

# DESERT EDGE

## UFCW LOCAL 1167

a VOICE for working America

Official Publication of Local 1167, United Food and Commercial Workers Union

August 2012

### Study reveals Walmart drags down industry standards

**A** study released by the National Employment Law Project at the end of May confirms that Walmart's business practices are driving down the pay and benefits of warehouse workers in the United States.

The report, commissioned by Warehouse Workers United, cites a Walmart warehouse complex run by Schneider Logistics in Mira Loma, Calif., that has been fined more than \$1 million

for understaffing and underpaying employees in a period of less than a year.

The authors conclude that Walmart's practice of "outsourcing" warehouse labor to subcontractors that use primarily temporary workers is forcing retail competitors to adopt the same practices.

Temporary workers, as a rule, are paid less than permanent employees and earn no benefits.

Please see page 3

### Nomination of Officers: Official notice on page 6

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

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

### PRESIDENT'S REPORT

## A Labor Day parade through space and time

**H**olidays are important, and not just because they offer a chance to enjoy some extra time off from work and toss some burgers on the grill. They also give us an opportunity to look around and reflect on our place in history.

Labor Day is a case in point. The first Monday in September is a special occasion to recognize the men and women who earn America's pay by lifting its boxes, building its cars, growing its food and stocking its shelves — week after week, month after month, year after year.

It should be obvious that America wouldn't work without working people, but sometimes I wonder whether the corporate CEOs and the politicians who do their bidding have a grasp on that concept.

For those who pay attention, Labor Day serves as a valuable reminder of what's truly important in our national character.

So, in celebration of the moment, I'd like to offer some facts about Labor Day that you might not already know:

- Labor Day, as we know it, originated in Canada. In March 1872, Toronto's Typographical Union went on strike for a 58-hour work week. George Brown, publisher of the Toronto Globe and also a member of Parliament, used his influence to persuade the police to arrest 24 of the union's leaders on "conspiracy" charges. To protest the arrests, a coalition of 27 labor unions called a mass demonstration on Sept. 3, and Parliament soon repealed the law under which the union leaders were arrested. Workers celebrated their victory by launching an annual festival.
- Peter J. McGuire, co-founder of the American Federation of Labor, was invited to address a labor festival in Toronto in the summer of 1882. Inspired by the solidarity of the city's workers, he took the idea back to New York City, where he worked with the Knights of Labor to organize America's first Labor Day parade on Sept. 5, 1882.
- The idea for an American Labor Day was simultaneously conceived by Matthew Maguire, a leader of the Machinists Union



By Bill Lathrop

Please see page 3

## JUST RETIRED

The month of June brought us three new retirees. **Lynda Gonzales** retired after 25 years in the industry with Food 4 Less and Alpha Beta.

**Rosemary Johnson** worked 31 years in the industry with Albertsons, Lucky, Gemco pharmacies and Sav-on. **Amado Lopez** worked for Alpha Beta, Mayfair Markets and Ralphs for a total of 38 years.

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

## JUST MARRIED

**Regina Cortez**, Stater Bros., married Edward Archeleta on April 20 in Corona. The happy couple honeymooned in Vegas. ... **Cathy Blunk**, Albertsons, said "I do" to Michael Orr on May 19. The ceremony was held in Moreno Valley and the newlyweds honeymooned in Laughlin.

Congratulations to all of our newlyweds!

## JUST BORN

**Jessica Iriarte**, Stater Bros., and Diego Lira-Medel are pleased to announce the birth of Henry Santiago on May 16. Henry weighed 7 lbs. 14 oz. ... **Anthony Maldonado**, Stater Bros., has a new daughter. Maliena Irene was born on May 26 and weighed 6 lbs. 2 oz. ...



**Judy Elizalde Victor**, Vons, welcomed Mikayla Brianna to the world on June 3. Mikayla weighed 8 lbs. 6 oz. and her happy mom writes, "We are blessed with this new addition to our family." ... **Danny Iscar Hernandez**, Vons, proudly announces the arrival of Ayden Phillip on June 8. Ayden weighed 8 lbs. 11.7 oz., and his grateful father writes, "Thank you, Lord, for a healthy baby!" ... **Dustin Avila**, Stater Bros., was "blessed with a beautiful baby boy" on June 20. Gavin Andres weighed 8 lbs. 13 oz.

Congratulations to all of our new moms and dads!

