

Spring 2018

# Desert Edge

## UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167



- Meeting challenges of technology
- Know your Union Representative
- Local 1167 Scholarship Program
- Reflections on Rosie the Riveter

**VONS**  
Ingredients for life.



**Union  
offices  
closed:**

**Cesar Chavez Day  
Good Friday**  
March 29, 30, 2018

**Memorial Day**  
May 28, 2018

**Independence Day**  
July 4, 2018

## Next Quarterly Membership Meetings:

Wednesday, March 28, 2018

Wednesday, June 27, 2018

Meetings start at 7 p.m.

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

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

## DESERT EDGE

**Rick Bruer**  
Editor

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

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### Drug & General Sales Division insurance:

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### Telephone hours:

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

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### If you have problems

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

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

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

### Food Division

call (800) 461-9179

### Drug Division

call (866) 268-2510

## NEW MEMBER MEETINGS

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

Get up to a \$65 credit toward your  
initiation fee when you attend a  
New Member 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!**

# Meeting the challenges of technology

**T**echnology is transforming the grocery industry, just as it is changing almost everything else in our world. It is up to us as union members to determine whether the outcomes will be positive or negative.

Posing the latest challenge to the status quo, Kroger, owner of Ralphs and Food 4 Less, announced plans to introduce its Scan, Bag, Go technology at 400 stores nationwide in 2018.

The program enables customers to scan items as they shop, using either a handheld scanner provided by the store or a smartphone app.

Initially, purchases will be made at a self-checkout register, but eventually shoppers will be able to skip that step and pay automatically through the app. The technology also can notify customers when they are near items that are on their shopping lists.

With the launch of Scan, Bag, Go, Kroger has entered a race with Walmart and Amazon's Whole Foods Markets for leadership in technological innovations that could add convenience for shoppers while potentially saving money on labor costs for retailers.

The new program is the latest in Kroger's ongoing efforts to save shoppers time through technology. The company rolled out its ClickList service in late 2014, allowing customers to order groceries online and pick them up the same day, without having to go in the store. Safeway/Vons is doing the same thing with its Online Shopping service.

Tech firms like Google, Peapod, HelloFresh and Uber are also in the mix, providing "personal shoppers" who bring food from the supermarket to the doorstep. Another company is experimenting with self-driving vans that come to customers' driveways, where they can select produce and other goods at their leisure.

These changes can be dizzying for observers who look away for even a moment. The big question for union members is how they will affect wages, benefits and working conditions.

The worst outcome would be layoffs and reduced hours for employees. The best outcome would involve educating and training union workers to perform



**RICK BRUER**

President

new tasks to improve shoppers' experiences.

In a promising development, Stater Bros. has partnered with instacart in a service that has union baggers bagging the purchases. Union stockers also stock the items on the shelves and union checkers check them through Stater Bros.' registers. The company gets to use new technologies to cater to its customers as members continue to work their hours. It keeps everyone working and doesn't take away any union hours or jobs.

This is an example of embracing change as our union and the company

come together to help the company, its customers and its union employees.

As time goes on, we expect customers will become more demanding and discerning as employers raise their standards in competing for customers' dollars. Meanwhile, unions will have an important role in maintaining and improving a professional, quality-oriented work force that is capable of meeting those higher standards.

Study after study shows shoppers will continue to prefer human interactions, even when other alternatives are more convenient.

No robot delivery service can duplicate the experience of chatting with the produce clerks as they help us select our fruits and vegetables, and no app will replace the checker who lives in our neighborhood and grew up with our kids. There is no replacement for human interaction no matter how advanced the artificial intelligence gets.

The employers learned a lesson about employee-shopper relationships during the supermarket strike and lockouts of 2003-2004, when the large majority of customers refused to cross picket lines walked by people they have grown to like and appreciate over the years.

We can't stop change, but we can channel it. Innovation can be a positive force in our industry, as long as the needs of working men and women are respected and protected.

Fortunately, UFCW Local 1167 has a strong record of protecting jobs while working with employers to ensure that technology makes our lives better, not worse.

Our success depends on the solidarity and activism of everyone in our union. Get involved with your union and be part of the solution to meet the challenges of the future.

# What's Happening

## Just Married

**Susan McLeod**, Stater Bros., married Robbie McLeod on Nov. 26, 2017 at the Calimesa Country Club.

Congratulations to our newlyweds!

