

Summer 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:

# Step up your game!

Members have a crucial role  
in negotiating a fair contract





**Union  
offices  
closed**

**July 4**  
Independence Day

**September 2**  
Labor Day

## Next Quarterly Membership Meetings:

Wednesday, June 26, 2019

Wednesday, Sept. 25, 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**  
Negotiations update

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

**5 Inland Empire CLC Recognized**  
Fighting for labor friendly agenda

**6 Rosie's Corner**  
Women reorganize labor

**7 Steward Profile**  
Kari Perkins

**8 Member in Negotiations**  
Deli Clerk Roxie Coulson

**9 In Memoriam**  
Former 1167 President  
Bill Brooks

**10 Labor History Series**  
Local 439's Paul Enriquez

**13 Union Reps Report**  
Don't steal from employers

**14 Members at Work**  
Vons and Albertsons

**ON THE COVER:**  
Jeannette Rubalcaba  
Stater Bros. 200



**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)

# Step up your game!

We all have a role in negotiating a fair contract for supermarket workers

If you work in a supermarket and you're anything like your fellow 1167 members, you are concerned about the outcome of our current negotiations with the major grocery chains. After all, it's your wages, benefits and working conditions that are on the table.

I can honestly tell you that your union negotiating team, which includes members who work in the stores, takes this responsibility very seriously. Our minds and hearts are focused on it in every waking moment. Some of us are even dreaming about it!

While we use every strategy available to win the best possible terms for your next contract, we continue to rely on you to support our efforts. We need you to send a clear message to management of your rock-solid solidarity.

Anything less than that will be interpreted as a sign of division and weakness, which will encourage the companies to try to wear us down with unreasonable demands.

This holds true for all of us in Local 1167. Whether you work in a grocery store, a drug store, a packing plant, a distribution center, a doctor's office, a health facility or one of the many other kinds of worksites we represent, you have a crucial role to play in moving us all forward together.

The contracts we negotiate with employers set the highest standards in the industries we serve. They mean better wages and working conditions for you and your co-workers. They also provide sick pay, health care with low premi-



JOE DUFFIE

President

---

**W**e need all elements  
of our union working  
together for a  
single purpose.

---

ums, pensions, life insurance, death benefits and even access to discounts because you are a UFCW member.

It all adds up to a better quality of life for your family and for others in your community.

To achieve these things and more, we need all elements of our union working together for a single purpose. We're all in this together, and you can do your

part to ensure our success by stepping up your game as a union activist.

This goes beyond your union membership, as important as that is. For example, when our retail food members are in difficult negotiations, our members at the drug stores can be trusted to turn out for rallies and handbilling activities in support of their union sisters and brothers. And when our retail drug members need assistance, they can rely on their fellow members at the grocery stores to do the same as was evident during our last Rite Aid negotiations. This made a clear difference at the bargaining table and Rite Aid members were able to get a good contract because we all showed up at their activities.

Here are some other ways you can step forward to make your union stronger:

- **Wear your union buttons and badges on the job.** This speaks volumes about your pride in union membership.

- **Say positive things about your union to co-workers and management.** This helps help turn away the negativity that can affect our ability to negotiate a contract on your behalf. It also lets the corporate higher-ups that your union is strong and means business.

- **Avoid spreading rumors.** Always get the facts from your Union Reps, your steward and other union sources, including the *Desert Edge*, our website and our social media outlets.

- **Speak up for your union online.** Many people don't realize what it means to be part of a union. Saying

Continued on page 8

# Charity Golf Tournament raises \$70,000 for LLS and scholarships



Alicia Sales



Matt Russow, LLS

The UFCW Locals 1167 and 1428 Charity Golf Tournament held May 7 featured a moving tribute to a founding supporter of the annual event, which benefits the Leukemia and Lymphoma Society (LLS).

Dr. Philip Sales, a dentist affiliated with the Ponderosa Dental Group in Rancho Cucamonga, had been a benefactor of the tournament since it began 17 years ago. His relationship with the LLS took an unfortunate turn in 2016, when he was diagnosed with non-Hodgkins lymphoma.

"Philip managed to work

between his treatments because his love of dentistry could not keep him away from treating his patients," his wife, Alicia Sales, recalled at this year's event at the Sierra Lakes Golf Club in Fontana. "None of us knew how he did it, but he persevered.

