

# Desert Edge

## UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Winter 2014

President's Report:

## Building an economy for all

Also in this issue:

- Remembrance: Lester Dale Harnack
- Sharon Whittle proud of union job
- Scholarship winners



**Union offices will be closed:** Dec. 24-25 for **Christmas** Jan. 1 for **New Year's Day**

## Next Quarterly Membership Meetings:

Wednesday, Dec. 17, 2014  
Wednesday, March 25, 2015



The meeting will start at 7 p.m.  
UFCW Local 1167 Auditorium  
855 W. San Bernardino Ave.  
Bloomington, CA 92316  
[www.ufcw1167.org](http://www.ufcw1167.org)

## Attend your union meetings!

### DESERT EDGE

**Bill Lathrop**  
Editor

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

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Closed Saturdays, Sundays and holidays

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**ON THE COVER:** Members at work from Stater Bros. 101, Barstow



## 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)

## 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!**

## 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 Training Meeting within  
six months of your hire date.

Call (909) 877-5000  
if you have any questions.

**President's Day**  
is Feb. 16, 2015.  
Union offices  
will be open.



# Building an economy that works for all of us

**H**appy days are here again. At least that's what the economists are telling us.

Some people are making a lot of money. The stock market is at record highs and corporations are gobbling each other up at a pace we haven't seen since the Tech Boom of the 1990s.

All those jobs that we lost in the Great Recession have returned, we hear.



**BILL LATHROP**  
President

But when we take a closer look at the facts, we see that those new jobs aren't as good as the ones we lost, and the people who are making all that money are the same people who were already making a lot of money before the crash.

As each day passes, more Americans are concluding, correctly, that something must be done to give the rest of us a chance.

Here are some ideas that are being raised across the nation in city halls, in state legislatures and in the halls of Congress:

**Raising the minimum wage:** Frustrated by inaction in Congress, lawmakers in some of America's leading cities are moving toward substantially higher standards for basic wages.

Seattle started the trend by enacting a minimum wage increase to \$15 an hour over the next seven years. Citizens in San Francisco are considering a referendum setting the minimum standard at \$15 within four years. And residents of Los Angeles and New York are expected to vote on their own minimum-wage ballot measures in 2016.

**Limiting executive pay:** Some labor advocates propose limiting executive compensation to 50 times the median salary paid to the company's workers. This simple rule would encourage CEOs to raise their employees' pay in order to jus-

tify higher pay for themselves.

**Paid leaves:** Legislation proposed in Congress would require medium- and large-size companies to provide paid family leaves. Another bill would require employers to make reasonable accommodations for pregnant workers. Both of these measures were adopted decades ago in other industrialized countries.

**Empowering workers:** As important as these other measures are, the real change we need won't happen until working people have the power to improve their own lives. This means removing the obstacles that are keeping millions of workers from joining unions.

In 2009, Congress fell short when it failed to pass the Employee Free Choice Act. This law would have simplified the organizing process and instituted penalties for employers who harass and intimidate their employees who want to form unions.

With anti-worker elements currently in control of the House of Representatives and about to take over the Senate, it's unlikely that Congress will pass EFCA or any of the above ideas on a federal level, at least in the near future. Our job, then, is to change Congress by electing pro-worker candidates.

It may take a while, but we can do it if we work hard and keep ourselves focused on the big picture.

In the meantime, please get involved by supporting pro-worker legislation at all levels of government.

Working together, we can build an American economy that works for all of us, not just a few.

## Farewell

Dear members young and old, and all in-between: This is my last President's Report in *Desert Edge*, for the time has come for me to step aside to enjoy my "golden years."

It is fortunate that I can leave our great union in the capable hands of Secretary-Treasurer Rick Bruer and my other longtime colleagues at UFCW Local 1167, my home away from home.

All that's left at this point is to thank you, the members, for the privilege of serving as your president since 2001. You have my admiration, my affection and my best wishes for great success in your lives and in your careers. ■

# What's Happening

## Just Retired

The months of July through December brought us several new retirees. First off, congratulations to Local 1167 Insurance Supervisor **Maureen McCabe**. Maureen worked in our Insurance Department for 33 years serving the members of Local 1167. She will be greatly missed!

**Pat Snyder** worked in the Insurance Department for Local 1167 for 25 years. **Joaguina Apodaca** worked at Food 4 Less for 26 years. **Shirley Shiflet** worked at Albertsons and Alpha Beta for 28 years. **Lynne Zcote** worked at Ralphs for 30 years. **Alfredo Monroid** worked at Vons for 15 years. **Rene Levi** worked at Vons for 36 years. **Donna Valdez** worked at Alpha Beta and Food 4 Less for 23 years. **Cathy Orr** worked at Albertsons for 14 years. **Gloria Davis** worked at Albertsons and Lucky for 14 years. **Lea Ann Harris** worked at Albertsons for 11 years. **Richard Murillo** worked at Alpha Beta and Ralphs for 35 years. **Dana Yturria** worked at Vons and Stater Bros. for 36 years. **Mike Richardi** worked at Albertsons for 32 years. **Wayne Dahl** worked at Albertsons, Lucky, Stater Bros. and Vons for 42 years. **Virginia Lucero Walker** worked at Stater Bros. for 36 years. **Jean Bauer** worked at Albertsons for 34 years. **La nell Villalobos** worked at Stater Bros. and Food 4 Less for 22 years. **Hope Gracia** worked at Alpha Beta, Ralphs and Stater Bros. for 27 years. **Evelyn Morones** worked at Albertsons, Lucky and Vons for 27 years. In May, **Linda Garcia** who worked at Alpha Beta and Ralphs for 38 years, retired. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well earned retirements!

