

Spring 2019

# Desert Edge

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

Official Publication of United Food and Commercial Workers Union Local 1167



**President's Report:**

**Technology's potential for bad — and good**



## Union offices closed

**April 1**  
Cesar Chavez Day

**April 19**  
Good Friday

**May 27**  
Memorial Day

**July 4**  
Independence Day

## Next Quarterly Membership Meetings:

Wednesday, March 27, 2019

Wednesday, June 26, 2019

Meetings start at 7 p.m.

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

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

## DESERT EDGE

**Joe Duffie**  
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](http://www.ufcw1167.org)

## Contents

**3 President's Report**  
Technology's potential

**4 What's Happening**  
Retirements, marriages, births

**6 Rosie's Corner**  
Women in the union office

**7 Steward Profile**  
Jeffrey Sanders

**8 Labor History Series**  
Former Local 439 President Jim Bird

**10 Food and Drug Conference**  
Addressing automation in the industry

**12 Local 1167 Scholarship**  
Rules and application

**14 Union Reps Report**  
Don't give work away!

**15 Rep Feature**  
Meet Joe Parham

**16 Around Local 1167**  
Tammy Lauwers retires

**17 Political Roundup**  
Governor Newsom visits  
Local 1167

**ON THE COVER:**  
Raul Rodriguez and Jenae Zerehi,  
Ralphs 717 in Rancho Cucamonga



### If you have problems

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

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

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

### Food Division

call (800) 461-9179

### Drug Division

call (866) 268-2510

## NEW MEMBER MEETINGS

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

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

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

## Notice to all members: Your dues are now payable!

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

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

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

## Avoid suspension. Authorize dues checkoff today!



## Watch your mailbox!

for important information from your health benefits Trust Fund.

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

(714) 220-2297 • (562) 408-2715 • (877) 284-2320 • [www.scufcwffunds.com](http://www.scufcwffunds.com)

## President's Report

Joe Duffie

# Technology's potential for bad and good

**A**s you read this column, our union is engaged in critical contract negotiations with several major supermarket employers, including Albertsons, Ralphs, Stater Bros. and Vons.

Throughout these talks, Local 1167 is working in cooperation with several other UFCW unions in Southern California to negotiate a new contract that will determine many of our members' wages, working conditions, job protections, health and pension benefits for the next few years.

The degree of our success depends in large measure on the solidarity of our members, but it's not the only factor. We recognize that the employers exist to make a profit, and this profitability should enable them to share some of their wealth with the work force who help make those profits possible.

Initially, things look good in the retail food industry. Our employers have shown sustained profitability and have struggled to hire and retain quality workers. One could easily think that this should strengthen our hand as we press for improvements in upcoming negotiations.

On the other hand, there are some issues that could affect our ability to maintain current benefit levels and work force protections over the long term.

One of these issues is the continuing rise in health care costs. Another is the aging population and the pressure this puts on sustaining pension plans across the country.

For this column, I want to focus on a third long-term factor: automation.



**JOE DUFFIE**

President

---

**T**he degree  
of our success  
depends in large  
measure on  
the solidarity  
of our members.

---

The entire retail food industry appears to be obsessed with new labor-saving technologies such as self checkouts, automated stocking systems and home-delivery programs like Instacart and ClickList.



In their quest to maximize efficiency and compete in the modern marketplace, employers are investing heavily in driverless vehicles, from robot cars to drones. (Kroger specifically with a warehouse and driverless delivery service in Phoenix, Ariz.)

More than anyone else, Amazon is using its acquisition of non-union Whole Foods Markets to disrupt the supermarket industry, aiming to apply its considerable technological resources to carve out a dominant share of the business.

Already, Amazon has opened markets that allow customers, by using an app, to select their goods and take them home without having to go through a checkout line. The store is able to track their choices and deduct the charges from their checking accounts.

The latest news from Amazon is its testing of mini-robot carts about the size of an Igloo cooler. Traversing neighborhoods on six wheels, these devices are already delivering packets directly to the doors of customers without being touched by an employee of UPS, FedEx or the U.S. Postal Service.

Continued on page 5

# What's Happening



## Just Married

**Jose Miguel Ortiz**, Ralphs, married Marisela Castillo on April 26, 2018 in Riverside and honeymooned in New York. **Amanda Jaeger**, Stater Bros., married Jesse Padilla on July 13, 2018 in Palm Desert. **Randy Garcia**, Stater Bros., married Britany Garcia on April 27, 2018 in San Clemente.



