

# Desert Edge

## UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Winter 2020/2021

# Stay positive

**We'll get  
through this  
by sticking  
together**

**Workers at Authentic 909  
sign first union contract  
with UFCW Local 1167**

**President's report:  
Keep calm and carry on**

**Union  
offices  
closed**

- Dec. 24 & 25
- Jan. 1
- Jan 18

**Due to the COVID-19 outbreak, visitors to the union office will be required to wear face coverings.**

**NOTE: December Quarterly Membership Meeting tentatively scheduled for Dec. 16.**

**Date and format to be determined by COVID-19 guidelines set forth by the CDC and State of California.**

Meetings start at 7 p.m.

**Social distancing will be maintained.**

**New Member meetings are postponed until further notice.**

## DESERT EDGE

**Joe Duffle**  
Editor

Official quarterly publication of Local 1167, United Food and Commercial Workers International Union Serving San Bernardino, Riverside and Imperial Counties, California.

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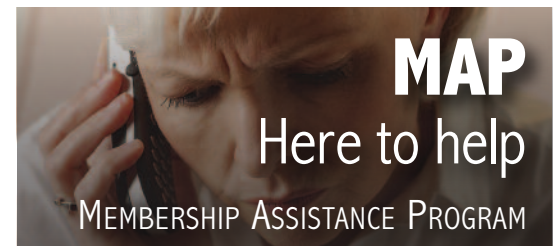
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**ON THE COVER:**

Phet Khenthalansy from Food 4 Less 319 sharing positive attitude

**CORRECT  
ADDRESS  
AND  
PHONE NUMBER  
A MUST!!**

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



**If you have problems with** alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and/or financial/legal issues, 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

### Notice to all members: Your dues are now payable!

If you are one of the few members of the local who are NOT YET signed up for dues checkoff: YOUR DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE THE FIRST OF EVERY MONTH, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your pay check. If you do not have an authorization form, call the local and one will be sent to you immediately.

Nonpayment or payment of the incorrect amount will automatically suspend you — a costly and inconvenient mistake. Although not required, the local, as a courtesy, normally sends billing notices by first-class mail to those not on dues checkoff. It is the member's obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

### Avoid suspension. Authorize dues checkoff today!



## Watch your mailbox!

for important information from your health benefits Trust Fund.

**Got questions? Contact the Trust Fund (ext. 424):**

(714) 220-2297 • (562) 408-2715 • (877) 284-2320 • [www.scufcwffunds.com](http://www.scufcwffunds.com)

# Keep calm and carry on

**T**he election is over, but our nation remains seriously stressed out.

We're stressed by uncertainty over how the transition of power at the White House will play out. We're stressed by a discouraging spike in COVID-19 infections across the country (as I write this, California just announced its millionth case). We're stressed by the pandemic's effects on small businesses and other sectors of the economy.

And, underneath it all, we've been stressed by the ongoing division between "red" and "blue" Americans, which appears to be getting worse in recent years.

Our stores, plants and other job sites aren't immune. This union comprises a broad spectrum of members from different backgrounds and political beliefs, so it shouldn't be surprising if some of us disagree about America's correct path in the months and years ahead.

It's fine to disagree on the issues. In fact, disagreement is the American way of life! However, as union members, we must never forget we are bound together for a common purpose, which is to improve our lives at the workplace and our living standards at home.

## **A family of working people**

In a union such as ours, we refer to each other as "sister" or "brother" for a reason. We are a family of working people. We support each other through thick and thin. As the time-honored union slogan goes, "An injury to one is an injury to all."

As it is with any functional family, we may disagree with one other over the metaphorical dinner table, but we share feelings of affection that transcend politics or whether we drive a Prius or a Ford F-150 pickup.

We recognize that we are essentially



**JOE DUFFLE**  
President

decent people who want to achieve the best for each other.

This is what guides the leadership of UFCW Local 1167. We have no other goal than to support each other and improve our lives together.

To do this, we need friends in political office who care about the health of working people on the front lines of the COVID-19 pandemic. We need decision makers in government who will work for better schools, safer roads and cleaner air. We need allies who will help unions survive and flourish so we can be more effective in negotiating good wages, benefits and working conditions.

So, when election time comes, we work with other unions in California to review the various political candidates. We do the research, looking at each candidate's perspective of what's best for you as a union member and what's best for

your pocketbook. Then we share with you our recommendations.

Once we give you the facts as we see them, it's up to you to decide what to do. You may disagree with some of our conclusions, and that's OK.

There's nothing in it for us to give you bad information. We may not give you what you want to hear, but we give you what we feel you need to hear when choosing among those who run for public office.

## **Be decent and kind**

What we don't need is anger over honest differences of opinion. We don't need to be burdened by more stress than we already endure.

I think of the posters that the British government put up around London during World War II, when that city was being bombed repeatedly by the enemy. The posters read, in typical terms of English stoicism, "Keep Calm and Carry On." The English people accepted this advice in their time of extreme stress, and eventually they prevailed.

What America needs now is calm. We need to be civil in our disagreements. We need to be good to one another, to take care of one another, to remain affectionate to one another as family members should.

Especially in this time, let's all make an extra effort to be decent and kind to everyone we meet. We have no idea what kinds of stress someone may be going through. It is our task as union members and human beings to make people's lives better, together.

All of us at UFCW Local 1167 wish you and your loved ones a happy holiday season and a healthy and prosperous year ahead!

# What's Happening



## Just Married

**Alicia Maclis**, Albertsons, married the love of her life, **Douglas O'Donnell**, in Arizona on July 7, 2020. They had the pleasure of celebrating their honeymoon in Laughlin. Congratulations to the newlyweds!



## Just Retired

The months of October, November and December brought us several retirees...