## Just Retired

The months of January, February and March, brought us several new retirees. **Michael Baldwin** worked 46 years for Alpha Beta, Ralphs and Safeway. **Bob Hawkins** worked 46 years for Stater Bros. **Juan Ramirez** worked 45 years for Ralphs. **Lori Johnston** worked 44 years for Alpha Beta and Ralphs. **Angela Alvarez** worked 46 years for Albertsons, Lucky and Sav-on Drug. **Gilbert Ramirez** worked 42 years for UFCW Local 1167 and Vons. **Paula Cottier** worked 41 years for Albertsons and Lucky. **Mark Berenschot** worked 41 years for Albertsons, Fazio's and Stater Bros. **Katherine (Kathy) Vogen** worked 41 years for Vons. **Debra Martinez** worked 40 years for Alpha Beta and Food 4 Less. **Albert Sandoval** worked 40 years for Stater Bros. **Stephen F. Young** worked 39 years for Ralphs. **John Zillner** worked 39 years for Albertsons, Alpha Beta and Lucky. **Teresa Popovich** worked 39 years for Vons. **Lawrence Kunkel** worked 38 years for Albertsons, GemCo, Lucky and McCoy's. **David McNally** worked 38 years for Ralphs. **Shayne Sherwood** worked 35 years for Hughes, Lucky and Ralphs. **Clyde Dove** worked 34 years for Ralphs. **Cindy Griffith-Allen** worked 33 years for Stater Bros. **Karen Miller** worked 33 years for Lucky and Stater Bros. **Marco Arteaga** worked 32 years for Albertsons. **Pamela Heisinger** worked 30 years for Albertsons. **Henrietta Espudo** worked 30 years for Albertsons and Stater Bros. **Sylvia Shaw** worked 29 years for Stater Bros. **Martha Zendejas** worked 27 years for Stater Bros. **Debra Hatfield** worked 27 years for Alpha Beta and CVS Pharmacy. **Ramona Gonzalez** worked 25 years for Albertsons, Lucky and Stater Bros. **Satish Tiwari** worked 25 years for Albertsons and Lucky. **Barbara Wittman** worked 24 years for Stater Bros. **Leticia Carbajal** worked 22 years for Stater Bros. **Victoria Tedesco** worked 20 years for Food 4 Less and Vons. **Donna Barrett** worked 15 years for

Stater Bros. **Christine Morgan** worked 14 years for Albertsons, Hughes, Lucky and Vons. **Jovita Hernandez** worked 12 years for Stater Bros. **Mary (Moran) Conti** worked 10 years for Alpha Beta.

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



## Just Born

**Tiffany Green**, Ralphs, had a new baby girl and boy, "Double Surprise Twins!" Onika and Grayson Padilla. They were born on Nov. 1, 2017 at 5 lbs. each. ... **Alex Rodriguez**, Stater Bros., had another hulk baby boy to add to the family. Julian Rodriguez was born on Nov. 16, 2017 at 8 lbs. 6 oz. ... **Stephanie Whitley** and **Phillip Crawford**, Stater Bros., had a baby boy Joshua Crawford, who was born on Nov. 30, 2017 at 7 lbs. 14oz. ... **Samantha and Drew Hoopingarner**, Stater Bros., had a baby boy Henry Hoopingarner, who was born on Jan. 22 at 6 lbs. 3oz. ... **Melarie Flores**, Stater Bros., has a new baby girl Inez Hernandez, who was born on Nov. 6, 2017 at 7 lbs. 11 oz. ... **Eduardo Corona**, Vons had a baby boy Atom Corona, who was born on Nov. 14, 2017 at 8 lbs., 3 oz. ... **Daniel Martinez**, Stater Bros., had a baby boy Enzo Martinez, who was born on Nov. 4, 2017 at 6 lbs. 12 oz. ... **Fernando Salazar**, Stater Bros. had a baby boy Nathaniel Salazar, who was born on Nov. 11, 2017 at 8 lbs. 1 oz. ... **Tara Resendez**, Stater Bros., had a baby girl Dalilah Ramirez, who was born on Jan. 22 at 6 lbs. 2 oz.

Congratulations to all the new mommies and daddies!

## IN MEMORIAM

**Roy Andrade**, a retired meat cutter formerly employed by Keyfair, Boys Market, Fishers, Fazio's and Ralphs, died on November 12, 2017 at the age of 95. He had been a continuous member since October 1956.

**Virginia Arriaga**, a general clerk employed by Food 4 Less, died on Nov. 29, 2017 at the age of 69. She had been a continuous member since November 2005.

**Philip Brown**, a food clerk employed by Vons, died on Feb. 12, 2018 at the age of 61. He had been a member since February 1978.

**Robert Cornwell**, a retired meat cutter formerly employed by Safeway and Vons, died on Dec. 2, 2017 at the age of 74. He had been a continuous member since October 1965.

**Patricia Decker**, a retired food clerk formerly employed by Vons, died on Dec. 16, 2017 at the age of 84. She had been a member since December 1961.

