

Winter 2019

# Desert Edge

## UFCW LOCAL 1167

a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167

## Union **PROUD**

Local 1167  
members  
ratify contracts

Meet our  
scholarship  
winners

**President's Report:**  
'We stand on the  
shoulders of those  
who came before us'





## Union offices closed

**Christmas**  
Dec. 24 and 25

**New Year's Day**  
Jan 1

**Cesar Chavez Day**  
March 31

## Next Quarterly Membership Meetings:

Wednesday, Dec. 18, 2019  
Wednesday, March 18, 2020

Meetings start at 7 p.m.  
New Member meetings are also held  
monthly at 10 a.m. and 5:30 p.m. at:

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

## DESERT EDGE

**Joe Duffie**  
Editor

Official quarterly publication of Local 1167, United  
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Serving San Bernardino, Riverside and Imperial  
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**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

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**ON THE COVER:**

Member at Food 4 Less 786, Colton



**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

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24 hours a day,  
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All calls are confidential.

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## NEW MEMBER MEETINGS

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

Get up to a \$65 credit toward your  
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!



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# We stand on the shoulders of those who came before us

**T**here's an old proverb, "If we stand tall, it is because we stand on the shoulders of those who came before us."

I was reminded of this as we began the series on the history of UFCW Local 1167 that has been appearing in *Desert Edge*.

The series began in the fall of 2018 with a profile on Bill Brooks, who served as our union's president from 1973 to 1983. Bill passed away earlier this year, but his achievements in growing the strength of UFCW Local 1167, including his leadership in building our headquarters in Bloomington, will never be forgotten. In August 2019, Local 1167 memorialized Bill's accomplishments when we named our Auditorium after him.

Subsequent articles in our Labor History Series featured other leaders who built up our union, including:

- **Bill Sauriol**, Local 1167's president from 1983 to 2001, who oversaw our merger with Meat Cutters Local 439, organized Food 4 Less stores in the region, led the charge against shady operators and non-union invaders like Walmart, built a warm relationship with legendary (and pro-union) Stater Bros. CEO Jack Brown, and engaged the community at large in several projects to help working people in our jurisdiction.

- **Jim Bird**, the visionary president of Meat Cutters Local 439 who built his union into a powerful force in Southern California's Labor Movement.

- **Paul Enriquez**, another visionary who preceded Jim Bird as president of Meat



JOE DUFFIE

President

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**T**his is what it means to be union. This is what our union is all about.

---

Cutters Local 439.

- **Bill Lathrop**, who led UFCW Local 1167 from 2001 to 2014, a period of unprecedented challenges that included the epic 141-day supermarket strike and lockouts of 2003-2004.

With this issue of *Desert Edge*, we profile two other important leaders: Roy

Sessions, the president who led Meat Cutters Local 439 into its merger with Local 1167, and Pete Waasdorp, who helped bring our service to the members into the modern era.

Each one of these profiles reminds me how everything we have today as union members — great wages, health care, pensions, guaranteed work hours, rights in the workplace, union representation, discount tickets and much, much more — is the result of many decades of hard work and dedication to the cause by those who came before us.

As the current president of this great local union, I am aware how all that I will accomplish will be possible because of them. My task is to work with today's generation of members and union leaders to carry those accomplishments forward, and I understand and accept the responsibility to build on them for the good of the movement and for the good of what is right.

And while I tip my union hat to the past leaders of Local 1167, I also salute the achievements of past labor leaders on the national scene — Mother Jones, Eugene Debs, Samuel Gompers, A. Philip Randolph, Cesar Chavez and others — who cleared the path for all of us to walk in our place and time.

Finally, let us not forget the millions of rank-and-file members of America's trade union movement, those who walked the picket lines, stood against the guns and clubs of corporate "enforcers," and sacrificed their own safety and security in countless other ways to promote the cause of worker solidarity.

Continued on page 5

# What's Happening



## Just Born

**Andrea Butterfield**, Albertsons, has a new daughter, Scarlet Butterfield. "Our first girl" was born on Sept. 14, 2019, at 7 lbs. and 19¼ inches.... **Jesus Ontiveros**, Stater Bros., has a new son, Joshua Nicholas Ontiveros. "Our last baby boy, such a blessing" was born on Aug. 24, 2019, at 7 lbs. 6 oz. and 20 inches.... **Anthony and Clarivel Loquellano**, Stater Bros., have a new son, Anthony Joshua Loquellano, little brother to Aubrey and Natalie, born on July 15, 2019, at 8 lbs. 14 oz. and 19 inches.... **Tammy Martinez**, Stater Bros, has a new son, James Victor Chavez. "My last bundle of joy" was born on Aug. 28, 2019, at 6 lbs. 4 oz and 18 inches.... **Richard Corona**, Vons, has a new son, Richard Corona. "We are proud parents," Richard Sr. says. Richard Jr. was born on Oct. 22, 2019, at 7 lbs. 9 oz. and 20 inches.... **Christina Robles**, UFCW Local 1167, has a new daughter, Sophie Grace Reyes, born on Sept. 15, 2019, at 7 lbs. 12 oz. and 20½ inches.... **Susie Tryon**, Stater Bros., has a new son. Christopher Steven Tryon was

born on Oct. 30, 2019, at 5 lbs. 6 oz. and 19 inches.... **Jennifer Johnson Barreras**, Stater Bros., has a new son, Jonah Barreras, born on Oct. 23, 2019, at 8 lbs. 12 oz. and 20 inches.... **Diego Gavino**, Vons, has a new daughter, Aubree Gavino, born on Oct. 15, 2019, at 8 lbs. 8 oz. and 19¾ inches.... **Danielle Ruiz**, Stater Bros, has a new daughter, Dream Sheela Velletti, born on July 23, 2019, at 8 lbs. 14 oz. and 20½ inches.... **Roxanne Valencia**, Stater Bros., has a new daughter, Evelyn Jai Halstead, born on Sept. 3, 2019, at 6 lbs. 14 oz. and 19 inches.... **Nicole A. Garcia**, Stater Bros., has a new daughter, Kaizley Wilson, born on Aug. 21, 2019, at 5 lbs. 7 oz. and 18 inches.