**Richmond Zapp, Jr.** worked for Ralphs, Alpha Beta, and Safeway for 54 years... **Robert Svatos** worked for Albertsons for 49 years... **Brian Andrews** worked for Stater Bros. and Alpha Beta for 45 years... **Robin Keller** worked for Ralphs and Alpha Beta for 45 years... **Debra Miller** worked for Food4Less and Alpha Beta for 45

years... **Wayne Bell** worked for Stater Bros. and FedMart for 43 years... **Roy Kilcher** worked for Vons for 43 years... **Babara Owens** worked for Stater Bros. and Ralphs for 42 years... **Natalie Smith Kadow** worked for Stater Bros. for 42 years... **Carrie Fortney** worked for Albertsons and Lucky for 41 years... **Gary Holguin** worked for Stater Bros. for 41 years... **Robert Quiroz** worked for Food4Less and Stater Bros. for 41 years... **Jennifer Adams** worked for Stater Bros. for 40 years... **Cynthia Martinez** worked for Vons for 40 years... **Dawn Stringer** worked for Albertsons for 40 years... **Cassandra Kaufman** worked for Vons for 39 years... **Victoria Barkley** worked for Stater Bros. and Alpha Beta for 39 years... **Valerie Cooley** worked for Ralphs, Hughes, Gemco and Thriftmart for 39 years... **Greg Chacon** worked for Stater Bros. for 38 years... **Judy Campbell** worked for Stater Bros. for 37 years... **Ignacio Mendoza** worked for Ralphs for 36 years... **Roger Smith** worked for Ralphs for 36 years... **Debbie Cimesi** worked for Vons for 35 years... **Carol Duran** worked for Food4Less and Safeway for 35 years... **Peter Giuliano** worked for Ralphs for 35 years... **Kenneth Heflin** worked for Food4Less and Market

Spot for 35 years... **Timothy Vick** worked for Stater Bros. for 34 years... **Hazel Segura** worked for Stater Bros. 33 years... **Barbara Sharp** worked for Albertsons for 33 years... **Pearl Villavicencio** worked for Stater Bros. for 33 years... **Thomas Allen** worked for Ralphs and Albertsons for 32 years... **Donna Gutierrez** worked for Stater Bros. for 32 years... **Alice Roses** worked for Stater Bros. for 32 years... **Michelle Abrams** worked for Stater Bros. for 32 years... **William Tursellino** worked for Albertsons and Lucky for 32 years... **Denise Martin** worked for Stater Bros. for 31 years... **Theresa Alatorre** worked for Lucky and Albertsons for 31 years... **Francine Vaughn** worked for Vons, Albertsons and Safeway for 31 years... **Anna (Christy) James** worked for Albertsons and Vons for 30 years... **Greg Garcia** worked for Albertsons and Lucky for 27 years... **Rose Roth** worked for Food4Less and Ralphs for 26 years... **Charmaine Helen Baker** worked for Stater Bros. for 24 years... **Sheila Butts** worked for Albertsons and Sav-on for 23 years... **Ramona Valenzuela** worked for Ralphs for 20 years... **Juvencio Zafra** worked for Ralphs for 20 years... **Ronald Clisby** worked for Ralphs for 19 years... **Marleen Garcia** worked for Food4Less for 18 years... **Sharon Godden** worked for Stater Bros. for 17 years.

Congratulations to all on your well-deserved retirements!

## In Memoriam

**Alexia Aguilar**, a courtesy clerk employed by Stater Bros. Markets, died on July 9, 2020, at the age of 17. She had been a continuous member since April 2020.

**Betty Bennett**, a retired food clerk formerly employed by Mayfair, died on July 12, 2020, at the age of 90. She had been a continuous member since March 1971.

**Alfred Castro**, a retired food clerk formerly employed by Ralphs, died on Aug. 27, 2020, at the age of 69. He had been a continuous member since December 1979.

**Alvin Carrillo, Jr.**, a retired meat cutter formerly employed by ABC Market, Market Basket and Albertsons, died on Sept. 6, 2020, at the

age of 89. He had been a continuous member since October 1965.

**Rudolph Fernandez**, a retired food clerk formerly employed by Vons, died on Aug. 31, 2020, at the age of 81. She had been a member since October 1954.

**Marc Avalos Finn**, a meat wrapper employed by Ralphs, died on Oct. 20, 2020, at the age of 24. He had been a continuous member since April 2020.

**Carlos Fuerte**, a meat cutter employed by Vons, died on Sept. 9, 2020, at the age of 31. He had been a continuous member since April 2013.

**Christine Fletcher**, a retired food clerk formerly employed by Ralphs, died on Aug. 8, 2020, at the age of 66. She had been a member since November 2010.

**Ray Guzman**, a retired food clerk

formerly employed by Lucky and Albertsons, died on Nov. 11, 2020, at the age of 78. He had been a member since October 1961.

**Steve Hamilton**, a food clerk employed by Ralphs, died on Oct. 17, 2020, at the age of 58. He had been a continuous member since October 1981.

**Edgar Hussey**, a retired food clerk formerly employed by Safeway, died on July 8, 2020, at the age of 89. He had been a member since July 1949.

**Brien Johnson**, a retired food clerk formerly employed by Alpha Beta and Ralphs, died on Aug. 29, 2020, at the age of 67. He had been a member since September 1974.

**Arthur Jones**, a retired food clerk formerly employed by Stater Bros. Markets, died on Sept. 18, 2020, at the age of 59. He had been a member since April 1987.

**Mary Jones**, a retired food clerk formerly employed by Vons, died on Nov. 10, 2020, at the age of 81. She had been a continuous member since December 1976.

**Stephen Lee**, a retired meat cutter formerly employed by Palace Markets, died on Oct. 31, 2020, at the age of 93. He had been a continuous member since May 1964.

**Patricia Lesseg**, an affiliated member formerly employed by Lucky/Sav-on, died on Oct. 10, 2020, at the age of 78. She had been a continuous member since July 1998.

**Bert Lucas**, a retired food clerk formerly employed by Lucky Stores, died on July 17, 2020, at the age of 88. He had been a member since October 1956.

