

Winter 2017

Desert Edge

LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

**Members
stand
strong
together!**

**Food 4 Less
members
ratify contract**

**Getting ready
for retirement**

**A new home through
Habitat for Humanity**

**Meet our
scholarship
winners**



**Union
offices
closed:**

Dec. 25 & 26

Christmas

Jan. 1

New Year's Day

Jan. 15

Martin Luther King Jr.

March 29 & 30

Cesar Chavez Day &

Good Friday

Next Quarterly Membership Meetings:

Wednesday, December 20, 2017

Wednesday, March 28, 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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Contents

3 President's Report
Watch what you say

4 What's Happening
Retirements, marriages, births

5 Rosie's Corner
The female face of today's unions

6 Members at Work (Big Bear)
CVS, Stater Bros. & Vons

8 Union Rep Report
Record your time properly

9 Light the Night
Members join rally to fight cancer

10 Scholarship Winners
Congrats to all winners!

11 Bill Sauriol Scholarship Award
Carina Deck

12 Members at Work
Stater Bros. 138, Temecula

13 Emergency Response Training
UFCW locals train for the worst

14 In the Community
Habitat for Humanity

16 Gil Ramirez
Union Rep retires

17 Steward Profile
Gogi Rodriguez

18 Pre-Retirement Seminar
Members learn about pensions

ON THE COVER:

David MacKewen,
Stater Bros. 125, Yucaipa



Correction: Matt Buckley, steward at CVS 3033 featured in the Fall 2017 issue of *Desert Edge*, was introduced to the union by Organizer Ana Cabral. His son's name is Devlin and he does not camp with his congregation.



David MacKewen honored on retirement

Veteran union member and Local 1167 Executive Board member David MacKewen was honored at a ceremony commemorating his retirement in December. As an employee at Stater Bros., David began his career with Butchers Union Local 439 before it merged with Local 1167.

Congratulations on your retirement, David!

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 what you say

Imagine a schoolboy wanting to pick a fight with another schoolboy. He puts a block of wood on his own shoulder and dares the other boy to knock it off. The ritual usually concludes with fists flying.

This is where the old expression, “He has a chip on his shoulder,” comes from. It means a person is ready to fight at any pretext.

People don’t use the expression a lot any more, but folks today — both men and women — seem more willing than ever to fight over provocations big and small.

Take a glance at your social media feed, where any social miscue, from a road rage incident to a homeless person asking for change in front of a supermarket, is magnified into a major cause for social resentment.

We already have enough genuine causes for outrage in our society. Racism, sexism, sexual harassment, ageism, homophobia and bullying are among the truly important issues being brought to the fore.

Such things have no legitimate place in our society, especially within our workplaces.

My point here is that we must all be aware that our words and actions have the power to hurt people, whether they have “chips on their shoulders” or not. And when we fail to be careful about what we say and do, the consequences can be severe.

Almost every workplace has a well-defined policy prohibiting harassment and bullying of any kind. Failure to follow such a policy can get a person disciplined or even prosecuted.



RICK BRUER
President

*Don't joke around
with this stuff — ever.
Think about what you
want to say
before you say it.*

You may have said something that you believe was a friendly jest shared with someone who may have a different racial, religious or ethnic background. You might have teased a person about gender differences or sexual preferences.

None of that matters. Regardless of your intentions, the wrong words from your mouth will get you in big trouble.

Here's my advice: Don't joke around with this stuff — ever. Think about what you want to say before you say it.

If you say something you and your friends think is funny today, it doesn't mean it will be funny tomorrow. Standards about what is acceptable can change on a daily basis.

Many of us are still learning the rules of behavior in our new world. Sometimes it's best to respond to an inappropriate statement with a firm but polite correction, something like, “Come on, you know that's not the right thing to say.”

But if the problem turns out to be harassment or a pattern of inappropriate comments, your union is ready to help you. We take such things seriously. If you have a problem with one or more of your co-workers, please contact your steward and Union Rep before it escalates. Sometimes it is best to settle differences within the union “family.”

We live in a difficult time when we need to be extra careful. Please speak and act accordingly. And when you are in doubt, choose kindness over anger, generosity over retribution, and compassion over resentment.

The holiday season reminds us to promote peace and brotherly/sisterly love wherever we can — at work, in the home, on the street and on your social media platforms.

From all of us at UFCW Local 1167, we wish you happy holidays and a joyous year ahead.

What's Happening

Just Married

Lizbeth Albarra, Ralphs, married Chase Giordano on Aug. 17 in Alta Loma on a "beautiful day" and honeymooned in Kauai, Hawaii. **Christina Paez**, Stater Bros., married Luis Herrera on Aug. 25 in Palm Desert and the honeymoon was spent camping on the Colorado River. **Maribel Palacio-Hernandez**, Stater Bros., married Alejandro Morales Perez on Aug. 3 in Riverside. They plan to honeymoon next year.

Congratulations to our newlyweds!