## Just Retired

**Marc Pendergrass** worked for Ralphs and Alpha Beta for 47 years. **Michael Trevino** worked for Stater Bros. for 42 years. **Daniel Munoz** worked for Stater Bros. for 41 years. **Aurora Samarin** worked at Ralphs and Alpha Beta for 40 years. **Tony Villalobos** worked at Vons for 40 years. **Peter Waasdorp**

worked for UFCW 1167, Meat Cutters Local 439, Stater Bros. and Lucky-Gemco for 40 years. **Carla Loredo** worked for Albertsons, Lucky and Alpha Beta for 38 years. **Mike Brown** worked for Albertsons, Vons, Lucky and Mayfair for 37 years. **Ramona Powell** worked for Albertsons and Lucky for 36 years. Dawn Clowdus worked for Stater Bros. for 35 years. **Warren Cliburn** worked for Stater Bros. and Alpha Beta for 34 years. **Ron Gray** worked for Stater Bros. for 34 years. (Lydia) Suzi Owensby worked for Vons and Stater Bros. for 32 years. **Juan Gonzalez** worked at Tianguis, Vons and Stater Bros. for 31 years. **Elena Maldonado** worked for Vons at 30 years. **Clarence McDonald** worked at Stater Bros. for 28 years. **Charlotte Rodriguez** worked for Stater Bros. for 24 years. **Angela Ramos** worked for Food 4 Less for 14 years.



## Just Married

**Shannon Munro**, UFCW 1167, married Jason Franz on August 31, 2019, in an intimate backyard ceremony. "We are excited to celebrate in Saint Lucia," Shannon says.

**Robert Barajas**, a food clerk formerly employed by Stater Bros. Markets, died on Oct. 19, 2019 at the age of 24. He had been a member since August 2013.

**James Black**, a retired meat cutter formerly employed by Walkers Packing House, Food Giant, Stop & Shop, and Smith Food King, died on Sept. 23, 2019, at the age of 92. He had been a continuous member since March 1947.

**Ellen Brooks**, a retired food clerk formerly employed by Albertsons, died on Oct. 3, 2019 at the age of 70. She had been a member since July 2004.

**William Fults**, a retired food clerk formerly employed by Ralphs, died on Aug. 31, 2019, at the age of 76. He had been a continuous member since December 1968.

**Shirley Gribas**, a retired bakery clerk formerly employed by Safeway, died on

Oct. 10, 2019 at the age of 84. She had been a continuous member since February 1971.

**Carol Hurstrom**, a retired food clerk formerly employed by Albertsons and Vons, died on Sept. 4, 2019, at the age of 72. She had been a member since February 1980.

**Arthur Hernandez**, a retired food clerk formerly employed by Safeway and Vons, died on July 31, 2019, at the age of 76. He had been a continuous member since September 1974.

**Lawrence Johnson**, a retired meat wrapper formerly employed by Vons, died on Oct. 16, 2019, at the age of 99. He had been a member since March 1992.

**Hanna Jure**, a courtesy clerk formerly

employed by Albertsons, died on November 5, 2019 at the age of 27. She had been a member since February 2019.

**Teresa Laudat**, a general merchandise clerk formerly employed by Stater Bros. Markets, died on Nov. 1, 2019 at the age of 63. She had been a continuous member since April 2014.

**Paul Muro**, a retired food clerk formerly employed by Stater Bros. Markets, died on Aug. 8, 2019, at the age of 88. He had been a member since July 1955.

**Cheryl Marhoun**, an affiliated member formerly employed by Vons and Albertsons, died on Oct. 5, 2019, at the age of 62. She had been a member since November 2008.

**Rebecca Ortega Hernandez**, a retired

food clerk formerly employed by Stater Bros. Markets, died on Sept. 3, 2019 at the age of 58. She had been a continuous member since September 1982.

**Jackie Osborne**, a retired food clerk formerly employed by Ralphs, died on July 8, 2019 at the age of 86. She had been a continuous member since November 1968.

**Gilbert Pena**, a retired food clerk formerly employed by Lucky, died on Oct. 24, 2019 at the age of 84. He had been a continuous member since August 1963.

**Ronald Vanderboom**, a retired food clerk formerly employed by Alpha Beta, died on Oct. 19, 2019 at the age of 75. He had been a member since January 1963.

**Dona Yetter**, a retired meat wrapper formerly at Sages and Safeway, died on Aug. 26, 2019, at the age of 87. She had been a member since December 1955.

## In Memoriam





Gelson's members at their ratification meeting.

## Members at Stater Bros. and Gelson's ratify contracts

**M**embers of UFCW Local 1167 who work at Stater Bros., the Stater Bros. Meat Distribution Center and Gelson's Markets voted overwhelmingly to ratify new contracts with their employers in September and October.

The three-year agreements, which also were approved by members of other UFCW local unions in Southern California, provide significant wage increases, retroactive pay, wage progression improvements, funding to guarantee health care benefits, and retirement security for union members.

The ratifications concluded several months of negotia-

tions between the employers and representatives of UFCW Local 1167 and the other Southern California unions.

"The road to get here has been a long one for our members, but it was worth it," Local 1167 President Joe Duffie said.

"We thank all of the Stater Bros. and Gelson's members who showed up and fought side-by-side with their union brothers and sisters at Albertsons, Ralphs and Vons, at rallies and store actions across Southern California," President Duffie continued. "These actions have been the driving force behind getting a fair deal for everyone."

## President's Report: We stand tall on the shoulders of those who came before us

Continued from page 3

As a member of UFCW Local 1167, YOU are part of this continuing movement, and YOU have a critical role in the ongoing progress of working people today and in generations to come. It falls on all of us to protect the achievements of the past and create new achievements of our own.

Most recently, our members showed they had what it takes to win a strong new contract in the retail food industry.

I have no doubt we will do it again and again — but only with your involvement.

I've said several times over my career: "You will not

sneak the union by the boss." Nothing is for nothing. It will require a fight.

These corporations do nothing out of the goodness of their hearts. They must be forced to do the right thing.

Remember this: People have actually died so you and I can have the protections that we so easily take for granted today.

So, as you walk in the parade of history, keep your head up and keep marching with pride along with your fellow unionists of the past and present.

Do this, and our children and their children will also say:

"If we stand tall, it is because we stand on the shoulders of those who came before us."

# Scholarship Winners



## Vianne Militar

Vianne is a freshman at Soka University of America in Aliso Viejo, where she majors in social and behavioral sciences and international studies. She wants to be a lawyer so she can represent people of all genders, ethnicities and identities who may feel underserved in their communities.

Vianne credits her time in the Rotary Youth Leadership Awards camp during her junior year in high school for teaching her the qualities of leadership and stepping outside of her comfort zone to interact with other people.

Vianne is the daughter of Local 1167 member Janet Militar, a pharmacist at Rite Aid.



## Tory Johnson

Tory is a freshman at Colorado State University, where she majors in animal science. She wants to be a veterinarian who specializes in cardiology. Tory recently completed an internship at a local veterinary office. She also volunteers extensively with Guide Dogs for the Blind as a puppy raiser.