## Just Married

**Blanca Tapia Naranjo**, Albertsons, married Israel Lemus on March 28 in Temecula. ... **Jack Gray**, an Albertsons retiree, married Marion on Aug. 18 in Kingman, Ariz. The happy couple are traveling and enjoying life. ... **Jessica Hernandez**, Stater Bros., married Cameron Shanahan on July 26 in Riverside. The couple honeymooned in Hawaii. ... **Ronald Gray**, Stater Bros., married Pamela on Oct. 4 in Las Vegas. The newlyweds honeymooned on a river cruise. ... **Jeffrey Engert**, Stater Bros., married Tiffany on Aug. 30 at the Glen Ivy Golf Course. The couple honeymooned in Lake Tahoe. Congratulations to all of our newlyweds!

## Just Born

**Scott Reed**, Stater Bros., has a new son, Gavin Thomas Reed, who was born on Oct. 19, weighing 9 lbs. and was 21" long. ... **Stacie Lopez**, Stater Bros., is pleased to announce the birth of Julian Zuniga, born on Oct. 27. Julian weighed 8 lbs. 6 oz. ... **Cristina Garcia**, Stater Bros., has a new baby boy. Matthew was born Oct. 1, weighing 8 lbs. 14oz. ... **Annia Miranda**, Stater Bros., has a new daughter. Daniella was born on April 19, weighing 7 lbs. 12 oz. ... **Brandella Strout**, Stater Bros., is proud to announce the birth of Autumn Renne Strout, born on Sept. 21. Autumn weighed 5 lbs. 7 oz. ... **Oscar Santoyo**, Vons, has a new daughter. Julianna was born on July 8 and weighed 6 lbs. 12 oz. ... **Ruben Trevino**, Stater Bros., has a new girl, Annabella Grace, born Sept. 14, weighing 7 lbs. 2 oz. ... **Michel Oliveros**, Stater Bros., has a new daughter, Jennifer Oliveros, born Sept. 16 weighing 8 lbs. 5 oz. ... **Keyuana Davis**, Food 4 Less, welcomed Kendall Marie Smith, born Aug. 29. Kendall weighed 7 lbs. 9 oz. ... **Jepal Smith**, Stater Bros., welcomed Nina-Mari Garcia, born Aug. 27, weighing 7 lbs. 13 oz. ... **Amy Dowdle**, Stater Bros., has a new baby girl. Cali June Dowdle was born on Sept. 17, weighing 8 lbs. ... **Herminia Trujillo Williams**, Albertsons, is proud to announce the birth of Ava Rebecca, born on Sept. 26. Ava weighed 7 lbs. 5 oz. ... **Otis Poe**, Ralphs, is proud to announce the birth of Miana Poe, born Sept. 29. Miana weighed 7 lbs. ... **Ingrid Lara**, Albertsons, has a new son, Edwin Arturo G. Arzaga, born Aug. 26, weighing 8 lbs. 3 oz. ... **Serena Lopez**, Stater Bros., has a new boy, Damian Matthew Olguin, born Aug. 1, weighing 8 lbs. 12 oz. ... **Adriana Martinez** and **Adeodato Dominguez**, Food 4 Less, welcomed the birth of John Owen Dominguez on Aug. 19. John weighed 7 lbs. 4 oz. Mom says, "He's a good eater!" ... **Jennifer Miller**, Ralphs, is pleased to announce the birth of Reagan Joy on Aug. 8. Reagan weighed 8 lbs. 2 oz. ... **Crystal Lujan**, Stater Bros., is proud to announce the birth of Jordan Murillo, born on Aug. 15. Jordan weighed 7 lbs. 2 oz. ... **Robert Brown**, Albertsons, has a new son. Jeremiah Jerome was born June 4 and weighed 8 lbs. 3 oz. and 19½" long. ... **Jennifer Gagnon**, Ralphs, has a new son. Ryan Dean Tipton was born on Aug. 5, weighing 8 lbs. 10 oz. ... **Jennifer Berzunza**, Rite Aid, has a new daughter, Jordyn Patricia Shae Cooper, born on July 27 weighing 7 lbs.

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## IN MEMORIAM

**Larry Alvarado**, a retired food clerk formerly employed by Safeway and Vons, died on Oct. 4 at the age of 58. He had been a member since April 1975.

**Katie Anderson**, a retired meat wrapper formerly employed by Boners Food Market, Food Giant and Shoprite, died on Sept. 25 at the age of 97. She had been a continuous member since September 1955.

**Carmen Carruthers**, a retired food clerk formerly employed by Alpha Beta, died on Oct. 17 at the age of 85. She had been a continuous member since March 1969.