Just Retired

The months of September, October and November brought us several new retirees. **Donna Steele** worked for Stater Bros. for 45 years. **Charles Stevens** worked for Ralphs for 44 years. **Betty Abeyta** worked for Vons for 42 years. **Jose E. Garcia** worked for Alpha Beta and Ralphs for 41 years. **Kathy Jones** worked for Albertsons, Lucky, Safeway, Stater Bros. and Vons for 41 years. **Silvia Moreno** worked for Albertsons, Lucky and Safeway for 41 years. **Terrie Wamhoff** worked for Vons for 40 years. **Linda Rakestraw** worked for Albertsons, Alpha Beta and Lucky for 40 years. **Edward Correia III** worked for Albertsons, Alpha Beta and Lucky for 40 years. **Alvin Abrams** worked for Vons for 40 years. **Phillip Marine** worked for Ralphs for 40 years. **Kathleen Skuza** worked for Alpha Beta, Lucky and Ralphs for 39 years. **Nyla Liska** worked for Albertsons and Lucky for 38 years. **Linda Steede** worked for Vons for 38 years. **Theodore Fisher** worked for Stater Bros. for 38 years. **Blythe Farley** worked for Hughes and Ralphs for 37 years. **Julie Geer** worked for Stater Bros. for 37 years. **Mary Sanchez** worked for Hughes, Ralphs, Stater Bros. and Vons for 37 years. **Frances Roulette** worked for Gemco, Lucky and Stater Bros. for 37 years. **Leticia Fisher** worked for Stater Bros. for 36 years. **Karen Smith** worked for Albertsons, Lucky, McCoy's and Super A Foods for 36 years. **Debby Bolton** worked for Alpha Beta and Food 4 Less for 35 years. **Daniel Curtis** worked for Albertsons, Stater Bros. and Vons for 33 years. **Monica Barnes** worked for Stater Bros. for 32 years. **Juan Vargas** worked for Albertsons for 32 years. **Miguel Galeana** worked for Ralphs for 31 years. **Cherrie Pulliam** worked for Vons for 30 years. **Shirley Painter** worked for Stater Bros., Super Saver, Albertsons and Gemco for 30 years. **Lisa Shannon** worked for Albertsons, Lucky and Stater Bros. for 29

years. **Denise Hartman** worked for Albertsons and Alpha Beta for 29 years. **Richard Perez** worked for Albertsons, Lucky and Stater Bros. for 29 years. **Gailynn Lallande** worked for Stater Bros. for 29 years. **Freda Romo** worked for Albertsons and Lucky for 26 years. **Gina Lima** worked for Albertsons and Stater Bros. for 20 years. **Leslie Larez** worked for Stater Bros. for 20 years. **Valerie L. Gilson** worked for Food 4 Less for 19 years. **Eloisa Barba** worked for Stater Bros. for 13 years. **Thomas Johnson** worked for Ralphs for 11 years. **Gilbert Lozano** worked for Stater Bros. for 7 years.

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



Just Born

Adriana Martinez Food 4 Less, has a new daughter, Samantha Grace Dominguez, born on Aug. 12 at 6 lbs. 7 oz. "She is finally here after two boys!" Adriana says. ... **Yesenia Cardenas**, Stater Bros., has a baby boy, Ryan Navarette, born on Sept. 4 at 7 lbs. and 21". "He is perfect in every way!" Yesenia says. ... **Leobardo Marquez**, Food 4 Less, is a proud father to "cute baby boy" Emmanuel Marquez, born on June 13 at 7 lbs. and 19 1/2". ... **Rhianon Griffin**, Stater Bros., has a new son, Wyatt Robert Griffin, born on Sept. 20 at 8 lbs. 6 oz. and 20 3/4". ... **Grace Soria & Alfredo Robles**, Stater Bros., are the new parents of Alfredo Robles III, born on Sept. 17 at 6 lbs. 13 oz. and 20". ... **Brettany Lefrere**, Stater Bros., has a new daughter, Makayla Rose Lefrere-Monterroza, born on Aug. 24 at 7 lbs. and 21". ... **Susie Martinez**, Food 4 Less, has a new baby boy, Mathew Israel Ibarra, who was born on Oct. 18 at 7 lbs. 5 oz. and 20 1/4".

Congratulations to all the new mommies and daddies!

IN MEMORIAM

CORRECTION: **Wilma Scales**, a retired meat wrapper formerly employed by Olsen Bros. and Stater Bros., died on July 18 at the age of 90. She had been a continuous member since November 1947.

Frank Arellano, a retired food clerk formerly employed by Safeway and Vons, died on July 8 at the age of 82. He had been a member since December 1954.

John Arrieta Jr., a retired meat cutter formerly employed by Stater Bros., died on Sept. 15 at the age of 70. He had been a member since March 1968.

Jerry Gummert, a retired meat cutter formerly employed by Albertsons, died on July 25 at the age of 76. He had been a continuous member since July 1965.

Yolanda Herberger, a retired general merchandise clerk formerly employed by Vons, died on Aug. 20 at the age of 66. She had been a member since June 2002.

Jerry Heredia-Salas, a clerk's helper employed by Albertsons, died on Nov. 5 at the age of 22. He had been a continuous member since April 2015.

