

Spring 2020

Desert Edge

Official Publication of United Food and Commercial Workers Union Local 1167

President's Report:

Challenges ahead in 2020



**Golden Triangle Dentistry
members ratify contract**

Union offices closed

Cesar Chavez Day
March 31
Good Friday
April 10
Memorial Day
May 25
Independence Day
July 3

Next Quarterly Membership Meetings:

Wednesday, March 25, 2020

Wednesday, June 24, 2020

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.

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Closed Saturdays, Sundays and holidays

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Telephone hours:

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

Published by

 100% Union

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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
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New Member Orientation Meeting
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Call (909) 877-5000, ext. 3 for dates,
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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.

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President's Report

Joe Duffie

The challenges ahead in 2020

It seems like yesterday we signed new contracts with Albertsons, Gelson's, Ralphs, Stater Bros. and Vons. These agreements are the best we've reached in the supermarket industry over the past 25 years, and our Local 1167 members recognized this fact when they voted in overwhelming numbers to ratify them.

But our work isn't done. It never is.

UFCW Local 1167 is always working for the benefit of its membership, and our union has much to do before 2020 is over.

Food 4 Less negotiations

For one thing, we'll be negotiating a new contract with Food 4 Less. In the past we've faced challenges with this employer because of its never-ending drive to cut costs, but our members work hard and deserve to be compensated fairly with good wages, benefits and working conditions. This is not an unreasonable expectation.

With this goal in mind, we're reaching out to the company to sit down early and discuss the values that are important to our members.

As was the case in our negotiations with the other supermarket employers, our success with Food 4 Less will require the support and full engagement of all of our members, wherever they work — not only those in supermarkets, but those who work in drug stores, meat processing plants, warehouses, offices and medical facilities.

JBS negotiations

We're also heading into negotiations



JOE DUFFIE
President

UFCW Local 1167
is always working
for the benefit of
its membership.

with JBS, an international conglomerate that operates a case-ready meat-processing plant in Riverside. Here again our efforts to secure a fair contract will confront a company that has taken a tough bargaining stance at locations across the country, particularly in matters relating to health care.

Our colleagues at UFCW Local 99 in Arizona, New Mexico and Utah know all about this, having recently concluded their own tough negotiations with JBS. It was the strength and solidarity of the membership which got them the contract their members deserved.

Here too we will need the support of all of our members to achieve success. We're all in this together: one voice, one union!

Primary elections

Finally, in case you didn't notice (of course you noticed!), this is a political year. While not all of our members see eye-to-eye on the issues, it's our duty to encourage you to support people and propositions that support the needs and aspirations of working families.

To help you make the right choices, Local 1167 recently sent you a mailer listing our recommendations for the California primary elections on March 3.

Regardless of how you voted, it is crucial every citizen registers and votes. The voices of working people must be heard.

Our friends and foes in the political world need to know who we are and what we stand for!

If you want to engage and be involved — in the negotiating process or in pro-worker politics — please don't hesitate to contact your Local 1167 union representative.

Remember, you are the union, and together we are strong enough to meet the challenges of 2020 and beyond.

What's Happening



Andrea Butterfield, Albertsons, has a new daughter, Scarlet Butterfield. "Our First Girl" was born on Sept. 14, 2019 at 7 lbs. and 19 ¼" long. **Jesus Ontiveros**, Stater Bros., has a new son, Joshua Nicholas Ontiveros. "Our last Baby Boy, Such a Blessing" born on Aug. 24, 2019 at 7 lbs. 6 oz. and 20" long. **Anthony and Clarivel Loquellano**, Stater Bros., has a new son, Anthony Joshua Loquellano. "Little Brother to Aubrey and Natalie" was born on July 15, 2019 at 8 lbs. 14 oz. and 19" long. **Tammy Martinez**, Stater Bros., has a new son, James Victor Chavez. "My Last Bundle of Joy" was born on Aug. 28, 2019 at 6 lbs. 4 oz. and 18" long. **Richard Corona**, Vons, has a new son, Richard Corona. Richard says "we are proud parents." Richard was born on Oct. 22, 2019 at 7 lbs. 9 oz. and 20" long. **Christina Robles**, UFCW Local 1167, has a new daughter, Sophie Grace Reyes, born on Sept. 15, 2019 at 7 lbs. 12 oz. and 20 ½" long. **Susie Tryon**, Stater Bros., has a new son, Christopher Steven Tryon. He was born on Oct. 30, 2019 at 5 lbs. 6 oz. 19" long. **Jennifer Johnson Barreras**, Stater Bros., has a new son Jonah Barreras, born on Oct. 23, 2019 at 8 lbs. 12 oz. and 20" long. **Diego**

