

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

January 2009

PRESIDENT'S REPORT

Hope and solidarity

President Obama will need our help to protect our present and secure our future

On Jan. 20, 2009, millions of Americans will watch Barack Obama take the oath of office as President of the United States. We will watch this historic event with the same spirit of hope that lifted this brilliant, capable man into the highest office in the land.

All patriotic Americans will wish President Obama success in fixing the problems that have been left on his doorstep and in moving our nation forward to greater accomplishments.

He can't do it alone. He'll need a solid majority in both houses of Congress to pass the legislation he needs to put our country back on the right track.

When it meets for the first time on Jan. 6, the 111th Congress will immediately consider an ambitious package of proposals to stabilize our economy and keep Americans from losing their homes. These bills also aim to put 2.5 million Americans back to work, building roads, upgrading schools and preparing the infrastructure we'll need for a new, cleaner, energy-efficient economy.

Investing in America's future

Among these bills, I hope, will be a plan to invest in America's future as an industrial power.

As I write this, an emergency loan of \$17.4 billion was authorized to let General Motors and Chrysler live to fight another day. The outgoing Bush administration deserves credit for this crucial move to save the jobs of millions of Americans. If we can spend hundreds of billions to bail out Wall Street firms and banks, certainly we can afford to spend a lot less to save our industrial base.

With proper government oversight — to which the auto companies have agreed — our investment should ensure that a new generation of American-made cars should reduce our reliance on foreign oil and make our air safe to breathe again.

After addressing the immediate crisis and preventing the total collapse of

(Continued on Page 8)



By Bill Lathrop



U.S. Rep. Hilda Solis

Unions cheer nomination of Hilda Solis as Secretary of Labor

Unions across America are praising President-elect Barack Obama's nomination of U.S. Rep. Hilda L. Solis (D-San Gabriel Valley) as the next Secretary of Labor.

Rep. Solis is well-known in UFCW Local 1167's jurisdiction, having represented many of its members in Congress since 2000.

Solis has one of the strongest pro-worker voting records in Congress and is a sponsor of the Employee Free Choice Act.

"Congresswoman Solis will be a refreshing change in Washington, Local 1167 President Bill Lathrop said.

"Instead of fighting working people every step of the way, she

will be our ally in restoring the rights of working people."

Anna Burger, chair of the Change to Win labor federation, said she looks forward to working with Secretary Solis "to help restore the economy, rebuild the middle class and renew the American Dream."

Burger noted that Solis "has fought to provide working families with a safe workplace, a healthy environment, a decent standard of living, affordable health care and equal opportunity."

As Labor Secretary, Solis will replace Elaine L. Chao, who, among other things, has proposed letting states opt out of federal minimum wage standards.

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

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U.S. POSTAGE
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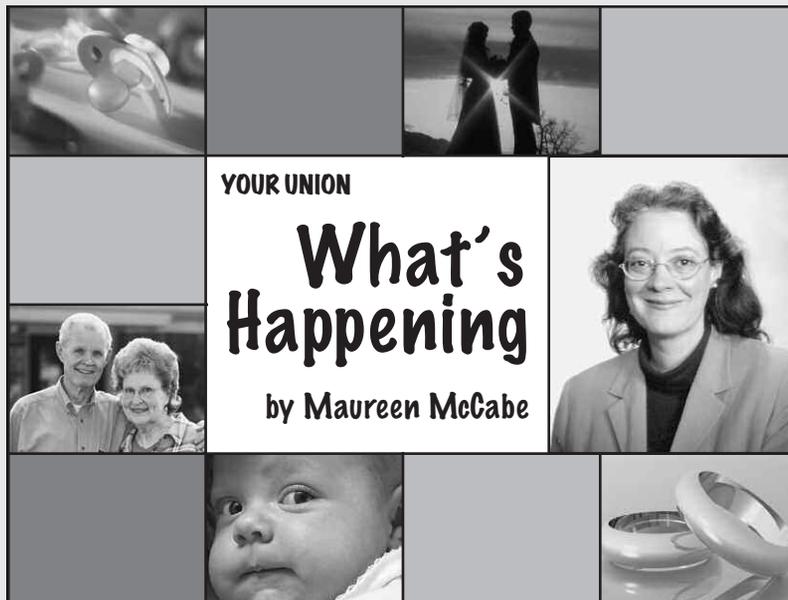
Your dues now payable! Sign up for dues checkoff!