**Frank Gilliam**, an affiliated member formerly employed by Pine Ridge Treatment Center, died on Dec. 8, 2017 at the age of 60. He had been a continuous member since November 2009.

**Luke Gonzales**, a retired food clerk formerly employed by Safeway, died on Jan. 6, 2018 at the age of 96. He had been a continuous member since December 1952.

**Duane Keeley**, a retired meat cutter formerly employed by Mayfair and Vons, died on Dec. 6, 2017 at the age of 88. He had been a member since March 1953.

**Mitsunori Maezawa**, a sushi chef employed by Gelson's, died on Jan. 6, 2018 at the age of 63. He had been a continuous member since March 2016.

**Magdalena Perez**, a retired food clerk formerly employed by F.A.D. and Alpha Beta, died on Oct. 6, 2017 at the age of 81. She had been a continuous member since November 1970.

**Harold Rausch**, a retired meat cutter formerly employed by Boy's Market and Market Basket, died on Dec. 15, 2017 at the age of 99. He had been a continuous member since January 1946.

**Carl Simpson**, a retired meat cutter formerly employed by Market Basket, Rudolf's, Lucky, Albertsons, died on Nov. 24, 2017 at the age of 81. He had been a member since April 1959.

**Betty Stump**, a retired general merchandise clerk formerly employed by Vons, died on Dec. 28, 2017 at the age of 83. She had been a continuous member since May 1989.

**Sherilyn Watrous**, a general merchandise clerk employed by Ralphs, died on Feb. 18, 2018 at the age of 23. She had been a member since May 2015.

**Laura Willcut**, a retired food clerk formerly employed by Market House and Michael's, died on Nov. 18, 2017 at the age of 91. She had been a continuous member since November 1952.

## CORRECT ADDRESS AND PHONE NUMBER A MUST!

You lose out if there is no correct address and telephone number on file for you. We know the problem: People move frequently. But it only takes a phone call, a minute with the Union Rep or a letter to our office. It could avoid a big problem with a hospital, medical claim or pension inquiry.





One of the most enduring icons of the Labor Movement and feminism is the World War II poster of a woman displaying a flexed bicep and wearing a red polka-dot bandana and blue coveralls, with the words “We Can Do It!” in a word balloon above her head.

Rosie the Riveter, as she is commonly called, continues as a symbol of inspiration and strength.

While the background of another version of Rosie painted by Norman Rockwell is well known, the story behind the “We Can Do It!” Rosie was a mystery for decades.

## Origins of Rosie

The exact inspiration for “We Can Do It!” Rosie the Riveter isn’t known for sure, but it is commonly believed J. Howard Miller, the artist who painted her, drew his inspiration from a 1942 photograph from the United Press International wire service.

He was commissioned by the Westinghouse Company’s Production Coordinating Committee to design a series of posters to improve worker morale during World War II.

Miller painted several posters that hung at Westinghouse’s factories for two weeks at a time. The “We Can Do it!” poster was part of the series, but after it was removed from the walls it was hidden in storage for nearly 40 years.

The image resurfaced in the early 1980s when it was repro-



The “Rosie the Riveter” poster.

duced in a *Washington Post Magazine* article about posters in the collection of the National Archives.

The poster was a hit and it was soon reproduced on T-shirts, magazines and a first-class mail stamp.

## Mistaken identity

In 1994, a woman named Geraldine Hoff Doyle saw the poster in the *Smithsonian* magazine and said she might have been the inspiration for Rosie.

She was a metal presser for two weeks at a factory in Ann Arbor, Mich. when she was photographed in 1942 by United Press International. She quit because she feared a hand injury would ruin her career as a cellist.

For nearly 30 years, Doyle was credited as the “real” Rosie. When she died in 2010, she was memorialized by *The New York Times* and other news media around the world as the poster’s inspiration.

But James Kimble, an associate professor of communications at Seton Hall University in New Jersey, had doubts. Over the course of five years he researched Rosie and discovered a version of the photograph Miller supposedly used for his inspiration with a yellowed caption

“Pretty Naomi Parker looks like she might catch her nose in the turret lathe she is operating,” it said.

The caption also stated that women at the factory wore “safety clothes instead of feminine frills” and concluded: “And the girls don’t mind — they’re doing their part. Glamour is secondary these days.”

## The search for Naomi Parker

Kimble discovered Parker was born in Oklahoma in 1921 and moved to Alameda, Calif. where in 1942 she worked at a Naval Air Station alongside her younger sister, Ada. It was there she was photographed by the ACME Photo Agency leaning over machinery.



Shortly after her picture appeared in the *Oakland Post-Enquirer*, she cut the picture out and kept it for 70 years.