Walter Lech, a retired pharmacist formerly employed by Thrifty Drug, died on Sept. 30 at the age of 78. He had been a continuous member since November 1975.

Margaret Mason, a retired food clerk formerly employed by Mayfair Markets, died on Oct. 22 at the age of 91. She had been a member since October 1953.

Donna Moore, a general merchandise clerk formerly employed by Stater Bros., died on Aug. 6, 2017 at the age of 75. She had been a continuous member since November 1989.

Theresa Nuss, a retired meat cutter formerly employed by Stater Bros., died on Sept. 8 at the age of 67. She had been a continuous member since November 1986.

Harry Peterson, a retired warehouse clerk formerly employed by Food 4 Less, died on Aug. 31 at the age of 67. He had been a continuous member since March 1990.

Caroline Pickens, a retired general merchandise clerk formerly employed by Vons and Stater Bros., died on Aug. 20 at the age of 68. She had been a member since July 1992.

William Quiroz, a retired meat cutter formerly employed by Vons, died on Oct. 18 at the age of 91. He had been a continuous member since June 1955.

Romaine Rammell, a retired meat cutter formerly employed by Mission Market & Jurgensen's, died on Oct. 27 at the age of 88. He had been a continuous member since October 1951.

Continued on page 17

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.

Rosie's Corner



The female face of today's unions

In 2015, a national magazine proclaimed that women may be the new face of labor unions. *May be the new face? We are the face!*

Two years later, this transformation has become more evident than ever.

Even though organized labor has had a tough decade, the number of working women who are union members is holding relatively steady, giving women a rising share of representation within the Labor Movement.

In 2015, more than 45 percent of all union members were women. This is a big jump from just one-third in 1984, according to a recent report by the Institute for Women's Policy Research.

In 2017, our local union saw the number of women in our jurisdiction grow tremendously with the addition of members from CVS and JBS.

The face of the Labor Movement changed slowly over the past few decades, propelled by transformations in previously male-dominated sectors and a push in some traditionally female occupations to unionize. For instance, some industries such as manufacturing, where males have heavily dominated, have been shedding jobs.

As a result of these changes, some experts say women could represent a majority of unionized workers by 2025.

According to research analysts, women are more

likely to be unionized than men in seven states, including Vermont, California, Massachusetts and New York. In New York, more than one in four women employees are covered by a union contract.

Even though women's leadership roles in unions are lagging behind the proportions of women members, the UFCW is making strides to change that. Just this past year, Esther Lopez became the UFCW's International Secretary-Treasurer — the first woman to hold the UFCW's Number 2 leadership position.

Champions of justice

On Jan. 21, 2017, more than four million women — and men who supported them — in 600 cities in every state marched in solidarity to promote a more just, fair and equitable future rooted in human and civil rights.

Altogether, this event comprised the largest single-day protest in U.S. history. The UFCW and other unions played an important role.

The marches and rallies followed months of campaign rhetoric largely focused on derogatory characterizations of women, immigrants, Muslims, people with disabilities and the press.

Many unions are championing causes, such as equal pay and affordable child care, that are especially important to women and families. This is good for all Americans.

Aside from promoting family-friendly policies, unions are providing another value for women employees: closing the pay gap.

Women represented by unions earn 88.7 cents on the dollar compared with their male co-workers, which easily beats the United States average of 78 cents for women without a union.

Women in union jobs make about 31 percent more than women who aren't in a union. For men, that difference is about 21 percent.

We haven't reached true equality yet, but with the help of unions, we're on our way!

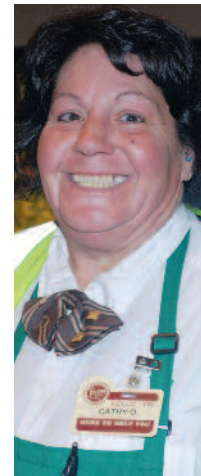
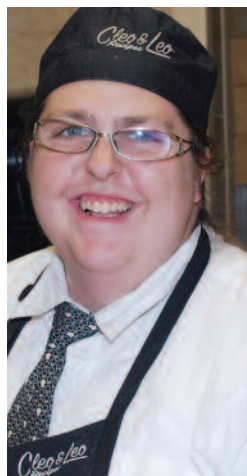
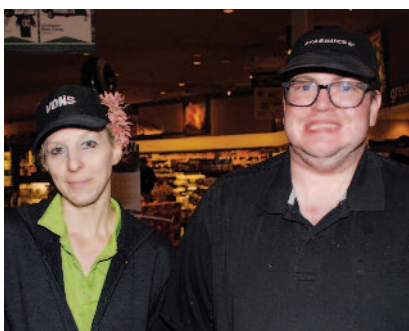
It is important for women to be active in their union so we can make the changes that are most important to women, such as closing the pay gap and addressing child care, as well as other workplace changes that will help women balance the requirements of earning a living and raising a family.

These changes can only happen when women union members are highly motivated and active in their union!