If you are one of the few members of the local who are not yet signed up for dues checkoff: JANUARY DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE MARCH 1, 2009, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

With dues checkoff, all future dues can be deducted automatically from your paycheck. 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!



JUST MARRIED

Amber Goodwin, Vons, married **Dustin Smith** on Aug. 23 in Las Vegas. ... **David Almy**, Stater Bros., married **Rosario Gan** on Oct. 23 in Riverside. The happy couple honeymooned with a trip to Disneyland.

Congratulations to our newly-weds!

JUST BORN

Shavonne Gray, Rite-Aid, gave birth to **Robert Perez** on Oct. 4. Robert weighed 7 lbs. 1.oz. ...

Mary Hudgens, Stater Bros., welcomed **Marley Rae Robles** into the world on Oct. 17. Marley weighed

7 lbs. 4 oz and her happy mom tells us she "is a beautiful 'Rae' of sunshine." ... **Valeria Torres**, Rite-Aid, is pleased to announce the arrival of **Alyssa Lynn** on Oct. 17. Alyssa weighed 6 lbs. 11 oz. ...

Shaley Gupta, Albertsons' Pharmacy, proudly announces the birth of **Milan Naveen Gupta** on Oct. 20. Milan weighed 6 lbs 2 oz. ...

Kristi Marrs, Albertsons, gave birth to **Connor Lee Smith** on Nov, 3. Connor weighed 9 lbs. 6 oz. ...

Rachelle Simpkins, Rite-Aid, and her husband Christopher have a new son. **Jacob Evan** was born on Nov. 5 and weighed 7 lbs. 8 oz. "Kisses to Grandpa in Heaven," the happy mom writes. ... **Melanie**

Olson, Stater Bros., gave birth to **Seth Drake** on Nov. 2. Seth weighed 7 lbs. 4 oz. ... **Monica Moncada**, Ralphs, welcomed **Joshua Israel Avila** on Nov. 18. Joshua weighed 8 lbs. 15 oz. ... **Rachel Martinez**, Stater Bros., has a new daughter. **Dominique Marie** was born on Nov. 20, weighing 7 lbs. 6 oz and measuring 20 inches long.

Congratulations to all of our new moms and dads!

JUST RETIRED

The month of November brought us several new retirees.

Judy Bartell retired after 14 years with Stater Bros. and Vons. ...

Steve Brouillard worked in the industry for 34 years with Vons and Fazio's. ... **Kandace Flieg** worked for Ralphs for 28 years.

Michael Garcia worked for Albertsons, American Stores, Lucky and Smith Food King for a total of 27 years. ... **Eddie Hoopengartner** worked for Albertsons and Lucky for 35 years.

... **Pete Svete** worked for Stater Bros. for 34 years. ... **Belinda "Janie" Weber** worked for Ralphs and Albertsons for 33 years.

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



DESERT EDGE

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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 Div. Insurance:
(909) 877-2331

Bill Lathrop
Editor

Bleiweiss Communications Incorporated
Publisher



Indemnity PPO Medical Plan Participants:

Kick the new year off right ... take a step toward a healthier you!

Here's one resolution you can keep! Spend 15 minutes to take a step toward a healthier (and wealthier) you in 2009.

Last year, nearly half of the UFCW & Employers Indemnity PPO Medical Plan participants filled out a simple 15-minute confidential **Health Risk Questionnaire (HRQ)**, received information about their health and got an extra contribution of up to \$250 to their Health Reimbursement Accounts (HRAs). The good news for anyone who missed out last year is that you have another chance to get those extra contributions in 2009! And, those of you who completed the HRQ in 2008 will receive up to \$250 to your HRA for completing the HRQ once again in 2009.

"What's the catch?" None. During these times of rising medical costs, the Trustees want you to have the opportunity to learn how to take better care of yourself and make wiser health decisions. The HRQ is the first step in that direction.