**Sharon Clark**, a retired general merchandise clerk formerly employed by Albertsons and Lucky, died on June 19 at the age of 64. She had been a member since September 1989.

**Eddie Crowell Jr.**, a food clerk employed by Ralphs, died on Nov. 6 at the age of 39. He had been a continuous member since November 2000.

**Roger Dargitz**, a retired food clerk formerly employed by Albertsons and Lucky, died on Sept. 15 at the age of 75. He had been a member since March 1958.

**Nathan Vasquez Dominguez**, a clerks helper employed by Vons, died on Oct. 3 at the age of 19. He had been a member since April 2014.

**Mary Godwin**, a retired food clerk formerly employed by Alpha Beta and Lucky, died on Sept. 17 at the age of 82. She had been a member since November 1962.

**Richard Hagerman**, a retired food clerk formerly employed by Ralphs, died on July 21 at the age of 68. He had been a member since October 1963.

**Teri Harris**, a food clerk formerly employed by Ralphs, died on Aug. 23 at the age of 54. She had been a member since September 2002.

**Harold Klinker**, a retired food clerk formerly employed by Sage's and Lucky, died on July 22 at the age of 92. He had been a member since September 1941.

**Lois Larue**, a retired meat wrapper formerly employed by Ralphs Grocery, died on May 25 at the age of 82. She had been a member since June 1968.

**Gregory Lucas**, a retired meat cutter formerly employed by Vons, died on Nov. 8 at the age of 56. He had been a member since March 1977.

**Columbia Maduena**, a clerk's helper employed by Albertsons, died on Sept. 29 at the age of 22. She had been a member since July 2013.

**Robert Osburn**, a retired food clerk formerly employed by Alpha Beta, Safeway, Seidlers Markets and Stater Bros., died on Aug. 24 at the age of 88. He had been a member since September 1947.

**Shirley Owenby**, a retired meat wrapper formerly employed by Buy Fair, Market Basket and Walkers Packing Market, died on Aug. 6 at the age of 87. She had been a member since August 1952.

Please see page 12

# Help others, help yourself

**T**his is a time of year when most people try to focus on being happy. Unfortunately, it also can be a difficult time for others who find themselves lonely, hungry and out in the cold.

Maybe they've lost a job or a loved one, or they've been victims of a natural disaster. Perhaps they suffer from a physical or mental illness, or they simply have problems connecting with other people.

Whatever the cause of their frustration and sadness, all of our fellow human beings are worthy of dignity and comfort. And it falls on us as members of the human family to ease their problems as much as we possibly can.

It should be our nature to want to help others — not just during the holidays, but throughout the year.

Several of our Union Reps had this thought in mind last year when they joined me at a food warehouse operated by the Community Action Partnership of San Bernardino County. We collected food, stocked shelves and did whatever else we could to make the holidays better for poor and homeless individuals and families.

It was a rewarding experience that helped us appreciate the blessings we enjoy. We can't wait to do it again.

In the past year, I also participated in a food drive organized by my church. Hundreds of us dropped off empty bags on doorsteps in the Rancho Cucamonga area. Attached to each bag was a note asking the homeowner to fill it with food and leave it on the porch on a designated day.

Our group then picked up the bags and brought them to a collection facility. People were amazed by all the food we acquired!

You, too, can experience the joy of helping others. Our options are endless. We can volunteer at a hospital or shelter. We can sign up for services projects coordinated by Habitat for Humanity, a community service organization or a faith community.

Or we can simply be on the lookout for opportunities to help others who are struggling to get by. We can pay for



someone's gas at the pump. We can pick up another customer's tab at a fast-food restaurant. We can chip in for a shopper's groceries at the checkout line.

When you see a homeless person on the street, give him or her a dollar instead of pretending you didn't notice. If you don't have any money, offer a smile and words of encouragement. Sometimes that's all it takes to help someone through the day.

When we help others, we help ourselves.

A wise man passed away one year ago this December. When he knew his end was near, he wrote these words on his desk:

"Make every day good, make every day count."

He lived by these words for eight months, even on his last day.

You, too, can make every day good and make every day count — not only for yourself, but for everyone you meet. ■



**RICK BRUER**  
Secretary-Treasurer



# The greatest man I have ever known

By Bill Lathrop

President, UFCW Local 1167

I share these words with you because we lost my best friend, Lester Dale Harnack, earlier this year, and I so wish that all of you could have had the chance to know him as I did.

He was the greatest man I have ever known.

I first met Dale in 1971 when I applied for an Apprentice Meat Cutter position at Lucky Markets.

After being interviewed for a while by the Meat Supervisor and the Store Manager (both of them could be quite difficult), they brought in the Head Meat Cutter, Dale Harnack, and introduced us.

The interview changed immediately. Like no one I had ever seen before or since, he exuded warmth and personality and camaraderie to me, a complete and total stranger. In a few minutes, Dale had us all laughing and joking like we were old friends.

I was hired on the spot and started the following week.

I quickly learned that Dale was a man of honor and integrity. He believed in a good day's work for a good day's pay and he respected management as long as it respected his crew.

He was a proud member of the Meat Cutters Local 439 Executive Board and believed with every fiber of his being that everyone would benefit from belonging to a union.