Members at work: CVS, Stater Bros. and Vons in Big Bear



Members at work: CVS, Stater Bros. and Vons in Big Bear



Union Representative's Report

David Simmering

Record your time properly for work in a higher classification

Everyone knows that to get paid correctly you need to record your punches in and out for your shift properly. And when an employee works in a higher classification during a shift, it is equally important to record those times accurately.

Whether you are a General Merchandise Clerk at Stater Bros. who is told to go fill the milk, a Drug Clerk at Rite Aid who is told to count pills for a prescription, or a Courtesy Clerk at Ralphs who is told to operate a check stand, you are working in a higher classification and should record the time you perform those tasks precisely.

Doing so means you will get paid more for working in a higher classification. In addition, the hours you report in that higher classification will contribute toward improving your pay rate should you get promoted.

If you don't record the time properly, you are short changing yourself on your immediate pay check AND costing yourself significant wages in the future.

Also, if you fail to record your time properly, the company could accuse you of falsifying time or falsifying a company document. Just like sweep logs and temperature logs, time records must be accurate or you could face discipline up to and including discharge.

Union Representatives have heard many excuses for failing to record time accurately in such circumstances. Some members say they were told by management not to worry about it or they just didn't have time. But proper reporting of all time worked in a higher classification is always a necessity.

If you have any questions about recording time properly, or if you are having difficulties getting paid for all of your time worked in a higher classification, please contact your Union Representative immediately.



David Simmering
Union Representative

Contract update

Food 4 Less members ratify agreement

After many months of standing strong together through arduous negotiations, Southern California Food 4 Less members voted to ratify a new three-year agreement on Oct. 16 and 17. Local 1167 thanks everyone who participated in storefront actions throughout the contract campaign and especially all of the picket captains and stewards for their support and dedication!





1167 members 'Light the Night' to fight cancer

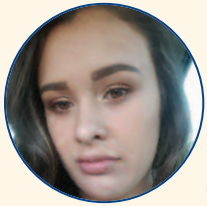
UFCW Local 1167 officers, staff and members joined hundreds of volunteers Oct. 28 for the Light the Night rally at the Auto Club Speedway in Fontana.

UFCW Local 1167 is proud to partner with the Leukemia & Lymphoma Society (LLS), which provides treatment, support and cures for blood cancer patients and their families.

To learn more about the "Light the Night" event, visit lightthenight.org/ocie.



Congratulations to the recipients of Local 1167 Scholarships



Corinne Cosner

Corinne is a freshman at Cal State San Bernardino, where she majors in English literature and psychology. She ultimately wants to earn a PhD. She envisions a career as a successful author or editor because she has already self-published a book. Corinne credits her high school English teacher for fostering her love of the language and opening her mind to different perspectives. Corinne's mother, Yadira Cosner, is a Local 1167 member who works at CVS.



Tracy Dang

Tracy is a junior at the Western University of Health Sciences, where she majors in pharmacy. She hopes to earn her PharmD and become a successful pharmacist. Her grandfather, an expert in Eastern herbal medicine, inspired her to pursue a career in healing with his attentiveness to his patients. In her spare time, she sings in a choir and teaches Vietnamese and catechism at her church. Tracy is a Local 1167 member who works at CVS.



Steve Flores

Steve is a sophomore at California Polytechnic University, Pomona, where he majors in electrical engineering. He hopes to work in Southern California at a utility company like Edison so he can give back to his community. He works part-time, so he doesn't have much time to spare, but when he has a moment, he spends it with family. Steve is a Local 1167 member who works at Stater Bros.



Destiny Marshall

Destiny is a freshman at the University of Hawaii at Minoa, where she majors in nursing. She wants to be a nurse practitioner at an urgent care facility. Eventually, she would like to open her own clinic. Her aunt was a neonatal nurse who inspired Destiny to consider nursing as a career. In her spare time, Destiny likes to play guitar, sing and play volleyball. Destiny was a Local 1167 member who worked at Stater Bros.



Michelle Magaña Nuñez

Michelle is a junior at Cal State University San Bernardino, where she majors in criminal justice and psychology. She wants to become a probation officer and inspire her daughter to be successful just like her. In her spare time, Michelle likes to hike, take pictures and spend time with her family. Michelle is a Local 1167 member who works at CVS.

Matthew Monreal (Not pictured)

Matthew is a senior at Cal State University San Bernardino, where he majors in business management. He ultimately wants to earn a master's degree and become the CEO of a company. Matthew credits his college business professor for motivating him to pursue business as a career. Matthew is a Local 1167 member who works at Stater Bros.

Maclairyn Morris (Not pictured)

Maclairyn is a freshman in college. She plans to choose a major and career path in the near future. It's important for Maclairyn to find a stable career that pays well so she can provide for her future family. In her spare time, she enjoys playing volleyball, painting, writing and volunteering. Maclairyn is a Local 1167 member who works at CVS.



Radley Militar

Radley is a freshman at Copper Mountain College in Joshua Tree, where he majors in pharmaceutical sciences. He wants to be a pharmacist like his mother. In high school, he was a section leader for his jazz band and participated in marching band and drumline activities. He credits his band director for helping shape him into the person he is today. Radley's mother, Janet Militar, is a Local 1167 member who works at Rite Aid.