In 2015, Kimble assumed Parker was dead and tried to track down her relatives through a genealogical society. The society informed him they couldn’t help because she was still alive, so he then set to find her.

Continued on page 11

# Know your Union Representative



**Jose Correa**

**Albertsons**

0728 (6728), 1641 (6641),  
2796 (6796), 6728

**CVS**

5958, 8816, 9190,  
9604, 9728, 9910

**Food 4 Less**

304, 343

**Ralphs**

098, 136

**Rite Aid**

5583, 5712, 5714, 6469

**Stater Bros.**

001, 022, 044, 062, 079,  
103, 115, 170, 171, 199

**Vons**

2381, 2596, 2818

**Towne Dental**



**Bill Collard**

**Albertsons**

3520 (6520)

**CVS**

8589, 9619, 9723

**Food 4 Less**

328, 389

**Ralphs**

013, 045, 113, 700, 717

**Rite Aid**

5695, 5696, 5708, 5718, 6468, 6482

**Stater Bros.**

005, 014, 017, 069, 088,  
090, 095, 175, 179, 200

**Vons**

1742, 1914, 2688

**Cadman Chiropractic  
Ponderosa Dental**



**Jerry Espinoza**

**Albertsons**

0567 (6567), 3559 (6559)

**CVS**

2050, 3341, 5497, 9134, 9646, 9648, 10931

**Food 4 Less**

517, 765, 774, 781

**Lucky**

0227 (6227)

**Ralphs**

027, 160, 681

**Rite Aid**

5670, 5674, 5678, 5680, 5681,  
5682, 6246, 6461, 6532

**Stater Bros.**

094, 128, 181

**Vons**

1767, 2175,  
2406

**Indian Wells Dental**



**Alan Kontra**

**Albertsons**

1569 (6569), 2586 (6586),  
3512 (6512), 6569

**CVS**

1520, 9153, 9616, 9804

**Food 4 Less**

308, 386

**Gelsons**

028

**Ralphs**

181, 611

**Rite Aid**

5671, 5672, 5676, 5679, 5683,  
5684, 5685, 5686, 6529

**Stater Bros.**

084, 086, 096, 105, 120,  
126, 127, 173, 183

**Vons**

2177, 2384, 3058



**Chris Marentes**

**Albertsons**

0524 (6524), 0561 (6561), 594 (6594), 0599 (6589),  
0601 (6601), 2515 (6515), 2543 (6543), 3177  
(6523), 3554 (6554), 3592 (6592), 4557 (6557)

**El Super  
(Gigante)**

014

**Food 4 Less**

320, 327, 337,  
338, 358, 369,  
370, 396

**Ralphs**

753

**Super A**

001

**Stater Bros.**

006, 019, 045, 048, 049, 052, 053, 054, 056,  
057, 059, 065, 067, 073, 078, 085, 106, 108,  
168, 169, 184, 194

**Vons**

2056, 2123, 2125, 2139, 2147, 2152, 2155,  
2167, 2169, 2200, 2224, 2228, 2681, 2832,  
2858, 3075, 3086, 3208

**Great Smiles**



**Ryan Parkman**

**Albertsons**

3513 (6513)

**CVS**

4148, 4291,  
9644, 9650

**Food 4 Less**

305, 312,  
397, 782

**Rite Aid**

5687, 5690, 5697, 5700, 5705,  
5706, 6276, 6473, 6514, 6538

**Stater Bros.**

097, 101, 110, 116, 118,  
122, 123, 176, 178, 190

**Vons**

2131, 2376

**Bear Valley Dental  
Plaza Family Dental**



**Carmen Paz**

**Albertsons**

0734 (6734), 0735 (6735), 0753 (6753),  
0798 (6798), 4706 (6706)

**CVS**

7554, 8848, 8896, 9550, 9606,  
9654, 9847, 9918, 9920

**Food 4 Less**

319

**Ralphs**

118, 686

**Rite Aid**

5469, 6438, 6481, 6509

**Stater Bros.**

098, 138, 174, 177, 187, 189

**Vons**

1962, 2373, 2660

**Gen Rx Pharmacy**  
**Sunshine Dental**



**Maria Perez**

**Albertsons**

001, 0609 (6609), 2514 (6514),  
2572 (6572) 2743 (6743)