"On June 13, 2018, my beloved husband got his wings," she continued. "He will be forever remembered for his smile that would light up any room. He will be forever missed by his family, friends and patients, who loved him so much."



## What's Happening



### Just Married

**Stephanie Hillis**, Stater Bros, was married to Stephen on 8/18/18 at the Queen Mary in Long Beach, Calif.. **Iliana & Robert Lathrum**, Ralphs, were married on 3/30/19.



### Just Retired

The months of February, March, April and May brought us several new retirees...

**Cheryl Dillard** worked for Stater Bros., Albertsons, and Alpha Beta for 45 years. **Debra Gibbons** worked for Vons and Safeway for 44 years. **Elizabeth Young** worked for Vons and Market Basket for 43 years. **Bruce Yamashita** worked for Food 4 Less, Smiths, Lucky's, and Food Giant for 43 years. **Robert Taylor** worked for Gelson's, Haggen, Vons, Smith's

F&D, Albertsons, Lucky's, and Alpha Beta for 43 years. **John Sato** worked for Albertsons, Lucky's, and Fed-Mart for 42 years. **Kathleen Lopez** worked for Ralphs, Hughes, and Market Basket for 38 years. **Paula Arredondo-Langford** worked for Stater Bros. for 38 years. **Sylvia Calles** worked for Stater Bros. for 36 years. **Cynthia Laird** worked for Stater Bros. for 34 years. **Jesus Huerta** worked for Vons and Safeway for 34 years. **Dana Berg** worked for Stater Bros. for 31 years. **Jami Baldwin** worked for Albertsons for 30 years. **Luis Garcia** worked for Albertsons and Lucky's for 30 years. **Teresa Blanco** worked for Albertsons for 28 years. **Mary Foulks** worked for Ralphs for 27 years. **Teresa Quintana** worked for Stater Bros. for 26 years. **Sharon Humphrey** worked for Vons, Stater Bros, Albertson's, and Safeway for 20 years. **Elizabeth (Betty) Betts** worked for Stater Bros. and Vons for 18 years. **Diana Zillner** worked for Albertsons for 18 years. **Connie Kosmatka-Hopwood** worked for Stater Bros. for 13 years. **Carole Raydon** worked for Stater Bros. for 11 years.



### Just Born

**Jayne Miller**, Vons, has a new baby boy. **Mavery Allen-Miller**, born 4/25/19, weighed 10 lb. 11.5 oz. and measured 21¾ inches. "10 ½ years later, Baby #5 is here!" ... **Roman & Guillerma Ponce**, Stater Bros., had a baby boy, **Roman David Ponce**, on 2/23/19. 7 lb. 8 oz., 20½ inches, "Our Bundle of Joy". ... **Tu Anu Cap Pham**, Rite Aid, had a baby boy, **Arden Anh Dang**, on 4/15/19. 5 lb. 13 oz., 18 inches. ... **Adrianna Castro**, Rite Aid, had a baby boy on 1/23/19. 7 lb. 14 oz., 18½ inches. ... **Robert Crosby**, Vons, has a new baby girl. **Parker Mae Crosby**, born 4/24/19, 7 lb. 13 oz., 20 inches. ... **Angelica Garcia**, Albertsons, had a baby boy on 4/1/19. 8 lb 8 oz., 20 inches. ... **Tracy and Christina Morgan**, Stater Bros., had a baby girl, **Gianna Morgan**, on 1/31/19, weighing 7 lb. 12 oz. ... **Melissa Krueger**, Stater Bros, had a baby boy on 3/27/19, weighing 5 lb. 14 oz. and measuring 19½ inches.





# Inland Empire CLC recognized at the California Labor Fed Legislative Conference

One of the top Democratic contenders for the presidency, U.S. Sen. Kamala Harris, was among several political and labor leaders who addressed the California Labor Federation's Legislative Conference in Sacramento in early April.

"Unions built the middle class in this country," Harris told 600 cheering union members and supporters attending the conference.

"People have a five-day workweek because of unions," she said "People have sick leave because of unions. People have an eight-hour workday because of unions. People have health care because of unions."

Reflecting the conference's theme, "Building for the Future," several California legislators described how they support the Labor Movement's fight for better pay, working conditions, benefits and safety standards for working people.

One of them, Assemblywoman Lorena Gonzalez (D-San Diego), received the California Labor Federation's "Living the Legacy" award for her advocacy of working people's priorities.