In that capacity, she has groomed, fed and trained dogs that become companions to people with visual disabilities. The experience has taught her to persevere, figure out a problem and solve it with creativity and compassion. "When a dog moves on to become a walking guide dog, we have both learned so much in the process," she says.

Tory is the daughter of Local 1167 member Melanie Johnson, a clerk's helper at Vons.



## Maria Capco

Maria is a freshman at UC Santa Barbara, where she majors in mathematics. She's thinking about becoming a software engineer or having another career that involves math and computer science. Maria runs an online store where she sells clothes. She learned how to code and now uses

that skill along with her taste for fashion to have fun and earn some money on the side. She credits her online store for teaching her fiscal responsibility. It also helps her be environmentally responsible by enabling others to purchase clothes she doesn't want anymore so they don't end up in a landfill.

Maria is the daughter of Local 1167 member Maria Teresa Capco, a pharmacist at Rite Aid.



## Alexander Perry

Alexander is a freshman at Palomar College, where he majors in international business. He hopes to transfer to San Jose State University after earning his associate's degree and a bachelor's degree in aviation. Alexander ultimately wants to be a commercial airline pilot.

He is inspired by tech entrepreneur Elon Musk to persevere and innovate despite criticisms. He also loves to snowboard and spend time with his family.

Alexander is a Local 1167 member and a food clerk at Stater Bros.



## Jillian Emerick

Jillian is a graduate student at California State University, Fullerton, where she is starting to work on her master's degree in social work. She wants to be a licensed social worker in a clinical or school setting where she can help children and their families. Jillian earned her bachelor's

degree with honors from Cal State Fullerton this spring. She also belonged to the sociology honors society on campus. When she isn't studying, Jillian enjoys outdoor activities like horseback riding, hiking and mountain biking.

Jillian is the daughter of Local 1167 member Heidi Emerick, a food clerk at Ralphs.



## Tyler Caldwell

Tyler is a freshman at College of the Desert in Palm Desert. He hopes to become a firefighter and will take EMT courses next spring in pursuit of that dream, but as a backup, he is taking business development classes. He enjoys working part-time at Stater Bros. while he pursues

his academic goals. Tyler credits his experiences there with improving his social interactions, accountability and professionalism. He loves music and going to music festivals, as well as spending time with his friends.

Tyler is a Local 1167 member and a meat clerk at Stater Bros.





Vianne Militar

### BILL SAURIOL SCHOLARSHIP WINNER

## Branching out

Vianne Militar strives to learn about different cultures

**V**ianne Militar, recipient of UFCW Local 1167's Bill Sauriol Scholarship Award, is fascinated by human behavior and society.

In order to expand her understanding of the human condition, she enrolled at Soka University of America in Aliso Viejo to pursue a major in social and behavioral sciences and international studies. She chose that school so she could experience its broad diversity.

"I grew up in Yucca Valley all of my life and I hadn't been exposed to people of different nationalities," Militar said. "I knew I needed to branch out and gain new experiences."

Militar has found her freshmen year intellectually challenging and personally fulfilling. Her roommate is from Nepal and the students in her adjoining dorm room are Russian and Chinese.

"Being around all of these different cultures has helped me be open minded," Militar said. "I have wonderful people all around me."

She is pursuing a career in law, a love she has had since high school. She's particularly interested in understanding how government works and serves communities.

The local's scholarship award helps make it all possible.

"My mom and I were super thankful when we found out I won the union's top scholarship award," she said. "Having other people recognize me this way is really gratifying."

Militar's mother is Local 1167 member Janet Militar, a pharmacist at Rite Aid.

A music lover, Militar has studied and practiced the flute, xylophone and bass drums since the third grade. She participated in her high school's jazz band for a year. When she has the time, she also enjoys hiking and listening to jazz and indie music.



### Anthony Nunez

Anthony is a freshman at Cal State Fullerton, where he majors in kinesiology. He doesn't have concrete plans for what he wants to do for work, but he is sure that he wants to excel at what he does. He credits his experiences playing baseball for teaching him not to be complacent and

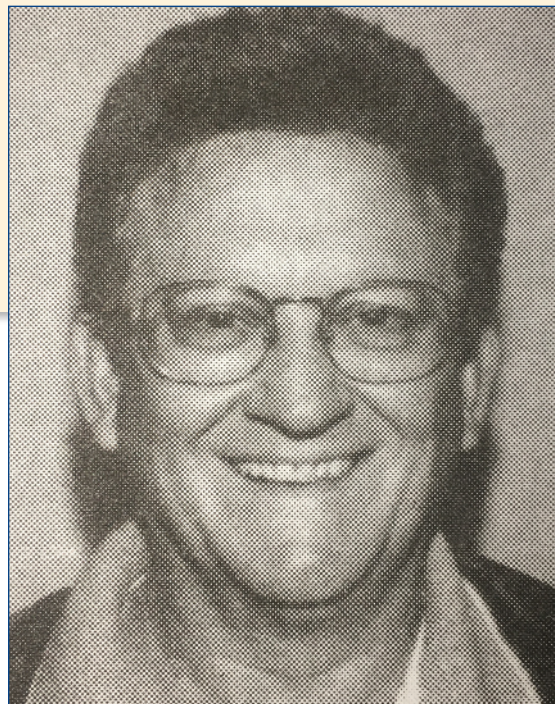
to strive for more in life. Anthony has volunteered with Best Buddies, a nonprofit organization that helps people with intellectual disabilities. He also volunteers with a local church and food bank.

Anthony is the son of Local 1167 member Christina Olguin, a drug clerk at CVS.

## LABOR HISTORY SERIES

# 'I owe it all to the Union Movement'

ROY SESSIONS LOOKS  
BACK ON HIS EPIC LIFE AND CAREER



**R**oy Sessions, who served as president of Meat Cutters Local 439 when it merged with UFCW Local 1167 in 1995, looks back on his epic career with the perspective of a witness to the transformative power of union activism.

"I owe everything to the Union Movement," said Sessions, whose 28 years in labor leadership also included three years as director of Local 1167's Meat Division prior to his retirement in 1998.

### Life as a migrant worker

"In my youth I was at the very bottom of the American work force, suffering with my brothers and sisters the kind of life that most Americans don't even know exists," he said.

"'Dirt poor' is no slogan to me," he continued. "It's a description of a kind of life unions are dedicated to eliminating."

"I've devoted my adult years to improving the lives of our union members. When you come from where I was, you know the difference a union makes and the value of build-

ing a strong union."

Sessions is a native of Henrietta, Okla., the second youngest of 12 children born to migrant agricultural workers.

"I first went to work in Texas at the age of 6," he recalled. "By the time we got to California, I was at it more or less full-time, picking potatoes and peaches, cutting grapes and picking cotton."