## Just Retired

**Sharel Meisenbach** worked for Stater Bros. for 16 years. **Ronald Hills Jr.** worked for Ralphs for 17 years. **Maria Perez** worked for Albertsons and Ralphs for 18 years. **Laurie Fosness** worked for Albertsons and Stater Bros. for 18 years. **Deborah Browley Tripp** worked for Stater Bros. for 18 years. **Cecilia Martinez** worked for Stater Bros. and Vons for 18 years. **Lydia Duran** worked for Stater Bros. for 19 years. **Deborah Harris** worked for Vons for 22 years. **Manuel Hernandez** worked for Vons for 24 years. **Denise Huante** worked for Stater Bros. for 24 years. **Ben Villegas** worked for Stater Bros. for 24 years. **Derrick Frelow** (AKA chicken bone) worked for Vons for 25 years. **Daniel Alphin** worked for Alpha Beta and Stater Bros. for 27 years. **Patricia Armendariz** worked for Albertson's for 27 years. **Susan Gassaway** worked for Vons and Pavilions for 29 years. **Christina Clark** worked for Stater Bros. for 31 years. **Heidi Anderson** worked for Stater Bros. for 29 years. **Connie Knudsen** worked for Ralphs and Food 4 less for 29 years. **Katharine Bradley** worked for Ralphs for 29 years. **Pauline Perez** worked for Food 4 Less for 29 years. **Shelly Ramirez** worked for Stater Bros. for 32 years. **Nikki Richards** worked for Lucky and Albertsons for 30 years. **Elizabeth Calabrese Foster** worked for Alpha Beta and Ralphs for 30 years. **Michael Manley** worked for Albertsons for 29 years. **Ramona Salas** worked for Stater Bros. for 31 years. **Vicki Darrington** worked for Stater Bros. for 30 years. **Manuel Quintana** worked for Stater Bros. for 30 years. **Donna Rousey** worked for Stater Bros. for 30 years. **Vivian Keele** worked for Albertsons for 30 years. **Leticia Gonzalez** worked for Viva Market and Ralphs for 30 years. **Lillyann Wolter** worked for Stater Bros. for 31 years.

**Kimberly Collins** worked for Stater Bros. for 33 years. **Manuel Rivera** worked for Vons for 32 years. **Kelly Kavanagh** worked for Stater Bros. for 32 years. **Eugene Estrada** worked for Stater Bros. for 34 years. **Tammy Lauwers** worked for Alpha Beta, Food 4 Less and UFCW Local 1167 for 35 years. **Lori Oakleaf** worked for Lucky and Albertsons for 34 years. **David Provost** worked for Lucky, Stater Bros. and Ralphs for 35 years. **Shannon Phoenix** worked for Market Basket, Hughes, Smiths, Lucky and Albertsons for 35 years. **Denise Cusumano** worked for Safeway and Vons for 35 years. **Del Morin** worked for Stater Bros. for 35 years. **Jenni Cook** worked for Safeway, Vons, and Stater Bros. for 35 years. **Gerard Alvarez** worked for Stater Bros. for 36 years. **Alfonso Guerrero** worked for Lucky and Albertsons for 36 years. **Rebecca Hernandez** worked for Stater Bros. for 37 years. **Soni Jill Smith** worked for Fed Mart, Lucky and Stater Bros. for 37 years. **Willie Moffett** worked for Ralphs for 38 years. **Rick Whitmer** worked for Vons for 38 years. **Nancy Ortiz** worked for Albertsons for 37 years. **Rourke Johnson** worked for Vons and Albertsons for 50 years. **Alan Yamani** worked for Vons and Safeway for 47 years. **Robert Martinez Jr.** worked for Stater Bros. for 47 years. **Larry Hein** worked for Vons for 45 years. **John McCleary** worked for Vons for 45 years. **Jeff Branson** worked for Vons for 44 years. **Andrea Gonzales** worked for Ralphs for 44 years. **Julie Riddle** worked for Alpha Beta and Ralphs for 43 years. **Regina Schaal** worked for Albertsons for 43 years. **Jacqueline Johnson** worked for Albertsons for 43 years. **Michele Collins** worked for Albertsons, Lucky, Smith's, and Food King. **Bennie Espinosa** worked for Stater Bros. for 43 years. **Darryl Bess** worked for Ralphs for 42 years. **Chevala (Chevy) Bess** worked for Albertsons for 42 years. **Clifford Ozanich** worked for Food Mart, Lucky, and Albertsons for 42 years. **Richard Lara** worked for Vons for 42 years. **Steven Vanpool** worked for Stater Bros. for 42 years. **Cynthia Gutierrez** worked for Alpha Beta and Ralphs for 41 years. **Habibullah Sharif** worked for Albertsons for 41 years. **Vicki Holder** worked for Safeway, Vons, and Albertsons for 41 years. **Thomas Bray** worked for Alpha Beta and Ralphs for 41 years. **Lois Rey** worked for Alpha Beta and Ralphs for 41 years. **Betty Lewis** worked for Albertsons for 41 years. **Howard Rickus** worked for Boys Market, Albertsons, Lucky, and Stater Bros. for 41 years. **Robert Dubell** worked for Stater Bros. for 41 years. **Edward Rabe** worked

for Alpha Beta and Ralphs for 41 years. **Deborah Ann Corbett** worked for Alpha Beta, Stater Bros. and Ralphs for 41 years. **Mary Duran** worked for Stater Bros. for 41 years. **Ernest Garcia** worked for Stater Bros. for 40 years. **Michael Swierczek** worked for Stater Bros. for 40 years. **Donald Giannini** worked for Stater Bros. for 40 years. **Daniel Roddick** worked for Stater Bros. for 40 years. **Deborah Burke** worked for Stater Bros. for 40 years. **Susan Mcleod** worked for Stater Bros. for 40 years. **James Gaddie Jr.** worked for Albertsons for 41 years. **Robert Schaffner** worked for Stater Bros. for 39 years. **Cora Weaver** worked for Vons for 39 years. **Joey Zamudio** worked for Bills Ranch Market, Stater Bros., Smith's, Food King, Lucky, and Albertsons for 39 years. **Yolanda Meraz** worked for Stater Bros. for 39 years. **Vickie Foley** worked for Vons for 39 years. **Marianne Whitmer** worked for Vons for 39 years. **David Hudkins** worked for Stater Bros. for 39 years. **Christine Addison** worked for Alpha Beta and Ralphs for 38 years. **Tamera Arial** worked for Ralphs for 38 years. **Ann Dilley** worked for Albertsons and Lucky for 22 years. **Robert Chopp** worked for Vons for 14 years. **Tracy Quesada** worked for Lucky and Albertsons for 37 years.