**Marjorie McIntosh**, a retired meat wrapper formerly employed by May-  
(Continued on page 6)



From left: New members Bianca Magdelano, Wendy Lowe, Adrianna “Audrey” Andazola and Briana Lopez.

# San Bernardino cannabis dispensary first unionized shop in Inland Empire

**E**mployees at Authentic 909, a cannabis dispensary in the City of San Bernardino, voted on Oct. 24 to ratify a labor agreement with UFCW Local 1167, making it the first unionized cannabis shop in the Inland Empire.

The store, located at 1181 South E St., employs about 30 people. These workers will now join thousands of other cannabis workers across the country who are members of the United Food and Commercial Workers Union.

UFCW Local 1167 President Joe Duffle said the union and the dispensary’s owner, Nibble This, LLC, negotiated the new contract with mutual recognition that “the cannabis industry is growing and workers want dignity and deserve respect on the job.”

“Workers in this sector across California and the country are joining the UFCW because our focus is on creating good-paying union jobs that provide people with a living wage, excellent health and retirement benefits and the best job protections,” Duffle said.

“This first contract delivers on all fronts,” he continued.

“We are gratified this employer is treating its workers right and serving the community with good, sustainable jobs.”

Duffle noted that another major cannabis employer, Perfect-Union, recently negotiated contracts with UFCW locals in Northern California and New Mexico.

Earlier in October, UFCW Local 1167 and Nibble This conducted a “record change” workshop at Authentic 909 to help community members reclassify certain low-level convictions from their records, helping remove barriers to obtaining jobs, housing and more.

“The legalization of cannabis is creating economic opportunities and making communities safer across California and other states,” said Raquel Origel, founder and chief executive of Nibble This. “It is

important that these benefits are shared fairly and broadly, including with the workers who are helping build this industry. We are proud of our partnership with UFCW Local 1167 and look forward to serving the Inland Empire community.”

**‘We are gratified this employer is treating its workers right and serving the community with good, sustainable jobs.’**

## In Memoriam (continued)

(Continued from page 4)

fair Markets, Beaches, Market Basket and Ralphs, died on Nov. 16, 2020, at the age of 97. She had been a continuous member since April 1960.

**Stanley Merchant**, a retired selector formerly employed by Vons Meat Service Center, died on Aug. 30, 2020, at the age of 70. He had been a continuous member since May 1978.

**Linda Marta**, a food clerk employed by Stater Bros. Markets, died on Oct. 30, 2020, at the age of 45. She had been a member since May 1996.

**Esther Moore**, a retired food clerk formerly employed by Safeway and Vons, died on Sept. 26, 2020, at the age of 88. She had been a continuous member since July 1971.

**Maria Mora**, a meat service clerk employed by Food 4 Less, died on Aug. 17,

2020, at the age of 50. She had been a continuous member since January 2007.

**Tammy Nelson**, a drug clerk employed by Rite Aid, died on Aug. 5, 2020, at the age of 58. She had been a member since July 1979.

**Thomas Ocamb**, a retired food clerk formerly employed by Ralphs, died on Oct. 18, 2020, at the age of 70. He had been a continuous member since November 1970.

**Norman Olson**, a retired food clerk formerly employed by Safeway and Vons, died on June 14, 2020, at the age of 69. He had been a member since June 1970.

**Ricardo Osuna**, a food clerk employed by Vons, died on Oct. 25, 2020, at the age of 53. He had been a member since July 1988.

**Albert Pilkerton**, a retired food clerk formerly employed by Stater Bros. Markets, died on Sept. 9, 2020, at the age of 83. He had been a member since April 1954.

**Stanley Stater**, a retired food clerk formerly employed by Stater Bros. Markets, died on Nov. 9, 2020, at the age of 89. He had been a member since December 1952.

**Douglas Reed**, a retired barber formerly employed by Doug's Barber & Hair Studio, died on Sept. 23, 2020, at the age of 88. He had been a continuous member since August 1975.

**Laura Sanchez**, a food clerk employed by Stater Bros. Markets, died on Sept. 27, 2020, at the age of 52. She had been a continuous member since March 1999.

**Reinholdt Schneider**, a retired meat cutter formerly employed by Vons, died on May 8, 2020, at the age of 76. He had been a member since October 1968.

**James Spink**, a retired meat cutter formerly employed by Fazio's, died on Nov. 1, 2020, at the age of 84. He had been a continuous member since December 1956.

**Ferdinand VanHaastert**, a retired food clerk formerly employed by Safeway and Vons, died on Sept. 25, 2020, at the age of 64. He had been a continuous member since September 1972.

**Bruce Yamashita**, a retired warehouse clerk formerly employed by Food 4 Less, died on Nov. 15, 2020, at the age of 62. He had been a continuous member since March 2006.

## Don't forget your vaccinations!

### Preventable infections can worsen effects of COVID-19

**T**he Centers for Disease Control and Prevention (CDC) has found a troubling drop in routine childhood and adult vaccinations. At least some of the blame is assigned to disruptions caused by COVID-19.

While it is important for people to follow public health warnings about going out, an unfortunate result is that many of them are missing their routine vaccinations.

Routine vaccination is an essential preventive care service for children, adolescents and adults, including pregnant women. Vaccines should not be delayed because of COVID-19.

Now is an especially important time for you to work with your family's medical providers to be sure your entire family is current on all the vaccines needed to stay healthy.

#### Why are vaccinations important?

Some health conditions — such as diabetes and heart, lung and liver disease — can make it harder for people to fight off vaccine-preventable diseases like the flu. They also make it more likely you will have serious complications or die if you contract a disease like COVID-19. People managing ongoing

health issues need to pay close attention to their immunizations.

As we approach the peak flu season in the fall and winter, it is particularly important to get a current against vaccination against influenza viruses. It is also important, when warranted, to inoculate against the bacteria that cause pneumococcal disease. Both infections attack the lungs, which also are the prime target of the COVID-19 virus. Any combination of these diseases can be deadly to susceptible individuals.

#### What vaccinations do I and my family need?

Every year, thousands of adults with chronic conditions get sick and even die from diseases that could be prevented by vaccines.

