

Summer 2018

Desert Edge

UFCW LOCAL 1167
a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

**Arbitration win
keeps hours in
union stores!**

Union Yes!

**President's Report:
Numbers give union
members strength as
Rite Aid talks begin**

Union Reps' routes • Notice of Membership Vote on Merger and Adoption of Bylaws

**Union
offices
closed:**

**Independence
Day**
July 4, 2018
**Labor
Day**
Sept. 3, 2018

Next Quarterly Membership Meetings:

Wednesday, Sept. 26, 2018

Meetings start at 7 p.m.
New Member meetings
held at 10 a.m. and 5:30 p.m.
UFCW Local 1167 Auditorium
855 W. San Bernardino Ave.
Bloomington, CA 92316

DESERT EDGE

Rick Bruer
Editor

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Imperial Counties, California.

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proudly displays arbitration ruling letter. |

Mandatory international dues increase effective July 1, 2018

At the 2018 Eighth Regular Convention of the UFCW International Union the delegates voted to amend the International Constitution and increase the Local Union dues \$0.46 per week.

Due to time constraints, the increase will not take effect with Local 1167 members until August 2018. For those members on payroll deduction the above increase will be reflected in the deductions made by your employer in July for your August dues.

For those members not on payroll deduction the above increase will be reflected on the dues billing you receive in July, which will be for your August dues.

DEATH BENEFIT IMPROVEMENTS

Effective July 1, 2018

Effective July 1, 2018, Local 1167's Death Benefit Coverage will be as follows:

All Eligible Working Members

(Non-Retirees)

\$9,500.00

All Dues Paying Retirees

Age	Benefit
Under 75	\$8,000
75 and older	\$4,000

Former Local 439 members who were 70 years of age or older on April 1, 1995 are not covered by the above Death Benefit. Eligible former Local 439 members will continue to receive a Death Benefit of \$1,500.

Members who have worked or are working at the following locations are not covered by either of Local 1167's Death Benefit programs: Spartech Profiles, Pactiv Corporation, Mauser (formerly Russell Stanley), former Local 213 Retirees and Fur Division Retirees.

In Rite Aid negotiations and beyond, we have strength in numbers!

As our union enters into contract negotiations with Rite Aid, it's a good time to talk about the importance of all our union members getting involved in this all-important process.

I'm not just talking about our Rite Aid members, although they are currently at the center of the action. I'm talking about everyone who is affiliated with UFCW Local 1167 and our allied UFCW unions across Southern California.

If you work in a supermarket, a medical facility or any of the other kinds of workplaces that we serve and represent, this is your battle, too.

Our union is able to set industry-wide standards for wages, benefits, working conditions, fairness and respect on the job because we recognize a fundamental fact of the Labor Movement: We have strength in numbers.

When an individual stands alone against a strong force, he or she is likely to fail. But when large numbers of people unite for a common purpose, they are likely to win.

This is certainly true for our Rite Aid members, who must act in firm solidarity in order to achieve the strong contract they deserve.

Experience tells us that representatives of management will try to weaken this crucial solidarity by distributing misleading information to employees. Through flyers, social media posts, meetings and the old-fashioned rumor mill, they may attempt to plant doubts



RICK BRUER
President

and sow discord among our ranks.

Don't pay attention to any of these attempts to diminish our strength! If you encounter corporate propaganda or hear rumors about the negotiations, pay none of it any mind. Remember that there is only one source of information that has your interests — and only your interests — in mind: your union, UFCW Local 1167.

If you have any questions about negotiations, ask your Union Representative. You can also obtain information at our website, ufcw1167.org, on our

Facebook page and Twitter feed, through our new Mobile App and in the *Desert Edge* magazine that you hold in your hands.

And when a manager asks what you think about negotiations, tell him or her with pride in your voice: "I stand with my union 100 percent!"

Elections: looking to November

Now that the June 5 primary elections are behind us, it's not too early to think about the runoff elections set for Nov. 6, 2018. At this time, voters across California will determine the course of our government for years to come.

Will working people be served by officeholders who identify with our interests or will we be forced to endure the attacks of those who want our voices silenced? It's up to us.

Once again, trust your union for the information you need to make the wise choices.

In coming months, we will compile recommendations based on questionnaires, personal interviews and investigations into the records of the candidates on issues of importance to working families.

Voting is your constitutional right and is a personal choice that must be taken seriously. It's your right as a citizen! So vote!

Keep your eyes and ears open for the information you need.

And always remember: We have strength in numbers!

What's Happening

Just Married

Evangelina Gonzales, Albertsons, married Arthur Gonzales on Feb. 17 in Riverside at the Orange Crest Club. **Atrayu Bennett**, Ralphs, married Alexandra Bennett on Dec. 2, 2017 in Temecula. **Anita Jaehnig**, Albertsons, married **David Juengel**, Albertsons, on April 19 in Riverside. **Idolina Russell**, Vons, married Jerry Russell on April 7 in El Centro.