**Union offices  
will be  
closed on  
Monday  
September 3  
in honor of  
Labor Day**



**Watch for  
important  
information  
about your  
benefits!**

**Contact your union  
insurance division  
with any questions:  
(909) 877-1110  
(909) 877-5000**

**or the Trust Fund with  
any questions:  
(714) 220-2297  
(562) 408-2715  
(877) 284-2320  
[www.scufcwfunds.com](http://www.scufcwfunds.com)**



### DESERT EDGE

**Bill Lathrop**  
Editor

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

855 West San Bernardino Ave.  
Bloomington, California  
(Open Monday-Friday, 8 a.m. - 4 p.m.)  
(Closed Sat., Sun. and holidays)  
P.O. Box 1167  
Bloomington, CA 92316

**Telephone Hours: 8:30 a.m.-4 p.m.**

**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

 **Bleiweiss Communications Incorporated**  
Publisher  
 **100% Union Shop**

## Next Quarterly Membership Meeting: Wednesday September 26, 2012

The meeting will start at 7 p.m. in the  
UFCW Local 1167 Auditorium,  
855 W. San Bernardino Ave., Bloomington.

## IN MEMORIAM

**Marc Hoover**, a meat cutter formerly employed by Ralphs, died on June 26 at the age of 45. He had been a member since March 1984.

**Forrest McKinney**, an affiliated member formerly employed by Vons, died on June 11 at the age of 76. He had been a continuous member since November 1989.

**Kathryn Sanchez**, a general merchandise clerk formerly employed by Stater Bros. Markets, died on June 14 at the age of 34. She had been a continuous member since September 2007.

**Austin Sylvester**, a food clerk formerly employed by Sages and Market Basket, died on June 18 at the age of 81. He had been a continuous member since December 1973.

*Our condolences go to the families of these deceased 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: AUGUST DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE OCTOBER 1, 2012, 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.

Non-payment 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!**

PRESIDENT'S REPORT**The Labor Day parade**

Continued from front page

who was serving as secretary of New York's Central Labor Union. The similarity of Maguire's name with that of Peter J. McGuire has confused many a student of labor history over the years.

- By 1894, 30 states had established Labor Day as an official holiday. In that year, President Grover Cleveland threw his support behind making it a federal holiday as well. Cleveland was anxious to mend his relations with labor groups that were outraged by the killings of railway workers by soldiers and U.S. Marshals during the Pullman Strike.
- Cleveland favored establishing Labor Day on the first Monday of September because he wanted to avoid any association with International Workers' Day on May 1. May Day had been adopted by workers' organizations around the world to commemorate the Haymarket Massacre of 1886, in which several police and striking workers were killed in a bombing and shootings in Chicago.

On Sept. 3, I hope you will stop for a moment to think about the Labor Days of the past and reflect on the many significant achievements of prior generations of working men and women: the five-day work week, worker safety laws, affordable health care and so much more.

Think of yourself as a participant in a huge Labor Day parade of workers of the past, present and future, carrying the banner of solidarity for the good of all.

Challenge yourself to be worthy of your place in that parade as we march arm-in-arm toward a hopeful tomorrow.

Happy Labor Day!

UNION REPRESENTATIVE'S REPORT**Do not falsify company documents**

**W**e're taught early in life that honesty is the best policy. It's a valuable lesson to learn for all aspects of life — including your job.

Recently, members have put themselves at risk of termination for falsifying company documents.

For example, someone signed a temperature log before it was completed in compliance with company policy. That was an irresponsible action, and the member was in serious threat of a possible termination.

The same story can be told about a member who wrote down false temperature records. That put the customers, the company and his job at risk.

**Sweep logs**

Sweep logs are a constant problem. Most members who find themselves in trouble for sweep logs will record them as completed and then go do the task.

But, as it often happens, they are called away or stop to help a customer, get distracted and do not complete the task.

Even if they complete the sweep, they have violated company policy by clocking the sweep before it was done. Complete the sweep, THEN record it as completed with your electronic signature.

**Time and attendance**

Do not sign a time slip unless you are absolutely sure that the times are correct.

If you are not sure what time you came in or what time you came back from lunch, ask your manager to check the camera to see what time it was. Do not put a good job with benefits in danger by falsifying your time, even when you didn't mean to.

The fact that you may be a "good employee" or that you never call in sick or that you constantly change your schedule to benefit your store may not be taken into consideration if they catch you falsifying documents.

They will consider, however, the fact that you "willfully" falsified a company document and they may terminate you.

Protect your job by following all of your company's policies and procedures.

If you do not have a copy of them, ask your store manager for one. And, as always, if you have any questions, do not hesitate to call your Union Representative!



**By Gii Ramirez**

**Walmart drags down standards**

Continued from front page

In a separate development, seven-year Walmart "associate" Janet Sparks told *USA Today* she is considering living in her car because she can't pay her modest rent and credit card bills with her wages, which are less than \$12 per hour.

That is why she joined OUR Walmart, an organization of current and former employees trying to change the company for the better.

Among the organization's demands are reliable schedul-

ing, better wages (Walmart still pays the 2009 minimum wage of \$7.95 per hour for part-time employees) and benefits that don't require employees to sign up for public assistance.