## Just Born

**Deborah Gordon**, Rite Aid, has a new son, Wesley Michael Gordon, born on Nov. 30, 2018. "He is such a blessing," she said. Michael weighed 6 lbs. 6 oz. and measured 21" long. ... **Esperanza Potter**, Stater Bros., has a new son, Lerrel Emmanuel Potter "Gods' little blessing," born on Oct. 10, 2018, he weighed 6 lbs 14 oz. and measured 20" long. ... **Yvonne Rodriguez**, Food 4 Less, has a new daughter Mya Dixie Gonzalez, born on Dec. 2, 2018, she weighed 8 lbs 4oz. and measured 20" long. ... **Tymarie Ann Esteban Yanez**, Stater Bros., has a new son, Ty Duan-Carter Esteban-Yanez, born on Nov. 8, 2018, he weighed 8 lbs. 4 oz. and measured 20.5" long. ... **Michelle Angelo**, Food 4 Less, has a new son, Usher Angelo, born on Dec. 17, 2018, he weighed 5 lbs. 14 oz. and measured 18" long. ... **Marisol Ramirez**, Food 4 Less, has a new daughter, Zoey Zol Ramirez, born on Aug. 24, 2018, she weighed 8 lbs 8.7 oz. and measured 18.5" long. ... **Anna Tran**, Rite Aid, has a new daughter, Isabella Tuyet Tran, born on Jan. 16, she weighed 5 lbs. 11 oz. and measured 16" long.





## Local 1167 hosts 'Labor Roundtable'

UFCW Local 1167 Secretary-Treasurer Matt Bruno and Organizing Director Yesenia Gonzalez welcomed U.S. Rep. Pete Aguilar, right, while hosting a recent "Labor Round Table" at Local 1167's headquarters in Bloomington. The event brought together a wide range of labor unions to engage in dynamic, in-depth conversations to help ensure the voices of working men and women are heard.



## President's Report Joe Duffie

# Technology and our industry

Continued from page 3

Over time, these technologies have the potential of reducing the number of hires at a typical store. This in turn could lead to reductions and could even lead to possible lay-offs if we do not meet this issue head on.

Should the total number of hours worked get reduced across the bargaining unit, so too would the total contributions the employers would be making to the trust funds that maintain our health plans and pension funds.

This scenario paints a grim picture of the future for careers in the supermarket industry, but it does not have to be that way.

At the recent Food & Drug Conference, a delegation from Local 1167 learned about alternative trends that could increase employment in retail stores (see page 10).

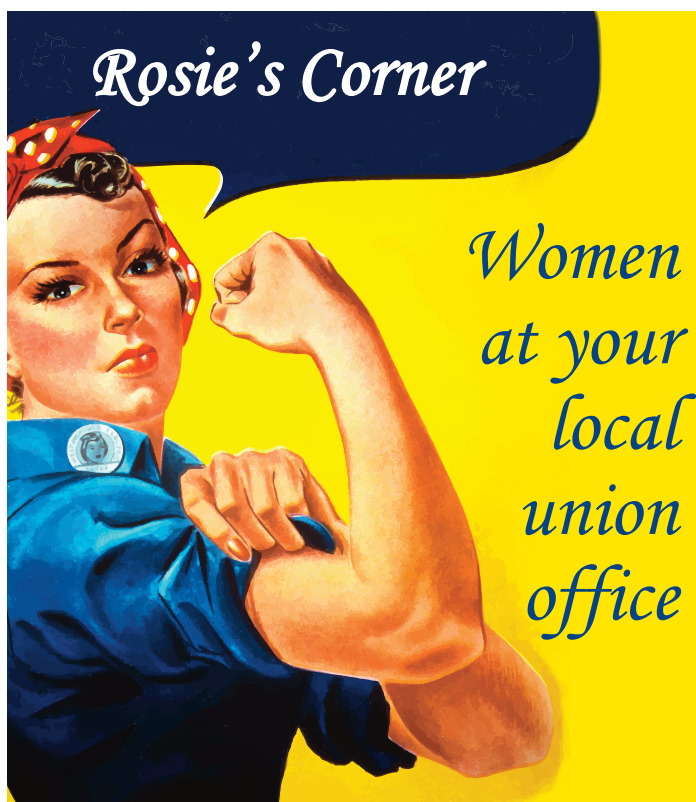
For example, a mega-Starbucks store in China uses apps to engage customers in an immersive experience that enables them to interact with employees in a variety of new ways. A similar store is in the works for Downtown Los Angeles.

We also learned about certain Chinese and European markets that are integrating technologies where customers utilize an app to select their food and identify how they want it prepared. Then customers have a choice to eat their customized meals on-site, take meals to go, or have a runner collect the remaining items on a shopping list.

In our quest for better wages, benefits and working conditions for our members, your union is committed to working with the employers where possible to realize the brighter potentials of technology.

Technological changes may be inevitable, but these changes don't have to be negative. Our task is to help harness technology for its proper purpose, which is the improvement of human lives.