Just Retired

James Hernandez worked 52 years for Albertsons, Fazio's, Shopping Bag and Vons. **Mike Callella** worked 47 years for Alpha Beta, Boys, Fed-Mart, Lucky and Stater Bros. **Jose Gutierrez** worked 45 years for Stater Bros. **Mary Roque** worked 43 years for Stater Bros. **Nora Yeates** worked 43 years for Albertsons and Lucky. **Kathy McCarney** worked 42 years for Albertsons, Fazio's and Vons. **Rene Roman** worked 42 years for Albertsons, Fed-Mart and Vons. **Pamela Sontheimer** worked 39 years for Alpha Beta, Lucky, and Stater Bros. **Patricia Hernandez** worked 38 years for Albertsons, Alpha Beta and Lucky. **Sherlyn Baker** worked 38 years for Stater Bros. **Nelda Gremminger** worked 37 years for Safeway and Vons. **Adam Spoerle** worked 36 years for Albertsons, Safeway, Stater Bros. and Vons. **Daniel Rehome** worked 34 years for Stater Bros. **Michael Cuizon** worked 33 years for Stater Bros. **Ruth Gabrielson** worked 32 years for Stater Bros. **Teresa Mitchell** worked 30

years for Stater Bros. **Cynthia Gee** worked 27 years for Food 4 Less. **Isabelle Duenes** worked 22 years for Stater Bros. **Patricia Marley** worked 22 years for Albertsons and Stater Bros. **Tina Atchley-Prince** worked 21 years for Albertsons. **Esta Rainey** worked 17 years for Stater Bros. **Donald Ehlenfeldt** worked 14 years for Stater Bros. **Susan Bateman** worked 12 years for Alpha Beta, Ralphs and Vons. **Bert Maros-tica** worked 12 years for Stater Bros. **Janet Brown** worked 11 years for Stater Bros.



Just Born

David Mercado Jr., Rite Aid, has a new baby boy, Joseph Mercado, born on April 26 at 7lbs. 10 oz. "Congratulations from big brother Ethen to Joseph." **Amy Rizzuto**, Stater Bros., has a new baby girl, Paige Lynn, born on April 26 at 7lbs. 7oz. **Yessenia Espinoza**, Stater Bros., has a new baby boy, Julian Flores, born on April 5 at 7lbs. 8oz.



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

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!

CORRECT ADDRESS AND PHONE NUMBER A MUST!

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

IN MEMORIAM

Bunny Albaugh, a retired food clerk formerly employed by Vons, died on March 22 at the age of 77. She had been a member since November 1967.

Michael Beltran, an affiliated member employed by Vons, died on March 17 at the age of 50. He had been a member since June 1986.

Raul Carbajal, a trimmer wizard formerly employed by JBS, died on May 4 at the age of 38. He had been a continuous member since June 2017.

Carlotta Cribbs, a retired food clerk formerly employed by Mayfair, Safeway and Vons, died on April 12 at the age of 73. She had been a member since September 1970.

William Dickey, a working retired meat cutter formerly employed by On Call, died on April 28 at the age of 82. He had been a member since September 1960.

Huvan Fontenot, a retired meat wrapper formerly employed by Alpha Beta, B&D Markets, Michael's, Stater Bros. and Vons, died on Nov. 23, 2017 at the age of 86. He had been a continuous member since July 1966.

Wayne Garnder, a retired food clerk formerly employed by Alpha Beta & Vons, died on March 18 at the age of 70. He had been a continuous member since August 1963.

Elberta Guertner, a retired drug clerk formerly employed by Rite Aid, died on Feb. 7 at the age of 88. She had been a member since July 1959.

Robert Jurgens, a retired meat cutter formerly employed by Gerards, Pix Market and Stater Bros., died on Oct. 7, 2017 at the age of 90. He had been a member since October 1947.

Martha Keefe, a retired food clerk formerly employed by Vons, died on March 20 at the age of 81. She had been a continuous member since August 1972.

Lillie Kik, a retired food clerk formerly employed by Lucky and Albertsons, died on April 16 at the age of 74. She had