For Greg Fletcher, a top-tier electronics associate from California, Walmart's company health insurance plan would cost a third of his \$25,000 annual paycheck to cover his family.

"For a lot of people, it's just an unaffordable option," he told *USA Today*.

**Buy and shop union!**



## 2012 UFCW and Food Employers Benefit Fund scholarship winners

The Scholarship Award Program is jointly sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Fund. It is one of the best scholarships offered to union members anywhere, awarding \$1 million annually in Southern California.

The Scholarship Award Program can help you or your child earn a degree, certification or license and find new opportunities for prosperity and success.

Nearly \$188,000 was distributed to 61 winners in UFCW Local 1167's

jurisdiction.

Three of the top scholarship winners each took home \$10,000 to pursue their higher education goals.

Five winners each took home \$5,000 and the rest won \$2,500 each to attend a college or vocational school this fall.

The union not only strives to provide success to its members, but also to their children. UFCW Local 1167 is proud to award these winners scholarships so they can become productive members in our society. Congratulations to all of the winners!

Jonathan Ilizaliturri	\$2,500	Penni Ilizaliturri	Stater Bros.
Madeline Johnson	\$2,500	Self	Ralphs
Heather Johnson	\$2,500	Self	Albertsons
Christopher Keele	\$2,500	Vivian Keele	Albertsons
Brenna Lallande	\$2,500	Gailynn Lallande	Stater Bros.
Breanne Lamphere	\$2,500	Bryan Lamphere	Albertsons
Kara Lamphere	\$2,500	Bryan Lamphere	Albertsons
Kelly Lauwers	\$2,500	Tamara Lauwers	Local 1167
Christina Grinder	\$2,500	Dianna Lefrere	Stater Bros.
Anissa Espinoza	\$2,500	Priscilla Lopez	Albertsons
Lissette Lopez	\$2,500	M. Patricia Lopez	Albertsons
Ruben Lopez	\$2,500	Priscilla Lopez	Albertsons
Joshua Martin	\$2,500	Patricia Martin	Stater Bros.
Mario Martin	\$2,500	Joe Martin	Vons
Erika Martin	\$2,500	Joe Martin	Vons
Taryn Martinez	\$2,500	Pamela Martinez	Albertsons
Jacob Moreno	\$2,500	Silvia Moreno	Albertsons
John Morin	\$2,500	Del Morin	Stater Bros.
Frank Munoz	\$2,500	Rafael Munoz	Vons
Lulu Munoz	\$2,500	Rafael Munoz	Vons
Emily Nelson	\$2,500	Mark Nelson	Albertsons
Isadora Ocampo	\$2,500	Sergio Ocampo	Vons
Michael Ramirez	\$2,500	Juan Ramirez	Ralphs
Rachel Ramirez	\$2,500	Debbie Ramirez	Stater Bros.
Julianna Ramirez	\$2,500	Juan Ramirez	Ralphs
Brittanie Rehaume	\$2,500	Tamie Rehaume	Stater Bros.
Justin Reich	\$2,500	Self	Ralphs
Natida		Nopadoin	
Rojanachaichanin	\$2,500	Rojanachaichanin	Albertsons
Ashley Romero	\$2,500	Joe Romero	Albertsons
Alejandra Rubio	\$2,500	Arturo Rubio	Vons
Mariah Salazar	\$2,500	Katherine Salazar	Albertsons
Jessica Sevilla	\$2,500	Adriana Sevilla	Stater Bros.
Daniel Garibay	\$2,500	Javier Silvestre	Albertsons
Evan Stormer	\$2,500	Self	Stater Bros.
Leslie Williams	\$2,500	Kathryn Williams	Stater Bros.