At right are some of the vaccines needed by children or adults, especially if they have chronic conditions.

Always check with your doctor for your specific needs, since additional vaccination needs vary and are determined by your individual factors such as age, job, lifestyle, travel habits and past vaccinations.

**Note:** We are not telling members to get vaccinations, but we encourage you to be informed and safe from disease.

#### Influenza vaccine

To protect against seasonal flu every year

#### Pneumococcal vaccine

To protect against serious pneumonia and related diseases

#### TDAP vaccine

To protect against tetanus, diphtheria and whooping cough

#### HEP B vaccine

To protect against hepatitis B

#### Shingles vaccine

To protect against shingles

#### HPV vaccine series

To protect against human papillomavirus if you are a man or woman up to age 26

#### Td vaccine

To protect against tetanus

# Cal-OSHA Standards Board adopts COVID-19 prevention emergency temporary standards

Following a full-day meeting of public testimony by essential workers throughout California, the Cal-OSHA Standards Board voted unanimously on Nov. 19 to adopt emergency temporary standards for COVID-19 prevention.

Local 1167 President Joe Duffle spoke in support of adopting the regulations, saying California won't bring COVID-19 under control without stemming transmission in the workplace.

"Please adopt these standards," Duffle said. "We need to keep the men and women in our food supply chain healthy. The future of our state economy depends on it."

"When this pandemic first started, there was a mad rush for Personal Protective Equipment in the stores and food distribution stations," he said. "Through our efforts, we finally got that. But as time has progressed, the enforcement of using the PPE has diminished.

"What's worse is the enforcement of using the PPE, washing hands, wearing masks, keeping distance, from top down isn't happening," President Duffle continued.



UFCW Local 1167 President Joe Duffle addresses the Riverside County Board of Supervisors, urging stronger protections for retail workers during the worsening COVID-19 emergency.

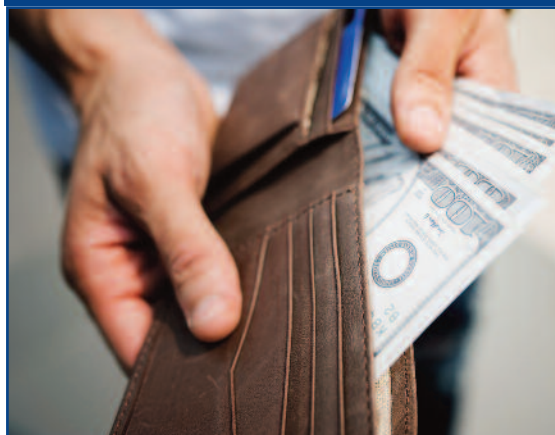
"We're hearing the employers' mantra is if they can't keep our members healthy, let's keep them quiet," he said. "When one of our members tested positive, management tried to get this person to minimize it. We've been told they want our members to say they didn't catch it at work.

"This has led to our members not telling employers they're feeling sick,"

he said. "Those who do say they feel sick are being coerced to come into work anyway.

"Even though they were emergency guidelines, this is monumental. In my 40 years in the industry, I've seen OSHA concede and lose ground. This actually has some teeth. It will protect workers and give us the ability to hold employers accountable."

## It PAYS to be UNION!



**Back pay and benefits  
restored to members**  
**Members reinstated**  
**Grievances settled**

(YTD as of November 2020)

**\$223,057.59**  
**239**  
**876**

# UFCW Local 1167 Scholarship Winners

## Bill Sauriol Scholarship Award

### Kessie Aguilar

**K**essie is a freshman at UC Riverside, where she majors in education, society and human development. She hopes to work for an organization that protects oceans and works toward making the world a better place.

"I've been fascinated by the ocean since I was a child," she said. "It would be amazing to help protect marine life and their habitats."

Kessie considers her brother a major influence in her life. From helping with math homework to advice on life, her brother has been by her side. "He taught me to work hard and never give up despite the challenges," she said.

She has volunteered extensively for such organizations as Human Good, which provides senior housing, and Project Sister, which helps individuals at high risk of sexual assault and child abuse. In her junior year of high school, her class raised more than \$600 to aid in legal costs, medical bills and other necessities.

When she isn't hitting the books or volunteering, Kessie enjoys playing volleyball. She has participated in tournaments and in her senior high school year she was a champion of the Miramonte League. She even received an award of recognition from Pomona Mayor Tim Sandoval.

Kessie is the daughter of UFCW Local 1167 member Angela Aguilar, who works at Food 4 Less.



## Shanelle Banawa

**S**hanelle is a freshman at California State University, Dominguez Hills, where she majors in clinical science. She wants to pursue a career in medical technology and occupational therapy.

“I want to contribute to the representation of women of color in the medical field while utilizing my passion for medicine,” she said. “I want to provide for my community by working on new medical discoveries like new treatments and vaccinations.”

She’s active with the color guard as a team member, soloist and captain. As a member of the color guard, she developed leadership skills, learned how to communicate better and learned how to assert her position.

“As captain I had to know how the group worked best together and adapt to get the best out of our guard. Plus, it was a lot of fun,” she said.

She is also a Key Club member and has traveled with the club to Australia, Japan and the Philippines.

“It was really fun, very different from here,” she said. “It was an eye-opening experience to see so many different cultures and how everything works differently. Traveling was a great learning experience.”

Shanelle is the daughter of UFCW Local 1167 member Dianne Banawa, who works at Rite Aid Pharmacy as a pharmacist.



## Aaliyah Upson

**A**aliyah is a freshman at Alcorn University in Mississippi, where she majors in nursing. She is focused on the present and says she can’t even imagine what her life might look like five years down the road. She hopes to be a leader in her community.