Continued on page 11

Reps and their Routes: A quick reference guide

Jose Correa	Albertsons (SavOn Combo) 0728 (6728 + Pada Sushi), 1641 (6641) + Rx, 2796 (6796) + Rx CVS 5958, 8816, 9190, 9604, 9728, 9910 Food 4 Less 304, 343* Ralphs 098 + Rx, 136 + Rx Rite Aid 5583, 5712, 5714, 6469 Stater Bros. 001, 022, 044, 062, 079, 103, 115, 170 + Super Rx, 171, 199 Vons 2381 + Rx, 2596* + Rx, 2818* + Rx Towne Dental (Inspektor) 001 Corona
Bill Collard	Albertsons 3520 (6520) CVS 8589, 9619, 9723 Food 4 Less 328, 389 Ralphs 013 + Rx, 045*, 113 + AFC Sushi + Rx, 700 + Rx, 717 Rite Aid 5695, 5696, 5708, 5718, 6468, 6482 Stater Bros. 005, 014, 017, 069, 088, 090, 095, 175 + Super Rx, 179 + Super Rx, 200 Vons 1742 + Rx, 1914, 2688* + Ace Sushi + Rx Cadman Chiropractic 001 Fontana Ponderosa Dental (Sales) 001 Rancho Cucamonga
Jerry Espinoza	Albertsons 0567 (6567), 3559 (6559) CVS 2050, 3341, 5497, 9134, 9646, 9648, 10931 Food 4 Less 517*, 765, 774, 781 Lucky 0227 (6227) Ralphs 027, 160, 681* Rite Aid 5670, 5674, 5678, 5680, 5681, 5682, 6246, 6461, 6515, 6532 Stater Bros. 094, 128 + Rx, 181 + Rx Vons 1767, 2175, 2406 Indian Wells Dental (Altuzarra) 001 Indian Wells
Alan Kontra	Albertsons 1569 (6569) + Pada Sushi + Rx, 2586 (6586) + Rx, 3512 (6512) CVS 1520, 9153, 9616, 9804 Food 4 Less 308, 386 Gelsons 028 + Red Shell Sushi + Rx Ralphs 181, 611 + Rx Rite Aid 5671, 5672, 5676, 5679, 5683, 5684, 5685, 5686, 6529 Stater Bros. 084, 086, 096, 105, 120, 126 + Super Rx, 127, 173 + Super Rx, 183 Vons 2177* + Rx, 2384* + Rx, 3058 + Rx
Chris Marentes	Albertsons 0524 (6524), 0561 (6561), 0594 (6594), 0599 (6589), 0601 (6601), 2515 (6515), 2543 (6543), 3177 (6523), 3554 (6554), 3592 (6592), 4557 (6557) El Super (Gigante) 014 Food 4 Less 320, 327, 337, 338, 358, 369, 370, 396 Ralphs 021, 041, 053, 095, 096, 715, 730, 743, 752** Stater Bros. 006, 019, 045, 048, 049, 052, 053, 054, 056, 057, 059, 065, 067, 073, 078**, 085, 106, 108, 168, 169, 184, 194 Super A 001 Vons 2056, 2123, 2125, 2139, 2147, 2152, 2155, 2167, 2169, 2200, 2224, 2228, 2681, 2832, 2858, 3075, 3086, 3208 Great Smiles (Bradley) 001 Covina (Chris Marentes represents mostly meat departments. He represents complete stores with **)
Ryan Parkman	Albertsons 3513 (6513) CVS 4148, 4291, 9644, 9650 Food 4 Less 305*, 312*, 397, 782 Rite Aid 5687, 5690, 5697, 5700, 5705, 5706, 6276, 6473, 6514, 6538 Stater Bros. 097, 101, 110, 116, 118, 122, 123, 176 + Super Rx, 178 + Super Rx, 190 Vons 2131, 2376 + Rx Bear Valley Dental (Hao) 001 Hesperia Plaza Family Dental (Barlow) 003 Victorville
Carmen Paz	Albertsons 0734 (6734) + Ace Sushi + Rx, 0735 (6735) + Rx, SavOn Combo 0753 (6753) + Ace Sushi, 0798 (6798) + Rx, 4706 (6706) CVS 7554, 8848, 8896, 9550, 9606, 9654, 9847, 9918, 9920 Food 4 Less 319 Ralphs (Drug) 118*, 686 Rite Aid 5469, 6438, 6481, 6509 Stater Bros. 098, 138 + Super Rx, 174 + Super Rx, 177 + Super Rx, 187, 189 Vons (Drug) 1962, 2373, 2660* Gen Rx Pharmacy 001 Lake Elsinore Sunshine Dental (Chein) 001 Temecula
Maria Perez	Albertsons 001 + JFE Sushi, 0609 (6609), 2514 (6514) + Rx, 2572 (6572) + Rx, 2743 (6743) + Rx CVS 4774, 5267, 9628, 9746, 9799, 9803, 9849 Food 4 Less 315* Ralphs 140 Rite Aid 5704, 5713, 5727, 5728, 5729, 5730, 6753 Stater Bros. 042, 080, 083, 111, 113, 139, 192, 197, 201 Vons + Rx 2386, 2659 Golden Triangle Dentistry (Mudgett/Neff) 001 Murrieta
Christina Pugsley	CVS 3033, 3058, 4704, 8439, 8897, 9502, 9610 Food 4 Less 302*, 329, 398* Ralphs 144, 609 + AFC Sushi Rite Aid 5715, 5716, 5717, 5722, 5724, 5725, 6231, 6293, 6486 Stater Bros. 046, 075, 082, 114, 119, 121, 172 + Super Rx, 180 + Super Rx, 185 + Super Rx, 193, 195 Alessandro Family Dental (Yang) 001 Moreno Valley Corey K. Houmand 002 Moreno Valley San Jacinto Dental (Lee & Gnow) 001 San Jacinto
Nicolas Romero	JBS 001 Riverside Stater Bros. Breaking Plant 001 San Bernardino Mausser/Russel Stanley 610 Rancho Cucamonga Hacienda Heights Healthcare & Wellness 002 San Bernardino Healthcare Services Group, Inc. 001 Long Beach Restaurant Depot 601 Colton
David Simmering	Albertsons 2303 (6503) + Rx CVS 8523, 9313, 9664, 9739, 9794 Food 4 Less 301, 303*, 385, 786* Ralphs 753 Rite Aid 5692, 5703, 5710, 5711 Stater Bros. 002, 008, 012, 024, 036, 043, 058, 091, 092, 107, 182 + Pharmacy Vons 2374 + Ace Sushi Corey K. Houmand 001 Blue Jay Kascius Eyecare 001 San Bernardino Pine Ridge 001 Running Springs Rialto Family Dental (Pompa) 001 Rialto
Gabe Suarez	Albertsons 1319 (6519), 3587 (6587) CVS 4788, 8825, 9861 Food 4 Less 311 Kaiser Pharmacy 001, 002, 003, 004, 005, 006, 007, 010, 011, 012, 013, 014, 015, 016, 020, 030, 040, 050, 051, 060, 070, 080, 090, 100, 110 Rite Aid 5673, 5693, 5694, 5699, 5701, 5709, 6256, 6561 Stater Bros. 003, 018, 023, 061, 071, 081, 087, 112, 117, 125, 188, 191 Vons 1734 + Ace Sushi + Rx, 1796 + Ace Sushi + Rx Nomi Lee, DDS 001 Yucaipa/Redlands, 001 Beaumont