Joseph Vaughan

Joseph is a freshman at Cal State University San Bernardino where he majors in criminal justice. He wants to become a parole officer. Joseph is an avid wrestler who participated in his high school's wrestling program all four years, including summers. In his spare time, he enjoys hiking, exercising and spending time with his family. Joseph's mother, Olga Vaughan, is a Local 1167 member who works at Rite Aid.



Giovanni Ramirez

Giovanni is a sophomore at Riverside City College, where he majors in nursing. He wants to be a registered nurse or a licensed vocational nurse who works in a hospital. He also envisions working around the world as a nurse practitioner. Giovanni wants to be successful and give back to his community through local charities and sponsorship of educational programs for the disadvantaged. Giovanni's mother, Lina Ramirez, is a Local 1167 member who works at JBS.





Carina Deck (center) with her grandparents Charlotte Showalter and Leonard Showalter at her Class of 2019 White Coat Ceremony.

The right prescription

Carina Deck wants to help patients manage their diabetes

Carina Deck, winner of UFCW Local 1167's Bill Sauriol Scholarship Award, is a junior at the Loma Linda University School of Pharmacy, where she is working on earning her pharmacy doctorate degree.

Deck does rotations at the Loma Linda University Medical Center while working as an intern pharmacist at Kaiser Permanente. Eventually, she would like to be a specialty pharmacist in an ambulatory care diabetes clinic.

"I really enjoy meeting one-on-one with patients and spending time with them because pharmacists can have such a great impact on their health," Deck said.

In high school, Deck loved chemistry, but she changed course in college while studying pre-pharmacy as an undergraduate at Oregon State University in Corvallis, Ore.

"I really missed my family while I was in Oregon," Deck said. "I'm originally from San Diego, so now that I'm at Loma Linda, I'm much closer to home."

Another enticing reason for her to relocate was the sense of community at Loma Linda.

"When I arrived for my interview, the faculty at Loma Linda knew so much about me and they held my same values, so I knew it was a perfect fit for me," she said.

Last summer, Deck worked at Camp Conrad Chinnock, a camp in the San Bernardino Mountains for children with diabetes.

"Working at Camp Conrad was a special experience," she said. "Helping those kids manage their medications and teaching them healthy eating habits was really rewarding for me."

Lucky day

Deck said she'll never forget the day she learned she won

Local 1167's top scholarship award.

"Earlier that day, I won a grant from the Loma Linda chapter of the California/American Society of Health System Pharmacists, so I was already on Cloud Nine," Deck recalled.

Deck opened her letter and saw she won UFCW Local 1167's top scholarship. She said her knees were shaking and all she could think to do was call her mom to share the good news.

"My family was obviously very excited for me," Deck said. "We're all so grateful to the union for this opportunity."

In her spare time, Deck enjoys equestrian training for the U.S. Polo Association and preparing young people for inter-collegiate and interscholastic tournaments.



Members at Work: Stater Bros. 138, Temecula



A wide range of grants available through the union

Each year, UFCW Local 1167 offers its members and their families opportunities to relieve the financial hardships of a higher education through scholarship programs offered by the union's benefits trust fund, the UFCW International Union and the AFL-CIO.

The scholarships are offered in addition to the union's own awards program, which will be announced in the spring issue of the *Desert Edge*.

UFCW Local 1167 believes everyone is entitled to a quality education, which is the key to success in life. That is why the union encourages members to consider participating in one of the following scholarship programs:

UFCW and Food Employers Benefit Fund

The Scholarship Award Program, sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Fund, is one of the best offered to union members anywhere.

Members and their dependents are eligible to apply for an award if they have completed a year of service as of the prior October and are still actively employed in the Southern California Retail Food Industry when the awards are determined.

Dependent children are eligible to apply if they are unmarried and younger than 24 years of age and if the member has had at least three years of service. The member also must meet other Fund qualifications, including employment in the industry when the awards are determined.

The scholarship will cover tuition, but not housing expenses, books or other incidental expenses.

The deadline for Scholarship Award applications is Feb. 28, 2018. Applications must be postmarked by this date.

All members should have received an application in the mail. If you did not receive one, call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715, or visit scufcwfund.com for details.

UFCW International Union Scholarship

Each year, the UFCW International Union awards several scholarships to UFCW members or their dependents. The UFCW usually begins accepting applications in January and continues to accept applications through the first quarter of 2018.

Visit www.ufcw.org/scholarship or email scholarship@ufcw.org for more information.

Union Plus Scholarship

The Union Plus Scholarship is a competitive program that evaluates applicants according to their academic ability, social awareness, financial need and appreciation of labor.

A mandatory essay will account for up to half of the score. A GPA of 3.0 or higher is recommended for applicants, who are required to complete their applications online at UnionPlus.org/Scholarships.

The Scholarship Committee will determine recipients of scholarship awards by Jan. 31, 2018.

During the first two weeks of June, award recipients are notified by mail and all applicants are sent an email with notification that the award list is posted at UnionPlus.org/Scholarships.