61 Winners \$187,500.00

Student Name	Award Amount	Participant's Name	Employer
Vanessa Foote	\$10,000	Yolanda Foote	Stater Bros.
Brittani Ivan	\$10,000	John Ivan	Albertsons
Derek Nelson	\$10,000	Mark Nelson	Albertsons
Priscillya Gunardi	\$5,000	Melissa Chitra	Albertsons
Sara Delacruz	\$5,000	Jose Delacruz	Vons
Bailey Bowe	\$5,000	Rochee Hancock	Albertsons
Elizabeth Rangel	\$5,000	Antonio Rangel	Albertsons
Kristian Sanchez	\$5,000	Laura Sanchez	Stater Bros.
Danielle Aguirre	\$2,500	Tess Aguirre	Albertsons
Robert Amezcua	\$2,500	Uriel Amezcua	Stater Bros.
Lilian Andrade	\$2,500	Jesus Andrade	Vons
Brittany Banks	\$2,500	Self	Ralphs
Nicole Beeks	\$2,500	Karrie Beeks	Albertsons
Michael Belen	\$2,500	Jose Belen	Albertsons
Daniel Chavez	\$2,500	Ernesto Chavez	Stater Bros.
Paulette Crenshaw	\$2,500	Self	Stater Bros.
Aaron Culler	\$2,500	James Culler	Stater Bros.
Melissa Fierro	\$2,500	Ruben Fierro	Vons
Jeffrey Fujili	\$2,500	Michael Fujili	Ralphs
Raul Fajardo, Jr.	\$2,500	Alicia Gamboa	Ralphs
Kaylee Riddle	\$2,500	Trista Garrett	Ralphs
Jullian Gibson	\$2,500	Self	Ralphs
Monica Gomez	\$2,500	Mary Gomez	Stater Bros.
Shelby Nance	\$2,500	Rochee Hancock	Albertsons
Nicholas Hein	\$2,500	Larry Hein	Vons
Keena Hildebrandt	\$2,500	Carol Hildebrandt	Albertsons

## Congratulations to the UFCW Local 1167 Limited Scholarship Awards Program Recipients

### Bill Sauriol Scholarship Award Recipients:

Kyle Muldbakken • Crystal Tsai

### Also receiving an award

### from the Scholarship Program:

Lindsey Morse • Araceli Perez • Greg Sukert

**UFCW Local 1167's Scholarship Program is offered to members and their dependents who are not eligible for the Trust Fund Scholarship Program**

September's *Desert Edge* will feature stories on this year's top scholarship winners Vanessa Foote, Brittani Ivan and Derek Nelson.

Scholarship award winners will be featured in a future issue of *Desert Edge*.

# UFCW LOCAL 1167 TICKET PRICES

NO REFUNDS OR EXCHANGES ON ACTIVITY TICKETS

**AQUARIUM OF THE PACIFIC** \$17.95 Adult (\$7.00 savings)  
(562) 590-3100 \$10.95 Child ages 3-11 (\$3.00 savings)  
**VALID THRU 11/30/2012**

**CASTLE PARK (Rides only)** \$15.99 Adult over 48" (\$9.00 savings)  
(951) 785-3000 \$11.99 Child 36" to 47" (\$5.00 savings)  
**EXPIRES 02/15/2013 — PARKING NOT INCLUDED**

**DAVEY'S LOCKER FISHING EXCURSIONS**  
(949) 673-1434 1/2 DAY ADULT (W Pride) \$35.00  
RESERVATIONS REQUIRED 1/2 DAY JUNIOR \$27.00  
Please call for 3/4 DAY ADULT (Freelance) \$58.00  
specific trip schedules 3/4 DAY JUNIOR \$49.00  
400 Main St. TWILIGHT ADULT \$35.00  
Balboa (Newport Beach) TWILIGHT JUNIOR \$27.00  
'Junior' is age 15 or younger. WHALE WATCHING ADULT \$23.00  
WHALE WATCHING JUNIOR \$18.00

**CONTACT DAVEY'S REGARDING QUESTIONS ABOUT FUEL CHARGES, BAIT, ETC.**

**DISNEYLAND/CALIFORNIA ADVENTURE (1 DAY/1 PARK)**  
(714) 781-4565 \$83.52 Adult (\$3.48 savings)  
**TICKETS EXPIRE 12/31/2013** \$77.76 Child Ages 3-9 (\$3.24 savings)  
**PARKING NOT INCLUDED** Under 3 FREE  
**NO BLACKOUT DATES**

**DISNEYLAND/CALIFORNIA ADVENTURE ONE DAY HOPPER**  
(714) 781-4565 \$114.38 Adult (\$10.62 savings)  
**VALID THRU 12/31/2013** \$108.89 Child (\$10.11 savings)  
**NO BLACKOUT DATES**

**MAGIC MOUNTAIN** \$31.99 Adult & Children (\$30.00 savings)  
(661) 255-4106 Children under 3 years free  
\*\*Child price at gate: \$36.99\*\*  
**VALID THRU 9/30/2012— parking not included**

**MEDIEVAL TIMES** \$42.65 Adult (\$19.09 savings)  
(888) 935-6878 \$31.40 child 3-12 (\$8.00 savings)  
ADULT TICKETS Children under 2 years old free  
EXPIRE 9/30/2012 (on lap/no seat/share meal)  
CHILD TICKETS  
EXPIRE 12/30/2012

**PIRATE'S DINNER ADVENTURE** \$36.00 Adult (\$20.95 savings)  
(866) 439-2469 \$27.50 Child ages 3-12 (\$10.45 savings)  
**EXPIRES 11/30/2012**