* = Rep also represents store's fuel center



With summer around the corner, here are a few safety tips to follow when you're at the beach or pool, or with your kids in the car.

Children and pool safety

- Watch kids when they are in or around water, without being distracted. Keep young children within arm's reach of an adult. Make sure older children swim with a partner every time.
- Teach children how to swim. Consider their age, development and how often they are around water when deciding when they are ready for swim lessons.
- Make sure kids learn these five water survival skills:
 - Step or jump into water over their heads and return to the surface.
 - Float or tread water for one minute.
 - Turn around in a full circle and find an exit.
 - Swim 25 yards to exit the water.
 - If in a pool, be able to exit without using the ladder.
- Teach children that swimming in open water is not the same as swimming in a pool. They need to be aware of uneven surfaces, river currents, ocean undertow and changing weather.
- Know what to do in an emergency. Learning CPR and basic water rescue skills may help you save a child's life.

Stay hydrated

We all need to be mindful of keeping ourselves, the elderly, children and pets well hydrated in the hot weather.

Pets and kids in the car

Never leave children or pets in the car — not even for just a minute and not even when the windows are down.

Just a few minutes left in a car can be extremely dangerous — even fatal — for a small child or pet.

On a day that is just 72 degrees, the temperature in a car can increase by 30 to 40 degrees in an hour, and 70% of this increase occurs the first 30 minutes.

If you see a child alone in a hot vehicle, call 9-1-1 immediately! If the child appears to be in distress due to heat, get him or her out as soon as possible.

Don't let your children play in your car, make sure the car's doors and trunk are locked when you're not using it, and keep the keys out of kids' reach.

Fun facts about summer

- In the United States, more than 650 million long-distance summer trips are made.
- The top five most popular summer destinations in the U.S. are: 1. beach/ocean (45%), 2. a famous city (42%), 3. a national park (21%), 4. a lake (17%), and 5. a resort (14%).
- The top five most popular summer vacation activities in the United States are 1. shopping (54%), 2. visiting historical sites (49%), 3. swimming/water sports (49%), 4. going to a park or national park (46%), and 5. sightseeing tours (46%).
- This year, the first day of summer is June 21 and the last day of summer is Sept. 22.

Have a great, safe summer!



Annual golf tournament



Jennifer Acron and Matt Russo.



Dr. Sales and group from 2016.

UFCW Locals 1167 and 1428 raise \$70,000 at annual golf tournament

Event benefits Leukemia & Lymphoma Society and union scholarships

UFCW Locals 1167 and 1428 joined forces again for their 16th annual Charity Golf Tournament on May 8 at the Sierra Lakes Golf Club in Fontana.

Thanks to its sponsors, the event raised more than \$70,000 for the Leukemia & Lymphoma Society (LLS) and the scholarship programs of both UFCW local unions.

Immediately following the tournament, golfers, donors, sponsors and volunteers heard an update from LLS representative Matt Russo and a personal account by LLS staff member Jennifer Acron who described her own fight against leukemia.