I learned that Dale had quite a reputation as an extremely talented Head Meat Cutter. The goal of all Head Meat Cutters for Lucky Markets was to "cut a gross," meaning to make a gross profit out of the merchandise

you ordered from the Lucky plant or were sent by the vendors.

Dale was always the highest grossing Head Meat Cutter and the Meat Supervisor was forever trying to find out how he did it. He never found out and I'll never tell.

Well, just between you and me, he was so respected and appreciated by his crew that we would never do anything half-way. Dale taught us to put out the best possible product and it paid off with contented customers.

---

*Like no one I  
had ever seen  
before or since, he  
exuded warmth and  
personality and  
camaraderie to me,  
a complete and  
total stranger.*

---

Both the volume and quality of merchandise improved and the gross profit took care of itself.

Dale was also quite a character who did not suffer fools well. One morning, the Store Manager came back to inform us that the District Manager was going to be making the rounds today and he requested our department be in "better shape than ever." Later that afternoon, the District Manager showed up and began inspecting our meat department.

After quite some time he couldn't

find any problems of substance, so he mentioned that the telephone was rather dusty. Dale said hold on, no problem, wait right here. He got a bucket of hot soapy water and a brush, dumped the phone in it half a dozen times, scrubbed it a bit and asked, "How do you like it now?"

The District Manager left in a huff and the newly cleaned phone never worked properly again.

On another occasion, Dale noticed a customer opening every bag of whole chickens in the meat case. When Dale asked him what he was doing, the gentleman said he was sticking his nose up the anal cavity and checking for smell and freshness.

Dale's reply was, "Mister, I don't believe any of us could pass that test."

He was a gem.

In the mid '70s, Dale was hired by Meat Cutters Local 439 as a Union Representative, bringing with him all of the knowledge, courage, personality and strength of character that those of us who know him well had grown to expect.

It must have been good karma in 1981 when Meat Cutters Local 439 hired me as a Union Representative.

Once again, Dale and I were working together and once again I was learning from the best.

I remember quite vividly some of our exploits as Union Reps in the old Wild West (Inland Empire). I learned that a Rep faces many difficult situations and there are innumerable ways to arrive at solutions.

One day, my boss at Local 439 asked me to join him on a trip to an

Albertsons market where a Head Meat Cutter was refusing to join our local union. As my boss and I entered the meat department, he asked where the Head Meat Cutter was and we were told that he was in the cooler. We entered the cooler and began discussing the ways of the world with this gentleman.

When the Head Meat Cutter began feeling uncomfortable, he ran to the cutting room and then out onto the grocery floor. The Store Manager came out of his office to quell the situation. My boss turned on him and chased him into his office and attempted to kick the door down.

The Store Manager called the police and we had an interesting discussion with them for 30 minutes or so. We then had lunch and went back to our office.

Two days later, Dale returned from vacation and asked me if I'd like to go with him to one of his stores. We arrived at that same Albertsons market, entered the same meat department and introduced ourselves to the same Head Meat Cutter. He recognized me but he had never met Dale.

Dale gave me a few dollars and asked me to buy coffee and donuts for everyone. (Things were a lot cheaper then.) When I returned to the meat department, Dale was deep in conversation with everyone, dazzling them with this wit and humor. After an enjoyable 30 or 45 minutes, we were getting ready to leave and the Head Meat Cutter followed us out of the store.

He said, "You know, you guys are alright. The next time you visit I

might even join the union."

Dale answered, "No, there's been a huge misunderstanding. You're not going to be here the next time I come by. Your position belongs to a union man. You're either union or you're gone."

The Head Meat Cutter's mouth dropped and all the color left his face



Above, Marcy and Dale Harnack.  
Dale at right.



as Dale and I headed for the car.

Then Dale said he had one more stop before we went back to the office.

We went to the Lucky Market where I got hired and talked to the same Store Manager who was now a District Manager, and persuaded him to transfer a young Meat Cutter to his district so he wouldn't have to drive to Orange County every day.

We then returned to our office and were informed by our staff that a very

humble Head Meat Cutter had dropped by, joined our local and wanted them to make sure to tell Mr. Harnack that he was a member in good standing. Dale said, "Well, it's about time."

In 1982, a Meat Cutters/Teamsters strike was called at midnight at Vons' El Monte meat plant. Within a few hours a scab truck driver had drawn a .45-caliber handgun on some strikers and all hell was breaking loose. Within minutes, the El Monte police cars rolled up to the scene and things got worse. The police had their hands on their guns while strikers were turning over police cars.

Through the mass of humanity came Dale Harnack to quickly broker a deal with the police. The strikers agreed to upright the police cars and the police agreed to investigate the claim by strikers that a scab driver had pulled a gun on them.

It just so happened that one of the news crews, I believe it was ABC, had the handgun incident on video, which they played for the police. The police then arrested the scab and relative peace was restored. Ken Olsen, president of Vons, signed a tentative agreement

to end the strike by 6:00 that same morning.

Thankfully, not all of our time together was spent addressing such difficult confrontations, but it was never dull.

As I head off into retirement next month, I know I will continue to reminisce about my career as a Union Representative and Dale will continue to be a huge part of my memories.