With all the changes in retail, now more than ever it is imperative that ALL of our members stay engaged in the negotiation process. Please keep an eye out for this publication and you can look on Local 1167's website and Facebook page for updates. Should you have questions or concerns please contact your union representative.



**I**n this corner we've introduced our union members to some powerful women. We've learned about Rosie the Riveter, we've learned about women who have run for political office, and now we'd like to remind members that we have some powerful and helpful women right here at UFCW Local 1167 who serve members every day!

### *Insurance Department*

Tami Gerbing has worked in our union's Insurance Department in Bloomington since 1998. Prior to that, she worked at the Trust Fund Office in Cypress from 1990 to 1998, and before that she worked for her father for 10 years as a data processor.

"You just can't beat the benefits of the union industry," she says.

"The union is here for the members and we help them with their insurance questions, of which there are many," she added.

"I'm so happy to help the members when they call with questions or concerns. I've come to know so many of them by name."



Tami Gerbing

Tami helps them learn if they're eligible for benefits or whether their premiums are up to date. She helps them with disability claims and other matters relating to their insurance.

"I'm able to help members with dental and vision claims," she said. "The dental and vision offices call me by my first name."

When she's not helping the members, Tami spends her time as a licensed hairdresser.

When her daughter, Marilyn, was 2 and a half years old she was the "poster child" for the Press-Enterprise newspaper's classified ads in the Riverside area. Marilyn is 23 now and is a talented makeup artist who works for Mac makeup and Ulta beauty stores.

### *Membership Department*

In June, Melinda Gantner will have 20 years of experience with Local 1167.

She started as a temp in the Benefits and Membership Departments before she was hired to work in the Membership Department full-time. She previously worked for the Fred Meyer grocery chain in Washington state.

When her husband, Larry, served in the Navy, she worked in the commissary's grocery store at the base where he served.

At Local 1167's offices, "I work a lot with withdrawal cards, helping members make sure the proper paperwork is filled out if they go out on disability leave," she said. "We help them solve their problems and help them understand how their dues are deducted. We help members so they don't get suspended.

"The union protects members' rights and helps them avoid being taken advantage of," she continued.

"Being union means fair pay and fair hours. But if you don't have a union to back you up, you're on your own.

"With the union, you have people fighting for what's right and making sure you get what you deserve.

"We get thousands of members back to work and their back pay restored. It's rewarding work."

\*\*\*

Tami Gerbing and Melinda Gantner are just two of the capable hardworking women who take care of our members' needs every day. You'll find them both in Local 1167's offices Monday through Friday from 8 a.m. to 4 p.m.

Give them a call and ask for them by name!



Melinda Gantner



# Going the distance

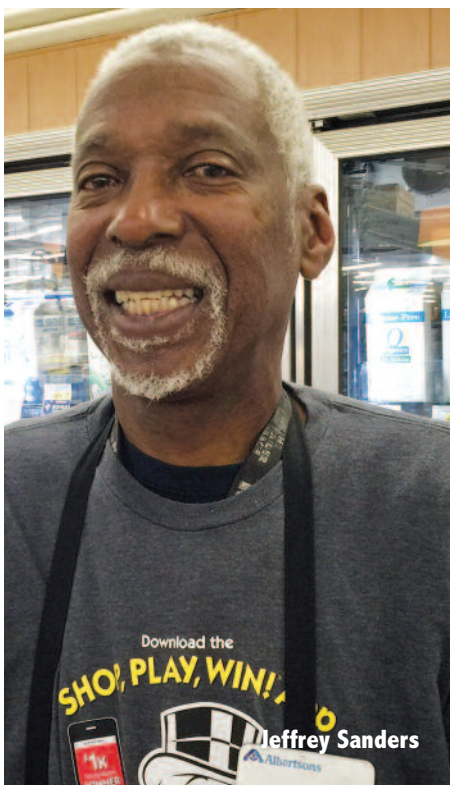
Jeffrey Sanders used to drive 97 miles one-way to report for work

**A**fter Jeffrey Sanders began working for Albertsons 30 years ago, he worked in many stores, participated in many grand openings, and drove many miles.

“I drove 97 miles one way for two and a half years,” he recalled. “I opened the store in Hesperia while I was living in Los Angeles.”

He eventually settled down when he was offered a job at Albertsons 2796 in Corona. That was 19 years ago, and he expects to be working at the same location until he retires in a few years.

“I love this store,” he said. “The people here are like family. I’ve watched all the young ones grow up here.”



### Eyes wide open

Before joining Albertsons, Sanders worked for Ralphs for a decade and then worked in construction for a couple of years.

At the Corona store, he’s been the top steward for eight years.

“My eyes really opened during the strike,” he said, referring to the 141-day supermarket labor dispute in 2003-04. “I learned about the union and what it does for members, and ever since then I’ve been answering questions about the union from my coworkers.”

He said some members don’t even know where the union office is, “so I take them there and let them know all their questions about work, life, insurance and more can be answered there. There’s always somebody on duty to answer our calls.”

“I also encourage members, especially young members, to attend union meetings,” he continued.

“Our union means strength. We have good wages, benefits, a pension and women in management because of what the union has done for us.

### Thankful for benefits

“Thanks to the union, my kids always had medical benefits. My daughter wouldn’t be here today if it wasn’t for the tremendous benefits of the union and the care they have for the members. It’s breathtaking!

“But don’t take my word for it. Go and find out for yourself!”