Also, members of the Inland Empire Central Labor Council were recognized with the "Most Improved and Innovative CLC" award from the California Labor Federation (see photo above). Among them were Joe Duffle, president of UFCW Local 1167 and the San Bernardino and Riverside Central Labor Council; Local 1167 Organizing Director Yesenia Gonzalez; and Local 1167 Organizer Ana Cabral.



Union Representatives Joe Parham and Ana Cabral (far left and far right) are pictured with Assemblymember Eloise Reyes (second from right).

## Advocacy in Sacramento

UFCW Local 1167 Representatives Ana Cabral and Joe Parham went to Sacramento in May to advocate on relevant policies that impact workers and our communities such as:

**AB 1066:** If enacted, it would ensure workers who are on strike or locked out by their employers to be eligible to collect unemployment insurance benefits.

**AB 1360:** If enacted, it would establish basic safety standards for grocery delivery services, consistent with safety requirements imposed on brick and mortar grocery stores.

**AB 1417:** If enacted, it would restrict unlicensed cannabis operators' ability to advertise on social platforms.

The Local 1167 representatives met with Senator Roth (staff) and Assemblymembers Garcia, Rodriguez, Ramos, Reyes, Calderon (staff), Medina (staff), and Cervantes.





**L**ast year, when the Supreme Court ruled on the *Janus v. AFSCME* case, many pundits predicted this was the beginning of the end for the Labor Movement.

Instead, the opposite happened. The ruling mobilized workers to come together, and now union membership is on the rise.

A large part of Labor's success is attributed to women who are in the frontlines for teachers, fast-food employees, caregivers, and hotel workers.

Here are a few examples:

### **#RedforEd**

In February 2018, a band of women teachers in West Virginia organized the #RedforEd movement to demand fair wages, smaller classroom sizes and more education funding. Their hard-fought efforts caught the attention of the nation and drew support from millions of Americans. The movement quickly gathered steam in Oklahoma, Colorado, Arizona, North Carolina, Kentucky, Colorado, California and Oregon.

Along the way, teachers have scored gains across the board, including in areas where support for unions and education were thought to be lowest.

Teachers aren't the only ones fighting

for better standards. Graduate students, adjunct professors and cafeteria workers have also joined the fight by organizing for better wages, benefits and working conditions.

### ***Fight for \$15***

The Fight for \$15 movement began in 2012 when 200 fast-food workers in New York state demanded a new minimum wage standard of \$15 an hour. Seven years later, their movement has become a global phenomenon.

Other states have adopted \$15 as the new minimum wage, including Washington, Oregon, California, Massachusetts, Maryland, New Jersey, Illinois and, most recently, Connecticut.

Low-wage income earners like home health aides, child care providers, airport workers and retail employees have joined fast-food workers in the ongoing fight for living wages.

### ***UNITE HERE***

Last year, nearly 8,000 UNITE HERE union members who work at Marriott hotels participated in the longest hotel strike in U.S. history to demand improved health care, higher wages and protections against sexual harassment.

Women led the two-month strike against the hotel chain and persevered in demanding the company equip each housekeeper with GPS-enabled panic buttons to alert security staff in the event of uncomfortable encounters with hotel guests while cleaning their rooms.

The majority of the union's membership consists of women, people of color and immigrants.

The women who lead these movements are examples for all of us to roll up our sleeves and fight for equality and higher standards. It's time to step up!



### **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](http://ufcw1167.org), where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.



# Kari Perkins sticks with her union family

**K**ari Perkins has a way of returning to her roots.

The steward and UFCW Local 1167 activist began her career working for Ralphs in 1986, when she took a summer job out of high school in Torrance. From there she moved all over Southern California, especially when she worked as a manager. Recently, however, she has settled down as a cashier at Ralphs 717 in Rancho Cucamonga.

“As manager I was spending all of my time at the store and had no time for the grandkids,” she said. “That had to change.”

Perkins had experience as a steward prior to the strike and lockouts of 2003-2004, so she was a logical choice for the position when it opened up at the Rancho Cucamonga store.

She was raised in a union family. Her mother, sister and brother-in-law have worked for Ralphs and know the benefits of a good union job within the UFCW.

“It’s all about family,” she said. “Not only do I have family in the union, but the union is my family.”

“When you work 40 hours a week with the same people and see them every day, they become your family and we all stick together.”