"Work was everything, so my father ran a constant effort to elude the truant officer," he said.

"Even with my mother, father and five kids all working in the fields, we were never successful, never had anything. We often lived in shacks with no windows, no doors and no plumbing."

"One time when my father was away, we nearly starved. For about a week all we had to eat was a little corn meal fried in grease. The caretaker of the migrant camp we were living in passed by, saw our situation, and brought us some food from her own home."

"I've always believed that she saved our lives. We were

that close to starving."

"One of the toughest jobs I had as a child was hoeing sugar beets," he said. "We bent over all day using a hoe with a 12-inch handle. It was physical

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torture, so much so that the short hoe was eventually outlawed by the state of California."

In 1950, the search for work brought his family to Oakdale, near Modesto in Central California.

### Start of a new career

At 18, Sessions left the fields and went to work for an

older brother who had leased the meat department at Martin's Market in Bakersfield. He worked there 13 hours a day, seven days a week, to earn \$100.

"After living as a migrant worker, I considered myself lucky to have that job, even though I didn't get a day off a week until I was there six months," he said.

Sessions joined Local 193 of the Butchers' Union in Bakersfield and found a job at Mayfair Markets, where he worked his way up to the position of Head Meat Cutter.

When he started earning union wages, he felt a little guilty at first, making so much money for only 40 hours a week.

Nine years later, Sessions was offered a position as a union representative for Meat Cutters Union Local 193 in Bakersfield. It was a small union where the representatives had to do everything from organizing to resolving grievances and handling health and welfare matters.

Sessions said he is especially proud of the organizing



victories he participated in during the Bakersfield years.

"We organized some big plants and brought one under a union contract for the first time — that being the Tenneco almond processing plant," he recalled.

"The other huge plant was Mike Yurosek and Sons, a carrot shed that employed about 300 workers. We weren't successful in securing a contract there because the owners dragged the union all the way to the Supreme Court. After a favorable court ruling five years after our successful organizing drive, only a few of the original employees were still there. So we had no support base left."

### Becoming a leader

In 1978, he was offered the opportunity to work for Meat Cutters Local 439, headquartered in Claremont.

"I had worked on loan for that local during the long strike in 1973," Sessions said.

"Jim Bird, the long-time president of the local, brought me in. We had our successes, but the eight-week Southern California Meat Cutters strike in 1985 resulted in a big setback.

"In the end, the employers were able to institute a two-tier wage system in the Meat Wrapper classification and in the meat distribution centers. That meant that the newly hired people were paid different wage rates for doing the

same work."

Sessions was able to eliminate the two-tier wage system in 1996 negotiations with the Vons Meat Distribution Center, which employed approximately 250 union members.

"We came out of those negotiations with a tremendous contract that received a 97 percent approval vote," he said.

### Birth of Local 1167

Sessions became secretary-treasurer of Local 439 in 1989 before becoming its president in 1994. The local was the last independent Meat Cutters union in Southern California to merge with a Retail Clerks local, a process that began with the merger of the international unions to form the United Food and Commercial Workers in 1979.

"This particular merger turned out better than anyone could have predicted or expected," he said. "That was mainly because of President Bill Sauriol's leadership of UFCW Local 1167.

"Bill was dedicated to providing the best of everything to our members, and they got it. He ran a heck of a good union that implemented our number-one philosophy — serve the members.

"We merged to form Local 1167 because we knew that there is strength in numbers," Sessions continued.

"Being part of a big local has been good for the Meat Division. There's no way a little



Roy and  
Jamie Sessions

union out there by itself can do what our merged local can."

In later years, Sessions led the way in winning many contract improvements, including the 1994 settlement with Tenneco Plastics. The previous contract was signed after a bitter six-week strike. The improvements in the 1994 agreement resulted in ratification by more than 96 percent of the members.

Other achievements under Sessions' leadership included organizing Enjoy Foods in Fontana and a greatly improved contract at Specialty Brands in Riverside.

Bill Lathrop assumed the office of Local 1167 president in 2001, succeeding Bill Sauriol on his retirement, "and he did an excellent job," Sessions said. Lathrop retired 2015.

### The graduate

Over the years, Sessions was able to fill in the formal education he lacked as a child, attending a number of colleges and universities before earning an associate's degree in science from Chaffey College.

"I'm the only member of my family to graduate from college," he said.

It wasn't an easy accomplishment. Sessions had to work full-time for the union while attending school three to four nights a week to earn his

degree. During the strike of 1985, he went 39 straight hours before he got any rest.

Eventually, Sessions became an educator himself, leading the union's Meat Apprentice Program for many years. In addition, he served as an administrator and trustee for a small health and pension fund.

Sessions married his wife, Jan, in 1962. They have two children, Jamie and Cindy, and four grandchildren; Kasey, Mason, Tucker and Connor. Jamie Sessions is a union representative for UFCW Local 324 in Orange County and Cindy became a UFCW member who worked for Vons in Bakersfield.

"Jan deserves so much credit for the success and happiness of our family," Sessions said.

"A union official spends many hours on the job and many days away from home. It takes a special person to put up with the life of a union official. I was no exception, but Jan accepted it, raising the kids and not complaining about any sacrifice," Sessions said.

"She's quite a woman and I deeply appreciate all she has done for me and our family. She sacrificed just as much as I did over the years.

"She's a wonderful wife, mother and grandmother. She's the absolute love of my life."





**W**e live in a society that demands action. We're always on the go — getting the kids ready for school, getting to work, getting home, getting dinner — and then we do it all over again the next day. Sometimes we feel as if we're running on a hamster wheel. The stress of it all can affect our moods, our relationships and our physical health.

How about slowing down for a minute? Do you have a window in front of you? Take a moment to look outside and enjoy the light coming in or the stars shining bright. Maybe you're drinking a cup of coffee. Here's an opportunity to enjoy the smell of your favorite holiday creamer and feel the warm steam on your face. This is especially important as we begin the holiday season, which amplifies our everyday stressors and complicates our lives with new ones. At this time of year, we become even more obsessed with making everyone else happy. We buy budget-busting gifts, put up decorations, send out greeting cards, host holiday parties and put up with relatives we'd rather not deal with during the rest of the year. And sometimes we feel stress about being denied the happiness we see in others. Maybe we are alone or miss the presence of a loved one. Aside from taking some valuable "me time," we can keep in mind that it is perfectly fine to not be perfect. And don't be shy about asking for a hug when you need one!

### *Dealing with holiday stress: Don't forget to breathe!*

The holiday period from Thanksgiving through New Year's Day can be a time of joy and celebration, but it can also be a season of stress, anger, fear, frustration and disappointment. We've all known people who had the "holiday blues." Its causes can include stress, fatigue, separation from family and financial concerns. Or it can be caused by lack of sunlight, internal chemical imbalances or even flaws in the circuitry of our brains.