Sanders’ 20-year-old son, Jeffrey Jr., works at Home Depot and is learning to become an auto mechanic. His

daughter, Jazlynn, 18, is a senior at Granite Hills High School in Victorville, where she’s interested in the theater arts. “She’s getting straight As,” the proud dad said.

Jeffrey Sr. became a grandfather on Jan. 4. “All my spare time is spent with the grandbaby, Ocean Le-Ann, and I’m lovin’ it,” he said.

His advice to his fellow union members is: “Stay strong with the union and you’ll be all right. It’s the union that will take us to the next level.”

## 17th Annual Leukemia & Lymphoma Charity Golf Tournament

**May 7, 2019**

Sierra Lakes Golf Club  
16600 Clubhouse Drive  
Fontana, Calif.

Special UFCW members  
discount available!

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

## LABOR HISTORY SERIES

# Jim Bird, retired Local 439 president, traces family's meat cutter history back to 19th century

**J**im Bird, 87, who retired as president of Meat Cutters Local 439 on Feb. 1, 1994, reflected on his family's place in the history of meat cutters.

"My grandfather, James Guy Bird, came to Southern California from Missouri in the late 1800s," he said. "I don't know what he did for a living in the Midwest, but he was a complete butcher in our area from the start."

"Working in a 10-foot-square structure on a large marble slab, my grandfather did the entire job, from slaughter to cuts for cooking," he continued.

**DESERT EDGE** **MARCH 1994**


### *Jim Bird Retires as President of UFCW Meat Cutters Local 439*

On Feb. 1, 1994, Jim Bird, President of UFCW Meat Cutters Local 439, retired.

Bird had been a member of the union for more than 40 years and had served as an officer of the local for 28 years. He leaves behind a strong local representing workers in the retail and wholesale Meat Industry in California.

"I've known and worked with Jim Bird for many years. Many of his members work in stores with our members," said President Bill Sauriol.

"I want to wish him good luck in his retirement and I look forward to working



*Jim Bird*

with Roy Sessions, former Secretary-Treasurer of the local, who succeeds Jim," Sauriol said.



JIM BIRD

"My dad, Guy Shelby Bird, and his father opened and operated the first refrigerated meat market in Brawley in 1929."

James S. "Jim" Bird was born in Long Beach. The family moved to Brawley when he was a boy, later moving to Barstow.

His first job in a gas station in 1949 paid \$37 per week. As a soldier in the California National Guard he served in the Korean War during the early 1950s.

Back in the United States, he became one of the meat cutters, then called butchers, working at a Safeway in Riverside.

"I was fortunate to work first under the tutelage of my dad — a real expert in the trade," he said.

In 1954, he was hired by Stater Bros. in Pomona, where he worked for eight years. Moving to Glendora, "I was trained by Charlie Stringfellow, an excellent cutter. We took great pride in our work, which included unloading 20 quarters every day, breaking, boning and cutting.

"Those days are long gone," Bird said.

### Hired by Local in 1966

Bird, then working in the meat department at an independent store at Muscoy in the San Bernardino area, was recruited to join the staff of the local as a business agent in 1966. He was designated chief executive of the local in 1978 when long-time CEO Arnold Hackman retired.

Re-elected every time, Bird led the local through the turbulent Reagan-Bush era, 1980-92. During that period, Amer-

CONTINUED ON NEXT PAGE



ica's trade unions were battered, and the rights and conditions of the members were under attack, which they still are. Nonetheless, the local emerged from those times intact and endured as a stronghold of workers in the retail and wholesale meat fields in California.

Bird recalls the days not that long ago when union members were forced by employers to work "off the clock" and women members were routinely harassed. While abuses in the workplace still exist and frequently dominate the current news, Bird's administration emphasized enforcement of the rules and dignity for all workers on the job.

### Three strikes

"There were three strikes during my tenure on staff – 1973, 1985, 1988," Bird said. "We never went on strike just for money. There were always more important issues, mostly maintenance of (health) benefits and improved working conditions."

"The employers were always trying to take things away and there was a fight to hold on to what had been won over the years."

The "fight" included Jim Bird's being arrested and jailed three times.

"I suppose there was some justification for my being thrown in jail," he said. "There was the time I dropkicked and shattered a camera taking unflattering pictures during a strike. I didn't see the cop watching me, so I wound up naked in a cell until I was released after a few hours."

"There was also the strike in which there was an accusation of attempted murder that was eventually dropped after a couple of lie detector tests. The murder charge was replaced by an 'excessive noise plea.'"

"We lost that strike, but the market soon went out of business," Bird recalled.

Bird was succeeded as the local's president by then-Secretary-Treasurer Roy Sessions, who served until the local merged into UFCW Local 1167 in 1995.

### Radical changes

"To say our business has changed is an understatement," Bird said.

"Since I first stepped up to a block as an apprentice, our trade has gone the way of all trades in America. New technology, methods and public tastes have changed radically."

"For a kid from Long Beach who followed in the footsteps of his father and grandfather, and a mother who was a checker at Safeway, I suppose it followed that I would make my way as I did."

"But I can't think of any other thing I would rather have done or would have delivered the same measure of satisfaction and accomplishment that representing union members in the meat industry has delivered."

"I can tell you it was a rare, charmed thing."



'WE NEVER WENT ON STRIKE JUST FOR MONEY. THERE WERE ALWAYS MORE IMPORTANT ISSUES, MOSTLY MAINTENANCE OF (HEALTH) BENEFITS AND IMPROVED WORKING CONDITIONS.'

