you money by preventing unnecessary costs associated with health care, including co-payments and lost wages. The trust fund also saves money that can be used to maintain the quality of benefits you and your dependents currently enjoy.

Heart disease and diabetes are among the health problems that can be mitigated or prevented when you and your doctor are alerted early through physical exams and screenings, including tests to determine your blood pressure and blood sugar levels.

Many common cancers, including breast, colon, prostate and cervical cancer, also can be detected and cured if caught in the early stages through physical exams and other diagnostic tests.

With a diagnostic screening, you can determine whether your body mass index (BMI) is in the normal range or whether you're considered to be underweight,

overweight or obese. You can also learn whether your cholesterol and other blood lipids are within normal limits or are too high.

Tests for many of the most common conditions can be arranged during your annual physical appointment. Ask your doctor about which preventive tests could be beneficial for you.

Consult your health plan to determine which tests are covered by your benefits. You may call the Local 1167 insurance department at (909) 811-1110 for assistance.

Take action today to protect your health!

More: Kathy Peterson battles cancer with a positive attitude

Continued from previous page

statement, but she has loved ones and the union who have stepped in to support her.

Sharron Whittle, Peterson's steward at her former Stater Bros. store, contacted the union to inquire about its benevolence fund, which was established to help members who have been

hit with unforeseen circumstances.

The union stepped in and sent Peterson a check to help with medical expenses.

"Taking care of our family is the number one thing we can do," Local 1167 President Joe Duffle said. "We wanted to assist Kathy in any way through this difficult time."

Throughout it all, Peterson has maintained a positive attitude and is smiles all around with everyone at work.

She also hopes other members and their families heed one piece of advice: "Early detection is everything, so make sure you are listening to your doctors and getting all of the screenings they suggest."

Union is family for new rep Josh Fernandez

Josh Fernandez has been part of the Local 1167 family for 15 years, and in that time he has participated as a member working in the stores and as a staff member in the union's Insurance and Membership Departments.

Now he's taken his service to another level as union representative.

He says his experiences in the Membership Department helped him prepare for his new duties serving union members in the field.

"A big part of my job as a rep is going out there and telling them what the union is all about," he said. "That's especially important for the youngest members who come into the union at age 16. Some of them are starting out on a lifelong career, after which they'll get

to retire with a pension, and it comes full circle.

Hasn't stopped learning

Fernandez joined Local 1167 while working in the meat department at Stater Bros. 175 in Fontana, where he worked for 10 years.

"It was at my first new-hire meeting that I understood what our union was all about," he said, "and I've not stopped learning about it."

Fernandez's interest in the union was so strong that he became a steward at his store, where he served as an essential liaison between his co-workers and the union representatives.

"It was a good experience to be steward," he said. "It gave me the ability to be more involved."



Josh Fernandez

For Fernandez, union means family. "You rely on family, and union is family," he said.

"I've been able to provide for my family because I'm in the union," he continued. "I have a child who is 8 and I'll be married this June. My son, Zackary, has used my union benefits, and when I'm married, my wife, Valery, will be in the union fold."

Members make the difference

"Our members are the voice," he continued. "I'm just one of 12 reps, but they are thousands. Our members are the difference makers."

"The biggest thing right now with negotiations is don't listen to rumors," he said.

"I just got a phone call this morning about something a member heard and he wanted to know if it was true. I told him don't listen to rumors. Rumors are there to make you scared and nervous.

"With social media, rumors are dangerous and can spread like wildfire. Get your information from your union rep.

"...This is the way."

UFCW Local 1167's Scholarship Awards competition NOW OPEN!

UFCW Local 1167 is proud to announce the launch of its scholarship program for the academic school year 2022-2023. 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.scufcwffunds.com for complete eligibility rules on the Trust Fund Scholarship Program. The application must be returned to UFCW Local 1167 no later than Thursday, June 30, 2022. Refer any questions to Shannon, (909) 877-5000 ext. 121.**

Complete Rules and Application available online at www.UCW1167.org.

Download the
application
from
UFCW1167.org

Scan with your
smartphone
camera:



Member Carmen Thirdgill takes strong interest in negotiations

As this issue of *Desert Edge* goes to press, the current negotiations for a new supermarket contract are a big deal for Carmen Thirdgill.

Thirdgill, a cashier at Ralphs 752 in Ontario, says it's time for the employers to respect the contributions made by grocery workers by agreeing to fair wages and better working conditions.