“If something isn’t right for my co-workers, I’ll speak up on their behalf. It’s the right thing to do – we all need to do that.”

Now that Southern California’s supermarket industry is deeply involved in contract negotiations, “the best thing we can do is all stick together and stay positive,” Perkins said.

“Talk positively about your union at the workplace. Stay informed with union updates, text messages, social



**‘If something isn’t right for my co-workers, I’ll speak up on their behalf.’**

media pages and the website. Most importantly, ask your rep if you have any questions.”

She has other advice, as well.

“You always hear about rumors during negotiations,” she said. “Get the facts straight and don’t give in to propaganda.”

The stakes in these negotiations are high, Perkins continued.

“Health care is so vitally important in the union contract, as are the guaranteed wages and progressions,” she said.

“None of us will become rich working in this industry, but we deserve our fair share. The corporations are making millions because of the work we’re doing. We need to be compensated fairly.”

She added: “I have faith in my union and understand this is a long and tedious process.”

## Life at home

Perkins and her husband, James, a retired police officer, have two daughters, Amber and Kristie. They also have four adult grandchildren named Scott, Catelyn, Landon and Harlie. They also have a lab/shepherd mix named Bella and a shepherd named Queeny.

In their spare time, the couple enjoys watching Landon play hockey or Harlie skate. They used to ride motorcycles and motorsports, but James’ knees and back aren’t what they used to be and had to give up riding.

“I’m very thankful for my union job,” Perkins said. “We’re not getting rich, but if you do it right and save up, you can have a life outside work thanks to our union careers.”

# Deli Clerk Roxie Coulson speaks out in negotiations

**O**n May 30, Albertsons 1319 Deli Clerk Roxie Coulson sat down at the bargaining table with union negotiators and corporate executives to share her concerns as a working woman.

“We need to raise the bar,” she said afterward. “Corporations need to put their money where their mouths are.

“Every meeting I go to, I hear the same message from management: ‘You’re the best, hardest working people.’ And we are!

“But our pay does not reflect the work we’re doing. We need wage increases.”

She urged her fellow union members to stick together and fight for better pay.

“I’m getting ready to retire, but the future of grocery stores relies on our younger generation,” she said. “These jobs need to be jobs people want to have.

“These jobs used to be career jobs and we need to make it so again,” she continued. “We all need to step up and make it happen.”

“Young people today have to work two jobs to make ends meet and live with mom,” Coulson said. “That’s not right.”

She said she is thankful for the opportunity to speak her mind in the presence of corporate executives.

“It was empowering,” she said. “They looked at us and had a look on their face like, oh my goodness, this is really it. They know this is real to us.

“Members need to stand strong together and get paid what we’re all worth,” Coulson said.

“If we don’t speak up, no one will do it for us.”



“Members need to stand strong together and get paid what we’re all worth... If we don’t speak up, no one will do it for us.”

## President’s Report

# Step up your game!

(Continued from page 3)

good things about unions in social media can make more of an impact than you think.

- **Participate** in union handbilling actions and tabling events, speak up for workers’ issues at city council meetings, and call your legislators to ask for their support of our cause.

- **ATTEND UNION MEETINGS!**

- **If and when the time comes to authorize your union leadership to take stronger actions, such as declaring a labor dispute, vote “yes.”** Nobody wants a strike and we don’t expect to have one this time, but nothing gets a stubborn corporation to budge better than the possibility of picket lines in front of its stores.

UFCW Local 1167 has 19,000 members from San Bernardino to the Mexico and Arizona border, from the High Desert to the mountains surrounding Big Bear Lake. If every member took a positive attitude and gave just one hour a month of service to our union, we could accomplish even more than we already have to gain the best wages, benefits and working conditions in the industries we serve.

I encourage you to stand up and participate in your contract fight.

Stay strong and stand by your union! You are UFCW Local 1167!

## Shop & Shop workers exemplify solidarity

**M**ore than 31,000 grocery workers at 240 Stop & Shop stores across New England walked off their jobs on April 11 to demand a fair contract.

UFCW staff and members immediately headed to support the striking workers. They walked on picket lines, supplied food and drinks, and gave advice to picket captains.

Throughout the 11-day action, UFCW members and staff, community activists, clergy, state and local politicians, presidential candidates and others stood in solidarity in an overwhelming outpouring of support for the workers.

Soon after the strike began, it became apparent that the company was taking a big economic hit. The vast majority of shoppers refused to cross the picket lines and took their business elsewhere, resulting in empty stores with little to no fresh items for sale.