"You never know who's going to be hit with leukemia and who isn't," Acron said. "Fortunately, thanks to the efforts of fundraisers like yours and the work of the LLS, we have a 90 percent success rate in saving lives."

The efforts of this annual tournament to raise money to help the LLS is vital to

its success. There's a 90 percent survival rate now, but the LLS is working to save that other 10 percent.

"You all make a difference by being here and helping support our cause," said Acron.

In his remarks, Local 1167 President Rick Bruer spoke of someone who is in the other 10 percent: Dr. Phillip Sales, one of Local 1167's longtime dental partners. He was diagnosed with leukemia last year and the disease has unfortunately returned. By supporting the LLS, there is hope that those "10 percenters" will be a thing of the past.

Editors Note: We are sad to report that Dr. Salas passed away in June. His birthday wish in May was, in lieu of gifts, for all attendees to participate in local blood drives and to donate much-needed blood and platelets in his name to the LLS. To participate, call the City of Hope at (626) 218-7171 or visit idonateblood4hope.org. It's not too late to help, you can still donate to help others in that "10 percent."





From left: Keith Detamble, Head Meat Cutter; Chris Barber, Meat Clerk; Yvonne Calles, Meat Clerk



Bennet Kau, Meat Clerk



Anthony Virgil, left, and Jorge Ramos, Meat Clerks.

Arbitration win maintains jobs and hours in the store

UFCW Local 1167 won an arbitration in April that protects members' jobs by keeping work in their stores.

The union's contract includes a requirement for union meatcutters to cut at least 50 percent of the meat sold in the stores. An investigation by UFCW Local 1167 found this provision was not being followed by Ralphs, which was stocking meat counters with more than the allowable amount of pre-cut pork.

Asserting that this practice took away work and hours from union meatcutters, the union filed an arbitration and received a favorable ruling that Ralphs must comply with the contractual regulations and pay compensation to affected workers.

"Ralphs must now go back to having its meatcutters cut 50 percent of the meat in the stores," UFCW Local 1167 President Rick Bruer said. "Management will have to reduce the amount of pre-cut pork that is sold, keeping work in the stores and maintaining jobs."

In the community

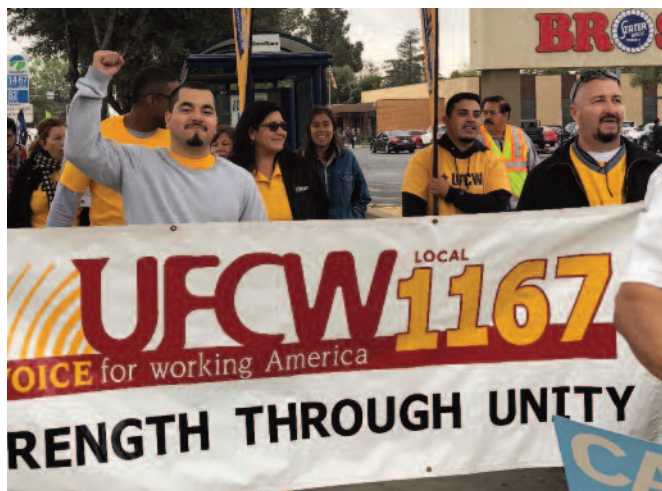
Local 1167 joins May Day march demanding justice for immigrants

UFCW Local 1167 and its allies in the Labor Movement took to the streets on May 1 to commemorate May Day, the International Workers' Day, and to demand fairness for immigrant workers, students and families.

The activists marched through citrus groves from Seville Park to Fontana's City Hall in a procession organized by the Inland Coalition for Immigrant Justice and other community groups in the Inland Empire.

In defiance of cloudy skies and the threat of rain, the march participants rallied in support of Senate Bill 54, the California Values Act, which shields undocumented immigrants from unjust deportations.

Similar marches and rallies for workers and immigrants took place in cities across California, throughout North America and around the world.



Celebrating members!

UFCW recognizes 'third shift' workers

When the rest of the world goes to sleep, many UFCW members' work days are just getting started.

To celebrate the hard work and sacrifices made by those who work overnight to keep stores and communities running smoothly, the UFCW commemorated Third Shift Day on May 9.

According to studies, late-shift work is hard on the body and mind. Risks of workplace injuries, obesity, depression, heart disease and diabetes are higher for those who work overnight.

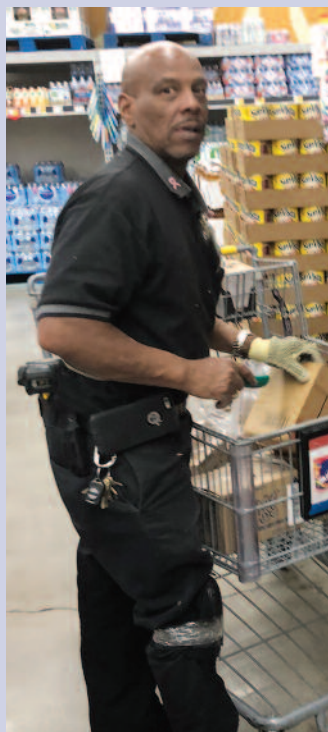
Despite these risks, there is no federal law requiring third-shift workers to be provided with extra pay or benefits. But UFCW-negotiated contracts across the country include premium pay for third-shift workers to help them live better lives that they earn and deserve.