**RAGING WATERS** \$23.99 Adult & Child under 48"  
(909) 802-2200 (\$14.00 savings)  
**EXPIRES 9/16/2012**

**SEA WORLD 1 DAY TICKET** \$48.00 Adult (\$25.00 savings)  
(619) 226-3901 (Gen. Info.) \$44.99 Child Ages 3-9 (\$20.01 savings)  
**CHILD EXPIRES 7/31/2012** Age 2 and under FREE.  
**ADULT EXPIRES 3/31/13** Parking not included.  
**NO BLACKOUT DATES**

**UNIVERSAL STUDIOS 6 MONTH PASS**  
(800) UNIVERSAL \$67.00 (\$10.00 savings)  
**FIRST USE: MUST BE BY 12/31/2012 - NO BLACKOUT DATES**  
**BLACKOUT DATES APPLY TO REVISITS ONLY**

## THEATER TICKETS

**AMC THEATERS SILVER** \$6.00 NO EXPIRATION DATE  
NOT VALID FOR SPECIAL ENGAGEMENTS  
Ontario Mills, Victoria Gardens & Galleria at Tyler

**AMC THEATERS GOLD** \$7.50 NO EXPIRATION DATE  
VALID FOR SPECIAL ENGAGEMENTS  
Ontario Mills, Victoria Gardens & Galleria at Tyler

**CINEMARK THEATERS** \$6.00 NO EXPIRATION DATE  
NOT VALID FOR SPECIAL ENGAGEMENTS  
Cathedral City, Chino, El Centro, Huntington Beach, Lancaster, North Hollywood,  
Long Beach, Orange, Palmdale, Ventura, Victorville & Rancho Mirage

**HARKINS THEATERS** \$6.00 NO EXPIRATION DATE  
NOT VALID AFTER 6 P.M. FOR SPECIAL ENGAGEMENTS  
22350 Town Circle, Moreno Valley & 3070 Chino Hills, Chino

**REGAL/EDWARDS THEATERS** NO EXPIRATION DATE  
\$6.50 RED (NOT VALID FOR SPECIAL ENGAGEMENTS)  
\$7.50 BLUE (VALID FOR SPECIAL ENGAGEMENTS)  
Includes Edwards, Regal and United Artists Cinemas  
Hemet, Indio, Irvine, Mira Loma, Ontario, Palm Springs, Rancho Mirage,  
Riverside, Corona, San Jacinto, Temecula, & West Covina

**KRIKORIAN THEATERS** \$7.50 NO EXPIRATION DATE  
VALID FOR SPECIAL ENGAGEMENTS  
Redlands, La Mirada, Downey & Buena Park

## DISCOUNT CARDS AVAILABLE

Medieval Times, Palm Springs Aerial Tram Alpine Club

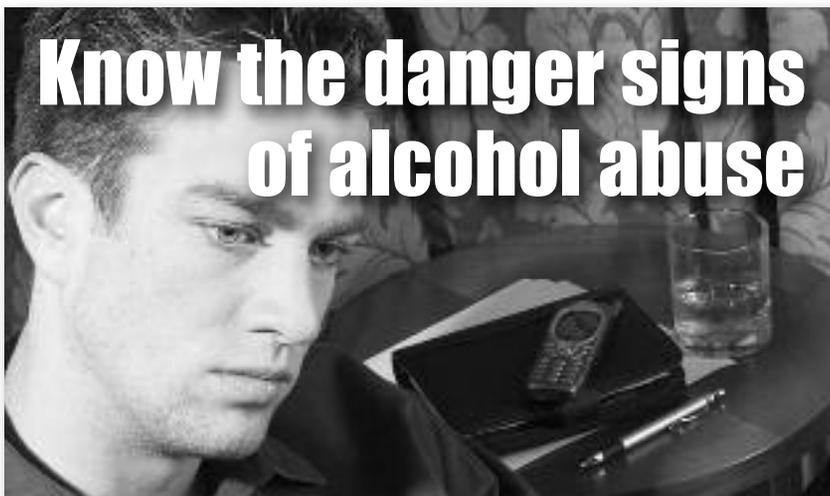
GROUP ACTIVITY TICKETS NOT VALID FOR SPECIAL ENGAGEMENTS

## SPECIALS AND PRICES SUBJECT TO CHANGE

MASTERCARD/VISA DEBIT AND CREDIT CARDS ACCEPTED IN LOCAL 1167 OFFICE ONLY.  
ADDITIONAL SURCHARGES AND TRANSACTION FEES MAY APPLY.  
NO CHECKS OVER \$200 WILL BE ACCEPTED.



Updated June 15, 2012



## Know the danger signs of alcohol abuse

**A**lcohol is a drug. It is the one drug that is generally acceptable today as part of our way of life.

Because it is widely available and drinking is a legal social custom, the potential for abuse and dependence is high.