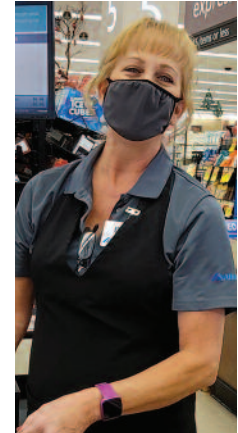
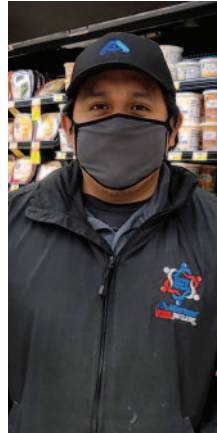
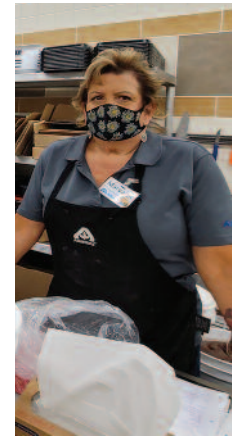
She credits her experiences at the Youth Advisory Committee in Perris for teaching her communication and leadership skills.

“I’m grateful to my AVID teacher for always supporting me and encouraging me to do my best and be more responsible,” she said. “Having her in my life with the positivity she gave has given me more hope in myself to do bigger things in the future.”

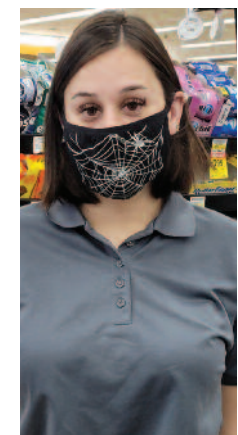
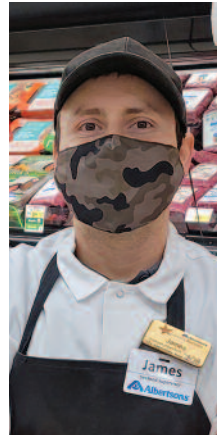
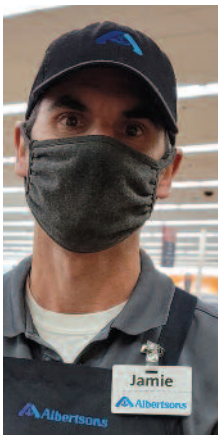
Aaliyah Upson is a Local 1167 member who works at Food 4 Less.



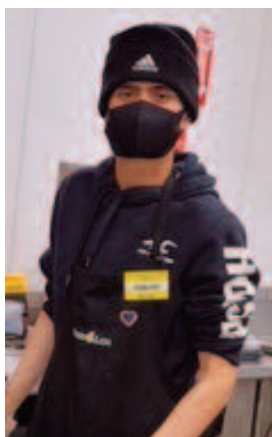
**Look for UFCW Local 1167's scholarship rules and application in the next issue of the *Desert Edge*!**



## Members at Work: Albertsons 4706, Temecula



## Members at Work: Food 4 Less 319, Temecula



## Local 1167 is hiring!

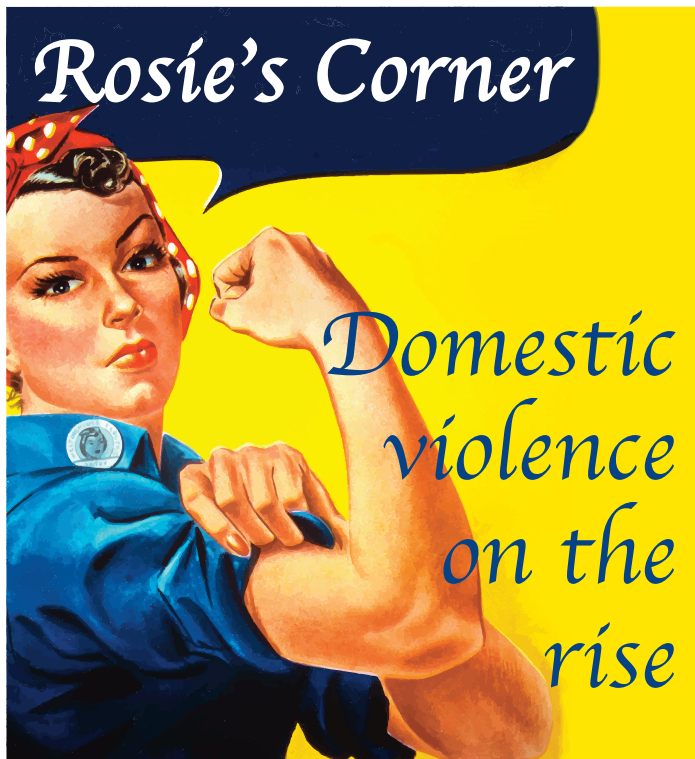
**W**e are looking for a web administrator, networking administrator, and communications representative who will be responsible for administering the Local 1167 website, Apple and Android Mobile Apps, Facebook, Instagram and Twitter accounts.

Primary duties include conceptualizing and implementing creative ideas for Local 1167's website, as well as creating visual elements with our website branding, computer administration, audio and video equipment administration, and interoffice computer networking. The communications person will be working closely with our Executive Staff, Union Representatives and Organizing Department to create and implement media content plan and coordinate Local 1167 events.

Applicants will need to have a diploma in the web design field, excellent visual web design, and networking skills. Applicants must be proficient in graphic design software such as Adobe Dreamweaver, Adobe Illustrator and Photoshop, Final Cut, Motion, Keynotes, Pages, Numbers, and other and other audio and visual design tools.

### Key skills to have

- A relevant diploma in web design field
- Conceptualizing creative ideas
- Proficiency in front-end development web programming languages such as HTML, CSS, JQuery and JavaScript
- Testing, maintenance, repair and improving the design of Local 1167 website, computers and network
- Establishing design guidelines, standards, and best practices
- Working with different content management systems
- Good understanding of search engine optimization principles
- Current experience with international web protocols, standards, and technologies
- Creative and open to new ideas
- Adaptable and willing to learn new techniques
- Excellent communication skills
- Basic understanding of contract language labor agreements
- English/Spanish reading and writing proficiency is required



**S**ince the outbreak of COVID-19 in the United States and the first requests from state and local authorities to follow social distancing guidelines, Americans have been living, working and educating their children at home all day, every day.