Third shift workers at Ralphs 118



Third shift workers at Food 4 Less 302



Third shift workers at Stater Bros. 121





Grocery lifer

Gerald Harris has worked 30 years in the only business he's ever known

Local 1167 member Gerald Harris is a lifer in the grocery business, and he's enjoying himself along the way.

Harris is approaching 30 years with Food 4 Less. Prior to joining the company, his only previous job was bagging groceries at the March Air Reserve Base in Riverside County, where his father served as an aircraft mechanic.

"The grocery business has been the only thing I've ever known," he said.

Gaining experience

When Harris started with Food 4 Less in Moreno Valley, the company had one other location, in San Bernardino. Since that time, he has enjoyed watching the company grow and appreciates his union's role in giving him peace of mind as he grew his family.

"There has been a lot of hard work and prayer along the way, but the union has been great," he said. "It provides the stability I need and allows me to have essential time to spend

with my family."

Harris and his wife, Cyndy, have been married 23 years and they have three daughters: Arynne, Aleyna and Ariaiah, as well as a son Gerald, Jr. Ariaiah is interested in art, while the other children enjoy sports, from baseball to softball and basketball. The couple also recently became grandparents.

"When the kids were growing up, the health insurance was the biggest deal," he said. "It outweighs everything else."

Harris has been a steward at his store for the past five years, helping point his coworkers in the right direction when they have concerns or questions at work.

"I wanted to give more," he said of his decision to become a steward. "I wanted to give my fellow members knowledge about the union contract and how to work with our company."

His knowledge obtained through experience and his performance as a steward led to his recent appointment to the Local 1167 Executive Board, where he helps guide the course of the union.

"I'm so proud to be on the board and I look forward to serving," he said. "I've learned about how the union operates and how much more to the union there is besides our contract."

He lists maintaining job security for members as his top priority in his new position.

"The union is here to protect jobs," he added, "and to ensure members receive raises and that our rights are protected."

"The union and membership have challenges ahead — to maintain our health care and get pay raises," he said. "It seems like companies are trying to cut back at all costs at the expense of the workers."

"I'm thankful we have the union to fight for us and negotiate what is fair."



Gerald Harris from Food 4 Less was sworn in to the Local 1167 Executive Board by President Rick Bruer.

Union Representative's Report

Jerry Espinoza

Take your breaks — You've earned them!

You deserve a break from the hard work you perform every day on the job.

This doesn't just apply to your days off. The Collective Bargaining Agreement (CBA) between Local 1167 and your employer entitles members to breaks during each work shift.

Take advantage of these breaks!

Breaks are easy to take for granted nowadays, but workers didn't always have them. It wasn't until unions began negotiating breaks into contracts that they became a common and accepted part of the work day.

Recently, however, Local 1167 has been receiving reports of employers failing to send members off to their breaks during work hours.

If this happens to you, remind your employer about the benefits to which you are entitled.

Sometimes, you may be so busy that you forget about your break time. If that happens, put a reminder on your watch or mobile phone.

Members may feel pressured or obliged to work through their break times. Don't give in to this pressure! The hard work you put in during your scheduled work hours is enough.

Breaks are good for your health

Using break time wisely is a key to staying healthy and maintaining focus when you are back on the job.

Breaks can replenish the psychological costs associated with working hard. They boost one's energy and improve work performance.

Experts say a component of an effective break is the experience of positive emotions. Positive emotions do more than improve morale at the workplace, they can reverse the negative effects of repetitive work tasks and increase blood flow to the areas in the brain.

Be sure to take breaks, both for your own health and relaxation and to affirm the importance of this benefit that your union and fellow members, past and present, have fought hard to maintain.



Jerry Espinoza
Union Representative

IN MEMORIAM

Continued from page 4

been a member since August 1973.

Barbara Luce, a retired food clerk formerly employed by Market Basket & Super Save Market, died on March 7 at the age of 89. She had been a member since May 1958.

William Maurer, a retired food clerk formerly employed by Alpha Beta, died on March 6 at the age of 87. He had been a member since July 1957.

Vernice Robinson, a retired food clerk formerly employed by Lucky, died on Jan. 10 at the age of 87. She had been a continuous member since March 1982.

August Terlecki, a retired food clerk formerly employed by Stater Bros., died on March 13 at the age of 57. She had been a continuous member since October 1982.

Dora Valenica, an affiliated member formerly employed by Gemco, died on March 11 at the age of 84. She had been a continuous member since October 1976.

Joyce Wallace, a retired food clerk formerly employed by Market Basket, died on May 4 at the age of 85. She had been a member since June 1971.