UFCW and ICWUC hold chemical emergency response training for locals

Representatives from UFCW Locals 1167, 1428 and other local unions attended a chemical emergency response training event during the week of Aug. 7 in Buena Park. The training was sponsored by the UFCW's Occupational Safety and Health (OSH) Office and the International Chemical Workers Union Council (ICWUC).

In classes, the participants learned about hazardous chemicals, respiratory protection, personal protective equipment, toxicology and OSHA regulations. They also donned self-contained breathing apparatus and other protective gear in an exercise that simulated a release of hazardous chemicals and its containment.

This training is part of a long-standing partnership between the UFCW's OSH Office and the ICWUC that has trained hundreds of UFCW stewards and staff over the past 20 years. The program is funded with grants that pay for participants' travel and lodging.

Most of the trainings take place at the ICWUC's training center in Cincinnati, Ohio. In the Buena Park event, UFCW representatives were joined by members of the Coalition of Black Trade Unionists, the American Federation of Government Employees and the ICWUC.

A key feature of this program is the collaboration of eight unions, universities and worker organizations.



What is sexual harassment?

State regulations define sexual harassment as unwanted sexual advances, or visual, verbal or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser.

The following is a partial list of prohibited behaviors:

Visual conduct: leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons or posters.

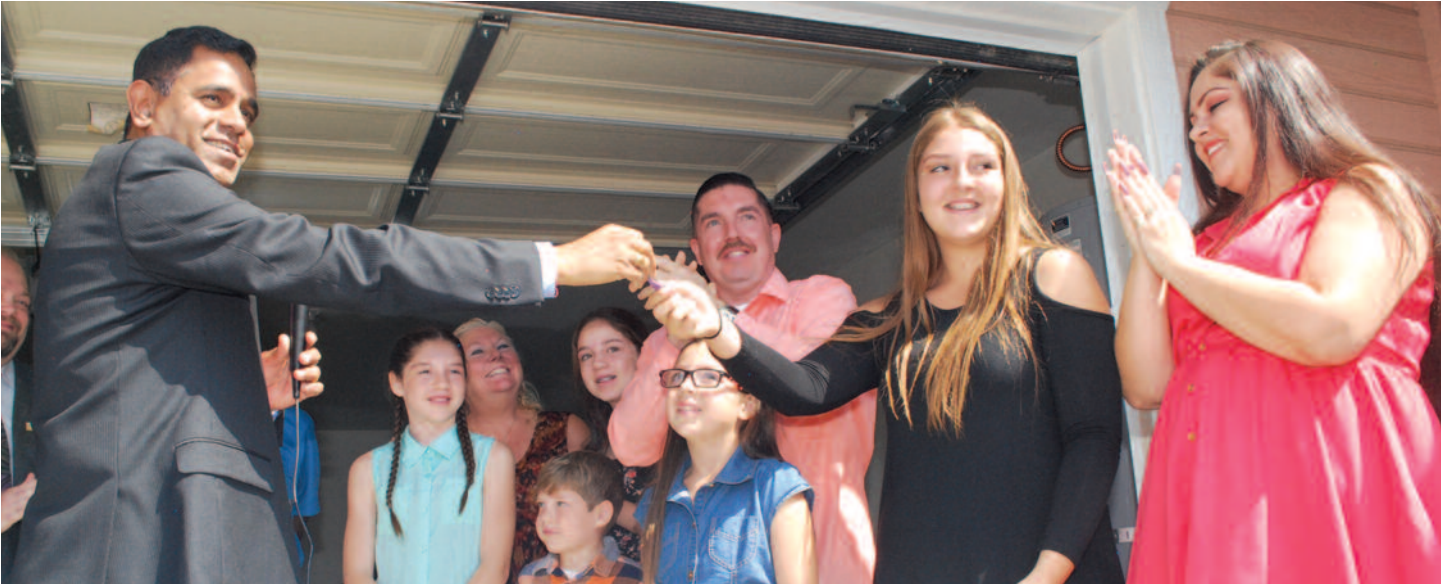
Verbal conduct: making or using derogatory

comments, epithets, slurs and jokes. Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual.

Physical conduct: touching, assault, impeding or blocking movements.

Job related conduct: Offering employment benefits in exchange for sexual favors. Making or threatening retaliatory action after receiving a negative response to sexual advances.

Resources are available if you feel you have been a victim of sexual harassment. Contact your Union Representative.



Hard work and commitment

Habitat for Humanity volunteer Frank Aguirre earns a house

At a celebration in Hemet, Local 1167 member Frank Aguirre and his family received the keys to their new home built by Habitat for Humanity.

Among those on hand at the Sept. 16 event were UFCW Local 1167 President Rick Bruer, Hemet Mayor Linda

Krupa, San Jacinto Mayor Scott Miller, members of the Hemet City Council and representatives from the Soboba Casino and Stater Bros., Aguirre's employer.

The four-bedroom home was intended for a single mother and her children, but she decided not to take the

house. Her decision allowed Aguirre to acquire a Habitat for Humanity home sooner than he expected. This is the 20th home dedication of the Habitat for Humanity in Hemet/San Jacinto.