He was, after all, the greatest man I have ever known. ■

# Local 1167 Scholarship Recipients 2014



**Jordan Thompson**

Jordan graduated from Middle College High school in May, and has earned college credits at San Bernardino Valley Community College. He majors in political science, with a minor in liberal arts. Jordan wants to become a special education teacher or pursue a career in family law. Jordan enjoys hiking, photography and reading. He also volunteers with Santa Claus, Inc., an organization that collects and distributes Christmas gifts for low-income families. He also volunteers with CAPS and AVID. His mother, Michelle Turner, works for Food 4 Less 385.



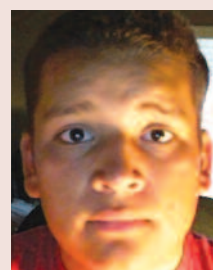
**Nolan Godfrey**

Nolan is a junior at Grand Canyon University. He majors in accounting, but is undecided if he will pursue it as a career. Criminal justice, the Coast Guard and owning a business also peak his interest. Nolan was a member who worked at Vons. He credits his working experience for "opening his eyes" to why his college education is important. In his spare time, he enjoys playing guitar, outdoor sports and reading.



**Annie Tsai**

Annie is a freshman at UC Berkeley where she majors in psychology, with a minor in music. She wants to become a music therapist at a hospital or own a practice. Annie enjoys playing piano, writing music, reading, drawing, painting and running. She was valedictorian of University Preparatory. She volunteers at Desert Knolls Convalescent Home and tutored children in Taiwan with the Assisting Individual with Disadvantages organization. She credits that tutoring experience with helping her develop patience and appreciate the teaching profession. Her father, Michael Tsai, works for Rite Aid 5706.



**Emmanuel Montes**

Emmanuel is a freshman at Cal Poly Pomona where he majors in liberal studies. He wants to become an elementary school teacher. In high school, he joined the Key Club, where he's volunteered extensively in his community. He participated in his high school marching band playing flute. Emmanuel is inspired to become a better person because of his younger brother who has Acylcoaxoydase, a condition that deteriorates his brain. Emmanuel's mother, Bertha, works at Food 4 Less in Moreno Valley.



**Marissa Espinoza**

Marissa is a senior at Azusa Pacific University. She majors in philosophy and wants to become a philosophy teacher, practice law or get involved in politics. She wants to go to graduate school for philosophy. Marissa won seven gold medals for academic excellence in high school and studied a year off-campus in Yosemite National Park in a humanities program. She enjoys reading, hiking, rock climbing and journaling. Her father, Robert, works at Rite Aid in Fontana.



**Serena Preciado**

Serena is pursuing a nursing career. She earned certification from Moreno Valley Regional Learning Center in May. Serena wants to become a nurse practitioner at Riverside County Regional Medical Center, where she volunteers on weekends. Her older sister was the first in her family to go to college, and she motivated Serena to complete her college education. In her spare time, Serena enjoys volunteering at her church. Her mother, Yvette Oaxaca, works at Rite Aid in Sun City.



### Spreading the wealth

Shamik Maganlal, winner of the Bill Sauriol Award, is an economist in the making

**S**hamik Maganlal, winner of the Bill Sauriol Award from Local 1167, says he wants to solve the income inequality crisis in America.

"I was so grateful that I got the top scholarship award," said Maganlal, who will receive \$2,500 to help pay for his studies in economics at UCLA. "It was a surprise!"

Shamik's father, Naresh, is a Pharmacist at Ralphs 98. He hasn't yet decided exactly



what he will do with his degree once he earns it, but he wants to influence public policy so that everyone in America has an opportunity to earn a good wage.

"I would like to work at a think tank or an organization like the International Monetary Fund," Maganlal said.

He has a history of helping people. Through high school, he volunteered at his campus library, distributing books to other students. In his senior year, he managed the distribution. He also helped found the school's Math Circle club.

"My high school lacked a competitive math club, so together with a few friends we started our own club and it has grown to 20 members," he said.

He also participated in two other clubs: the Science Olympiad Club and Model United Nations.

The Science Olympiad Club was about to shut down for the year when the teacher who ran it left his high school. Maganlal and his friends took over and kept the club running.

He also reads fiction and historical non-fiction, enjoys listening to indie and alternative music, and bakes.

"I love making chocolate cinnamon bread," Maganlal said.

Maganlal leaves his family in Riverside to live in the UCLA dorms and start his college journey, but he isn't nervous about being away from home for the first time.

"I thank the union for making this possible." ■

#### 2014 TRUST FUND SCHOLARSHIP WINNER:

### Engineering a better future

**J**ohnny Bates, Jr., winner of a \$10,000 grant from the UFCW and Food Employers Benefit Fund Scholarship Award Program, is undecided between two majors, but the freshmen at Carnegie Mellon University in Pittsburgh is enjoying college life.

A Cathedral City native, Bates made the cross-country move to Pittsburgh in August. While he had his own room at his childhood home, he has adjusted to living with a roommate in his dorm.

#### A fork in the road

Bates started off with intentions of being a chemical engineering major, but his roommate, a mechanical engineering major, is trying to persuade him to choose that path.