Revenue losses for Stop & Shop were estimated at \$10 million per day.

Incredibly, fewer than a dozen of the 31,000 workers chose to work during the strike.

On April 21, a tentative agreement was reached between the local unions and Stop & Shop. The agreements maintain health care and retirement benefits, in addition to providing wage increases and other improvements. Workers’ spouses were able to maintain eligibility for health benefits.

The workers returned to their jobs the following day and the new contract was ratified by an overwhelming majority of the workers on May 1.

The *Boston Globe* called the New England dispute “one of the most effective strikes in recent memory,” one that was “built on a growing hunger for social justice.”





Brooks breaks ground for new union building in 1978.

## Union mourns former President Bill Brooks

**T**he UFCW Local 1167 family noted with sadness the passing of former President Bill Brooks on April 13, 2019.

“His passing is a loss for Local 1167 and humanity,” President Joe Duffle said. “He was a wonderful human being.”

Brooks served as the union’s president from 1973 to 1983, a period of transition that included the merging of the Retail Clerks and Meat Cutters

Brooks served  
as the union’s  
president from  
1973 to 1983.

unions to form the United Food and Commercial Workers International Union.

Local 1167’s members made significant gains during Brooks’ term as president, but in a recent interview featured in *Desert Edge* he said he was most proud of establishing Local 1167’s

headquarters in Bloomington in 1978.

“We found the 10-acre property and negotiated a purchase price of \$35,000, down a third from the asking price,” Brooks said. “We paid cash. No mortgage.”

“With my wife, Charlotte, and son Steven, we supervised the design and construction, with Charlotte personally doing the interior — wallpaper, paint, desks, chairs, everything,” he continued.

“The architect created a rose garden at the main entrance that survived until the building was enlarged many years later. He dedicated it to Charlotte for all the work she saved him.”

Brooks said he was also proud of reviving the local’s communications program.

“Our newspaper and internal communications had been discontinued and we created successor programs that continue to this day, winning awards for excellence and helping to keep our union family informed and united,” he said.

“And, of course, there is the scholarship program for members and their families that we created.”

Brooks was working for Stater

Bros. in 1958 when the Retail Clerks Union recruited him to join its Southern California regional staff. Several years later, Local 1167 President Ray Butler asked him to join his staff. Brooks served for 10 years as a business agent (as union representatives were called at the time) until his election as president.

Brooks retired in 1983 and settled down in Carlsbad, Calif., with his wife Charlotte. The couple celebrated 65 years of marriage in July 2018. His son Steven also lives in the area.



# In Memoriam: Paul Enriquez, 1923-2018

PRESIDENT OF MEAT CUTTERS UNION LOCAL 439  
 BEFORE IT MERGED WITH LOCAL 1167 IN 1990S



PAUL ENRIQUEZ

**P**aul Enriquez, who served as president of Meat Cutters Union Local 439 from 1978 through 1988, passed away at the age of 95 on Oct. 21, 2018.

He is survived by four sons: Paul Jr., Michael, Robert and Edward.

Local 439 formed in 1937 and represented meat cutters in Southern California until it merged with UFCW Local 1167 in 1995.

Enriquez began his career as a meat cutter in the 1950s at Wilson's Packing House in the City of Industry, where he also was president of a small union representing workers in the entire Packing House chain. This small union later merged with Local 439.

At Wilson's Packing House, he worked on the kill floor, broke down beef and processed steaks.

When Local 439 needed a business agent — the equivalent of a Local 1167 union representative — he was a natural fit because of his experience negotiating contracts with Wilson Foods across the Midwest. Soon enough, he was flying to Chicago to negotiate contracts for Wilson Foods in cooperation with the AFL-CIO labor federation.

"Arnold Hackerman was the president of the local at the time and he noticed my dad's work," Robert Enriquez said. "He promoted my dad to secretary-treasurer and knew my dad would be heir apparent to the presidency."

It didn't take Paul Enriquez long to make Hackerman's prediction come true. Within 10 years, he became president and stayed in that position until his retirement in 1988.

Paul Enriquez was devoted to his wife, Sally, and their four sons, Edward said.

"My dad was extremely proud that all of his sons attended USC," Edward continued. "He instilled in all of us the importance of a great education."





## Life after retirement

After retirement, Paul and Sally bought a 10-acre ranch in Visalia and harvested grapes and peaches.