You should suspect you have a drinking problem when you:

- Begin to use alcohol compulsively;
- Continue to use it despite adverse consequences (such as the repeated concerns of loved ones, the loss of a job, credit problems, etc.);
- Lose control and experience an increase or decrease in tolerance for alcohol.

More than 10 million Americans are problem drinkers. Anyone can be an alcoholic. Every day, more and more people are diagnosed with the serious condition of alcohol dependence.

Pregnant women should be

particularly concerned. The U.S. Surgeon General advises pregnant women not to consume any alcohol whatsoever. That's because the alcohol passes through the placenta and into the fetus. If the mother gets drunk, so does the developing child.

Drinking among teenagers and young adults presents a serious mental health risk to that age group, as well as posing a grave physical risk. A recent study by the National Highway Transportation Administration found that alcohol-related crashes are the number one cause of death in the 15-25 age group.

Denial is a major symptom of alcoholism. Others, who are close to those affected, are often the first to notice behavior changes and suspect something is wrong.

If alcohol is interfering with your life, there are things you can do to get help. Contact the MAP for confidential assistance (see below).

## Membership Assistance Program — MAP —

### When you're in need of confidential help

If you have problems with:

- Alcohol • Drugs • Children and Adolescents •
- Family • Emotional Issues •
- Gambling • Marriage • Financial/Legal

Eligible active or retired Food and Meat participants can call the toll-free MAP number at the Health Management Center at any time, DAY OR NIGHT, 24 HOURS A DAY, SEVEN DAYS A WEEK.

Food Division, call (800) 461-9179

Drug Division, call (866) 268-2510

Monday-Friday, 8:30 a.m. to 4 p.m. (All calls are confidential)

## Official Notice: Nominations of Officers

Yesenia Cabral, General Election Chairperson

Nominations for UFCW Local 1167 President, Secretary-Treasurer, Recorder, and 12 Vice Presidents (Executive Board positions) for the term of office commencing January 1, 2013 and ending December 31, 2015 will be conducted by petition. Each of the 12 Vice Presidents is numerically designated for nomination and election purposes, for example, Vice President No. 1, Vice President No. 2, etc.

This shall serve as official notice to the active membership of UFCW Local 1167 that nomination petitions for any of the above offices must be received by General Chairperson Yesenia Cabral at the office of Local 1167, 855 W. San Bernardino Ave., Bloomington or P.O. Box 1167, Bloomington, CA 92316 no later than 4:00 p.m. on Aug. 17, 2012. Petitions shall be filed either in person or by mail.

Each petition must contain the name or names of the active member or members being nominated, the specific office or offices for which that member or members are being nominated, and valid, verifiable original signatures. (Any petition may nominate more than one (1) member for office, provided that each member is being nominated for a different office and that the office for which each member being nominated is specifically indicated.) No fewer than 371 active members in support of said nomination are required.

The nominating petition must contain information sufficient to permit the General Chairperson to verify the identity of the signatories thereto. For that purpose, in addition to their signature, each member must print his or her full name and Social Security number. The Social Security numbers and signatures will assist in verification.

You may create your own petitions which must contain the information as spelled out above. A sample can be obtained from General Election Chairperson, Yesenia Cabral.

Procedures governing nominations are set forth in the UFCW Local 1167 Bylaws as follows:

### Article 12 — Elections

**Section B.** Nominations and elections shall be conducted during the last six (6) months preceding the expiration of the term of office.

**Section C.** (1) Not less than thirty (30) days prior to the deadline for the receipt of nomination petitions, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations, the actual number of signatures required for nomination petitions, the deadline date for the receipt of nomination petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain.

(2) Not less than fifteen (15) days prior to elections, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the times, dates and places for conducting the elections.

(3) Notice of nominations and elections may be combined into a single notice, which shall be mailed in accordance with the time requirements specified in the first (1st) paragraph of this Section.

**Section D.** No person shall be eligible for nomination or election to any office unless such person is:

(1) An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least twelve (12) months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs, or;

(2) An active member in the Local Union who has been an active member in the International Union continuously for at least twenty-four (24) months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs.

(3) Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

(4) Persons accepting nominations shall sign a statement in writing that he or she accepts the nomination and consents to be a candidate for the office or position for which he or she has been nominated.

(5) Persons declining nominations must do so in writing.

**Section E.** (1) Nominations shall be conducted by petition. Nomination of a member for a specific office shall require the signatures of two percent (2%) of the average monthly active membership of the Local Union, based on the number of active members on which the Local Union pays per capita tax to the International Union, for the twelve (12) month period ending with the next to last month prior to the month in which the notice of nominations is mailed to the membership.

(2) Each petition shall indicate the member who is being nominated and the specific office for which he or she is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which he or she is being nominated. Any petition may nominate more than one (1) member for office, provided that each member is being nominated for a different office and that the office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.