"We did all this hard work during pandemic," she said. "We were on the front lines like doctors and nurses were, just in a different capacity. We are just as important. We provided the daily provisions so families could put food on table and medicines on the shelves."

The 18-year union member said she objects to the arrogance of some corporate executives who try to keep wages down while pumping up their own bank accounts.

"We couldn't work at home during this crisis," she said. "We had to be there in the stores and risk catching the virus while the companies made money hand over fist. The higher-ups take advantage of the little people and don't work as hard as we do, day in and day out."

"I hear a corporate officer took his friends out on his yacht," Thirdgill said. "That must be nice. Meanwhile, I've got bills to pay."

She continued: "We deserve a fair share of the profits the employers have been making, but we also need improved safety and security. Not only do we have irate customers who have a problem with wearing masks in our stores, we're dealing with assaults and

even shootings that are unfortunately becoming more common."

Staffing is another of Thirdgill's priorities in the contract negotiations. "We need better staffing to provide better service for the customers," she said.

"We need to provide better on-the-job training and offer more incentives for new employees so they might want to stay and make careers out of their



Carmen Thirdgill

jobs. They shouldn't have to wait 18 months to be able to get insurance to see a doctor.

"We also need stable and predictable scheduling. I have to bag most of my shift because the managers didn't or couldn't schedule a clerk's helper."

'The union has your back'

Thirdgill became actively involved with the UFCW when she volunteered as an assistant steward at a Ralphs

store in Chino.

"I like getting people what they need and what they deserve to have as a union member," she said.

"I wouldn't have it any other way," she continued. "I've worked other jobs that were non-union and they treat you and talk to you any kind of way they want. It's like there are no guidelines in a non-union setting. I'm glad we have the union here to help."

"The union is our friend. The union has your back."

When she's not working at Ralphs, she likes to go to movies, sing and take care of her mother, who just turned 91. "We had a birthday blast for her a couple of weekends ago," she said.

Thirdgill is engaged to Jermel Johnson and has a 21-year-old son who works a union job for UPS.

"My son was brought up in the union way," she said. "I fed him union through the bottle."

'The union
is our
friend.
The union
has your
back.'



Restored COVID sick leave is a victory for working women

Working people in California have won a big victory, thanks to the UFCW and its allies in the State Legislature, the Governor's Office and the Labor Movement.

On Feb. 9, Gov. Gavin Newsom signed Senate Bill 114 into law, restoring two weeks of extra sick leave benefits through September 2022 for workers who need to quarantine themselves or take care of loved ones due to COVID-19.

This is an especially momentous event for women workers because they are often forced to choose between going to work or caring for others in a time of need.

Earlier in the COVID-19 pandemic, workers in California benefited from a temporary measure that gave them extra paid sick leave for COVID-related issues. That law expired last September after covering a nine-month period, after which the UFCW led a coalition of labor unions and legislators aiming to bring it back for another year.

Specifically, the new bill, Senate Bill 114, would restore a requirement for employers with more than 25 workers to provide a maximum of 80 hours of leave for COVID-19 related reasons. These reasons can include recovery from COVID-19 symptoms, quarantining after a COVID-19 exposure, receiving or recovering from a COVID-19 vaccine (maximum 24-hours), or staying home with a child whose school or child care is closed due to COVID-19.

Under the new bill, sick pay is retroactive to Jan. 1, 2022. As a result, those UFCW members who had to use their own sick pay because of COVID-19 will have their sick-pay banks restored.

Without this added sick leave, too many workers who are infected or exposed to COVID-19 are forced to choose between staying home (as they should) or going to work in order to pay the rent. When they choose the latter, they risk

This is an especially momentous event for women workers because they are often forced to choose between going to work or caring for others in a time of need.

exposing their fellow workers as well as the public.

Restoring extra sick leave for COVID-19 is a victory for California's working people who are still coping with the economic effects of a devastating illness.



**Scan for English
fact sheet**



**Escanear para ver la hoja
de datos en Espanol**

Hear a rumor? Get the facts from your union

As our union approaches each round of collective bargaining, we need to caution our members never to listen to rumors, let alone repeat them. We advise them never to believe anything about the negotiations unless their union verifies it first.

Such warnings are necessary because rumors tend to start whenever we sit down with an employer to reach terms on a new contract. The rumors get worse when these talks become contentious and there's talk of possible labor actions. At such times rumors can be planted deliberately by people who want to create and exploit divisions within the workers' ranks.