Gavino, Vons, has a new daughter, Aubree Gavino, born on Oct. 15, 2019 at 8 lbs. 8 oz. and 19 ¾" long. **Danielle Ruiz**, Stater Bros., has a new daughter, Dream Sheela Velletti, born on July 23, 2019 at 8 lbs. 14 oz. and 20 ½" long. **Roxanne Valencia**, Stater Bros., has a new daughter, Evelyn Jai Halstead, born on Sept. 3, 2019 at 6 lbs. 14 oz. at 19" long. **Nicole A. Garcia**, Stater Bros., has a new daughter, Kaizley Wilson, born on Aug. 21, 2019 at 5 lbs. 7 oz. and 18" long. **Monique Gutierrez**, Stater Bros., has a new son Ryan David Gutierrez. "Our Christmas gift came early this year" born on Nov. 21, 2019 at 7 lbs. 3 oz. and 19.3" long. **Javier Benitez and Antonia Benitez**, Stater Bros., have a new son, Maverick Axel Benitez. "The Casting Is Complete," they said. He was born on June 28, 2019 at 8 lbs. 15 oz and 21" long. **Yesenia Gonzalez**, UFCW Local 1167, has a new son, Santiago M. Gonzalez. Born on Nov. 9, 2019 at 6 lbs. 11 oz. and 20.25" long.



Anthony Varela worked for Lucky and Albertsons for 45 years. **Mary Hatfield** worked for Safeway, Vons and Albertsons for 44 years. **Kathleen Ware** worked for Lucky and Albertsons for 40 years. **Sherie Waters** worked for

Vons for 38 years. **Tina Montanes** worked for Ralphs for 36 years. **Ruben Fierro** worked for Vons for 35 years. **Steve Lockman** worked for Hughes and Ralphs for 35 years. **Rhonda Garza** worked for Stater Bros. for 34 years. **Lydia Carroll** worked for Stater Bros. for 33 years. **Marc Riggins** worked for Food Basket, Lucky and Albertsons for 33 years. **Patty Light** worked for Stater Bros. for 32 years. **Patrick Williams** worked for Stater Bros. for 32 years. **Janata Jimenez** worked for Stater Bros. for 31 years. **Cheryl Christian** worked for Stater Bros. for 31 years. **Cynthia Alls** worked for Stater Bros. for 30 years. **Linda Grembowski** worked for Stater Bros. for 28 years. **Jamie Priest** worked for Vons for 26 years. **Cynthia Grant** worked for Food 4 Less for 26 years. **Laura Green** worked for Stater Bros. for 19 years. **Trudie Cross** worked for Albertsons for 15 years. **Ray Ballesteros** worked for Ralphs for 14 years. **Filemon Martinez** worked for Food 4 Less for 8 years.



Kayla Lerma, Stater Bros., married Katelynn Haworth on Sept. 21, 2019 in Oak Glen.

John Barnes, a retired general merchandise clerk formerly employed by Lucky Stores and Albertsons, died on Nov. 7, 2019, at the age of 66. He had been a continuous member since September 1982.

Charles Bevins, a retired meat cutter formerly employed by Smith's Brothers and Mayfair, died on Oct. 14, 2019, at the age of 87. He had been a continuous member since March 1961.

Jose Craine, a retired food clerk formerly employed by Safeway and Vons, died on Nov. 20, 2019, at the age of 70. He had been a continuous member since April 1974.

Althea DeGuire, a retired barber formerly employed by Doug's Barber & Hair Studio, died on Feb. 8, 2020, at the age of 93. She had been a continuous member since February 1988.

In Memoriam

David Fernandez, a food clerk employed by Stater Bros., died on Jan. 5, 2020, at the age of 29. He had been a member since August 2009.

Alberta Gregory, a retired food clerk formerly employed by Stater Bros., died on Jan. 18, 2020, at the age of 89. She had been a member since November 1960.

Martha Ibarra, a general merchandise clerk employed by Ralphs, died on Dec. 23, 2019, at the age of 55. She had been a continuous member since November 2001.

Alex Knox, a meat wrapper employed by Stater Bros., died on Oct. 24, 2019, at the age of 21. He had been a continuous member since March 2017.

Eva Linneman, a retired general merchandise clerk formerly employed by Market Basket and Vons, died on Dec. 12, 2019, at the age of 93. She had been a member since October 1980.

Mark McLean, a retired food clerk formerly employed by Stater Bros., died on Jan. 1, 2020, at the age of 65. He had been a continuous member since September 2005.