Aguirre began volunteering at Habitat for Humanity several years ago, long

Please see next page



Linda Krupa
Mayor, Hemet



Scott Miller
Mayor, San Jacinto



UFCW Local 1167 President Rick Bruer congratulates Frank Aguirre.



The Board for the Hemet/San Jacinto Habitat for Humanity welcomes the community and the Aguirre family to the house dedication.

before he knew he had a house coming his way. He's still building up "sweat equity" by working on other people's homes. In fact, he worked more than 500 hours on the house his family will be calling home.

Habitat for Humanity is not a charity and its homes are not free. They are built at lower cost for first-time home buyers who have had steady employment for two years and are residents of California. Families that qualify for homes pay mortgages, taxes and insurance.

Aguirre's family includes his wife, Jessica, and their children, Alana, Jaylene, Elyssia, Leanna and Gabriel.

Local 1167 retiree Patsy Svete, who now works for Habitat for Humanity, said: "In Hemet, we focus on working families with children, so the children can have security and stability as they grow up."

Aguirre's oldest, Alana, is 17 and has aspirations to go away to college next year, so this may be the only year she has in the house.

"We started working on houses

when I was in the fifth grade and now we have one," Alana said. "This is a dream come true."

The family had been renting a two-bedroom apartment where the girls slept in one room with their beds stacked and their brother, Gabriel, slept in the room with his parents.

"This was just a house, but today it's become a home," said Aguirre, who works at Stater Bros. 46.

"Owning a home is the American Dream. Thanks to Habitat and my union, I can do that!"



The Aguirre family with members of the community of Hemet/San Jacinto.

Team player

Ramirez retires from the union roster, but he'll always stay in the game

For Gil Ramirez, life is all about teamwork — in the union and on the baseball field.

He is retiring from UFCW Local 1167 in December, but that doesn't mean he's forsaken the squad.

"Everybody on staff here is part of a great team," Ramirez said, "from the Insurance Department to the field staff to the officers, past and present, of this union. Everyone here works together for the benefit of the membership."

"Everyone here has been such a big part of my life. They have defined me and who I am."

Ramirez served a total of 43 years in the industry, the last 12 as a Union Representative. But Local 1167 wasn't the first team he joined. He was drafted by the Minnesota Twins baseball organization right out of high school.

Starting out

He felt he was too small for the major leagues and needed more development, so he signed with the Twins' minor league affiliate, the Elizabethton Tennessee Twins, following his second year at Santa Ana college.

It was a valuable experience. "You can learn a lot about life and how to deal with extremely stressful situations from playing team sports," he said.

He got a job with Vons in 1978 to earn supplemental income. "You don't get rich in the minor leagues," he said. The Twins released him soon thereafter.

Meanwhile, "The pay and the benefits were so good, I decided to stay in the supermarket industry."

The following years were good ones and Ramirez knew



the union had a positive role in his working life. "But when the companies showed their true colors during the strike and lockouts of 2003-2004, I realized the union was the only entity standing with us and fighting for our rights," he said.

Ramirez served as a picket captain at his store throughout the epic labor dispute. He attended all of the union meetings and volunteered in actions organized by the Central Labor Council of San Bernardino and Riverside Counties.

"I did anything I could to help," he said.

A lot to be thankful for

Looking back on his career with Local 1167, Ramirez said representation is one of the most important services provided by a union.

"Employees at the stores are just numbers to the companies," he said. "To the union, our members are people."

"It's an awesome responsibility to be a Union Rep and I never took it lightly."

"I'm so thankful for the camaraderie here at 1167," Ramirez continued. "Being part of this team has made such a difference and impact on my life."

He and his wife, Alise, will celebrate their 40th wedding anniversary in February. "She's been so important to me and such a huge inspiration for me to my life and my career," he said.

The two of them plan to do a lot of camping at the beach and in the mountains, and they have a "bucket list" of states they want to visit.

Ramirez also will spend time with his five grandchildren and three foster grandchildren, who are into soccer, wrestling, dance and basketball.

"My new role for all of them will be 'coach,'" Ramirez said. "Whoever needs a coach, I'm your man."

"I'll never stop being part of a team."

IT PAYS TO BE UNION		
	NOV 2017	YTD 2017
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$16,162.02	\$169,803.95
MEMBERS REINSTATED	12	194
GRIEVANCES SETTLED	73	675
UNEMPLOYMENT BENEFITS RESTORED TO MEMBERS		\$59,132

Dedicated to the union

Gogi Rodriguez's family has a long history with Local 1167

Gogi Rodriguez remembers when, as a child, she joined her father, George Enriquez, on a Local 1167 picket line in the late 1970s.

"My dad was a really strong supporter of the union," Rodriguez recalled. "He's 76 years old now and he still reads the *Desert Edge* when it arrives in the mail."

She said George was especially proud when his daughter got a job at a Sav-on drug store and joined Local 1167 in 1986.

"I was shopping at Sav-on and saw they were hiring, so I filled out an application and a week later I got hired," she said.

Returns to Local 1167

Rodriguez began her career at Sav-on as a cosmetics clerk and worked in many of the other positions at her store. She took a couple of years off to raise her daughter, Terese, and her son, Joseph, before returning to Sav-on.