**CVS**

4774, 5267, 9628, 9746,  
9799, 9803, 9849

**Food 4 Less**

315

**Ralphs**

140

**Rite Aid**

5704, 5713, 5727, 5728,  
5729, 5730, 6753

**Stater Bros.**

042, 080, 083, 111, 113,  
139, 192, 197, 201

**Vons**

2386, 2659

**Golden Triangle Dentistry**



**Christina Pugsley**

**CVS**

3033, 3058, 4704, 8439,  
8897, 9502, 9610

**Food 4 Less**

302, 329, 398

**Ralphs**

144, 609

**Rite Aid**

5715, 5716, 5717,  
5722, 5724

**Stater Bros.**

046, 075, 082, 114, 119, 121,  
172, 180, 185, 193, 195

**Alessandro Family Dental**  
**San Jacinto Dental**



**Nick Romero**

**Stater Bros. Breaking Plant**  
**(San Bernardino)**

**Mauser/Russel Stanley**  
**(Rancho Cucamonga)**

**Hacienda Heights Healthcare & Wellness**  
**(San Bernardino)**

**Healthcare Services Group, Inc. (Long Beach)**  
**Restaurant Depot (Colton)**



**Joe Duffle**  
Secretary-  
Treasurer



**Pete Waasdorp**  
Assistant to  
the President



**Matt Bruno**  
Grievance  
Director



**David Simmering**

**Albertsons**

2303 (6503)

**CVS**

8523, 9313, 9664, 9739, 9794

**Food 4 Less**

301, 303, 385, 786

**Ralphs**

753

**Vons**

2374

**Rite Aid**

5692, 5703, 5710, 5711

**Stater Bros.**

002, 008, 012, 024, 036, 043, 058, 091, 092, 107, 182

**Corey K. Houmand • Kascius Eyecare**  
**Pine Ridge • Rialto Family Dental**



**Gabe Suarez**

**Albertsons**

1319 (6519), 3587 (6587)

**CVS**

4788, 8825, 9861

**Food 4 Less**

311

**Vons**

1734, 1796,  
1734, 1796

**Nomi Lee, DDS**

Redlands, Beaumont

**Rite Aid**

5673, 5693, 5694, 5699,  
5701, 5709, 6256, 6561

**Stater Bros.**

003, 018, 023, 061, 071, 081,  
087, 112, 117, 125, 188, 191

**Kaiser**

001, 002, 003, 004, 005, 006, 007, 010, 011, 012, 013, 014, 015,  
016, 020, 030, 040, 050, 051, 060, 070, 080, 090, 100, 110



# 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 2018-2019. Scholarships will be awarded to winners chosen from among qualified applicants.

**Food contract members, Stater Bros. Meat Distribution Center members and Vons Meat Service 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 Friday, May 4, 2018.**

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, 2018. 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.



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 undergraduate or four graduate units.

12. Decisions of the Scholarship Committee are final.

**Return application by May 4, 2018.**  
**Refer any questions to Kathleen (909) 877-5000 ext. 3**



# Request to Participate in UFCW Local 1167's Limited Scholarship Awards Competition

Please print your answers below.

I understand that in order to be eligible for a scholarship award:

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2018. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2018.
- I must be at least a senior in high school.
- I am not eligible to apply if I previously received scholarship award money from UFCW Local 1167.
- If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
- If the member is involuntarily laid off or transferred out of UFCW Local 1167, I will become ineligible and will notify the local union.
- Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will participate in an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

My cumulative Grade Point Average in High School is/was \_\_\_\_\_.

(Finalists to confirm with transcripts)

My cumulative Grade Point Average in College is/was \_\_\_\_\_.

(Finalists to confirm with transcripts)

My cumulative Grade Point Average in Graduate School is \_\_\_\_\_.

(Finalists to confirm with transcripts)

\_\_\_\_\_  
(Signature of Applicant in acceptance of the above)

Applicant name \_\_\_\_\_ Phone \_\_\_\_\_

Full address \_\_\_\_\_

I am a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) \_\_\_\_\_

Applicant's Social Security number \_\_\_\_\_

Employed by (only if member) \_\_\_\_\_

Full store address \_\_\_\_\_

Union Representative \_\_\_\_\_

I am related to a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) \_\_\_\_\_

Relationship to member \_\_\_\_\_

Member's name \_\_\_\_\_

Member's Social Security number \_\_\_\_\_

Member employed by \_\_\_\_\_

Full store address \_\_\_\_\_

Union Representative \_\_\_\_\_

\_\_\_\_\_  
Highest academic level completed by June 2018

\_\_\_\_\_  
Year graduated from high school or month/year will graduate

\_\_\_\_\_  
I applied for a UFCW 1167 Scholarship in (year applied)  
(Applicants are not eligible if monies have been received in the past.)

Complete and return by May 4, 2018 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Kathleen.



## Free tacos and tax preparation at union headquarters

**L**ocal 1167 hosted a two-day “Tacos and Taxes” event Feb. 17 and 18 at its headquarters in Bloomington. Free tax preparation services and tacos were provided to eligible individuals and families whose combined household earned income was less than \$55,000 in 2017.