**Note:** "Bill Sauriol paid the retail clerks their wages when they came out to honor our picket line during our strikes. I'll always remember that and honor him for that," Bird said.



Business consultant  
Mario Moussa



UFCW International President  
Marc Perrone



Retail industry analyst Craig Rosenblum



**Education is the most powerful weapon which you can use to change the world. —Nelson Mandela**

In 2019 the UFCW Charity Foundation will award several SCHOLARSHIPS, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:

**[www.ufcwcharityfoundation.org/scholarship](http://www.ufcwcharityfoundation.org/scholarship)**

The scholarship application will be available online from February 11-May 12, 2019.



If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006 or by e-mail at [cf scholarship@ufcw.org](mailto:cf scholarship@ufcw.org).

If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you. UFCW employed officers, staff, and their immediate families are not eligible.

## UFCW international president warns of retail automation at 2018 Food & Drug Conference

**M**arc Perrone, president of the 1.4 million-member United Food & Commercial Workers International Union, sounded a call to action for attendees of the 2018 Food & Drug Conference, warning of massive unemployment in the years ahead unless the current trend toward automation is curtailed or mitigated.

Perrone said the retail food and drug industries are already feeling the effects of artificial intelligence and other technologies. He pointed to the development of stores without checkers, deliveries using driverless cars and robots replacing stockers at stores and warehouses.

Perrone told his audience, which included a UFCW Local 1167 delegation led by President Joe Duffle, that these changes are primarily driven to increase corporate profits by reducing labor costs.

Possible solutions, he said, might include laws requiring employers to continue paying payroll taxes for jobs that are eliminated through automation.

A more upbeat assessment came from Craig Rosenblum, a renowned analyst of trends in the retail industry. He concluded his descriptions of changing consumer tastes by pointing to two new immersive shopping locations in China. Customers at these stores use technology to learn about their food and drinks, customize their preparation and even consume them on site.

While automation is evident at these locations, overall employment is higher than at traditional stores, Rosenblum said.

The prestigious lineup of speakers at the 2018 Food & Drug Conference also included Mario Moussa, Ph.D, an author and consultant who teaches in the Executive Programs at the Wharton School of Business, and Avish Parashar, whose topic was “Ding Happens: How to Deal With Change in an Ever Changing World.”

“The annual Food & Drug Conference is an excellent opportunity for leaders and staff of UFCW Local 1167 to stay informed of developments and trends in our industry,” President Duffle observed.

“This information is useful as we respond to the needs of our members and negotiate the strongest possible contracts with the employers.”

---

**‘T**his information is useful as we respond to the needs of our members.’

---





Sammie Garnica, Greg Davis, Claudia Baca



Leah Dezara, Victoria Thrash



Raul Rodriguez, Jenae Zerehi



Christy Quintanilla, Desiree Salinas

## Members at Work

Ralphs 717,  
Rancho  
Cucamonga



Kellie Richards, Valerie Cooley (Ralphs 700), Diane Howe (Ralphs 113)

# 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 2019-2020. 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.scuicwffunds.com](http://www.scuicwffunds.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 3, 2019.**

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, 2019. 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 3, 2019.****  
**Refer any questions to Lisset (909) 877-5000 ext. 121**



# 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, 2019. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2019.
- 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 2019

\_\_\_\_\_  
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 3, 2019 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Lisset



**Christina Pugsley**  
Union Representative



**Jose Correa**  
Union Representative

## Union Representative's Report

**Christina Pugsley / Jose Correa**

# Don't give your work away!

**A**s many of you might not know, California is one of the few states that still have the "Food Clerk" classification. In other states they are called APC Clerks (All Purpose Clerks) or Super Clerks.

These clerks can do everything in the store but are paid GMC (General Merchandise Clerk) wages. So, when you go shopping at a grocery store in another state and go through the checkout, that may not be a Food Clerk checking your groceries out.

Recently, the APC classification was introduced into our Food 4 Less stores. We do not need this in our food stores! We need to preserve the Food Clerk classification.

After the 2003-2004 strike, some of the work for Food Clerks was lost to the GMC classification, which meant reducing Food Clerk positions.

How do we preserve the Food Clerk position? Our message to

---

**W**e really need to stick together and preserve the jobs we have. So please get informed.

---

Food Clerks is we need to quit having GMCs or Clerk's Helpers do the work for us when we cannot get our jobs done!

Similarly, Meat Cutters shouldn't have Meat Clerks cut meat because that would reduce the number of Meat Cutters.

If we continue to have GM Clerks, Meat Clerks and Clerk's Helpers do jobs for those in higher classifications, then we will never get more help and eventually we will lose that work.

We see this happening a lot in produce departments, meat departments and night crews. Closing Key Managers have GM Clerks face the grocery end caps while they are facing their GMC end caps.

If you're not sure what food items are Food Clerk work or what GMC items are GMC work, give us a call so we can let you know.

Did you know that your grocery, meat, service deli/bakery or floral supervisors are not allowed to work in your departments? That too is taking hours away from you and you need to let us know right away if you see it happening.

Did you know that the cake techs who come into your stores to train are only allowed to train you to decorate, not to do production themselves? A lot of them will say, "I have some time, let me fill your case for you." Your initial thought may be "Wow, that's great!" but it's taking hours away from your department and they are not allowed to do that.