Especially in this age of misinformation, it is critical for all of our members to stay up to date with accurate information.

Not all sources are reliable. We've heard that some employers have spread false and misleading propaganda designed to confuse their employees and sow distrust and divisiveness.

From time to time, you might hear a co-worker attempt to share unsubstantiated rumors that he or she read on the Internet. Or you might hear something a supervisor said, which only purpose is to cause fear.

Workers should trust their union as the only reliable source of information. Why? Because only your union represents your interests and your interests alone.

Please keep this in mind if you hear a potentially damaging rumor in your work place. You can save yourself, your co-workers and your family a lot of unnecessary grief.

To get the facts, please consult your union representative by calling (909) 877-5000. Also, read future editions of this publication, as well as union emails, content on our website (ufcw1167.com) and our Facebook page.



For the contract that you deserve during negotiations and always, it is crucial for all of us to avoid rumors and get the facts!



Carmen Paz



Chris Marentes

Food Division:

Know your contract: Are you paid correctly?

Your union has negotiated a contract with your company that includes guarantees of job security and good working conditions. However, financial compensation is probably the most important element because it supports your lifestyle.

There are many financial benefits to having a union contract, but unless you have a working knowledge of what you are entitled to you may not be receiving full compensation for the hard work you do. Here are some examples:

Combo — Courtesy clerks working in a higher classification (for instance, at the check stand or in the meat, bakery or service deli departments): Are you marking down your time when you combo? Did you know you may receive a higher hourly rate of pay and will receive credit in the higher classification when you get promoted? Each company has a procedure in place for payment. Inquire with management for procedures to be paid properly.

Crossover — GMCs working as food clerks: Did you know you are entitled food clerk wages and receive credited hours in the higher classification once promoted? Did you know if you perform food clerk work for five minutes you are entitled to two hours of food clerk pay, and thereafter any portion of an hour paid for a full hour?

These benefits and more are included in your contract. Your union representative audits your schedules regularly to look for violations. However, they cannot find everything. Your representative depends on you to communicate any contract violations that may be happening.

If you believe your contract is not being adhered to, please contact your union representative immediately.

Ralphs 681 - Palm Desert - Fair Wages for Essential Workers



In Memoriam

Jose R. Barraza, a retired meat cutter formerly employed by Ralphs and Hughes, died on Feb. 12, 2022, at the age of 68. He had been a member since July 1974.

Joaquin M. Carrasco, a retiree formerly employed by Vons Plant, died on Jan. 7, 2021, at the age of 86. He had been a continuous member since March 1968.

Janet P. Costello, a retired food clerk formerly employed by Vons, died on Feb. 13, 2022, at the age of 84. She had been a continuous member since June 1975.

Ruth Cowen, a retired meat wrapper formerly employed by Alpha Beta, died on Dec. 2, 2021, at the age of 100. She had been a continuous member since December 1965.

Thomas M. Eberhard, a retired produce manager formerly employed by Stater Bros., died on Jan. 23, 2022, at the age of 60. He had been a member since April 1986.

Mary J. Everett, a food clerk employed by Albertsons, died on Sept. 30, 2021, at the age of 65. She had been a continuous member since August 2004.

Joseph V. Felix, a retired meat cutter formerly employed by Jenkins, Lucky and Albertsons, died on Nov. 26, 2021, at the age of 83. He had been a continuous member since February 1964.

Leticia Fisher, a retired general merchandise clerk formerly employed by Stater Bros., died on Dec. 27, 2021, at the age of 57. She had been a continuous

member since September 1981.

Robert J. Garcia, a retiree formerly employed by Vons, died on Nov. 8, 2021, at the age of 92. He had been a continuous member since February 1953.

Martin Gonzales, a warehouse clerk employed by Food 4 Less, died on Jan. 28, 2022, at the age of 41. He had been a continuous member since October 2002.

Fidel Limon, a retired food clerk formerly employed by Safeway, died on Jan. 17, 2022, at the age of 91. He had been a continuous member since February 1963.

Joyce McAlpine, a retired general merchandise clerk formerly employed by Vons, died on Nov. 3, 2021, at the age of 81. She had been a member since February 1969.

Dan E. McDonald, a retiree formerly employed by Vons Plant, died on Jan. 14, 2022, at the age of 76. He had been a continuous member since July 1974.

Clinton E. Miller, a retired food clerk formerly employed by Ralphs, died on Feb. 15, 2022, at the age of 77. He had been a member since October 1961.