Randy Mendez, a food clerk employed by Ralphs, died on Dec. 22, 2019, at the age of 29. He had been a continuous member since June 2007.

George Puchalski, a retired food clerk formerly employed by Sages, Alpha Beta, Lucky Stores and Albertsons, died on Sept. 7, 2019, at the age of 72. He had

been a member since July 1968.

Coby Romero, a general merchandise clerk formerly employed by Stater Bros., died on Dec. 7, 2019, at the age of 22. He had been a continuous member since December 2018.

Ronnie Vargas, a retired food clerk formerly employed by Lucky Stores, Smith Food King, and Albertsons, died on Oct. 12, 2017, at the age of 57. He had been a continuous member since December 1980.

Leo Vega, a retired food clerk formerly employed by Stater Bros., died on Nov. 15, 2019, at the age of 68. He had been a continuous member since 2002.

Barbara Wetzel, a retired food clerk formerly employed by Safeway and Vons, died on Nov. 15, 2019, at the age of 83. She had been a member since November 1957.

Ralphs pharmacists ratify new contract

UFCW pharmacists who work at Ralphs stores across Southern California voted unanimously in January to approve a new labor contract with the company.

The 200 union members voted over a two-week period at locations across the region.

Union pharmacists at Vons and Albertsons voted last November to accept a collective bargaining agreement while the Ralphs members declined, asking the union to meet again with the employer to clarify some details of the proposed contract.

The three-year agreement concludes a year of negotiations with the Southern California grocery chains. It calls for a 3.64% hourly wage increase by the end of the contract and includes improved health care and pension benefits.

Grocery workers at most of the major union supermarket chains in Southern California voted to ratify new agreements last fall.

Rx Consultant provides value to UFCW pharmacists

New legislation that became effective Jan. 1 means union pharmacists will be taking on a lot more responsibility in 2020. A website designed exclusively for UFCW pharmacists and pharmacy technicians called The RX Consultant is designed to help them.

Pharmacists now have the authority to supply two types of HIV therapy to patients without a physician's prescription. HIV medications are the latest addition to a growing list of medications pharmacists can supply without a prescription.

In order to supply most of these medications, pharmacists must complete 1-2 hours of continuing education, which is available at The Rx Consultant.

www.rxconsultant.com

Feb. 5, 2020

Local Union 1167
PO Box 1167
Bloomington CA 92316
Attn: Joe Duffle

Re: Carmen and Christina and Josh

Dear Mr. Duffle,

I just retired and just wanted to drop this note telling you about some of the persons I have worked with at the union.

Carmen Paz was the rep I had while working in Temecula and I just want to say she is amazing! She went over and above what her job is and I really appreciate all of her help.

Christina Pugsley was the rep I had here in Hemet and she too is amazing she also went over and above what her job is. I am lucky I see her in the store up here when she is visiting, and she always says hello to me and stops to chat.

I have also talked to a few other reps (I don't have their names), and they too have been extremely helpful answering my questions.

Josh in the Insurance Dept. helped me fill out the paperwork for my retirement and was extremely helpful. He went over and above explaining things to me and even though my head was spinning he was polite and explained again. Retirement is not easy and there's a lot of information to absorb, but he was great.

My heart was breaking as I really did not want to retire but my health is not great. I could not do my job the way I have always done it, so my only alternative was to retire.

I again want to thank them all for all they have helped me with over these last few years.

Thank you,

Janet Teller
Janet Teller



CORRECT ADDRESS AND PHONE NUMBER A MUST!

You lose out if there is no correct address and telephone number on file for you. We know the problem: People move frequently. But it only takes a phone call, a minute with your Union Rep or a visit to our website, **ufcw1167.org**, where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.

LABOR HISTORY SERIES

President Joe Duffle stands 'on the shoulders of those who came before us'



JOE DUFFLE

Many in the Labor Movement have said it: "We stand on the shoulders of those who came before us."

Our union's accomplishments today are possible in large part because of the struggles and successes of past leaders and those who stood beside them.

No one recognizes this more than Joe Duffle, the current president of Local 1167.

"We need to evolve to grow and carry ourselves into the future," he said, "but we also need to respect those who fought for us in the past."

A young start

His own journey as a union activist began at an extraordinarily early age. In 1976, "Joey" Duffle was 5 years old when he had his first experience on a picket line.

"It was during the Gemco strike and my dad had just become a union rep," Duffle recalled. "This local had something like 5,000 members at the time. I remember hearing him explain how important the union was to the workers."

"We had lots of discourse about the union growing up,"

he added. "I always walked the lines with him and went to meetings."

He landed his first job when he was just 15, at a Safeway store in Coachella.