Another thing we see is liquor vendors doing your load and filling the shelves. This is your work! If you see it happening, you need to let your union representative know so we can get it stopped. It is actually against the ABC laws for them to fill the shelves.

Members at Albertsons, Ralphs, Vons and Stater Bros., we are getting ready to go into negotiations and we really need to stick together and preserve the jobs we have. So please get informed.

If you have any questions, please call your union rep or call the office and ask for the rep on duty.



## New e-board sworn in

On Jan. 23, Retired Local 1167 President Bill Sauriol swore in the local's new executive board.





# Meet our newest union rep

Years in industry taught Joe Parham the importance of union contracts



**J**oe Parham says he never gave unions much of a thought when he started working for Ralphs 34 years ago.

Boy, did that change.

On Feb. 1, Parham became UFCW Local 1167's newest union representative, culminating almost three and a half decades of growing passion and commitment to the union.

"My father was a postal union employee for a number of years," Parham recalled. "He provided a good living for us because he had a union job with decent wages, health care and dental care, but I didn't think it was anything out of the ordinary. It was just the way it should be."

When his school counselors recommended that he work at the local supermarket, "they told me it was a good position to make some good money," Parham said. "Wages were all I thought about 34 years ago. I had no idea that this job would turn into a career with so much more."

That started to change two years later, when Parham's daughter Kassandra was born two weeks early.

"All the medical costs were taken

care of through my union health benefits," he said. "The medical coverage saved us."

His awareness of his union grew over the years. "I learned about how the union provides protection for my job and my family," he said. "I learned how the union looks out for you like a family would."

"Most people don't think about it until we have a problem and need to go to the union to help solve it. Too often, true appreciation only comes when there's salvation."

In the course of his career, Parham worked on the night crew and as a receiver at Ralphs stores in San Diego, Temecula, Murrieta and, most recently, in Menifee.

He met his second wife, Diana — another Ralphs veteran — shortly after the supermarket strike of 2003-2004. "She's my biggest cheerleader and most staunch critic," he said.

"I met my first wife at Ralphs too," he said with a laugh.

Along with Kassandra, Joe and Diana have two other children, plus grandchildren.

Looking at the current state of jobs

in the grocery industry and the nation at large, Parham acknowledges that "we have challenges ahead."

"There's so much division and separation," he said. "We need to find something that unites and bonds us to keep us strong, and that's our union."

"Because of our union contracts, we have decent-paying middle class jobs that enable us to have enjoyable lives."

"None of us is going to get rich doing this, but we also do not need to ask for handouts while working in this industry."

Commenting on the prospect of difficult negotiations with the major supermarket employers, Parham said:

"Don't be afraid. Do not give in to fear and do not listen to company propaganda."

"There is only one entity looking out for your best interests and it's the union. I've learned this lesson throughout my entire career."



Ronnie Guevara from CVS 9619 retired March 1 with 39 years in the union.



Nancy Ford from Vons 2660 retired March 1 with 43 years in the union.



**T**he union has been absolutely wonderful in my life," said Tammy Lauwers, who retired from the Local 1167's Membership Department on Jan. 25.

Before joining the union's staff 22 years ago, she worked for Alpha Beta for 13 years as a food clerk.

"My father was in the plumber's union and I learned from him the importance of being part of a union," Lauwers said.

She's retiring at age 55, taking advantage of the "Golden 85" rule, which enables members to retire without pension penalties when their ages plus their years of employment total 85 or greater.

Why retire now at such a young age?

"I have the opportunity, thanks to my union, and my energy level is not the same as it was 20 years ago!" she said with a laugh.

Her husband, Ron, retired from the industry a few years ago and now works for the local school district.

"Ron worked for 38 years for Albertsons, Stater Bros. and Ralphs," Lauwers said. "He had heart bypass surgery and a bout with leukemia, so you can be sure we're grateful to have our health coverage."

"I'm a breast cancer survivor and I've had knee replacement surgery, so those same benefits worked for me as

well," she said.

Having raised her own three children, she's now raising her grandsons, ages 8 and 10, and is in the process of adopting them.

"Once again, I'm thank for to the union for making this possible," she said.

"The greatest thing about working at Local 1167 was helping the members," she added.

"I know it sounds cliché, but helping members through whatever they needed to do and educating them on the programs and benefits available to them was the most rewarding thing about working here.

"Showing them the value of their union membership has been amazing! They often don't realize what they have until they need it.

"Our pension and medical benefits are beyond anything of what other workers can get," she continued.

"People just don't realize the value of our benefits! A friend of mine has been working for 58 years for one company, and when she retires, she won't have a pension.

"That just blows my mind. How can that be?"

In addition to helping members in the Membership Department, Lauwers worked in the union's Grievance Department for eight years, and getting members the backpay they had earned was truly rewarding during this period, she said.

"The members are in great shape with Joe Duffle as their president," she continued. "His organizing background is strong, and it's exactly what the union movement and our local needs. The members will benefit for all of us moving forward."

She said it's hard to leave, but the staff is "very understanding and supportive."

"My co-workers are my family, and they've been great — especially Maureen McCabe, who retired a while ago," Lauwers said. "She called me every day for a week with a countdown to my retirement day."

"Now I'm looking forward to the simple life," she added. "I'm looking forward to cleaning the house instead of just picking it up."

## IN MEMORIAM

**Andrea Andrade**, an affiliated member employed by Stater Bros., died on Dec. 22, 2018 at the age of 49. She had been a member since February 1992.