“After each harvest, both of our parents drove into town and sold what they had and gave away most of their fruit to friends and family,” Edward said. “It was a hobby they enjoyed for about seven years.”

In 1998, Robert Enriquez and his wife gave birth to Sarah, Paul’s first grandchild. Sally persuaded Paul to sell the ranch at Visalia and relocate to El Monte and later Whittier to be closer to Robert and his family.

---

UNION MEMBERS  
WOULD CALL HIM AT  
ALL HOURS OF THE  
NIGHT ASKING FOR  
HELP AND HE WOULD  
ALWAYS TAKE THEIR  
CALLS. HE HATED  
INJUSTICE.

---

After a few relocations through the years, Robert’s family, Edward’s family and Paul and Sally moved to the same cul-de-sac in Eastvale where they lived through 2001.

“My mother was diagnosed with Alzheimer’s disease and she needed to live in an assisted facility,” Edward said. “For five years, my dad spent eight hours a day, seven days a week at that facility looking after my mom.”

Sally passed away in 2006 from complications of her Alzheimer’s disease. The couple was married 40 years.

CLOCKWISE FROM LEFT: PAUL ENRIQUEZ, JR.,  
EDWARD ENRIQUEZ, ROBERT ENRIQUEZ,  
PAUL ENRIQUEZ AND MICHAEL ENRIQUEZ



## Substance of his character

“My dad loved helping people, I think that was his greatest trait,” Robert said. “Union members would call him at all hours of the night asking for help and he would always take their calls. He hated injustice.”

Paul was also known for his generosity. It was common for the Enriquez family to vacation together in Mexico each summer when the kids were growing up. Edward remembers Paul bringing lots of clothes during those trips to give out to people.

“Robert and I used to play in Little League and I remember we didn’t play any night games because the league

couldn’t afford to power the lights, so it hurt attendance a lot,” Edward recalled.

“My dad knew a councilman and he convinced a bunch of parents from the league to attend a council meeting and ask the city to install the lights so the kids could play evening games,” Edward said. “The council voted unanimously for the funding.”

Paul and other parents dug holes for the light installations to save money so the project could be completed.

If there’s one thing Robert says Paul would want to be known for, it would be that he never lost an election.

“My dad was really proud of that,” Robert said. “He was a winner, a fighter and an incredibly loving and caring father.”

### Members promote solidarity at Victorville Membership Meeting



**Edward Laguna** from Super A 1 retired on March 29 with 46 years in the industry, all with Super A foods. He is pictured here with his 45-year certificate and Pin. Congratulations on your well-deserved retirement!

### IN MEMORIAM

**William "Bill" Brooks**, retired UFCW Local 1167 President and formerly employed by Stater Bros. Markets, died on April 13, 2019 at the age of 94. He had been a member since May 1943.

**Rosalind Callisto**, a retired bakery clerk formerly employed by Van de Kamp, died on March 30, 2019 at the age of 98. She had been a continuous member since June 1960.

**Ji Cho**, a retired food clerk formerly employed by Vons, died on July 27, 2018 at the age of 76. He had been a member since July 1986.

**Betty Dees**, a retired drug clerk formerly employed by Sages, FORE Drug, & Lucky, died on April 26, 2019 at the age of 91. She had been a continuous member since November 1960.

**Larry Emery**, a retired meat cutter formerly employed by Smiths Food & Drug and Albertsons, died on February 8, 2019 at the age of 76. He had been a member since November 1991.

**Catherine Ezell**, a retired food clerk formerly employed by White Front and Sage's, died on May 9, 2019 at the age of 94. She had been a member since September 1964.

**Norene Kinney**, a retired general merchandise clerk formerly employed by Vons and Stater Bros. Markets, died on March 5, 2019 at the age of 85. She had been a member since September 2002.

**Larry Knoepfel**, a retired food clerk formerly employed by Alpha Beta & Ralphs, died on December 5, 2018 at the age of 61. He had been a member since July 1969.

**John Moran**, a retired food clerk formerly employed by Thrif-timart, died on April 22, 2019 at the age of 87. He had been a member since July 1950.

**Malcolm Osmonson**, a retired meat cutter formerly employed by Lucky, Woody's, Ralphs and Market Basket, died on October 1, 2018 at the age of 98. He had been a continuous member since January 1942.