"The bookkeeper was on a leave of absence, so no one noticed I was not old enough to have a working permit," he said. Work permits are given at age 15 and a half.

A few months later, the bookkeeper's sister — who was Duffle's math teacher — realized something was amiss because he was barely a freshman in high school. But by that time he was already "legal."

He went to work for Alpha Beta the following year and was in line to be promoted to night crew. When Alpha Beta was sold to Lucky Markets, the company wanted to bump him to Blythe, which was too far from his home. He thought his career in the grocery industry was over.

"Lucky ran a different operation than Alpha Beta, and it was not for me," Duffle said.

"The company went through reductions and layoffs, but my dad encouraged me to stick with it. He would always say you won't get rich in this indus-

try, but you'll be able to make a living in an honorable profession."

Working for the union

On May 3, 1990, when he was barely 19, Duffle was hired by the UFCW International Union to help protect union market share in Local 1167's jurisdiction.

"They needed someone who knew the area and was bilingual," he said.

Duffle soon was coordinating informational picket lines for the UFCW States Council, which administered the Market Share Protection Plan in UFCW Local 1167's jurisdiction.

He also worked as an organ-

izer for the International Union and served as a union representative for a short period of time at Local 1428 before joining the Organizing Department at Local 1167.

"We had radical ideas when we were young," he recalled. "Things like computers in the office or cell phones were thought to be ridiculous. That had to change."

There was some concern in the union at the time because of his young age, but it wasn't long before he won everyone over with a 50% "win" rate in organizing workplaces. The national standard in organizing was at 30%.

When Union Representative



'WE NEED TO EVOLVE TO GROW AND CARRY OURSELVES INTO THE FUTURE, BUT WE ALSO NEED TO RESPECT THOSE WHO FOUGHT FOR US IN THE PAST.'

Richard Garcia retired in Coachella and Imperial Valley, Duffle took over his routes as a rep for Local 1167.

"There were strong union members out there," he said. "They had high expectations of the union and I had to rise to the occasion."

"It's tough but rewarding to represent the members," he continued. "It's an honor to serve them. Fighting for what is right for them is a blessing."

He also participated in special projects, including political campaigns. He served as the union's political director and developed strong ties with worker-friendly legislators in

the area.

"The strike and lockout of 2003-04 was the hardest of times," he said.

"I had personal relationships with so many members, so many families, and their struggles were my own. But we prevailed. We made it through, thanks to the strength of the union family."

"I often slept in the car or in the office. We did whatever it took to get through each day. We provided financial assistance and did whatever else it took to take care of the membership."

In 2015, he was named Local 1167's director of organizing. He became secretary-treasurer in 2017 and was elected president in 2019.

Major influences

Many people influenced Joe Duffle during his life and career, providing guidance along the way. One of them was his father, Steve Duffle.

"I was with him a lot," Joe Duffle said. "I saw him handle tough situations involving members and their employers. I went with him on his routes when I was a kid. His grandfather worked in the coalmines in Arkansas/Oklahoma region and on the Union Pacific Railroad."

His grandfather, William H. L. Duffle, was part of the black lung lawsuit and his name is on a memorial at Fort Smith, Ark.

As a union leader, he says



SAMANTHA, JOE, CLAUDIA AND JOSEPH DUFFLE

his biggest influence has been former Local 1167 President Bill Sauriol.

"He had great foresight and was never a quitter," Duffle said. "He won good agreements in combo stores. Neither Lucky combo stores or even Food 4 Less would be under a collective bargaining agreement if it wasn't for Bill Sauriol."

"His honesty and integrity is unsurpassed and his care for the membership is unquestioned."

These days, Joe Duffle continues in the tradition of those who came before him, serving as an inspiration to younger generations, including his own children.

"My kids have seen me doing the paperwork and making calls," he said. "I try to pass on to them the work ethic that was passed on to me."

At home with the Duffles

Joe married his high school sweetheart, Claudia, on June 2, 1990. Their son, Joseph, 18, is getting ready to go to college and wants to become a history teacher. Their daughter, Samantha, 24, is a registered nurse working toward her master's degree and recently got engaged.

"I'm so proud of them,"

Duffle said. "I'm blessed they have the opportunity to go to college. My hope is that they give back to their communities."

Joe Duffle is also an avid baseball fan and played in an adult baseball league for many years. He also played in a Mexican league, but there was no way he was leaving his job with the union.

"Although it was always labor and fatherhood first, I made time for baseball," he said. Neither Walter O'Malley, George Steinbrenner nor Arte Moreno ever called him up to the bigs.

He's "retired" from the sport now. These days, he's often in the union office doing everything from fixing the toilets to negotiating the best union contracts in the business.