The HRQ is administered by StayWell, the UFCW Benefit Fund's independent administrator. The HRQ is confidential. StayWell will not give your individual HRQ results to your union, your employer or the Benefit Fund.

Here's how the HRQ works:

- (1) The Fund invites all Indemnity PPO Medical Plan participants and their covered spouses/domestic partners to fill out an HRQ form in February 2009;
- (2) You spend approximately 15 minutes doing the HRQ - online or on paper;
- (3) You receive personalized, confidential feedback about your health - including any current health risks and suggestions on better health and lifestyle choices;
- (4) An extra contribution - up to \$250 - automatically goes into your HRA so it can be applied to your deductibles and other eligible medical costs, including prescription drug copays;
- (5) Any HRA amounts you don't use in 2009 carry over to 2010, as long as you are still enrolled in the New Indemnity Medical Plan.

Watch for more information in your mailbox in early February 2009 from the Fund and StayWell.

Happy New Year!

NEWS FROM OTHER PLACES

Smithfield workers vote for UFCW representation

Workers at the huge Smithfield Packing Co. plant in Tar Heel, N.C., concluded 16 years of organizing efforts when they voted last month for representation by the United Food and Commercial Workers.

Workers at the pork-processing facility voted to let the UFCW negotiate a contract with Smithfield.

"This is a great victory for the Tar Heel workers," the UFCW International Union said in a statement that followed the vote.

"We are thrilled," said one veteran worker at the plant. "This moment has been a long time coming. We stuck together, and now we have a say on the job."

December's union representation vote was the third since the plant opened in 1992 about 80 miles south of Raleigh. The previous two elections were ruled invalid by the National Labor Relations Board because of allegations that the company interfered with the process.

North Carolina has a reputation for being hostile to labor unions. Only about 3 percent of workers

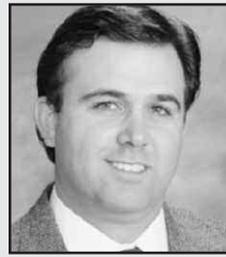
belonged to a union in 2007, compared to 12.1 percent nationally.

Smithfield's workers in Tar Heel, who are mostly Hispanic immigrants, turn up to 32,000 hogs a day into pork loins and hams. Many have complained that the pace leads to repetitive-motion and cutting injuries.

The UFCW has long maintained an office near the Tar Heel plant. Two years ago, the union backed hundreds of workers when they walked off the job to protest the firings of about 50 workers in a federal crackdown on illegal immigrants. The walkout ended two days later when the company agreed to rehire the workers and give them 60 days to prove they were eligible to work in the United States.

The union also organized marches and prayer meetings in support of the Smithfield workers.

Workers at 26 other Smithfield-owned facilities around the country already have UFCW representation. Nearly 24,000 of Smithfield's 35,300 pork employees were covered by a collective bargaining agreement as of April 2008.



By David Simmering

UNION REPRESENTATIVE REPORT

Save your 'sweethearting' for Valentine's Day

In the world of retail sales, something called "sweethearting" can have extremely bitter consequences.

"Sweethearting" is the practice of letting a friend or colleague take something without paying the proper price.

Sometimes a cashier will pass an item through without scanning it. Or, perhaps, she or he will scan one item and then let another go through unscanned. In other examples, a cashier might use a coupon inappropriately or punch in the code for a lower-priced item.

Often, "sweethearting" is done with the expectation that the other person will reciprocate.

Whatever you want to call it, if you are caught doing any of these things, you will be fired for dishonesty. It's an easy case for management to prove and there is little, if anything, your union can do to protect you.

There has been a rash of "sweethearting" incidents in our stores lately. If you are ever tempted to do this — don't!

Mistreating store property

Something else we've been seeing in the stores lately is mistreatment of store property. That's another really bad idea.

One worker tossed a carton of eggs. Another worker punched a hole in a wall. Both were terminated for destroying property. Others were caught playing catch with fruit and dairy items, leading to disciplinary actions by management.

If you are angry, get a punching bag for your home or join a gym. Don't take it out at work.

When the economy is going bad, it's an especially bad idea to lose a good union job just because you have a bad temper or like to engage in horseplay.