June Williams, a retired food clerk formerly employed by Sage's and Vons, died on Nov. 7, 2017 at the age of 91. She had been a member since November 1958.

Editors note: Sadly, a married couple, both members of Local 1167, passed away within three weeks of each other: **Carl Simpson**, a retired meat cutter formerly employed by Albertsons, Lucky, Market Basket and Rudolf's died on Nov. 24, 2017 at the age of 81. He had been a member since April 1959. His wife, **Patricia Simpson**, a retired meat wrapper formerly employed by Albertsons and Lucky, died on Dec. 16, 2017 at the age of 75. She had been a member since June 1975. The couple had been married for 54 years.

IT PAYS TO BE UNION		
	MAY 2018	YTD 2018
WAGE PAY AND BENEFITS ESTIMATED TO MEMBERS	\$7,662.24	\$137,306.71
MEMBERS ESTIMATED	22	89
GRIEVANCES SETTLED	68	311

UFCW International Convention



Local 1167 delegation attends the UFCW International union's Eighth Regular Convention.

UFCW International Convention emphasizes 'Unity, Family, Community, Worth'

Brought together by the core values of "Unity, Family, Community and Worth," thousands of union members gathered this spring for the UFCW International Union's Eighth Regular Convention.

Over the course of four days, more than 1,300 delegates and guests from across the United States, Canada, Japan and other countries were inspired by guest speakers, attended educational workshops and worked together to chart a course for the future of the Labor Movement.

"This convention was focused entirely on the needs of the membership," Local 1167 President Rick Bruer said.

The convention delegates voted on resolutions and amendments to the UFCW Constitution and participated



UFCW International
President Marc Perrone

in workshops to sharpen their skills in communications, organizing, engaging young workers and other aspects of unionism in the 21st century.

A leadership slate including UFCW International President Marc Perrone, Secretary-Treasurer Esther López and Executive Vice Presidents Paul Meinema, Stuart Appelbaum and Shaun Barclay was elected unanimously to serve five-year terms until the next International Convention in 2023.

"I'm proud to be your president and lead us into the future," Perrone told the delegates. "This is our union and we will define it together."

The delegates also elected 46 international vice presidents at large, as well as four vice presidents representing UFCW Canada.

Several committees met during the week prior to the con-

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UFCW International Convention Report



Carmen Paz in a workshop

vention and presented the results of their work to the attendees. Local 1167 Secretary-Treasurer Joe Duffie co-chaired the convention's Organizing Committee.

Union successes in the U.S. and Canada

Throughout the convention hall, life-size banners of UFCW members reminded delegates of the many industries served by the union.

On big screens, videos told the stories of union

members who spoke of the respect they feel on the job, the financial security made possible by their union-negotiated wages and benefits, and the job guarantees made possible by their union-negotiated contracts. These members were invited on stage at the close of the convention.

In his keynote address, President Perrone highlighted the union's many recent organizing successes in industries ranging from supermarkets, food processing and cannabis to health care and manufacturing, as well as the urgency of organizing additional workplaces and industries.

He also described how the union can be a force for positive change in society.

"When I see inequality, I believe we can change it," Per-

rone said. "When I see hate and indifference, I believe we can end it. When I see cruelty and exploitation, I believe we can stop it. And when I see poverty, hopelessness and despair, I truly believe — now more than ever — that this union family can prevent it."

International Secretary-Treasurer Esther López talked about growing up in a union household.

"I stand as living proof that unions transform poverty into possibility," she said.

López also highlighted the financial strength of the union and described how to keep it strong.

"We must promise to wake up each day with the mindset that this fight is our fight," she said. "Let us embrace the very bedrock principles that are the very foundation of our union — dignity and respect on the job — to fuel our pursuit toward more progressive and inclusive communities."

Paul Meinema, executive vice president and president of UFCW Canada, talked about contract improvements in his country and the success of organizing drives.

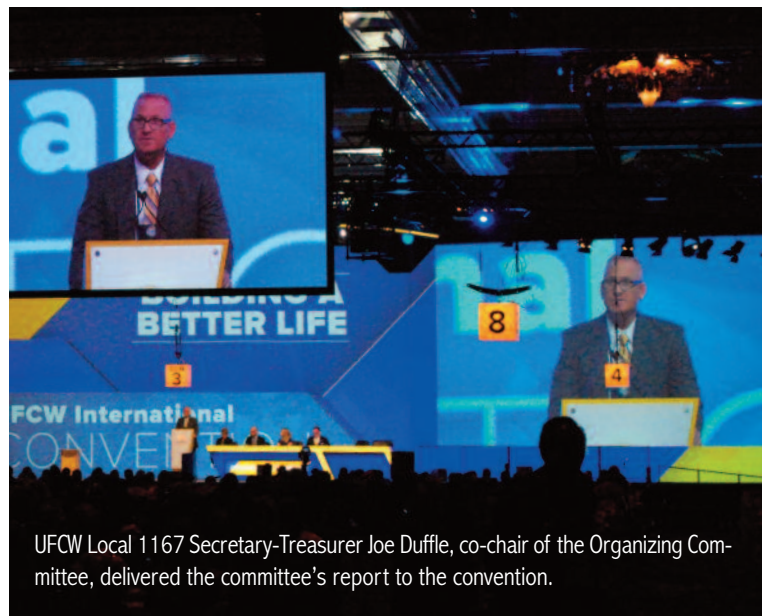
"The strength of the UFCW should not be underestimated by any employer," he said. "We've been expanding union density in existing industries and new ones."