"I've learned from the best," he said. "They taught me and prepared me for today and whatever might come tomorrow."

"It all goes back to standing on the shoulders of those who come before us."





Addie Wyatt

involved in Chicago's community-based struggle for racial equality.

In many ways, the UPW was a union ahead of its time when it came to equal rights for black workers and women. It was the policy of the UPW to try to eliminate unfair practices like discrimination against African Americans and women in hiring and wages.

Wyatt and her fellow union negotiators were able to get "equal pay for equal work" written into many UPW contracts well before the Equal Pay Act was passed in 1963.

Wyatt became deeply involved with the ministry and civil rights campaign of Dr. Martin Luther King, Jr., and became labor adviser to King's Southern Christian Leadership Conference.

She was a leading civil rights campaigner in Chicago during the 1960s, serving on the Action Committee of the Chicago Freedom Movement and organizing protests.

Wyatt and her husband also worked with the Rev. Jesse Jackson in helping to found Operation Breadbasket, which distributed food to underprivileged people in 12 American cities. Wyatt later became involved in its successor, PUSH (People United to Serve Humanity).

Addie Wyatt passed away on March 28, 2012, having lived a stellar life in pursuit of social justice and dignity for working people.

With February and March being Black History and Women's History months, we feel this is a good time to share the story of Addie Wyatt (1924-2012).

Wyatt was a founding member of the Coalition of Labor Union Women and the first woman international vice president of the Amalgamated Meat Cutters Union. After her union merged with the Retail Clerks Union to form the United Food and Commercial Workers in 1979, she became the first woman of color to serve on the new union's board.

She also was a recipient of the UFCW's Women's Network's Trailblazer Lifetime Achievement Award.

In 1941, when she went to work at the Armour meat processing plant in Chicago, Wyatt applied for a job as a typist. But Armour didn't hire African Americans to work in its front offices at the time. Instead, she was assigned to the canning department, putting lids on cans of Army stew.

Thanks to the union contract between Armour and United Packinghouse Workers, however, she was able to earn more working on the packinghouse floor in three days than she would have made in a week working in the front office as a secretary. So she decided to accept the job and subsequently became an active member of the UPW.

In the early 1950s, Wyatt was elected as vice president of her local union, UPW Local P-56, and was soon elected president. The next year, she left her job at the packinghouse to work full time for the union, fighting against discrimination for both women and people of color.

Wyatt said she often found herself fighting on three fronts. "I was fighting on behalf of workers, fighting as a black person and fighting as a female," she said.

Because of its large, activist membership, the UPW was able to wield real power at the bargaining table, and it was able to use this power to benefit society at large. The UPW was deeply in-

LETTER CARRIERS' FOOD DRIVE

SATURDAY, MAY 9, 2020

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‘Solidarity is the key’

El Super meat cutter Pedro Melchum stands with his union

Pedro Melchum worked at non-union grocery stores throughout Southern California before he applied for a meat cutter position at El Super 11 years ago.

“The manager at the time said we were required to join the union if I accepted the job,” Melchum said. “I thought, ‘Why not give this a shot?’ and signed up — and I’m glad I did.”

Melchum quickly understood the many advantages of working union, including better wages, health benefits and work scheduling.

“As union members we have so much power if we know how to use it together,” he said. “Solidarity is the key to winning what we deserve.”

El Super negotiations

The meat cutter at El Super 14 in Covina joined his bargaining unit’s negotiation committee in January. Since then, he has taken an active role in helping to secure a new con-



tract with El Super.

“We have been negotiating with El Super for more than five years,” he said. “They don’t want to give us anything and would prefer we all work without a contract.”

Melchum helps educate his co-workers about the negotiations and directs them to their union representative when he can’t answer their questions.

“I know the union always has my back,” he said. “My job is to communicate that to the rest of my co-workers so we stay strong during negotiations.”

‘La solidaridad es la clave’

El cortador de carne de El Super, Pedro Melchum, está con su unión

Pedro Melchum trabajó en supermercados sin unión en mucho del sur de California antes de solicitar un puesto de cortador de carne en El Super hace 11 años.

“El gerente en ese momento dijo que debíamos unirnos a la unión si aceptaba el trabajo,” dijo Melchum. “Pensé, ‘¿Por qué no intentarlo?’ Y me inscribí, y me alegro de haberlo hecho.”

Melchum comprendió rápidamente las muchas ventajas de trabajar con una unión, incluyendo mejores salarios, beneficios de salud y horas constantes

para trabajar.

“Como miembros de la unión tenemos mucho poder si sabemos cómo usarlo juntos,” dijo. “La solidaridad es la clave para ganar lo que merecemos.”