While some may have residences with enough space to make being so close together easier to manage, others do not and are forced to carry on living nearly on top of one another from one day to the next.

This sudden and drastic change in lifestyle can create challenges that easily lead to feeling frustrated and angry. When tempers boil over, tensions between people can quickly manifest as aggressive behaviors and physical confrontations. Additionally, the pressures the pandemic can have on individuals may aggravate preexisting conflicts, amplifying their effects in ways that magnify their frequency and intensity.

The pandemic has created enough tension and strife for individuals to face. Seeking shelter from the outbreak in a home where aggressive or violent behaviors exist or have begun to manifest can add to the stress and anxiety many are already struggling to manage.

No one should have to live with the fear of a spouse, partner, family member, friend or roommate physically harming you or someone else in the home.

While reports indicate there has been a spike in domestic violence in American homes, it's important to know that state and local communities are working to provide support to those in need.

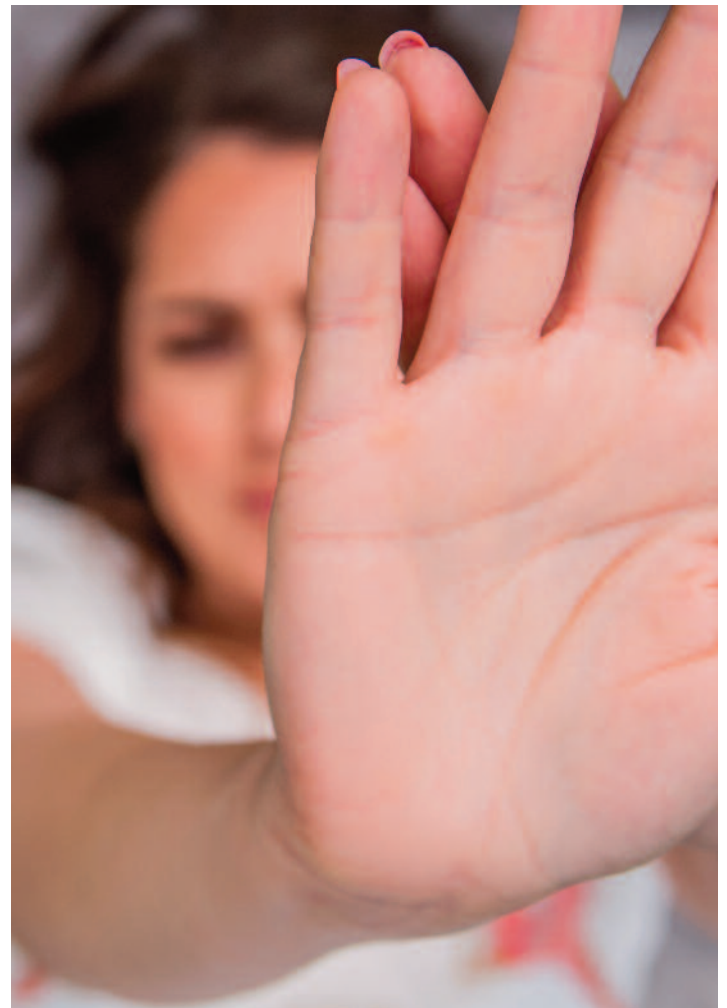
Some areas have launched special messaging services to help those affected quickly and quietly connect with the departments and organizations that can help move them to safer spaces. Other areas have updated their domestic violence support services to manage the challenges of providing care during this national health emergency.

If you are concerned you may be in an escalating or already violent situation, know that you are not alone in this emergency and assistance is available. The resources listed below will help you better understand what is happening and what steps you can take to find a resolution without creating additional conflict.

If you need assistance, call the National Domestic Violence Hotline at (800) 799-7233 or (800) 787-3224 (a TTY-ready line for those who require hearing-related or speech-related assistance).

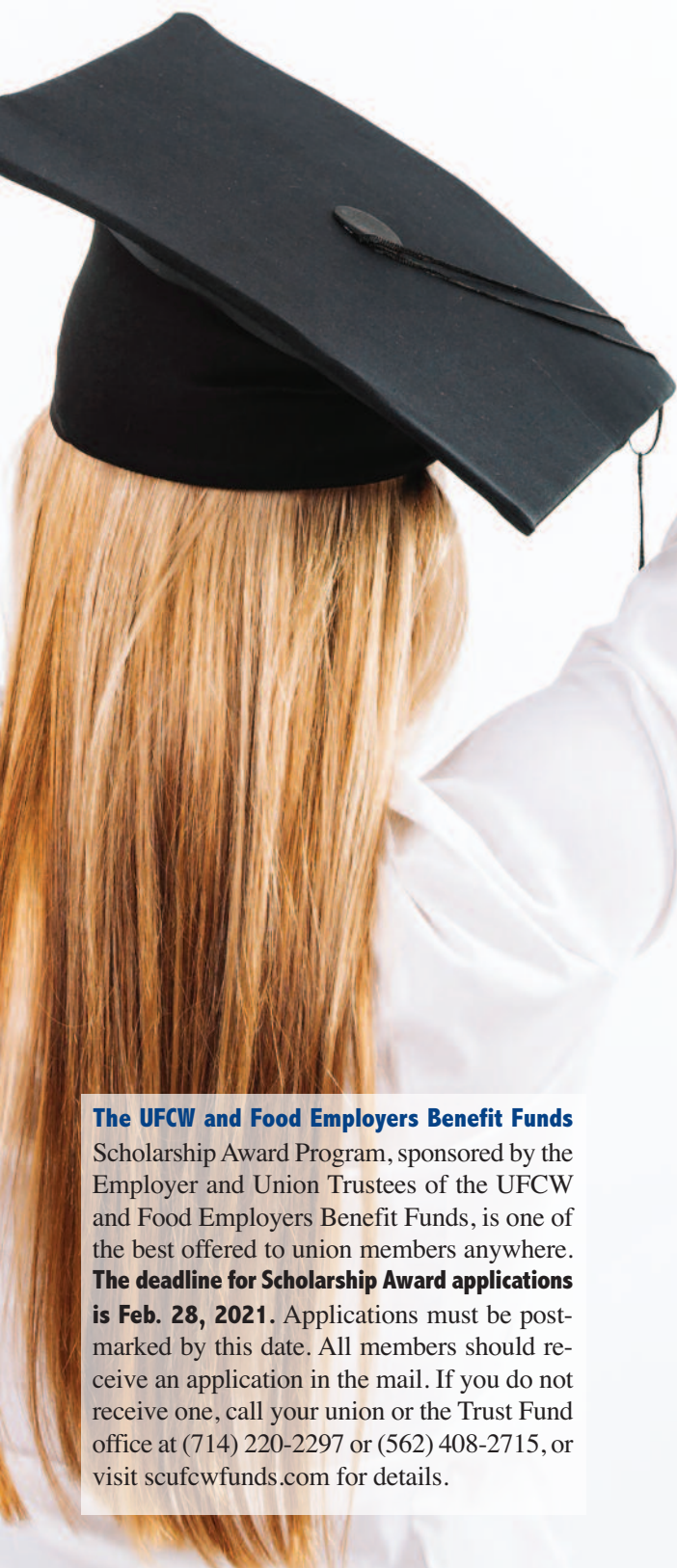
If you are unable to speak freely, you can get assistance by visiting [www.thehotline.org](http://www.thehotline.org) or text LOVEIS to 22522.