The fact is we all endure stress at some point, especially during the holidays. We cope with traffic as we commute between home and work. We deal with frustrations on the job, undesirable days off and the inability to get time off. Aggravating factors can include unrealistic expectations of how the holiday should be, comparisons to past holidays, or any number of "what if" and "if only" scenarios. Whatever is bothering you, it can help to breathe and take the time to enjoy the good things in your life.

One of those good things is your union contract. It gives you job protections many people don't have. Here are some more suggestions for getting through the holidays in good shape:

- Keep your expectations realistic. (It's OK if everything isn't perfect.)
- Set manageable goals.
- Organize your time and pace yourself.
- Set reasonable spending limits.
- Don't expect the holidays to fix personal problems that existed before.
- Do nice things for others who are less fortunate.
- Don't overindulge in alcohol.
- And, last but not least, remember the spirit of the holidays!

A colorful graphic for a survey. At the top, a rainbow flag is partially visible. Below it, a yellow speech bubble contains the text "Measuring the Impact of Union Values on LGBTQ+ Workers" and "A RESEARCH STUDY". To the right, a blue box says "UFCW OUTreach and the UCLA Labor Center are conducting a survey of LGBTQ+ workers across the U.S. and Canada. We are examining workplace climate and equity for member priorities." Above this, a small orange box says "Survey begins September 10, 2019 and will remain open until December 10, 2019!". Below the blue box, a pink box says "Take the Online Survey! And enter to win one of 12 \$50 Gift Cards &amp; an iPad! All U.S. Members Ages 18+ can participate. The survey is anonymous and takes about 10 minutes to complete. Participation in the survey is not required in order to participate in the raffle." Below that, a green box says "Take the survey now at: www.UFCWOutreachSurvey.org". At the bottom, a green box says "Need more details? Contact: Saba Waheed swaheed@ucla.edu (213) 480-4155 X214 Jean Tong jean.tong@ufcw770.org (213) 590-7177". At the bottom left is a QR code. At the bottom right are the logos for "OUTreach" and "UCLA Labor Center".



# Born to lead

### Jaime Escarcega thrives on helping his coworkers

**D**uring contract negotiations that took place earlier this year, Jaime Escarcega became the go-to person whenever his coworkers had a question.

“We went all in with the company during some rough economic times and we needed to earn our due,” Escarcega said of the long bargaining process that ended in September. “I’m glad we stood up and fought for it.”

Escarcega, a clerk and steward at Ralphs 98 in Riverside, said he felt morale dip and surge during the summer and it was his responsibility to “pump up the motivation” and help his co-workers become as passionate as he was about getting a good contract.

“The journeyman and longtime clerks knew what was at stake, but our younger members didn’t quite get it,” Escarcega recalled. “I got some younger members to come handbill with me. It was great.”



Jaime Escarcega handbilling in August during contract negotiations.

### Proud of helping others

Good pay and benefits enticed Escarcega into the grocery industry in the late 1990s. He started his career at Stater Bros., but when he wanted to move to Los Angeles, he had to quit his job because the company didn’t have stores in the city.

He worked in the restaurant industry for a while and then got hired by Ralphs after the strike and lockouts of 2003-2004. Since then, he has worked as a clerk’s helper, key carrier and now clerk at Ralphs stores throughout Southern California.

Last year, he became a steward at the suggestion of his store’s previous steward.

“I got involved in my store and saw what we needed,” Escarcega said. “I like being the eyes and ‘blowing the whistle’ when I see something that isn’t right.”

One of the aspects that drew him to



Jaime Escarcega

be a steward was the opportunity to be “a part of something bigger than me,” he said.

Taking care of others is something Escarcega also does in his personal life. He looks after his mother and grandmother while also being a part-time real estate agent.

“I’ve been doing it for a few months, and I have already sold one home,” he said. “I’m looking to sell my next!”



Dale Villalpando celebrated 40 years of being a Local 1167 member. Her union rep, Joe Parham, presented her with her 40-year pin at her store, Stater Bros. 18, where she serves as a food clerk and steward.

## LABOR HISTORY SERIES

# Going where the wind takes him

Pete Waasdorp calls it a career

**P**retty soon, Pete Waasdorp will have some time to do some things he's always wanted to do.

Waasdorp, Local 1167's longtime communications director and assistant to the president, says he plans to retire on Dec. 29 at the youthful age of 56.

"I'm counting down the days," he said.

"There are so many things I've put off because I've been so focused on my career and the membership of Local 1167," he said.

He has always wanted to be

able to play golf with his cousins, who live in the Netherlands. "They always invite me, and I always have to say no because of something happening at work, thankfully, I won't have to say I can't anymore." He said he plans to work on the many projects at home, such as rebuilding the engine on his chopper, and he plans to ride his dirt bike a lot more often.

"I'm single, and both of my elderly parents have passed, so now I'm going to take advantage of opportunities and go where the wind takes me," he

said. "I've had invites to this and that and I've always had to say no, but that's going to change."

"I'm so thankful I have the opportunity to retire with dignity and enjoy my retirement, thanks to the union," he added.

Waasdorp began his career as a box person at Gemco/Lucky in Pomona in August of 1980. He was offered an apprentice Meat Cutter position in 1982 and jumped at the chance. Stater Bros hired him in 1989 before moving to Local 439 in December of 1993. All three companies were union chains, and his stores were represented by Meat Cutters Local 439 and the UFCW.

"I was proud that Roy Sessions and Jim Bird hired me to work at Local 439," he said.

Gemco was an American chain of membership department stores owned by Lucky. The California supermarket chain eventually became part of Albertsons. It operated from 1959 until closing in late 1986. Unlike other discount chains at the time, all employees of Gemco were represented by the Meat Cutters and UFCW.



**Pete Waasdorp**

Assistant to the President  
Communications Director

"Tom Sloan was the meat manager at my Gemco store," Waasdorp recalled.

"Tom would come through the store at 5 a.m. when I was ripping trash and keeping the aisles clear, and he noticed I was wearing my Damien High School T-shirt. Tom's son was starting as a freshman there, so we got to talking. He mentioned they needed an apprentice in the meat department and asked if I was interested. 'Sure!' I said.

"I was 17 at the time and couldn't legally work as a meat cutter, but that didn't stop me, and that led to trouble. I didn't know because no one had ever asked how old I was at the time, so when the State Apprentice Board learned I wasn't 18 yet, they had called Local 439 to say they were coming to take me off the job.

"This was when Roy Sessions, who was a rep at Local 439, stepped in. Roy was there when the state officials came in to remove me.