"If I stay on the chemical engineering route, I think I would like to work in the petroleum industry," Bates said. "I'm not sure yet what I would do if I went down the mechanical engineering route."

Although he remains undecided, he is thankful to be in college, where he has options in preparing for the future.

Bates and his mother, Elizabeth Bates who works for Vons, had been nervous about paying his college tuition. Thanks to the Trust Fund, he can focus on hitting the books this year instead of looking for part-time work.



"Winning this scholarship was relieving," he said. "When the letter arrived in the mail, I waited an hour before opening it. When I did open it, I just let out a big sigh of relief." ■

### What's happening? Maureen's retired, that's what!



**F**or 26 years, the *Desert Edge* has published its “What’s Happening?” column, developed by UFCW Local 1167 Insurance Department Supervisor Maureen McCabe in 1988.

Through “What’s Happening?,” McCabe shared the life milestones of Local 1167’s members — births, marriages and retirements.

On Sept. 26, 2014, she made her own retirement official, capping off a fulfilling 33-year career with the union.

But fear not, members. The column will continue.

“I’m so grateful we kept the Golden 85 in the contract,” McCabe said of the formula that guarantees a member’s ability to retire with a full pension when her age and years of service add up to 85.

“It’s been an honor and privilege to serve the three Bills in my tenure: Bill Brooks, Bill Sauriol and President Bill Lathrop.”

McCabe’s career at Local 1167 began in 1981. Her father, Mike McCabe, worked at Stater Bros. and was in the office paying his dues when he inquired about a job opening for his daughter.

McCabe was a junior in high school and needed a summer job before starting her senior year. She worked in the Membership Department before moving to the Insurance Department, where she became supervisor in December 1988.

“Working at the local union was such a great fit for me,” McCabe said. “I believe in the Union Movement, and in order for it to be effective, it needs great communication and camaraderie.”

As an Insurance Department supervisor, McCabe helped countless members with their needs.

As author of the “What’s Happening?” column, she announced thousands of meaningful moments in members’ lives.

Initially, she was unsure if anyone read the column, but once she received calls for missing a retirement, birth or wedding announcement, she knew the members cared.

For years, McCabe heard stories from members who looked forward to new issues of *Desert Edge* so they could add her column to their scrapbooks.

#### The next chapter

McCabe is now a month into her retirement and is focusing on writing for publications like *Cult Machine* and *Hollywood Today*, as well as dabbling in writing novels about family dramas.

When she isn’t typing away, she’s watching the Angels and the Kings play on television. McCabe says now that she’s retired, she might actually attend a few games.

As an associate member of the union, McCabe plans to stay active in Local 1167 and looks forward to reading future issues of the *Desert Edge* to see “What’s Happening.” ■

## What’s Happening

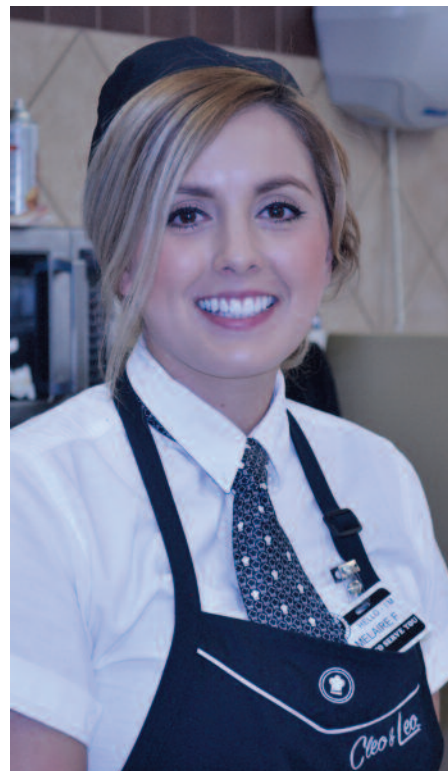
Continued from page 4

2 oz. ... **Ariana Lara**, Local 1167 Membership Department, welcomed Dario Jose Lara, born on July 24. Dario weighed 8 lbs. 2 oz. ... **Adrien Ruiz**, Stater Bros., has a new baby girl, Olivia Rose, born on June 18 and weighed 6 lbs. 15oz. and she “was born with a full head of hair and mom’s nose!” ... **Jolinne Ramirez-Cochran**, Ralphs, is a proud mom to Jade Victoria, born on May 30 and weighed 6 lbs. 12 oz. ... **Jennifer Williams**, Albertsons, has a new son, Thomas Adrian Walter, born March 5 and weighed 8 lbs. 5 oz. ... **Zoila Rivera**, Stater Bros., welcomed Luke Valentino Encino,

born on July 13. Luke weighed 7 lbs. 14 oz. ... **Yesenia Valdez**, Stater Bros., welcomed Sophia Nevaeh Chavez, born on July 14, weighing 7 lbs. 13oz. ... **Alicia Martinez**, Rite Aid, welcomed Luis Martinez, Jr., born Sept. 10. **Luis** weighed 8 lbs. 10 oz. ... **Natalie Lucero**, Rite Aid, welcomed Noelia Sophia, born on Oct. 12, weighing 7 lbs. 8 oz. ... **Rocio Nunez De La Torre**, Food 4 Less, says she is so happy with her baby girl, Andrea Hernandez, born on Nov. 6, weighing 8 lbs. 7 oz.