In addition, support services are available to UFCW Local 1167 members through the Employee Member Assistance Program (EMAP). Call (800) 464-7101 for confidential service 24 hours a day, seven days a week.



# UFCW & Food Employers Trust Fund Scholarship Winners!

*Congratulations!*



Participant	Student	Award Amount	Employer
Douglas Hamel	Teagan Hamel	\$10,000.00	Vons
Enelida Perez	Angel Quiroz	\$10,000.00	Albertson's
Antonio Rangel	Karime Rangel	\$10,000.00	Albertson's
Christina Lopez	Noah Carey	\$5,000.00	Stater Bros
Rebecca Gallegos	Michael Gallegos	\$5,000.00	Stater Bros
Andrea Garcia	Andrea Garcia	\$5,000.00	Stater Bros
Kimberly Griffith	Deianira Griffith	\$5,000.00	Stater Bros
Michael Hankla	Shay Hankla	\$5,000.00	Stater Bros
Andrew Hinchliff	Xander Hinchliff	\$5,000.00	Stater Bros
Natalie Mendizabal	Natalie Mendizabal	\$5,000.00	Stater Bros
Nicole Padilla	Taylor Padilla	\$5,000.00	Stater Bros
Ivona Prokolab	Andrej Prokolab	\$5,000.00	Ralphs
Eric Rodriguez	Emily Rodriguez	\$5,000.00	Albertson's
Jennifer Schellin	Rachel Schellin	\$5,000.00	Ralphs
Dina Shalabi	Dina Shalabi	\$5,000.00	Stater Bros
Jackson Beam	Jackson Beam	\$2,500.00	Albertson's
Parker Bloomfield	Parker Bloomfield	\$2,500.00	Stater Bros
Kenny Burke	Ellie Burke	\$2,500.00	Vons
Jorge Cabrera	Beverly Cabrera	\$2,500.00	Ralphs
Kari Cassidy	Corrin Cassidy	\$2,500.00	Albertson's
Kari Cassidy	Zachary Cassidy	\$2,500.00	Albertson's
Rolando Curiel	Sandra Curiel	\$2,500.00	Ralphs
Aleka Daniels	Xaria Daniels	\$2,500.00	Ralphs
Jeff Delaney	Madison Delaney	\$2,500.00	Stater Bros
Ana Arreola	Joseph Drayer	\$2,500.00	Vons
Charles Goldbach III	Madison Goldbach	\$2,500.00	Vons
Ronald Holcombe	Katelin Holcombe	\$2,500.00	Vons
Jeannie Jalbert	Matthew Jalbert	\$2,500.00	Stater Bros
Steve Livingston	Sidney Livingston	\$2,500.00	Vons
Erin McGhee	Jake McGhee	\$2,500.00	Stater Bros
Leticia Moreno	Giovanna Moreno	\$2,500.00	Stater Bros
Maria Cortez	Abigail Murillo	\$2,500.00	Albertson's
Reina Murphy	Samantha Murphy	\$2,500.00	Ralphs
John Ohnemus	Nolan Ohnemus	\$2,500.00	Vons
John Ostness	Anthony Ostness	\$2,500.00	Stater Bros
Lisa Woo-Palacio	Ryan Palacio	\$2,500.00	Vons
Greta Payne	Gwendolyn Payne	\$2,500.00	Albertson's
Greta Payne	Joshua Payne	\$2,500.00	Albertson's
Richard Ramsey	Hannah Ramsey	\$2,500.00	Stater Bros
Janet Reyes	Daniel Reyes	\$2,500.00	Stater Bros
David Sanchez	Kylee Sanchez	\$2,500.00	Stater Bros
Aaron Fulkerson	Hailey Shipp	\$2,500.00	Stater Bros
Lisa Skidmore	Madison Skidmore	\$2,500.00	Stater Bros
Nicholas Troli	Nicholas Troli	\$2,500.00	Stater Bros
Leticia Trujillo De Paez	Kimberly Trujillo Paez	\$2,500.00	Stater Bros
Ralph Valdovinos	Brianna Valdovinos	\$2,500.00	Stater Bros
Julie Vasquez	Andrea Vasquez	\$2,500.00	Stater Bros
Maria Velez	Victoria Velez	\$2,500.00	Albertson's
Richard Waghorn	Joshua Waghorn	\$2,500.00	Ralphs

## The UFCW and Food Employers Benefit Funds

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, 2021.** Applications must be post-marked 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 [scufcwbenefits.com](http://scufcwbenefits.com) for details.