The event focused on the California Earned Income Tax Credit (CalEITC), which puts money back into the pockets of California’s working families and individuals.

Under the California EITC, families earning less than \$22,300 may qualify for CalEITC. Families earning less than \$53,930 may qualify for the federal EITC.

Union leaders thanked representatives from California State Assemblymember Eloise Gómez Reyes, the Community Action Partnership of San Bernardino, Grid Alternatives, Dr. Nomi Lee DDS, Catalina's List, the Internal Revenue Service (IRS), the County of San Bernardino, MHS Mental Health Systems and TODEC Legal Services for helping put together the event.

The event also was made possible by CalEITC4Me, which brings free tax preparation services and other resources to San Bernardino County residents.

Tax preparation and electronic filing services were provided by IRS-certified volunteer tax professionals who screened participants to determine eligibility for federal and state Earned Income Tax Credits.

IT PAYS TO BE UNION		
	YTD 2017	JAN-FEB 2018
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$186,919.70	\$117,519.18
MEMBERS REINSTATED	211	38
GRIEVANCES SETTLED	733	116
UNEMPLOYMENT BENEFITS RESTORED TO MEMBERS	\$59,132	

## Albertsons announces deal to acquire Rite Aid

**A**lbertsons has announced a cash and stock bid to acquire the 2,600 Rite Aid stores that weren’t already acquired by Walgreens last year.

The deal, announced in February, is estimated to be worth \$24 billion. Under its terms, Rite Aid will own nearly 30 percent of Albertsons’ shares. Rite Aid Chairman and CEO



John Standley will become the new CEO of Albertsons and Albertsons CEO Bob Miller will become chairman of the combined company, which is expected to make \$83 billion in revenue in its first year.

Many of the affected stores, especially those in California, have contracts with UFCW unions. Local unions of the UFCW in Southern California have entered negotiations for a new labor agreement with Rite Aid.

“We expect Albertsons, which already has collective bargaining agreements in California, will cooperate as we seek a new contract serving union members at these stores,” said Rick Bruer, president of UFCW Local 1167.”

**16th Annual Leukemia & Lymphoma Charity Golf Tournament**

**May 8, 2018**  
Sierra Lakes Golf Club  
16600 Clubhouse Drive Fontana, Calif.

Special UFCW members discount available!

Contact Pete Waasdorp  
(909) 877-5000 x108 • Pete@ufcw1167.org



## Union Representative's Report

Maria Perez

# Your store is a no-grazing zone. Never eat or drink without a receipt!

**T**he store where you work isn't your friend's house where you can grab a cool soft drink out of the refrigerator or munch on some pretzels on the counter. It's a place of business where management would prefer to sell its beverages and other food items to the public rather than give it away to you.

It's easy to rationalize drinking a few sips by saying to yourself, "It's just a soda, I need it to cool down." Or "I'll just take a few samples into the breakroom, it's no big deal." But when you get caught, you will be left high and dry!

From the employer's perspective, when you eat or drink something without paying for it, it is stealing.

This is true for every item that is sold in your store — apples, cookies, candy bars, whatever.

It's also true for "free samples" put out for customers, like those trays full of bite-sized bits of cheese or those little paper cups filled with fizzy water. As far as you are concerned, this is NOT free food!

Your union-negotiated contract specifies "grazing" as a terminal offense. People have lost their jobs over an insignificant item like a pistachio or even a grape.

If you open a merchandise item for personal use and then go up to the counter and pay for it immediately, you can still be fired. This happens every day and it is one of our union's most common grievances. It falls under the same category as stealing, according to the contract.

Some members might say, "Well, nobody saw me do it, so how can they fire me?" But somebody always sees you do it. The managers at your store are trained to watch the aisles like hawks (especially when you think they aren't looking) and the store security camera system has its many eyes trained on you at all times to see when you do so much as pocket a jellybean.

The system is in place to guard against theft — by customers or by employees.

We want you to keep your job! Please remember to always pay in advance and have a receipt in your hand whenever you consume merchandise at your store.



Maria Perez  
Union Representative



## Searching for Rosie the Riveter

Continued from page 5

He finally did in 2016 after learning she was still living in Alameda. She had married in the late 1970s and was going by the name Naomi Parker Fraley.

She told Kimble that in 2011 she realized she was the inspiration for the poster when she attended a reunion event for female wartime workers. She saw the poster next to the photograph of her, but it was captioned with Geraldine Doyle's name.

Parker Fraley tried to convince as many people as she could that it was her in the photograph, but no one seemed to listen.

Kimble published his findings in the journal *Rhetoric and Public Affairs* and gave Parker Fraley the credit she deserved.