**Carlos Arrez**, a general merchandise clerk employed by Stater Bros., died on Dec. 29, 2018 at the age of 21. He had been a continuous member since June 2017.

**Colleen Coleman**, a retired food clerk formerly employed by Thriftmart, died on Jan. 28, 2019 at the age of 90. She had been a member since September 1960.

**Paul Enriquez**, former president of Teamsters Local 439, died on Oct. 21, 2018 at the age of 95. He had been a continuous member since October 1968.

**Adrian "Spike" Enderson**, a retired food clerk formerly employed by Sages & Lucky, died on Feb. 5, 2019 at the age of 91. He had been a continuous member since September 1967.

**Gloria Gonzalez**, a retired meat wrapper formerly employed by Vons, died on Feb. 6, 2019 at the age of 64. She had been a continuous member since August 1987.

**Luis Guerrero**, a retired food clerk formerly employed by White Front, Super Save, Market Basket, Alpha Beta and Ralphs, died on Nov. 25, 2018 at the age of 79. He had been a continuous member since January 1967.

**Ed Harris**, a retired meat cutter formerly employed by El Rancho Market, Hughes and Ralphs, died on Dec. 7, 2018 at the age of 67. He had been a member since July 1970.

**Mary Lou Hogue**, a retired food clerk formerly employed by Vons, died on Feb. 4, 2019 at the age of 82. She had been a continuous member since October 1966.

**Nyal Jackson**, a formerly employed by A.M. Lewis, died on Sept. 7, 2018 at the age of 98. He had been a continuous member since October 1962.

**Rose Jacobs**, an affiliated member formerly employed by Stater Bros., died on Dec. 21, 2018 at the age of 53. She had been a continuous member since May 2006.

**Arlene Large**, a retired food clerk formerly employed by Vons, died on January 4, 2018 at the age of 82. She had been a member since January 1956.

**Donald Meline**, a working retiree formerly employed by Stater Bros., died on Jan. 18, 2019 at the age of 86. He had been a member since June 2004.

Continued on next page





## Gov. Newsom visits Local 1167

California Gubernatorial candidate Gavin Newsom visited UFCW Local 1167's Bloomington office during his campaign to discuss issues important to union members and working people.



President Joe Duffe welcomed Assemblymember Sabrina Cervantes of California's 60th Assembly District to the Local Union office in January.

"Thank you for your support! We couldn't have done it without UFCW Local 1167," Cervantes said.

## IN MEMORIAM

Continued from previous page

**Jeffrey Peterson Jr.**, a general merchandise clerk employed by Stater Bros., died on Dec. 23, 2018 at the age of 26. He had been a continuous member since May 2018.

**Lillias Pfister**, a retired food clerk formerly employed by B & D Markets, Inc., Michael's Market and Safeway, died on Dec. 24, 2018 at the age of 91. She had been a member since February 1963.

**Henry Rutherford**, a meat cutter formerly employed by Desert Provision and H.R.I., died on Dec. 2, 2018 at the age of 91. He had been a continuous member since December 1949.

**Frances Smith**, a retired clerk formerly employed by ABC Union and Gemco, died on Jan. 17, 2019 at the age of 93. She had been a continuous member since July 1968.

**Jose Valdez**, a general merchandise clerk employed by Albertsons, died on Jan. 17, 2019 at the age of 52. He had been a continuous member since November 2017.

**Kathleen Weeg**, an affiliated member formerly employed by Ralphs, died on Nov. 9, 2018 at the age of 52. She had been a member since May 2010.

## IT PAYS TO BE UNION

Feb 2019      Year-End 2018

BACK-PAY AND BENEFITS RESTORED TO MEMBERS	\$8,025.15	\$8,406.91
MEMBERS REINSTATED	12	19
GRIEVANCES SETTLED	74	92





Kristen Boyden, Deanna Grant, Erin White



A member from Local 324, Rosa Torres, Juan Sarabia (Ralphs 700), Victor Manzanero, Quileen Martin, Willie Arias (Local 324), Jose Salcedo.



Judit Espinosa, Pedro Aguilar



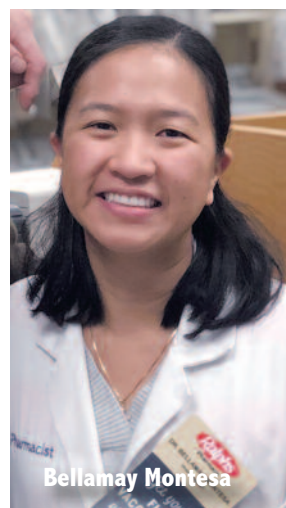
Jose Salcedo and Victor Manzanero

**Members  
at Work**

**President  
Joe Duffle  
visits Ralphs 113,  
Fontana**



Mark Adler



Bellamay Montesa



Kristy Wray





**Gricelda Espinoza DeUzeta**



**Nissa Zuloaga**



**Elizabeth Ibarra**



**Sean Neil, Debbie Mestas, Devin Robinson**



**Christina Narez, Danielle Barrasa, Christina Castro**



**Johnathon Antrim, Mary Velasquez, Steve Davis, Marilou Martinez**

## **Members at Work**

**Stater Bros. 175,  
Fontana**



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



**Dora DeLeon**  
Food Clerk



**Priscilla Garcia**  
GM Floral Clerk



**Zita Martinez**  
Food Clerk

**Members at Work**  
**Albertsons 3559, Palm Desert**