# Answering confusion with communication

After 42 years of challenges, steward Marie Mosier is prepared to take on still more

**T**hese are confusing times, says Marie Mosier, cashier and steward for UFCW Local 1167 at Albertsons 4706 in Temecula.

"We have a new manager and new people are coming to work at our store all the time, but COVID makes things even more confusing," the 42-year union veteran said.

"With this pandemic, work has been a lot of scrambled eggs and a lot of stress. But we gotta cope with all that. If you don't, you're not going to make it. I've seen so many quit or go on disability. It's a challenge each and every day."

As a union steward, Mosier takes the initiative to reduce the stress and confusion of the workplace.

"Communication is priority number one," she said. "For this reason, the new hires need to know who I am."

"The first thing I do when we have a new hire is introduce myself. I say I'm the union steward, I'm here for you when you have questions, here's your union

application, please fill it out, and have a nice day."

"Yes, there are dues, but for that you get job security, health insurance and a union contract that spells out everything," she added.

"One of the best things about the union is you can look to things long term like retirement and benefits and health care. We wouldn't have these things without a union."

"Priority number two is making sure everyone is being paid what they're supposed to be paid," Mosier continued.

When it appears the contract is not being followed, "the first thing I do is report the situation to my union rep," she said. "I check in daily with my rep and follow the protocols."

Still, with store employees coping with the ever-shifting landscape of COVID-19, "nothing is 1-2-3-4 anymore," she said.

"It's a challenge," she continued. "We are aware we're not trying to conquer COVID. We're just trying to get through it."

Mosier said, "An important part of our job is to stay safe for the safety of our co-workers and customers. We wear a mask, keep socially distanced and wash our hands. It's up to all of us to stay safe so others can stay safe."

### Union beginnings

Marie Mosier joined the union on March 30, 1978, when she and her husband, Steve, lived in Orange County. She worked the front end at a store in Hawaiian Gardens until the two of them moved to Menifee in 1980.

In the following years, she opened up stores in Corona, Yorba Linda, Sun City, Cal Oaks and Murrieta Hot Springs. "You name it, I opened it out here," she said.

Mosier saw the need to become a steward after the strike and lockouts in 2003.



Marie Mosier

"I didn't like the communication that was taking place and more needed to be done," she said. "So, I basically took over the steward role for our store."

Today, she and Steve, who is retired and battling cancer, are settled in at home. They have two adult children — Steven, 37, and Annette, 35, as well as a grandson, Jonathan, 13. They also have two cats and a dog.

"That's my family and I love them dearly," Mosier said.

She also loves her union family.

"Having a union means we are a family and support center," Mosier said.

"I would urge the membership to communicate and be civil to each other. Let's talk about what's going on."

"We have to be able to communicate to get through this confusing time."



# Stressing down for the holidays



Joe Parham



Carmen Paz

**A**s the days shorten and cool, those of us who work in the industry know what's coming: the holidays.

Business is picking up (despite the pandemic) and so is your workload. More customers are visiting your store and they are more demanding than ever. And if that weren't enough, we are still dealing with the many issues related to the pandemic.

Pressure from management and demands from impatient and sometimes rude customers can weigh heavily on us, and some of us may react by lashing out at our coworkers, our customers or even family members. As the pressure builds, it may make you want to explode.

If you're feeling that pressure, stop and take a deep breath. There are sev-

eral things you can do to manage your levels of stress.

Try to keep a positive attitude. It takes some practice, but a positive attitude can help you and others around you.

You have to accept the events you cannot control. You cannot force customers to be nice and you cannot control what the warehouse will run out of.

Be assertive but not aggressive. You can communicate respectfully to issues raised by management and fellow employees without yelling at or ignoring them.

Learn a few relaxation techniques and implement them into your daily routine. Take a minute before your shift or during a lunch or break to sit in the quietest place you can find and meditate. You'd be surprised what a couple of minutes a day can do to re-

duce stress.

If you've tried these suggestions and still have difficulty, then consider reaching out to the Member Assistance Program (MAP). It provides the opportunity to talk confidentially to a professional to help with a wide range of issues, including stress, family problems, alcohol or drug abuse, financial problems, and more. This service is available 24 hours a day and seven days a week.

Having the courage to ask for help shows strength that will not only benefit you, but your friends and family as well.

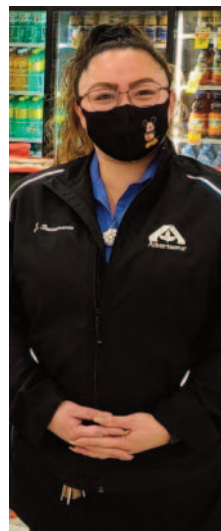
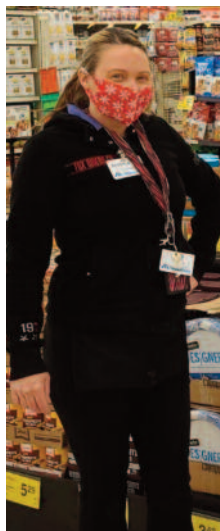
Stress should not be something that keeps you from enjoying those you are able to be with now and in the future.

### **Member Assistance Program (MAP)**

Food Division: (800) 461-9179


Drug Division: (866) 268-2510

## Members at Work: Calimesa, Redlands and Banning



Return in 5 days to:  
**United Food and Commercial Workers**  
Union Local 1167  
P.O. Box 1167  
Bloomington, CA 92316  
Return Service Requested

NON-PROFIT ORG.  
U.S. POSTAGE  
PAID  
SAN BERNARDINO, CA  
PERMIT NO. 2285



**We wish you peace, calm,  
civility and a safe holiday season.  
Please wear masks, honor  
social distancing and treat  
supermarket workers with respect.**

**From the  
Executive Board and Staff of  
UFCW Local 1167**