Naomi Parker Fraley died in Longview, Wash., on Jan. 20, 2018, at the age of 96.

# Meet Ryan Parkman, Local 1167's newest Union Rep



**R**yan Parkman is starting anew, and he couldn't be happier.

Parkman began serving the members as Local 1167's newest Union Representative on Feb. 5, following 16 years of employment with Stater Bros.

Starting at Stater Bros. 110 in Apple Valley, he worked as a Courtesy Clerk, General Merchandise Clerk, Cashier and, eventually, Key Carrier. For the past year and a half, he was at a Stater Bros. store in Hesperia.

'When you have solidarity, everything else falls in line.'

"When I signed on with the company, I was 18 years old and didn't know much about the union," Parkman recalled.

"All I wanted to know was when the next paycheck was coming. I didn't know what my dues were paying for."

Nevertheless, he knew his mother liked the idea of his working in a union job.

"She always told me the union was a good thing and I should stick with it," he said.

He overheard other members in his store talk about volunteering at union events such as rallies or informational picketing, so he decided to get involved as well. He went campaigning door-to-door with his Union Rep who inspired him to attend union meetings.

He said his eyes opened wide when he accompanied President Rick Bruer and Secretary-Treasurer Joe Duffle to Sacramento to participate in a Legislative Lobby Day.

"Anyone can complain about something, but it takes action to make something happen," he continued. "If you want change, you gotta act!"

His awareness of union activism began to affect almost everything he did, he said.

"Union is family, and the essence of family is the fact that we must stick together," he said. "The more we participate, the stronger we become."

"Solidarity is the key to the benefits, wages, guarantees, job security and work protections we have," he continued. "When you have solidarity, everything else falls in line."

"I appreciate my union sisters and brothers so much," he continued. "I appreciate their dedication, their shopping in union stores, their wearing of their union pins and their support for other members in words and deeds."

Now 34, Parkman has an 8-year-old daughter, Marley, who plays basketball and soccer and participates in cheerleading.

"There's nothing like seeing your daughter score a goal or sink a basket," he said with obvious pride.

"I always ask her, 'Are you still having fun? Is it too much?' After all, she has a lot on her plate at only 8 years old.

"But she always responds, 'I love it!' So I'm loving it, too."

## Walmart shutter 63 Sam's Club stores

**S**ignaling a retrenchment after two decades of rapid expansion, Walmart announced in early January it is closing 63 Sam's Clubs across the country.

Many of the 9,400 employees who lost their jobs had no knowledge of the closures until they showed up for work and found the doors locked.

At last December's Food & Drug Conference, retail industry analyst Meredith Adler revealed that Walmart has stopped building Supercenters in the United States.

Walmart's announcement of the closures came hours after officials said they would be improving wages and benefits for some employees.

"The timing is ridiculous," branding analyst Dean Crutchfield said in an interview with CNBC.

"There's no strategy here," Crutchfield continued.

"There's nothing really professional here apart from them trying to cover up."



# 'It's all about family'

Steward Michel Ordonez advocates for her co-workers like they're family



**S**teward Michel Ordonez started working in the industry 30 years ago in Payless' cosmetology department.

"Remember when we had those?" she said with a laugh.

One day, her manager said the store needed help in the pharmacy department. After a few days, he told her not to go back to cosmetology, and she's been a Pharmacy Tech ever since.

Ordonez still works at Rite Aid 5730 in Menifee. Looking back on her career, she reflects on how some things have changed, but other things have remained the same.

"We were first Payless, then Thrifty and then Rite Aid — and now, apparently, Albertsons!" she said after reading the news of Albertsons acquiring Rite Aid that morning.

"The one constant is our union," Ordonez said. "It's our family."

"We take care of each other because we're all in

this together," she added.

She was asked to become a steward during the last round of negotiations with Rite Aid. Her Union Rep noticed she was both communicative and diplomatic.

"She asked me to step up to help and I did," Ordonez recalled. "I just can't believe that was three years ago. Where did the time go?"

As a steward, she serves as an advocate for her coworkers and takes an extra effort to document things that happen in the store. When problems occur, she contacts her Union Rep to discuss the situation to get things solved correctly and efficiently.

The contact with Rite Aid expires in July and members are preparing for a new round of negotiations.

Ordonez has a message for other members: "Stick together and fight for what is right and what we want in the contract."

"The biggest challenge ahead will be fighting for our health insurance," she said.

"I'm so thankful we have the insurance we do. So many people don't have anything near what we have.

"Don't get me wrong," she continued. "The guaranteed wages are great, but health insurance is so important. Especially for anyone who has kids, like me!"