"By this time, I had turned 18 just two or three weeks prior, so Roy stepped in and said, 'He's 18 now,' with the confidence and look that only Roy





had. The state official looked at my ID, then looked at Roy, and they said, 'OK, I guess we're done here.'

"The rest of my career is history."

It was Roy Sessions who later coordinated the subsequent merger of UFCW Locals 439 and 1167, "which gave us the strength to move forward," Waasdorp said. "He was the one which I learned how to deal

## A GOOD UNION IS LIKE A GOOD SPORTS TEAM... ALL THE PLAYERS WORK TOGETHER AS A UNIT.

with the employers, and I learned a lot from Roy."

"The Local 439 office was near Gemco, so I saw those guys all the time," Waasdorp recalled. "Tom Sloan introduced me to Roy Sessions, Dale Harnack and others there. And when President Jim Bird retired, they needed a union rep, and they offered me the job."

During his years as a union representative, Waasdorp did his best to prevent problems from happening in the workplace. "I solved difficult grievances after the problems existed, but my philosophy was an ounce of prevention is better than a pound of cure."

Following the merger, Waasdorp served UFCW Local 1167 as a union representative and as the grievance director, communications director, and assistant to the president.

"A good union is like a good sports team," he said. "All the players work together as a unit."

He continued: "What's a union? It's all of us banding together for a common cause, which is better wages, pensions, health care, working conditions, and more."

Waasdorp said he was most influenced by Roy Sessions, "because of the way he conducted himself — honest, fair and straightforward."

Another influence was Willie MacKewen. "He knew how to talk to people," Waasdorp said. "Willie was heavily involved with our Member Assistance Program, which gave him great patience when speaking to people facing the most difficult situations."

As a former professional in the "Meat Biz," he credits Tom Sloan and Larry Nicholson

for teaching him the craft and Tom for bringing him closer to the union.

He always loved to use new technology. Waasdorp essentially brought the communications program at Local 1167 to a new level.

Waasdorp also was the first rep to take his computer from home and use it in the office.

He introduced a computer app with push notifications for messages and contact information to take the place of all those notes.

"The reps used to take their phone calls and messaged with paper notes," he remembered.

"On each desk was a spike, six or eight inches high, and after each phone call was returned, the paper would be stabbed on the spike, so it created a stack. If you needed a phone number or notes from a conversation, you had to go searching through that stack."

"I wanted to keep people engaged," he said. "From our website to Facebook to Instagram and Twitter, the modes of communication keep changing. It's inevitable. We have to find a way to use whatever technology is out there and keep it personal."

He was the first union rep to have a cell phone, as well.

"I was so sick of using the payphones out in Victorville at 110 degrees," he said. "They were all so filled with sweat and disgusting. I was getting sick all the time. So, when they finally dropped in price, I got a mobile phone. It made things so much more efficient!"

### On the front lines

Waasdorp walked on picket lines during many strikes as a member and as a union representative.

"As a member during the 1985 meat cutter strike, I was the area captain," he said. "We were out for eight or nine weeks. Then came the 141-day



strike and lockout in 2003-2004, when I was a rep.

"We've gone through tough times, but we've prevailed."

To build solidarity and strength in the union, Waasdorp developed Local 1167's first stewards conference and ran the annual production in the years that followed.

He also developed the Local 1167 website and initiated the idea of iPads for the union reps to use.

The new-member meeting packet and presentation that he designed are used to this day.

The union has come a long way since Pete Waasdorp was first asked to work for Local 439. He is the last remaining former Local 439 business agent — as they called union representatives back then — and he and Secretary-Treasurer Matt Bruno are the only two former Executive Board members from Local 439 still around (Alan Kontra also was a member of Local 439).

Now that he is saying *adios* to his active union service, Waasdorp has confidence that Local 1167 will carry on without his constant presence.

"The members are in great shape with Joe Duffle at the helm," he said, "and the local union will continue to be strong in the future."



# Confronting the assault on workers' rights

By **JOE DUFFLE** President, UFCW Local 1167

**T**he Trump Administration's war on unions is continuing. More than that, it is accelerating with unprecedented velocity.

The president's nomination of anti-union lawyer Eugene Scalia, son of the late Supreme Court Justice Antonin Scalia, as the new secretary of Labor, is just the latest outrage committed by an administration set on remaking the Labor Department — which was created to protect the rights of working people — into an "Anti-Labor Department" dedicated to taking those rights away.

In July, for example, a National Labor Relations Board stocked with Trump appointees decided to overturn precedents by making it easier for employers to get rid of their unions.

According to Bloomberg Law's *Labor Report*, the board ruled an employer may stop negotiations before the end of a collective bargaining agreement and then expel the union when the contract expires, simply by claiming the union doesn't have majority support of its members. In response, a union has 45 days to file for a new election among the membership to prove the employer wrong.

"An employer that makes such an 'anticipatory withdrawal' can't be hit with an unfair labor practice charge challenging whether the union really lacked majority support when the contract ended," Bloomberg reports.

This outrageous action by the NLRB was taken without advance notice to anyone. No opportunity was given to

the public for comment.

The lack of due process might mean the ruling gets overturned in the courts. Then again, it might not — who knows what will happen with all these anti-union, Trump-appointed judges getting lifetime terms of office?

Unfortunately, this is the latest in a

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Labor will not, must not  
support any candidate or  
politician, regardless of party,  
who threatens working families and  
their ability to earn a livable wage!

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long series of injustices foisted on America's workers by this administration. Here are a few of them that were listed by *The New York Times*:

- During the 2016 presidential campaign, Trump declared he supported a \$10 federal minimum hourly wage. But since he's been in office the federal minimum wage remains stuck at \$7.25 an hour and he has done nothing to advocate an increase. Instead, he pushed through a massive tax cut that benefits the wealthiest individuals and corporations at the expense of working people.

- In April of this year, Trump's Labor Department ruled that workers for a cleaning company were contractors instead of employees. As a result, these workers and many others won't get paid a minimum wage and they have to pay all of their Social Security taxes without

any help from their employer.

- The administration reversed President Obama's order to expand eligibility for overtime pay.

- Trump's Labor Department lets employers report their own violations of federal wage laws and avoid penalties by voluntarily paying workers the wages they are owed. This practically defines "toothless law enforcement."

- The Trump Administration wants to eliminate rules prohibiting discrimination based on sexual orientation. In fact, he banned transsexuals from the U.S. Armed Services in an entirely arbitrary decision against the advice of military leaders.

- Trump supported the Supreme Court's *Janus* decision, which is intended to cripple public-sector unions from coast to coast.