Always think before you act. It could save your job.



The winners

At the recent Quarterly Membership Meeting in Bloomington, UFCW T-shirts were won by Christy Quintanilla of Ralphs 717, retiree Carol Biocca, Cynthia Greenwood of Stater Bros. 17, Ruth Arriaga of Ralphs 113 and Mike Rossiter of Ralphs 717. Eddie Garcia of Ralphs 609 won a pair of Long Beach Aquarium tickets, Timothy Duke of Ralphs 700 won a four-pack of movie tickets and Jeff Mulcahy of Local 1167's Insurance Department won a pair of Disneyland tickets.

A UFCW hat was won by David MacKewen of Stater Bros. 125.

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.

IT PAYS TO BE UNION!

	DECEMBER 2008	2008 TOTAL
Back pay and benefits restored to members	\$20,298.79	\$240,880.91
Members reinstated	28	266
Grievances settled	110	1,047
Unemployment benefits restored to members	—	\$472.80

MAP: MEMBER ASSISTANCE PROGRAM**After holidays, many cope with financial hangovers**

Now that the holidays are over, many of us are feeling the effects of holiday spending. The cost of gifts, travel and entertaining can take its toll on even the most budget-conscious.

Financial problems aren't necessarily the result of poor money management. Sometimes, situations beyond our control such as divorce, death of a spouse, health problems or a change in household income can lead to financial hardship. Regardless of the cause, financial worries can affect both your work and family life.

Many of us believe that a higher income ensures financial stability. Unfortunately, poor spending habits carry over regardless of salary. Financial security takes planning and sometimes significant changes in your spending habits. If you're finding it harder to make ends meet, here are some tips that may help:

- **Set financial goals.** Set (and stick to) long, short, and mid-range savings goals and timelines for paying off bills. Put away at least five to 10 percent of your net income each month. You should also save at least three to six month's salary in case of an emergency.

- **Keep a budget.** Be realistic when setting your goals, then try to follow your budget as closely as

possible. Maintain a daily diary so you are aware of exactly what you spend.

- **Economize when possible.**

Cut back on home energy consumption. Bring your lunch to work more often. Take advantage of free or low cost activities in your community.

- **Use credit with caution.**

Don't allow credit payments to exceed 20 percent of your net income and don't borrow from one creditor to pay off another. Don't charge more than you're paying your creditors each month.

- **Seek the help of experts.**

Contact a local consumer credit agency. These experts can help you develop a plan to help hold off creditors, while teaching you practical budgeting skills.

If you feel like your financial situation is more than you can handle, or, if you need help for any personal problem, call the MAP at the numbers below for confidential help. Someone is always there to take your call.

NEW MAP PHONE NUMBERS:

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)

NEWS BRIEFS**Tesco slows expansion of Fresh & Easy stores**

The sluggish economy has forced Tesco to slow down its planned opening of Fresh & Easy stores around the Western United States.

Tesco recently opened its 100th store, in Orange County.

The company previously hoped to have 200 Fresh & Easy stores operating across Southern California, Arizona and Nevada by February 2009. Company executives now say that the goal has been pushed back until at least November 2009.

Market analysts say the delay indicates that Fresh & Easy is struggling with its strategy to bring a smaller grocery store concept to the United States.

Fresh & Easy officials insist that the delay is consistent with the company's strategy to pursue an aggressive initial rollout of stores.

In a report cited by the *Evening Standard* newspaper in London, financial analyst Mike Dennis said: "The Fresh & Easy concept is not right and they need to quickly find out what the issues are and reset the concept."



The report noted that Tesco executive Tim Mason, who moved to the United States with his family to run Fresh & Easy, recently sold Tesco shares worth \$2.57 million.

"Maybe he knows what the impact of a poor U.S. sales performance could do to Tesco shares, but any official explanation is probably not going to give clarity," Dennis told the newspaper.

Tesco said it is spending \$1.25 billion over five years in trying to break into the United States market.

Some analysts believe the company's sales performance is below expectations.