Negociaciones de El Super

El cortador de carne en El Super 14 en Covina se unió al comité de negociación de su unidad de negociación en enero. Desde entonces, ha tomado un papel activo en ayudar a asegurar un nuevo contrato con El Super.

“Hemos estado negociando con El Super por más de cinco años,” dijo. “No quieren darnos nada y prefieren que todos trabajemos sin un contrato.”

Melchum ayuda a educar a sus compañeros de trabajo sobre las negociaciones y los dirige a su representante sindical cuando no puede responder a sus preguntas.

“Sé que la unión siempre me respalda,” dijo. “Mi trabajo es comunicar eso al resto de mis compañeros de trabajo, para que nos mantengamos fuertes durante las negociaciones.”



AMY ROLPH



JENNY BUTCHER



DENISE REDDEN



YVONNE TELLEZ

Golden Triangle Dentistry members ratify contract

Four Local 1167 members at Golden Triangle Dentistry in Murrieta recently ratified a three-year agreement that includes vacation improvements and wage increases through the life of the contract.

The members are dental assistants Yvonne Tellez and Denise Redden, and front office staffers Amy Rolph and Jenny Butcher.

“The benefits and wages are important to us, and so is being part of the UFCW family,” Jenny Butcher said.

“The union fights for workers who are treated unfairly, and we respect that,” she said. “We’re fortunate here at this dental office and don’t have those kinds of issues, but we know there are many workers out there who aren’t as fortunate as we are at Golden Triangle.”

“We have a pension!” she continued. “This is such a won-

derful benefit. I can retire with dignity here. And we’ve had consistent scheduled raises since we’ve had our first contract.

“A union contract means stability and reliability.”

Amy Rolph had been a union member before coming to Golden Triangle and she was thrilled to continue her dental career in the union.

“Each and every one of us looks forward to going to work knowing we have the support of a union behind us,” she said.

“Our union benefits are worth their weight in gold,” she added. “I’m so thankful to have them since I know how expensive they can be if we had to get them on our own.”

Jenny and Denise are both getting ready for their eventual retirements, and knowing they have a pension waiting for them makes planning that transition easier.

About Golden Triangle Dentistry

Under the leadership of Dr. William Neff, DDS, the professional staff at Golden Triangle Dentistry has served Southern California UFCW members in the Murrieta, Temecula, Lake Elsinore and Hemet areas for more than 17 years. Dr. Neff has 29 years of experience in providing high-quality dental care.

“Half of our patients here are UFCW members,” he said.

Services include all phases of general dentistry for the entire family, including wisdom teeth and cosmetics. TVs and headphones are provided and nitrous oxide analgesia is available for adults and children (an extra fee may apply).

Golden Triangle Dentistry accepts union dentistry benefits as

payment in full for all covered services under the indemnity and retiree plans. Some services may require prior approval before treatment is rendered. Children are always welcome and have no maximum for coverage.

All members should check eligibility requirements with their local union office and request claim forms. For Food and Meat members, the number to call is (909) 877-1110. Drug members can call (909) 877-2331.

Golden Triangle Dentistry is at 25460 Medical Center Drive, Suite 202, Murrieta, CA 92563. Hours are 8 a.m.-5 p.m., Monday through Friday. To make an appointment, call (951) 677-1054.

The benefits of a union job come from a contract built on solidarity

Your union contract has values that go beyond the wages you earn.

When you signed up to become a member of UFCW Local 1167, you signed up for peace of mind that you won't be fired at the whim of a manager. You also signed up for the predictability of a work schedule that allows you to manage your personal life when you're off the clock.

Local 1167 members also have access to affordable health care for themselves and their families as well as retirement benefits.

Non-union workers aren't always as lucky. They have to rely on promises made by managers that they'll be assigned sufficient hours of work, or that they'll get the promotions they've been hoping for, or that they'll even keep their jobs.

Union members don't have to rely on promises that may or not be kept. They rely on contracts.

When your union bargains with your employer on your behalf, we negotiate legally binding agreements that provide clarity to the employer and to the workers. The employers stipulate what they expect from their employees and the workers stipulate what they can ex-

Union members don't have to rely on promises that may or may not be kept. They rely on contracts.

pect from their employer — such as guaranteed wage rates, reliable scheduling practices, safety standards at the workplace, health benefits, staffing levels and much more.

The value of your contract

Unlike a company handbook, you have a say in what goes into your contract, and you can have the peace of mind of knowing it can't be changed without your knowledge or input.

Contracts also help ease possible tensions between you and your managers by making clear what the agreed upon rules are, as well as what will happen if they are violated.