(3) Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.

(4) If a signature on any petition is not accompanied by a printed name or the other identifying information required by the general chairperson, but the identity of the member can be determined from the signature, the signature shall be deemed valid and shall be counted.

Any questions regarding the nomination process must be directed to Local 1167 General Election Chairperson Yesenia Cabral at (909) 877-5000.



**S**ummer is here, and most folks would rather sit in the shade than venture into the Mojave Desert sunshine. But if business or pleasure takes you into the unsheltered outdoors on a hot day, failure to take proper precautions can be dangerous or even deadly.

Heat stroke, also known as sun stroke, is a progression of heat exhaustion and heat syncope (fainting). It often results from exercise or heavy work in hot environments combined with inadequate fluid intake.

Other risk factors include dehydration, alcohol use, cardiovascular disease and certain medications.

Heat stroke disrupts the body's normal mechanisms for dealing with heat stress, such as perspiration and temperature control. It mainly affects adults over the age of 50, but young children, obese people and those who are born with an impaired ability to sweat are at high risk for heat stroke.

The main sign of heat stroke is a high body temperature — generally at 105° F (40.55° C) — with personality changes that may lead to confusion and coma.

The skin may be hot and dry — although if heat stroke is caused by exertion, the skin may be moist.

**Other signs and symptoms may include:**

- Rapid heartbeat
- Rapid and shallow breathing
- Feeling dizzy or lightheaded

- Headache and/or nausea
- Cessation of sweating
- Irritability, confusion or unconsciousness
- Elevated or lowered blood pressure
- Fainting, which may be the first sign in older adults

**What to do if you suspect heat stroke**

- Move the affected person out of the sun and into a shady area. An air-conditioned environment is preferred if it is available.
- Call 9-1-1 for emergency medical assistance.
- Cool the person by covering him or her with damp sheets or by spraying with cool water.
- If available, apply ice packs to the person's armpits, groin, neck and back. The body has many blood vessels in these areas and it can help cool the body considerably.
- Direct air onto the person with a fan or newspaper.
- Have the person drink cool water, if he or she is able.
- Don't hesitate to begin administering first aid procedures if you suspect someone is suffering from heat stroke. By acting quickly, you might be able to save a life.

**Dangers of skin cancer**

**R**esearch indicates doctors diagnose skin cancer in about 1.3 million Americans annually. More than 9,600 people will die of it this year.

Skin cancer results from the abnormal growth of skin cells. An important potential sign of skin cancer is the presence of abnormal moles. Following are some guidelines to help members become more aware of the dangers of skin cancer.

There are three main types of skin cancer. All of these are, to some extent, preventable. It's important to know the warning signs of skin cancer because the earlier it's caught, the more likely that treatment will be successful.

The most common types of skin cancer are:

- Basal cell skin cancers, which are common after age 40, especially in fair-skinned people. They rarely spread throughout the body and are almost always curable. The danger is that nearly half the people who have a basal cell cancer removed will develop a second, similar cancer within five years. If these cancers are left untreated, they can damage tissues and bone. Very rarely, they can even cause death.

They look like waxy or pearly bumps, usually on the face, ears, nose or neck. They can also look like flat, pink, scar-like growths on the chest or back.

- Squamous cell skin cancers can

be firm, red bumps or flat, scaly and crusty growths on the face, ears, nose, neck, hands or arms. They're more common for people with fair skin, and those over age 50.

Squamous cell cancers have more potential for spreading to other parts of the body than do basal cell cancers — about 3 to 4 percent spread. With early treatment, squamous cell skin cancers are almost always curable, and rarely cause death.

- Melanomas are the least common, but most dangerous, skin cancer. About 54,000 Americans will develop melanoma this year and 7,400 people will die of it, according to the American Cancer Society.

If treated early, melanoma is usually curable. However, when the cancer spreads to lymph nodes or other organs, five-year survival rates are relatively low.

This cancer begins in pigment cells. It may arise in a pre-existing mole or from a newly appearing mole containing pigmented cells from which skin cancer can begin. Melanoma can develop anywhere on your body at any age and has a variety of appearances.

People should watch for small growths with irregular shapes and for moles with varied shades of brown, black, red, white or blue. A growth that changes or is associated with itching or an abnormal feeling also should be brought to a doctor's attention.

**UFCW LAUNCHES NEW APP**

UFCW is proud to announce the release of our brand new app for smartphones! The app is one-stop shopping for working families — UFCW members, allies, supporters, and community members alike.

Inside you'll find updates from UFCW members and ordinary people across the US and Canada, breaking news and ways to take action, plus great videos, photos, and more.