Victim's family sues in Wal-Mart trampling death

A part-time employee was trampled to death by 2,000 stampeding Wal-Mart customers at the beginning of a Black Friday sale on Nov. 28 in Garden City, N.Y.

The family of the victim, Jdimytai Damour, has filed a wrongful death lawsuit against Wal-Mart, saying the company had not taken proper crowd-control precautions for the sale and failed to train its employees properly.

The lawsuit also claims that Wal-Mart used advertisements for the sale that promoted a "frantic and chaotic" atmosphere among the throng of holiday shoppers.

Other defendants in the lawsuit include Nassau County, its police department and the private security company employed by the store.

In memoriam

Clarence Allen, a retired meat cutter formerly employed by Alpha Beta, died Nov. 1, 2008, at the age of 91. He had been a member since January 1964.

Betty Bergman, a retired drug clerk formerly employed by Thrifty, died Nov. 18, 2008, at the age of 88. She had been a member since March 1959.

Olie Emerson, a retired meat cutter formerly employed by Shopping Bag, Vons and Fazio's, died on Oct. 20, 2008, at the age of 80. He had been a continuous member since July 1954.

Robin Garrigan, a clerk's helper employed by Stater Bros., died Nov. 25, 2008, at the age of 44. She had been a member since August 2007.

Margaret Lopez, a retired drug clerk formerly employed by Thrifty Drug Stores who served on Local 1167's Executive Board, died on Oct. 26, 2008, at the age of 89. She had been a member since July 1952.

Donald Rittmiller, a retired food clerk formerly employed by Safeway, died Dec. 4, 2008, at the age of 83. He had been a member since October 1947.

Delores Swope, a retired general merchandise clerk formerly employed by Market Basket and Sages, died on Oct. 26, 2008, at the age of 93. She had been a continuous member since January 1962.

Nicholas Valona, a general merchandise clerk employed by Albertsons, died Nov. 16, 2008, at the age of 20. He had been a member since July 2006.

Our condolences to the families of these deceased members.

Last 7 days in January and July...

Twice a year, members may change their availability status

The last seven days in January and the last seven days in July are the annually designated times when Retail Food and Meat members can change their status from "available" to "self-restricted" and from "self-restricted" to "available."

The next period for changing availability status is Jan. 25-31, 2009. After that, the next period will be July 25-31, 2009.

Consult your Union Representative concerning limitations.

Boycott against Alta Dena Dairy

UFCW members handbill stores as cows walk Sunset Boulevard in Hollywood

Labor leaders joined union members outside Bristol Farms stores across Southern California on Nov. 22 to ask the public not to buy Alta Dena Dairy products.

In the days before Thanksgiving, handbillers in the Imperial Valley, San Diego, Los Angeles and other locations informed Bristol Farms customers about Alta Dena's failure to make affordable health care available to its workers in the City of Industry.

Bristol Farms is one of the leading Alta Dena product carriers in the Southern California retail food market.

Alta Dena Dairy appears on the California Labor Federation's "Do Not Patronize" list.

Handbillers and Alta Dena workers were supported by the Food & Drug Council (FDC), a coalition of unions in the retail



food and drug industries throughout California and Arizona. FDC affiliates include union locals of the UFCW, Teamsters, IUOE and ILWU, representing more than 250,000 union members, including members of UFCW Local 1167.

At a Bristol Farms store in Hollywood, a press conference on Monday, Nov. 24, featured "sad cows" at a Bristol Farms on Sunset Boulevard to publicize the plight of Alta Dena employees.

UFCW 1167 urges all union members not to purchase Alta Dena Dairy products until the company changes its ways.

"No one should have to make the choice between health care for his or her family and putting a meal on the table," UFCW Local 1167 President Bill Lathrop said.

FDC officials said the hand-billing would continue during the days leading up to Christmas.

MEMBER PROFILE

Vons courtesy clerk wins equestrian medals

Shaun MacFatrige may work at Vons 2659 in Riverside Plaza, but he does his best work on the saddle of a horse.

MacFatrige, 24, is a medal winner in the CalNet Competition for Adults with Disabilities (CalNet stands for California Network for Equestrian Therapy). He has won medals and ribbons in the classes of Showmanship, Pole Bending, Obstacle Course and Equitation (horse management).