Ordonez and her husband, Alfredo, have two sons: Alex, 17, and Andrué, 24.

In her spare time, she likes to travel and hike — as long as it's near water.

Her "three boys" are avid sport fishermen.

"They do all the work to catch the fish and I like to relax on the water," she said.

"They like deep-sea fishing and they've recently gotten into lobster trapping, which is really good for me. I love lobster!"

**Get up to \$8,000 for a better life!**

**UFCW members of all ages who want to further their education may qualify for up to \$8,000 in scholarship money.**

**UFCW**  
CHARITY FOUNDATION

[myufcw.org/benefits/ufcw-charity-foundation-scholarship](http://myufcw.org/benefits/ufcw-charity-foundation-scholarship)

# Here to help you!

## Meet three new Benefit Representatives in UFCW Local 1167's Insurance Department

**M**embers of UFCW Local 1167 are served by three Benefit Representatives who joined the union's Insurance Department last September. Here are their stories:

### Josh Fernandez



Before joining Local 1167's Insurance Department, Josh Fernandez worked as a meat wrapper from Stater Bros. 175 in Fontana. He has been a union member for 10 years.

Fernandez's son, Zackary, will be 5 in May, and Local 1167 continues to provide support.

"My union has been an extended family to me," he said.

"At the store, my Union Rep would always come in and say hi and see how I was doing. Our store loved the union pins and wore them with pride."

He also learned to appreciate the many other benefits of union membership, including guaranteed work hours and job protections.

"Working union is the definition of stability," he said.

Now, in his new job, "I'm looking forward to helping members as I was helped when I was 22 and didn't have a clue," he said. "I look forward to helping every new parent navigate these great benefits of ours."

When he's not at his desk at the Insurance Department or out with his son at a local park, you can find Josh out on the greens of a nearby golf course.

### Christina Robles



Christina Robles started working as a courtesy clerk for Stater Bros. 179 in Fontana in February 2008, when she was 16 years old. She also worked in the dairy department.

"All I knew about the union back then was I could get good cheap tickets to movies and amusement parks," she remembered. "Now I know so much more."

"We have so much with the union that no one realizes,"

Robles continued. "We have vision benefits, life insurance benefits and even a death benefit."

And now that she has a 6-month-old son, Ryan, the importance of her union membership has skyrocketed.

"With the union I've gained responsibility and structure," she said.

Since joining the Insurance Department, Robles is "super ecstatic" to be able to work for the union that has given her so much.

"I've learned from my own experiences and want to share what I've learned with others," she said. "It's such a great feeling to help those who need my guidance with the benefits."

### Shannon Munro



Munro previously worked for 29 years as a Customer Service Representative at Stater Bros. 79 in Riverside.

Now, she said, "I'm excited to be on this side of the counter helping the membership."

"I love to inform the membership about benefits they might not know existed," she continued.

"I always had HMO coverage, so I never knew about the great benefits of the HRAs (Healthcare Reimbursement Accounts) or the PPO services. It's amazing. There is so much to a union!"

Munro took the leap into union activism as soon as UFCW Local 1167 launched its Stewards Program several years ago.

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

When she's not helping the membership, you might be able to find her "jumping out of a perfectly good airplane."

Yes, you read that correctly.

"Skydiving... I love it!" Munro said.

"There is nothing like it. You don't have the sensation of your stomach dropping out like when you're on a roller-coaster or those free-fall rides. It's like floating."



# Local 1167 joins Women's March in Riverside

**P**resident Rick Bruer led a delegation of UFCW Local 1167 members and staff who joined the 2018 Women's March in Downtown Riverside on Jan. 20, in coordination with marches in Downtown Los Angeles and cities across the country.

Thousands of activists marched through the Inland Empire while more than 500,000 women and men, many of them carrying signs and wearing pink knitted hats, marched past Los Angeles City Hall, to demand fairness and justice for women and others who have endured discrimination and abuse.

Before and after the procession, participants heard activists, political leaders and celebrities rally the throng to engage in political action to change the country's direction.

A follow-up to the huge demonstrations on the day after the Presidential inauguration in January 2017, the 2018 Women's March in Los



Angeles was one many similar events across the United States.

Many of the speakers referred to the #MeToo and #TimesUp campaigns, which have been propelled by revelations of sexual harassment and violence endured by women in entertainment, politics

and the businesses world.

"Our union has always been and will continue to be committed to supporting the rights of all to earn a living without fear and with the full range of opportunities and benefits their careers have to offer," President Bruer said.





Return in 5 days to:  
**United Food and Commercial Workers**  
Union Local 1167  
P.O. Box 1167  
Bloomington, CA 92316  
Return Service Requested

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## Rite Aid members at work in Menifee