Best of all, with this app, shoppers can locate and get directions to their nearest union grocery store, no matter where they are.

Download the app today at:

**UFCW** <http://ufcwaction.org/app>

**It PAYS to be UNION!**

	<b>JULY 2012</b>	<b>2012 TOTAL</b>
Back pay and benefits restored to members	\$2,548.77	\$26,557.63
Members reinstated	15	158
Grievances settled	63	401

**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.

STEWARD FEATURE

# Rewarding loyalty

Steve Crimi's 'job' turned into a 40-year career

**A** year from now, Steve Crimi will complete his 41-year career in the grocery industry the same way he started it: with a little uncertainty and a lot of optimism.

"When I started at Safeway in 1972, I thought this would just be a job," he said. "And five years into it, I thought I'd stick it out for 10 years, then 15, until I just stayed in it."

Crimi is a dairy manager at Vons 2596 in Corona. He's been with the company since it was a Safeway and experienced two strikes in that time, but he didn't consider becoming a steward until last year.

The negotiations of 2011 were "frightening," he said, "because we were hoping for the best contract, while bracing for the worst. I was telling everyone if we had to walk

out, we'd have to stay strong and go with the flow."

Crimi had always taken on the task of training new hires and showing them how to enroll in the union, but as a steward he takes those responsibilities further by inspiring solidarity among all of his co-workers.

"I don't have a tough time convincing people they should stick together," he said. "Being a steward is a good experience."

**Never lost optimism**

In 1980, Crimi experienced his first strike.

"We walked out and I remember that strike lasting five days," Crimi said. "By the end of the fifth day, both sides were talking again."

Crimi thought the same would happen when a strike was called in 2003. As the days turns to weeks



Steve Crimi

and months, he never lost optimism that he would hear of a new contract soon.

"That was a long four months," Crimi recalled. "I saw people lose

their houses and get divorced, but I also saw people get closer."

His long tenure in the grocery industry has taught him the security of his retirement benefits will depend on the continued solidarity of those who remain in the work force.

"I want to make sure all of the benefits I've fought for are there for me when I retire," he said.

But as he approaches retirement early in 2013, he ponders: What will I do then?

He's an avid Scrabble player and enjoys traveling, but Crimi is certain he'll find other worthwhile ways to spend his time.

"It's going to be the first time I'm unemployed since I was 16," he said with a laugh. "After 41 years in the industry, I'll find a way to enjoy retirement!"

— LAST CHANCE TO WIN —

## UFCW sponsors raffle to benefit leukemia research

**5-Day/4 night Costa Rica Vacation for 2**

ALL INCLUSIVE FLAMINGO BEACH RESORT IN GUANACASTE  
Airfare, transfers, Tax/Insurance  
Donated by UFCW Local 1167 . . . . Value \$2,500

**7-Day Eastern Caribbean Cruise for 2**

ROYAL CARIBBEAN "OASIS OF THE SEAS"  
PORTS: NASSAU, BS/ST. THOMAS, VI/ST MAARTEN, AN  
Airfare, transfers, Tax/Insurance  
Donated by UFCW Local 1167 . . . . Value \$3,500

**2-Night Las Vegas Vacation**

Donated by UFCW Local 711

**Men's 18K Gold Ring with 3K Tanzanite Stone**

Donated by UFCW Local 324

**San Diego Family Vacation**

Donated by UFCW Local 135

**42" Plasma TV**

Donated by UFCW Local 1428

**\$1,000 Cash**

Donated by UFCW 8-Golden State

**\$500 Macy's Gift Card**

Donated by UFCW Local 5

... plus additional prizes!

Region 8 UFCW local unions throughout California, Arizona and Nevada are sponsoring a raffle to raise money for leukemia research. Some of the wonderful prizes are listed here. Tickets are \$10.00 each, 3 for \$25.00 or 15 for \$100.00, and can be ordered by filling out the form below or purchased at the union office. Members are encouraged to help support the Leukemia Foundation in its research.

**Tickets are \$10 each, 3 for \$25 or 15 for \$100**

**Tickets Only Available Until July 30, 2012  
Drawing to be held Wednesday, August 8, 2012\***

\*Winner need not be present to win

**UFCW REGION 8 LEUKEMIA RESEARCH RAFFLE TICKETS**

Member's Name \_\_\_\_\_

Soc. Sec. # \_\_\_\_\_ Day Phone # \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Please send me \_\_\_\_\_ tickets @ \$10.00, 3 for \$25.00, or 15 for \$100.00

Total enclosed \$ \_\_\_\_\_  
Check must be made payable to WESTERN STATES LEUKEMIA FUND, with tax ID#: 87-0801660  
Send to UFCW LOCAL 1167 Attn: Leukemia Tickets, PO BOX 1167, BLOOMINGTON, CA 92316