**Mindy Perez**, a food clerk employed by Stater Bros. Markets, died on April 25, 2019 at the age of 54. She had been a continuous member since January 1992.

**Zintars Purvins**, a retired food clerk formerly employed by Vons, died on February 2, 2019 at the age of 82. He had been a member since July 1953.

**Joe Sanchez**, a retired warehouse clerk formerly employed by Food 4 Less, died on April 26, 2019 at the age of 67. He had been a member since September 1989.

**Betty Smith**, a retired drug clerk formerly employed by Thrifty Drug, died on February 28, 2019 at the age of 91. She had been a member since September 1960.

**Bonnie Spivey**, a retired meat wrapper formerly employed by Smith's Brothers and Mayfair, died on November 28, 2018 at the age of 98. She had been a continuous member since June 1953.

**Marilyn Walton**, a retired general merchandise clerk formerly employed by Vons, died on March 2, 2019 at the age of 75. She had been a continuous member since May 1989.





**Bill Collard**  
Union Representative



**Nick Romero**  
Union Representative

## State moves to enforce 'No Pharmacist Left Alone' law backed by UFCW

**A**cting on recommendations from the United Food & Commercial Workers, the California Board of Pharmacy has voted to write regulations to enforce SB 1442, the state's "No Pharmacist Left Alone" law.

The regulations are designed to prevent large retail chains from evading the 2018 law, which requires stores to make a staff member available to help pharmacists at their request.

"UFCW pharmacists are encouraged that the Board of Pharmacy listened to us and took action to protect the patients we serve by strengthening enforcement of SB 1442," said Seung Oh, a pharmacist member of the UFCW.

"Consistent enforcement is necessary to ensure pharmacists have the support necessary to focus on our core mission of keeping patients safe," he added.

SB 1442 was passed in response to chronic understaffing of retail pharmacies, which often led pharmacists to work alone for hours on end and compromising patient safety, Oh said.

"Without enforcement of the law, retail stores continue to demand that pharmacists perform multiple tasks, from dispensing medication to ringing up prescriptions and other store items, and from cleaning the pharmacy bathrooms to taking out the trash."

## Union Representative's Report

**Bill Collard / Nick Romero**

# Don't steal from your employer!

Save 'sweethearting' for Valentine's Day

**W**e all love getting something for free, right? Who doesn't? But getting something for free or at a discount is stealing when you're taking it without permission of the owner.

In the world of retail sales, the practice called "sweethearting" can have bitter consequences.

Sweethearting happens when a cashier lets a friend or colleague take an item without paying the proper price. It is, honestly speaking, employee theft.

Sometimes a cashier will pass an item through without scanning it. Or, perhaps, she or he will scan one item and then let another go through unscanned. In other situations, a cashier might use a coupon inappropriately or punch in the code for a lower-priced item.

Often, sweethearting is done with the expectation that the other person will reciprocate. This was the unfortunate case at one of our stores earlier this year, where more than 20 members in the same store were fired.

That store is not alone. In fact, there has been a rash of sweethearting incidents in our stores lately.

Sweethearting costs billions of dollars annually in lost revenues to retailers across the country, so it's no surprise employers take it seriously. If you are guilty of this practice, it's an easy case for management to prove, and there is little, if anything, your union can do to protect you.

It seems like common sense not to steal merchandise this way, but sometimes common sense is not so common.

Why would you risk your good union job that comes with strong wages, health benefits, a pension and more?

Don't do it, no matter how "sweet" the temptation may be.

Why would  
you risk  
your good  
union job?



# Members at Work Vons 2660, Murrieta



## IT PAYS TO BE UNION

APR-MAY 2019 YTD 2019

BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$16,944.66	\$39,444.95
MEMBERS REINSTATED	44	76
GRIEVANCES SETTLED	170	359





**Members at Work**  
**Albertsons 3520,**  
**Rancho Cucamonga**





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

# Fighting for a fair and equitable contract

The UFCW recently held an informational rally at Ralphs 113 in Fontana. At the rally there were members from Rite Aid, Stater Bros., Food 4 Less, Albertsons, Ralphs, Vons, CVS and Teamsters garnering support from public consumers. Stay strong and stand by your union!



Visit [www.UFCW1167.org](http://www.UFCW1167.org) for updates!  
**DOWNLOAD THE 1167 APP!**



iPhone



Android



Scan the QR code above  
with your smartphone  
to download!