For the past 17 years, she had to work at non-union Sav-on (and later CVS) stores until this past summer, when 45 CVS stores in Southern California ratified their first union contracts.

Rodriguez said she is excited to be a Local 1167 member again.

"What I love about retail is we change up the store each season and it keeps things fresh and exciting for me," she said. "But the best part is the benefits that come with being in the union."

Rodriguez is married to her junior high school sweetheart, Frank Rodriguez. In addition to Terese and Joseph, they have fraternal twins, Adrian and Ariana.

Adrian follows his family's union tradition by belonging to a landscape and irrigation union, UA Local 345, and Joseph is a sergeant in the Marines. Terese works at Kohl's and Ariana is a student.



FREE College for UFCW Members and Families

As part of our commitment to making your life better, UFCW members and their families can now earn an accredited degree online through Eastern Gateway Community College (EGCC) with no out-of-pocket costs for tuition or books.

To learn more about the UFCW Free College Benefit, visit:
www.UFCW.org/College or call 888-590-9009

UFCW.org

IN MEMORIAM

Continued from page 4

Donna Robinson, a retired drug clerk formerly employed by Thrifty Drug, died on July 25 at the age of 83. She had been a member since November 1956.

Genaro Solorzano, a retired meat cutter formerly employed by Vons, died on Aug. 30 at the age of 77. He had been a continuous member since May 1974.

Diane Wigiart, a retired pharmacy technician formerly employed by Albertsons, died on Oct. 13 at the age of 76. She had been a member since October 2002.

Virginia Ybarrondo, a retired food clerk formerly employed by Thrifty Drug & Vons, died on July 26 at the age of 91. She had been a continuous member since June 1974.

Preparing for Retirement



Members learn about pensions at first-ever pre-retirement seminars

More than 800 union members attended pre-retirement seminars on Oct. 19 and 20 at UFCW Local 1167's headquarters in Bloomington.

These were the first-ever seminars of their kind offered to Local 1167 members to help them prepare for retirement.

"Being able to retire with dignity is a value of union membership that's often overlooked," President Rick Bruer said. He encouraged the members to tell their co-workers about the union's pension benefit.

"Young members often just want a paycheck now, but down the line they'll see this in a different light," he said.

At the beginning of the seminars, each participant received a packet containing a printout from their Pension Department showing what's coming to them in retirement. Staff from the department met with them to answer questions.

Social Security

Teresa Campbell from the Social Security Administration explained how Social Security

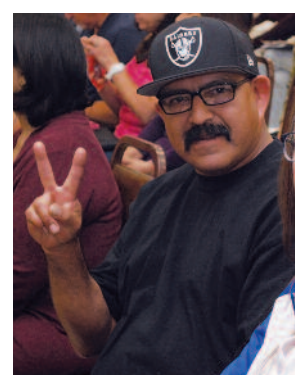
is one important part of an individual's retirement strategy.

"Without Social Security, 40 percent of retirees today would be in poverty," Campbell said. "Union members are blessed to also have a pension."

"Social Security is more than a retirement program," she continued. "There are disability benefits and more."

"Sometimes life doesn't turn out as you planned, and you have Social Security to protect you."

Stresses on the system are caused by the





Joe Sweeney



large numbers of retiring Baby Boomers and the fact that people are living longer, she said.

"Will it be there when I need it? Yes. Will it change? Most likely."

Campbell added: "People over 40 years of age will not be affected by any changes that come down the road, but your children and grandchildren will be affected."

Living trusts

Dennis Belmudes from RK&M explained the importance of having a living trust to protect one's heirs from the expenses and delays caused by the probate process.

"Avoid probate court.," Belmudes said. "It takes a long time and is very expensive."

"Don't procrastinate with a living trust,"

he added. "None of us know when our time will be to pass on. It's best to be prepared so things will be taken care of the way you want them taken care of."

Defined-benefit pensions

Joe Sweeney from the Segal Group spoke to the members about the benefits of defined-benefit pension plans.

"Your union defined-benefit plan is a living, breathing thing that is funded and fed by your work," he said. "For every hour of work, a contribution is made to the fund by your employer as negotiated by your union."

For the fund to be healthy, it needs contributions linked to 120 million hours of work a year, Sweeney said.

"There are 57,000 active workers who

provide those 120 million hours of work a year," he continued. "This makes it possible for the pension fund to pay out \$34 million a month in benefits."

In Southern California, the fund's oldest retiree is 104 years old and has been collecting a benefit for 35 years, Sweeney said.

"We have 33 people in the Trust Fund who are more than 100 years old and one 100-year-old retiree has been collecting a pension benefit for 51 years!"

Sweeney said the defined-benefit pension "will be here until you pass on."

He added: "The ability to accrue contributions depends on people shopping in union stores so we continue to have enough union members working enough hours."



Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
P.O. Box 1167
Bloomington, CA 92316
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Happy Holidays
from the officers
and staff of
UFCW Local 1167



Members in Big Bear: CVS, Stater Bros. Vons