Congratulations to all of the new mommies and daddies! ■





## Members at work: **Stater Bros 191, Redlands**





## Union Representative's Report Christina Puggsley

### Working in a higher job classification?

If you are a member who works at Albertsons, Food 4 Less, Ralphs or Vons and your job classification is Courtesy Clerk or Utility Clerk, please read this column carefully!

Your contract allows the company to have you work in a higher job classification, with the understanding that there could be a difference in pay and hours credited to the higher job classification for future progressions in pay.



**Christina Puggsley**  
Union Representative

Since the minimum wage was raised on July 1, some job classifications do not have a pay difference when you work in the higher classification, but you should still clock over or do the maintenance form.

Prior to July 1, your paycheck would indicate different hours and different pay, but this is no longer the case if the pay

rate is the same.

Our union has received many phone calls from members telling us their managers are instructing them not to clock over or fill out maintenance forms if the pay rate is the same. This is incorrect!

We can't stress enough the importance of documenting the time you've worked in a higher classification so you will get your hours credited toward a pay difference in the future.

You should also keep track of your own hours by holding on to your paystubs or asking the bookkeeper for your hours. The information can be useful to ensure managers are not abusing the combo program.

If you don't record this information, a Union Representative who is checking payrolls won't see it.

If you have any questions, please don't hesitate to call the union and speak to a Union Representative. ■

## Desert Edge wins ILCA Award

UFCW Local 1167 won an award in the 2014 International Labor Communications Association Labor Media Contest for 2014.

The cover photo of *Desert Edge's* Fall 2013 issue, featuring our Hesperia Stater Bros. 190 members in the tortilleria, won "2nd Place Best Photograph."

In its announcement, the ILCA congratulated Local 1167 for promoting the highest standards of labor journalism. ■



### IT PAYS TO BE UNION

SEPTEMBER-NOVEMBER 2014 TOTAL

BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$30,820.97	\$1,168,411.31
MEMBERS REINSTATED	67	575
GRIEVANCES SETTLED	171	1,609
UNEMPLOYMENT BENEFITS RESTORED TO MEMBERS	\$0	\$29,560

## IN MEMORIAM

**Richard Paul**, a retired meat cutter formerly employed by Albertsons, died on Sept. 22 at the age of 67. He had been a continuous member since September 1968.

November 2007.

**Betty Penacho**, a retired food clerk formerly employed by Safeway, died on Sept. 14 at the age of 93. She had been a member since September 1969.

**Shaban Shaban**, a pharmacist employed by Vons, died on Sept. 8 at the age of 65. He had been a member since March 2005.

**Kathleen Ruiz**, an affiliated member employed by Rite Aid, died on Sept. 9 at the age of 56. She had been a member since

**Ardeth Shumway**, a retired pharmacist formerly employed by Thrifty Drug, died on Aug. 7 at the age of 90. He had been a member since October 1974.

**Kim Smithwick**, a food clerk formerly employed by Stater Bros., died on Aug. 24 at the age of 56. He had been a member since August 2006.

Our condolences go to the families of these deceased members.

### 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.





## Walmart takes away health insurance from thousands of employees

*Latest anti-worker move underscores need for union contracts*

**W**almart, the nation's largest private employer with revenue totaling more than \$450 billion in the past year, will cut the health insurance of tens of thousands of its part-time employees beginning in January 2015.

Beginning Jan. 1, Walmart will no longer offer health insurance to employees who work less than an average of 30 hours per week.

"The move, which affects a majority of their workforce, follows other actions in recent years to reduce the number of part-time workers who are eligible for the company's health insurance," said President Bill Lathrop.

A company spokesperson described the cuts as a "cost-saving measure."

In addition, Walmart employees who are allowed to keep their health insurance will be forced to pay more out-of-pocket costs. Premiums for all workers will increase 19 percent.

In a recent commentary, Pulitzer Prize-winning investigative journalist David Cay Johnston observed: "When Walmart squeezes its workers, other companies follow, creating a vicious downward spiral of shriveling incomes, stagnant demand and precarious workers."

## Union Representative's Report Bill Collard

### Your union is your family!

**W**ho is the union?  
The answer is the same today as it was when I started working in the grocery industry 38 years ago: The union is you!

I have another question for you: Who is your family?  
The answer is your union!

Your union family is your bagger, your checker, your meat cutter, your produce clerk, your stocker, your pharmacist and everyone else who has the privilege of membership in UFCW Local 1167.

This family also includes your spouse, dependents and everyone else who relies upon — or cares about — the union wages and benefits you bring home because of your union contract.



**Bill Collard**  
Union Representative

Consider that families aren't really based on blood and genes. Families are much more than that.

A family can take many forms: a couple; a mother, a father and children; a single parent and child; a grandparent and grandchildren; a sibling group; a circle of friends.

Families can arise by chance or by choice.

Among the sisters and brothers of UFCW Local 1167, we choose to define "family" as our union.