This is why UFCW Local 1167 works so hard for each contract. It is not a given that you will earn a wage increase or that your employer will continue to contribute to the costs of your health care and retirement plans.

Your employer agrees to such things because you have a powerful union representing you and your co-workers.

Stay in touch and do your part

As we continue fighting for your rights and welfare, we are only as powerful as your solidarity. You can help by staying in touch with your union and keeping current with everything that's happening.

Read your *Desert Edge* from cover to cover. Follow UFCW Local 1167 on social media and attend our quarterly membership meetings. And when your union calls on you to demonstrate your solidarity at rallies, tabling events and informational picketing, answer the call!

We are all brothers and sisters in this movement, whether we work in a supermarket, a pharmacy, a



Maria Perez

health care facility, a food processing plant or an office. When one part of our union family needs help, we all step forward to do our part.

Our union, UFCW Local 1167, is about many people coming together for the benefit of all. That's how we are able to negotiate good contracts for you and your fellow union members.



On Jan 21, Grievance Dir. Alan Kontra was sworn in to the UFCW Local 1167 Executive Board by President Joe Duffie.

Pockets full of memories

Member James Cranfill and his wife travel the country, pool cues in hand

Local 1167 member James Cranfill has traveled far in his 72 years, racking up accolades along the way as a pool player and making friends at a wide variety of workplaces.

Cranfill works as a clerk at Stater Bros. in French Valley, but he was born and raised in Illinois. He attended school in Indianapolis before moving to Pennsylvania, where he met his first wife and worked for a textile chemical company.

Later, he settled in Hartford, Conn., where he worked “more jobs than you can list,” including managerial roles at restaurants and an Italian-American club. He also tended a bar at a bowling alley, which was where he met his current wife, Donna.

“I’ve had a lot of jobs, but was never fired,” he said. “I was always going from one thing to another, looking for a higher position.

“I’m always at work at least an hour early — never been late,” he continued.

“My father told me, ‘You asked them for a job, they didn’t ask you to come in. Show them respect.’ That’s what I live by.”

In 2000, Cranfill and Donna sold their home and embarked on a six-year journey across the United States in a mobile home. They traveled through 47 states, staying in campgrounds for three-month intervals before putting down new roots in Hemet.

“It was just amazing,” he said of the experience. “Virginia was probably the cleanest state I’ve ever visited. My favorite of all the states was Minnesota, but I loved Montana and the Dakotas,

too. I wouldn’t mind going back out there.”

Thankful for union benefits

Cranfill said he is happy with his current job at Stater Bros. because he’s always been a “people person.”

“I enjoy interacting with customers,”



he said. “It makes me feel good to help them out and get them what they need. One customer I helped recently was so thankful they wrote a letter to the store, and I was awarded a gift card. It’s so rewarding.”

He especially appreciates the health benefits provided through his union contract. In 1974, Cranfill lost his leg in a motorcycle accident and spent two years in a hospital. He is thankful that his benefits cover the costs associated with his prosthetic leg.

“I’ve never seen benefits like this,” he said. “After the deductible, everything is paid for. It can be upwards of

\$26,000 when I need a new leg, and they take care of it, no charge. Previous unions I was a part of didn’t have this level of benefits.”

A lifelong hobby

He said medical technology has come a long way in the years since he was first fitted with an prosthetic leg, with new models better able to distribute his weight comfortably. That mobility allows him to participate in his favorite pastime: playing pool.

He started playing the game while in the hospital recovering from his accident more than four decades ago. Donna, who had been close to becoming a professional bowler before she met James, also took up his hobby.

“She met me, gave up the bowling ball and picked up the pool stick,” he said.

The two now play pool together on an eight-person team that competed most recently in the American Poolplayers Association’s World Pool Championships. Their squad placed 17th out of more than 700 teams competing in Las Vegas.

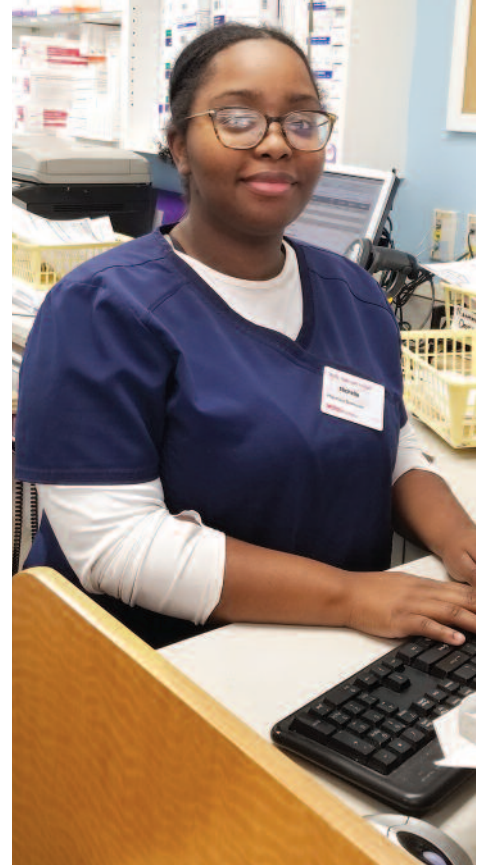
“We’ve won lots of awards — our house is just full of trophies,” he said. And those awards often came with cash prizes.