Kenneth O. Nash, a retired barber formerly employed by Rubidoux Barber Shop, died on Nov. 30, 2021, at the age of 90. He had been a continuous member since May 1955.

Helen L. Payne, a retired food clerk formerly employed by Pringles Drug, Coachella Drug, Ray's Food and Sages, died on Feb. 3, 2022, at the age of 92. She had been a member since September 1958.

Gilbert C. Pena, a retired meat cutter formerly

employed by Hughes Market, Lucky and Ralphs, died on July 14, 2021, at the age of 76. He had been a continuous member since February 1965.

Carolyn J. Ragland, a retired food clerk formerly employed by Vons, died on Jan. 9, 2022, at the age of 64. She had been a member since December 1979.

Ascension Reyes, a retired food clerk formerly employed by Safeway, died on Feb. 14, 2022, at the age of 93. He had been a member since April 1946.

John F. Rodriguez, a retired food clerk formerly employed by Thrifty and Albertsons, died on Nov. 1, 2021, at the age of 82. He had been a continuous member since December 1970.

Shirley B. Ryley, a retired drug clerk formerly employed by Thrifty, died on Dec. 6, 2021, at the age of 87. She had been a member since September 1970.

Nelson B. Soto, a retired produce clerk formerly employed by Albertsons and Lucky's, died on Nov. 5, 2021, at the age of 75. He had been a continuous member since July 1982.

Dale Swanson, a meat cutter employed by Stater Bros., died on Feb. 14, 2022, at the age of 53. He had been a member since December 1986.

Joseph P. Villalobos, a retired meat cutter formerly employed by Vons, died on Dec. 31, 2021, at the age of 74. He had been a continuous member since August 1970.

Dovie V. Wigley, a retired food clerk formerly employed by Vons, died on March 18, 2021, at the age of 81. She had been a member since March 1967.

Retired executive secretary Nancy Elias tackles new roles in 'Grandma Land'

I've always enjoyed taking on new tasks and finding the best way to do things," Nancy Elias says.

Now retired as of Jan. 1, Local 1167's long-serving executive secretary looks forward to perfecting her skills in a new role, as babysitter for her 5-year-old grandson, Tyler, and her 2-year-old granddaughter, Samantha.

It's a big change from her routine when she was at the center of the union's daily operations, assisting the officers and staff in carrying out their duties.

"I loved serving the members," Elias said. "I never stopped learning or trying to improve."

She began her career working for

Ralphs as a Courtesy Clerk in 1972, and over the years she progressed to Food Clerk, Cashier and Person in Charge.

She began working in the Member-



Nancy Elias

ship Department at the union's headquarters in Bloomington in 1999. Elias' quest for perfection was noticed by the union's leaders, who promoted her to grievance secretary. Her success in that role led to her appointment to executive secretary.

"We've always been a union family," she added. "My grandfather belonged to the Retail Clerks Union years ago and always taught us what the union did for us, providing job security, good pay and benefits. He worked in supermarkets in L.A. back in the '30s and '40s when work was for pennies a day, seven days a week."

Elias met her husband, Ray, when they both worked at Ralphs. He eventually became a police officer and

served as president of his police officers association before his retirement. They have been married almost 38 years and he now helps her in "Grandma Land."

Thankful for her union career

Elias says she is grateful to the union for making it possible for her to retire in comfort. She's also thankful for a fulfilling union career surrounded by people she likes and admires.

"I really want to thank retired Grievance Coordinator Bill Graham for his patience and his guidance," she said. "I fell into this position with no training and he trained me. He's become a brother to me over the years."

"Pete Waasdorp took over from him, and Alan Kontra and all the reps would step up and help, as well."

"I would also like to thank (President) Joe Duffle and (Secretary-Treasurer) Matt Bruno in particular," she continued. "The last 15 months were really rough and their compassion and friendship has meant the world to me and my family."

In addition to nearly losing her husband to COVID, Elias endured several deaths in her family over the past year and a half.

"Last but not least, I'm grateful that Christy Quintanilla has stepped into my job," she said. "I feel confident having her there to take the baton and be so willing to learn and take the burden."

"It makes me feel good knowing the membership is in such good hands with the leadership and staff at the Local 1167 office."

**'I loved
serving the
members.
I never
stopped
learning
or trying
to improve.'**

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



**For the latest update in negotiations
scan with your smart phone camera**



Members at Work: Ralphs 686 and 118 in Temecula and Murrieta