This year, our union family's strength was tested by difficult negotiations, but once again we were able to move mountains by acting together — as a family.

We emerged from negotiations with Albertsons, Ralphs, Vons, Stater Bros., Food 4 Less and many other employers in many locations and industries.

We all had each other's back as we stood together, proud and united. That's what functioning families do.

When I was a young boy, I accompanied my father to union meetings. At one meeting, a man stood up and said the union was weak. My father and others stood up and challenged him.

My father asked, "Do you think I'm weak?"

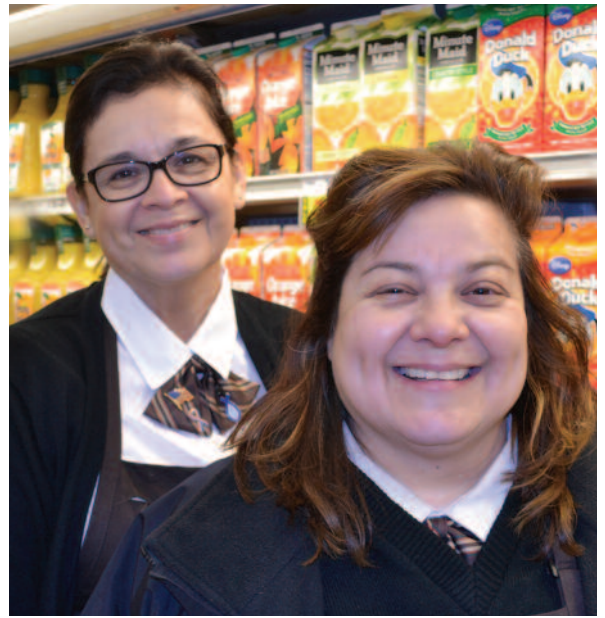
The man said no.

My father continued: "When you say my union is weak, you're saying that you and I are both weak."

That event made a big impact on me. It showed me the true nature of our union.

It's family. ■





## Members at work: **Stater Bros. 101, Barstow**





# Sharon Whittle draws strength from her father's pride and her mother's inspiration

**M**ore than 20 years ago, Sharon Whittle was having hard times, living in low-rent hotels, in her car and on the streets. Through it all, she tried to raise a family with her husband, Tim, who was a cook.

She worked at a Walmart in Victorville.

"I know what it means to live and work non-union for Walmart," she said of her three years at America's largest employer.

Fed up, she saw a "hiring" sign in front of Stater Bros. store. It had the word "benefits" on it.

"I had to pay a lot for my benefits at Walmart, but a union job came with benefits," she recalled.

Whittle applied and was hired in 1995.

"The first thing I did after I got the job was to show my father the documents that I had a benefits package," she said. "My father, a USAF Master Sergeant, read them and the first thing he said was how proud he was of me, and that my benefits were almost as good as his."

Whittle is now a Produce Manager at Stater Bros. 101

in Barstow and has been a steward with UFCW Local 1167 for 10 years.

"I think a lot of that now and I reflect on how thankful I am that I found this job and enjoy the benefits of a union job that go beyond a good wage, health and welfare and a pension," said Sharon.

"With this union job I have been able to take care of my family."

Her father passed away two months ago and his words still ring true.

"I'll never forget that day," she said.

"My dad had strong roots in the heartland," she said. "He was proud I took a position with Stater Bros. because of (CEO) Jack Brown's history of caring for workers."

Whittle is also proud of her mother, an immigrant who worked in the rice fields in Thailand.

"She's struggled her whole life," Whittle said. "She always told me that whatever you do you must do your best because everything you do is for your children, your family, the honor of your family and future generations!"

"I am inspired by her to fight for workers' rights and always take pride in what I



do."

During the Southern California supermarket strike and lockouts of 2003-04, she took her children to picket lines in front of stores involved in the 141-day labor dispute.

"We weren't on strike at Stater Bros., but we went to fight for the people who were out there protecting our future and your future. So we took to the line."

"When I'm called into action, it's all hands on deck. To protect my family, I will do whatever it takes."

"I've lived in Third World countries," said Whittle, who lived in the Philippines when she was 8. "I've seen first-hand how horrible the sweatshops can be."

She emphasized the importance of protect the rights of working people in the United States.

"Unions are an important way of life," she said.

As a steward, she educates her members about contracts as much as she can and defuses

situations at the store level.

"I take care of small situations before they get big," she said. "I like to help the Union Rep as a liaison."

She has been involved with the OURWalmart Campaign for the past five years and participated in a rally in front of Walmart's front gates in Bentonville.

"America's biggest employer needs to be held accountable for its workers, not the taxpayers," she said. "I still have friends at Walmart. They are good people who deserve better."

Whittle married Tim, her junior high school sweetheart, 20 years ago. One daughter, Mickela, is a cake decorator at Stater Bros. and their son Christian is a high school senior who competes in football and track. Tim now works as a finish carpenter.

"This will continue to be my fight," she said. "Corporations can't keep and taking and not giving back anything." ■

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Union Local 1167  
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*Wishing you Season's Greetings and a  
Happy and Healthy New Year from the  
Officers and Staff of UFCW Local 1167*



**Members at work:  
Redlands and Barstow**