- His NLRB is fighting against the aspirations of "gig" workers who want to be classified as employees instead of independent contractors. Trump also attacks fast-food and home-care workers who wish to be represented by unions.

- The White House is cutting back on OSHA inspections and rolling back regulations on safety, putting workers' lives at risk.

- Trump is trying to punish California for its defiance on many issues by pulling federal funds from the state's high-speed rail project. Thousands of jobs will be lost if he is successful.

These are just a few examples of the Trump Administration's assault on

Continued on next page





# Social Media, Act 3: A double-edged sword

**H**aving written two articles about the dangers of social media in the past, I feel a third has become necessary.

Social media has morphed over the years as it has become a part of everyday life. We have discussed the benefits of social media in keeping in touch with family and friends to the dangers of posts that an employer can use to terminate an associate if they damage the company in some way.

Recently, a new twist has come to our use of social media.

During the last round of supermarket negotiations, the Southern California locals used social media not only to keep their members updated,

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Be aware of the  
comments you make  
on social media in  
relation to your job.

---

but also to address the public on our issues in a way that has never been done before.

The reach of social media far outweighs the normal channels in which our union has used to communicate in the past, and the results of our efforts during negotiations were extraordinary.

However, the same social media we used to our advantage also played a part in extending the process. The

companies that our members work for have delegated, sometimes hired, individuals to scan their associates' social media pages.

They found that many union members posted derogatory comments regarding negotiations, often giving the companies an upper hand and giving reasons for the companies to NOT give us a fair contract.

Here's the point: Social media is a double-edged sword.

Your union is going to use social media to better inform our members and create advantages where they can be created. However, you, as union members, need not jeopardize those positions by using social media in a way



David Simmering

that undermines those efforts.

Be aware of the comments you make on social media in relation to your job.

Your job, and your livelihood, may depend on it.

## Editorial: Confronting the assault on workers' rights

Continued from previous page

working Americans. Apparently, if a person isn't rich enough to golf with him at his Mar-a-Lago Club, that individual isn't worth the president's time or concern.

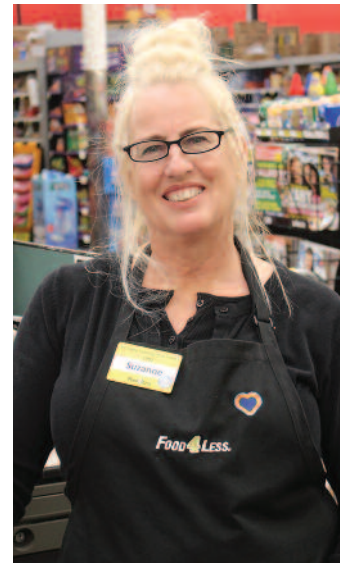
In the meantime, the American Labor Movement refuses to back down. Through activism and solidarity, we will fight back and win the day!

Some members ask why we support Democrats over Republicans. That is not always the case and we have supported Republican candidates and elected them currently and in the past. We will continue to do so as long as they understand and respect working men and women.

Labor will not, must not support any candidate or politician, regardless of party, who threatens working families and their ability to earn a livable wage!

The only issues we weigh in on are those that affect our ability as a union to protect our members' wages, benefits, pensions and working conditions.

IT PAYS TO BE UNION		
	SEPT-NOV 2019	YTD 2019
BACK PAY AND BENEFIT RESTORED TO MEMBERS	\$11,646.97	\$70,362.19
MEMBERS REINSTATED	91	212
GRIEVANCES SETTLED	349	916
UNEMPLOYMENT BENEFITS RESTORED TO MEMBERS		\$4,320



## Members at Work: Food 4 Less 786, Colton





## Around UFCW Local 1167

### Cisco Magana

Membership Department

**A**s one of the younger members of Local 1167's staff, Cisco Magana is well-suited to assist union members who are starting out on their career paths.

He joined the union's Membership Department on June 3 after working six years as a cashier and produce clerk for Stater Bros.

"I was hired by Stater Bros. right out of high school," he said. "The store was right down the street from my house and it seemed like a good first job. I was right!"

Now he's proud to be working for the union that represented him in the store.

"We have a good support team at Local 1167," Magana said, "and I'm proud to be part of it, helping members with their questions about their benefits."

"I like the vibe here at the office," he added. "We're all working to benefit the membership, and the other members of the team have been amazing as I learn more about the union every day."



### Christy Quintanilla

Membership Department

**C**hristy Quintanilla joined Local 1167's Membership Department in March after working almost 30 years in the supermarket industry, and she's been applying the knowledge she gained in those years to help union members to the best of her ability.

"During my time in the stores, I learned the membership is like a family," said Quintanilla, who worked at Ralphs 717 in Rancho Cucamonga as a scan coordinator. In addition, she has worked as a courtesy clerk, as a grocery clerk and as a member in the meat and seafood departments.

With her father in the Teamsters and her mother in the UFCW as an employee of Alpha Beta, Quintanilla grew up with a strong awareness of the value in working union.

"Early on, they pushed me to find a union job," she said of her parents. "I was working for Round Table Pizza and then a position opened up at Alpha Beta in 1989, and I jumped on it."

At age 17, she attended her first union meeting. "My dad made sure I did!" she recalled.

She credits the union for helping her provide a stable home where she was able to raise her two sons, Zac and Jake.

"Now I'm looking forward to working to help the membership," she said.

"I'm so proud to represent Local 1167."

'I'm so proud to represent Local 1167.'



**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

## Industry News

# Stater Bros. president George Frahm retires

**A**fter more than 47 years of service to Stater Bros. Markets, the company's president, George Frahm, retired on Oct. 31.

Industry veteran Greg McNiff will succeed Frahm at the helm of Stater Bros., a Southern California chain of supermarkets with a history of cooperation with UFCW local Unions in the region.

As president, Frahm continued the legacy of his late predecessor, longtime CEO and president Jack Brown, who steered the company clear of labor disputes, including the 2003-2004 supermarket strike and lockouts in Southern California.

"George Frahm has been a role model for any corporate executive who truly cares about his company's workers," UFCW Local 1167 President Joe Duffle said. "George also understands how a happy work force can generate loyal and productive employees who are proud of their company."

Frahm's career with Stater Bros. Markets began in 1973 at the company's Glendora location as a clerk's helper and janitor. He progressed through a range of roles, including vice president of labor relations, executive vice president of retail operations and administration, and executive vice president of administration and distribution, before being named president.

Stater Bros. was founded in 1936 in Yucaipa, Calif., and has grown steadily through the years to become the largest privately-owned supermarket chain in Southern California and the largest private employer in both San Bernardino County and Riverside County. The company operates 172 supermarkets with approximately 17,000 employees.