His greatest joy, however, comes from connecting with people at the pool table.

“I like talking to people when I play,” he said.

“If I win, I win; if I lose, I lose. I’ll talk to anyone. I just enjoy being around people.”

Members at Work, Murrieta/Menifee



Warehouse Corner

Union leaders meet with Food 4 Less members to prepare for negotiations

UFCW Local 1167 President Joe Duffe and Union Representatives Jerry Espinoza and Gabriel Suarez met with Food 4 Less members in Calexico, Cathedral City, Coachella, El Centro and Coachella in February.

Duffe and Union Representative Jose Correa also spoke with Food 4 Less members in Riverside.

“Hearing directly from our members ahead of contract negotiations is crucial,” Duffe said.

The current union contract with Food 4 Less is scheduled to expire on June 7, 2020.



Community Corner

Duffe speaks in favor of Pavilions and election of Elizabeth Romero

UFCW Local 1167 President Joe Duffe addressed a meeting of the La Quinta City Council on Feb. 5 to support approval of a proposed Vons-owned Pavilions store in the city.

“We have to do whatever is necessary to help our union employers grow and be successful so they can continue to provide opportunities to our members,” he said. “I want them to be able to live in the communities they serve.”

Also in February, President Duffe stood with elected officials and other labor leaders to endorse Elizabeth Romero in her campaign to represent California Senate District 28.

“Local 1167 has had a long history of supporting candidates who work to help working families,” Duffe said. “Elizabeth Romero is among them.”



Walmart abandons controversial plan for Supercenter in Redlands

Walmart has abandoned its plan to build a 256,000 sq. ft. Supercenter in Redlands.

The company’s decision, announced in February, ended an eight-year struggle between Walmart and several community organizations that opposed the 33-acre project at the intersection of San Bernardino Street and Tennessee Avenue.

Leading the fight to block the Supercenter were Citizens’ Action for Peace, the Redlands Good Neighbor Coalition, and Occupy Redlands.

While two lawsuits against the project failed in the courts, they had a significant role in persuading the company not to move forward with its plan, Redlands Mayor Paul Foster said.

“Redlands now joins dozens of communities in California that have said ‘No!’ to Walmart,” UFCW Local 1167 President Joe Duffe observed.

“In doing so, this city is protecting good union jobs that provide strong wages and benefits for people in the community.”

President Duffe noted that Walmart’s Supercenters have devastated business districts and driven down living standards across the country.

“Members of Local 1167 can take heart this anti-union employer won’t be cutting any ribbons in this area anytime soon,” he said.

Members at Work, Albertsons 2572, Riverside



IT PAYS TO BE UNION

DEC 2019-FEB 2020

BACK PAY AND
BENEFITS RESTORED
TO MEMBERS

\$13,904.52

MEMBERS REINSTATED

42

GRIEVANCES SETTLED

202

UNEMPLOYMENT
BENEFITS RESTORED
TO MEMBERS

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

iPhone





STAY INFORMED WITH THE UFCW LOCAL 1167 MOBILE APP

The UFCW 1167 Mobile App is a great way
for our members to stay
connected on the go.



**CONTACT YOUR UNION**

Find your union rep, stay informed of the things that matter to you most at work. All from your phone on the UFCW 1167 Mobile App.

**MEMBER RESOURCES**

Check your membership resources right from your mobile phone. Download a form, apply for a scholarship, view "How To" Videos from other UFCW members around the US.

**POLITICAL ACTION**

Hold candidates accountable with the find my elected official tool. When members stand together, members win.

**MEMBERS DISCOUNT**

Carry your digital discount guide with you at all times. Take advantage of the many discounts available to members of UFCW Local 1167 right on your app.

**WORK SCHEDULE**

Keep your hours logged as a backup by adding your weekly schedule on your mobile app. Receive reminders that its time to get to work. Make notes on your schedule and access those notes anytime for reference.

Android