Stuart Appelbaum, executive vice president of the UFCW International Union as well as president of the Retail and Department Store Workers Union, described the continuing challenges of automation and e-commerce confronting the retail industry and how global networks can help working people stand their ground.

"In times of instability, this union remains committed to our founding principles," he said. "It's the high perch from where we can see a better future."

Continued on next page

UFCW International Secretary-Treasurer Esther López interviews Tennis Star and Women's Rights Advocate Billie Jean King.



UFCW Local 1167 Secretary-Treasurer Joe Duffie, co-chair of the Organizing Committee, delivered the committee's report to the convention.

UFCW Convention

Continued from previous page

Executive Vice President and Director of Organizing Shaun Barclay also detailed increasing union density across the country, including recent organizing successes at the Zara and H&M clothing retailers.

Finding inspiration

UNITE HERE President D. Taylor talked about his union's historic successes in Las Vegas achieved with the help of organizing assistance provided by the UFCW. He also praised the UFCW's commitment to immigrant rights and its creation of a more diverse, inclusive union.

"The best time to be union is right now," he said.

Bob Martinez, international president of the International Association of Machinists (IAM), told attendees that the UFCW and IAM have stood side by side in fight after fight.

"My father and grandfather were members of the Packinghouse Workers Union (which later became part of the UFCW)," he said. "They were able to retire comfortably. They instilled union values in me."

Rev. Dr. William J. Barber II, founder of the Forward Together Moral Monday Movement, delivered a rousing speech focused on the need for a "moral renewal." He said the UFCW must draw on its deep history of inclusion for women and minority workers to lead the labor movement into the future.

Jagmeet Singh, leader of the New Democratic Party in Canada, described the importance of prioritizing workers when companies go bankrupt and finding ways to push back against the "gig economy," which threatens the security of millions of workers.

Capt. Chesley "Sully" Sullenberger, who became famous for his skill and calm under pressure while landing a disabled plane on the Hudson River, and Billy Jean King, the equally famous tennis champion and social justice advocate, also addressed the convention.

"As soon as I got off the court, it was organize, organize, organize," King said of her mindset when she was building support for equal pay for women tennis players.

United Steelworkers Vice President Fred Redmond talked about the ongoing struggle for racial and economic justice, and Canadian astronaut Chris Hadfield praised the UFCW for "setting an example for the U.S. and Canada on how to treat people."

"If you give people a higher goal," Hadfield said, "they will rise up and do things previously thought inconceivable."



Union Reps Bill Collard, David Simmering, Christina Pugsley, and Carman Paz participate in a workshop.



Convention's Mosaic Wall featured members and the theme of "Building a Better Life."

Shaping the future

With delegates invigorated by the convention and ready to return to their local unions to represent and serve the members, President Perrone urged everyone to do their part in creating a better world.

"Never accept injustice or cruelty as normal or right," he said, reiterating the convention's themes of Unity, Family, Community and Worth.

"Our values can reshape the future."

OFFICIAL NOTICE OF PROPOSED MERGER BETWEEN UFCW LOCALS 1167 & 135

Special Membership Meetings will be held to vote by secret ballot on the merger and to approve the bylaws of the merged union. The merger agreement and bylaws will be available for review.

Special Membership Meetings:

July 17th - Local 1167, 855 W. San Bernardino Ave., Bloomington, CA	(7PM)
July 18th - Hilton Garden Inn & Suites, 12603 Mariposa Rd., Victorville, CA	(7PM)
July 19th - Courtyard Marriott, 74895 Frank Sinatra Dr., Palm Desert, CA	(7PM)
July 20th - Holiday Inn Express, 350 Smoke Tree Dr., El Centro, CA	(7PM)
July 21st - Best Western, 825 W. Hobson Way, Blythe, CA	(7PM)
July 22nd - Holiday Inn Express, 31573 Canyon Estates Dr., Lake Elsinore, CA	(7PM)

Years of membership awarded



President Rick Bruer presents Local 1167 member Herman Ortega a certificate recognizing his 40 years of membership.



Local 1167 member Rourke Johnson holds his certificate and pin for 50 years of membership.



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.



MAP
Here to help
MEMBERSHIP ASSISTANCE PROGRAM

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

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



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.

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.