## Congratulations to our Trust Fund Scholarship Winners!

Student	Participant and Company	Amount
Michael Gallegos	Rebecca Gallegos, Stater Bros.	\$10,000
Teagan Hamel	Douglas Hamel, Vons	\$10,000
Andrej Prokolab	Ivona Prokolab, Ralphs	\$10,000
Karime Rangel	Antonio Rangel, Albertsons	\$10,000
Carson Caron-Sabala	Patricia Caron, Ralphs	\$5,000
Deianira Griffith	Kimberly Griffith, Stater Bros.	\$5,000
Miles Labrador	Shirley Labrador, Albertsons	\$5,000
Nathan Lecount-Guajardo	Nathan Lecount-Guajardo, Stater Bros.	\$5,000
Tessa Milward	Luis Milward, Vons	\$5,000
Adrian Ramos	Jennifer Nunez, Stater Bros.	\$5,000
Joseph Arriaga	Joseph Arriaga, Ralphs	\$2,500
Antonie Aure	Antonieta Rodriguez-Aure, UFCW Local 1167	\$2,500
Jordan Batchelor	Jordan Batchelor, Ralphs	\$2,500
Ellie Burke	Kenny Burke, Vons	\$2,500
Ariana Carrillo	Juan Carrillo, Stater Bros.	\$2,500
Corrin Cassidy	Kari Cassidy, Albertsons	\$2,500
Tevan Chaiyakum	Tevan Chaiyakum, Ralphs	\$2,500
Xaria Daniels	Aleka Daniels, Ralphs	\$2,500
Celeste Delao	Jose Delao, Stater Bros.	\$2,500
Jesse Delao	Jose Delao, Stater Bros.	\$2,500
Brock Eskildsen	Karen Eskildsen, Stater Bros.	\$2,500
Sidney Eskildsen	Karen Eskildsen, Stater Bros.	\$2,500
Ryan Fletes	Juan Fletes, Albertsons	\$2,500
Julia Garfield	Jennifer Garfield, Stater Bros.	\$2,500
Mikaylah Haddadin	Elizabeth Haddadin, Ralphs	\$2,500
Katelin Holcombe	Ronald Holcombe, Vons	\$2,500
Gabrielle Hooper	Gabrielle Hooper, Stater Bros.	\$2,500
Christian Labrador	Shirley Labrador, Albertsons	\$2,500
Bethany Linares	Nidia Linares, Albertsons	\$2,500
Giovanna Moreno	Leticia Moreno, Stater Bros.	\$2,500
Abigail Murillo	Maria Cortez, Albertsons	\$2,500
Samantha Murphy	Reina Murphy, Ralphs	\$2,500
Jade Ohnemus	John Ohnemus, Vons	\$2,500
Nolan Ohnemus	John Ohnemus, Vons	\$2,500
Rachel Ortega	Juan Ortega, Ralphs	\$2,500
Taylor Padilla	Nicole Padilla, Stater Bros.	\$2,500
Evan Palacio	Lisa Woo-Palacio, Vons	\$2,500
Ryan Palacio	Lisa Woo-Palacio, Vons	\$2,500
Joshua Payne	Greta Payne, Albertsons	\$2,500
Kylee Sanchez	David Sanchez, Stater Bros.	\$2,500
Rachel Schellin	Jennifer Schellin, Ralphs	\$2,500
Joshua Shamblin	Jeffrey Shamblin, Stater Bros.	\$2,500
Elizabeth Sharou	Janette McIntosh, Ralphs	\$2,500
Hailey Shipp	Aaron Fulkerson, Stater Bros.	\$2,500
Nicholas Troli	Nicholas Troli, Stater Bros.	\$2,500
Jacqueline Upson	Lesley Upson, Stater Bros.	\$2,500
Alyssa Valdez	Omar Valdez, Stater Bros.	\$2,500
Diego Valle	Rosalinda Valle, Stater Bros.	\$2,500
Andrea Vasquez	Julie Vasquez, Stater Bros.	\$2,500
Joshua Waghorn	Richard Waghorn, Ralphs	\$2,500

# UNION YES!



# Know your contract: Are you paid correctly?

**Y**our union has negotiated a contract with your company that includes guarantees of job security and good working conditions. However, financial compensation is probably the most important element because it sup-

ports your lifestyle.

There are many financial benefits to having a union contract, but unless you have a working knowledge of what you are entitled to, you may not be receiving full compensation for the hard work you do.

## A wide range of scholarships available through your union

**E**ach 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 and the UFCW International Union. 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 Funds** — The Scholarship Award Program, sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Funds, is one of the best offered to union members anywhere. **The deadline for Scholarship Award applications is Feb. 28, 2020.** Applications must be postmarked by this date. All members should receive an application in the mail. If you do not receive one, call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715, or visit [scufcwfund.com](http://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 2020. **Visit [www.ufcw.org/scholarship](http://www.ufcw.org/scholarship) or email [scholarship@ufcw.org](mailto:scholarship@ufcw.org) for details.**

Here are some examples:

**Combo** — Courtesy clerks working in a higher classification (for instance, at the check stand or in the meat, bakery or service deli departments): Are you marking down your time when you combo? Did you know you may receive a higher hourly rate of pay and will receive credit in the higher classification when you get promoted? Each company has a procedure in place for payment. Inquire with management for procedures to be paid properly.

**Crossover** — GMCs working as food clerks: Did you know you are entitled food clerk wages and receive credited hours in the higher classification once promoted? Did you know if you perform food clerk work for five minutes you are entitled to two hours of food clerk pay, and thereafter any portion of an hour paid for a full hour?

**Overtime pay** — Your contract has language stating you are to be paid overtime when you've worked more than eight hours, worked six days in a work week or are not scheduled more than 10 hours between shifts.

**Jury duty pay** — Did you know if you are called to



Carmen Paz

jury duty you are entitled to be paid?

**Minimum hour guarantee** — Did you know that your contract guarantees a minimum number of hours each week?

All of these are benefits, and more, are included in your contract. Your union representative audits your schedules regularly to look for violations. However, they cannot find everything. Your representative depends on you to communicate any contract violations that may be happening.

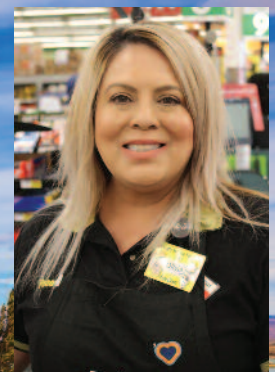
If you believe your contract is not being adhered to, please contact your union representative immediately.

## 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.

Return in 5 days to:  
**United Food and Commercial Workers**  
Union Local 1167  
P.O. Box 1167  
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