The Vons Courtesy Clerk got on a horse for the first time three years ago. "My friend wanted to know if I wanted to go get on a horse," he said. "I got on and it felt real good."

He began riding regularly at the Therapy for Handicapable Equestrian (THE) center in Hemet and has competed in CalNet events for two years, winning ribbons and medals every time.

Shaun's father, DeWayne, was a director of continuous improvement at Smurfit-Stone Container Corp. for 38 years. Pennie, Shaun's mother, does billing for the mental health industry. They have another son,



Shaun MacFatrige displays some of his equestrian ribbons at a local competition.

Greg, who is 30 years old.

Shaun wants to be a manager for Vons one day, but his other passions are for equestrian sports and NASCAR.

"I went to a race at the California

Speedway in 2006," Shaun said.

"I'm a big fan of No. 24."

"We're all big fans of Hendrick, Johnson, Gordon and Earnhardt here," DeWayne said, referring to the famous NASCAR drivers.

Shaun wanted to wish all of his union brothers and sisters a Happy New Year.

"It's been great working with you and great to get to know all of you," he said.

UFCW LOCAL 1167 TICKET PRICES

NO REFUNDS OR EXCHANGES ON ACTIVITY TICKETS

AQUARIUM OF THE PACIFIC \$14.95 Adult (\$8.00 savings)
(562) 590-3100 \$9.95 Child ages 3-11 (\$2.00 savings)
VALID THRU 11/30/2009

CASTLE PARK \$15.99 Over 48" (\$9.00 savings)
(951) 785-3000 \$11.99 36" to 47" (\$8.00 savings)
VALID THRU 01/10/09

DAVEY'S LOCKER FISHING EXCURSIONS
(949) 673-1434 1/2 DAY ADULT (W Pride) \$27.00
RESERVATION REQUIRED 1/2 DAY JUNIOR \$20.00
Please call for 3/4 DAY ADULT (Freelance) \$47.00
specific trip schedules 3/4 DAY JUNIOR \$38.00
400 Main St., TWILIGHT ADULT \$27.00
Balboa (Newport Beach) TWILIGHT JUNIOR \$20.00
Junior is age 15 or younger. SHARK \$55.00

PRICES INCLUDE BOAT & BAIT
PRICES DO NOT INCLUDE FUEL SURCHARGE; PAID AT GATE

DISNEYLAND/CALIFORNIA ADVENTURE
(714) 781-4565 \$64.00 Adult (Save \$5.00)
VALID THRU 12/17/2009 \$56.00 Child (Save \$3.00) Ages 3-9
PARKING NOT INCLUDED Under 3 FREE

DISNEYLAND/CALIFORNIA ADVENTURE 3 DAY HOPPER
EXPIRES 45 DAYS FROM FIRST USE
NO PASSES UNTIL JAN. 6, 2009

MAGIC MOUNTAIN \$24.99 Over 48" (\$35.00 savings)
(661) 255-4106 \$15.00 Under 48" (\$14.99 savings)
VALID THRU 12/31/2009

PIRATE'S DINNER ADVENTURE
(866) 439-2469 \$47.00 Adult (\$10.23 savings)
VALID THRU 11/30/09 \$32.50 child 3-11 (\$6.07 savings)

SAN DIEGO W.A.P. \$28.00 Adults (\$7.00 savings)
(760) 747-8702 \$19.50 Child (\$6.50 savings) Ages 3-11
VALID THRU 3/31/09 Ages 2 and under FREE. Parking not included.

SAN DIEGO ZOO \$28.00 Adult (\$7.00 savings)
(619) 234-3153 (Gen. Info.) \$19.50 Child (\$6.50 savings) Ages 3-11
DAILY THRU 3/31/09 Ages 2 and under FREE. Parking not included.

SEA WORLD \$46.50 Adult (\$14.50 savings)
(619) 226-3901 (Gen. Info.) \$41.00 Child (\$10.00 savings) Ages 3-9
Valid thru 5/31/2009 Age 2 and under FREE. Parking not included.
2 DAYS OF FUN! 1ST & 2ND VISIT MUST OCCUR BEFORE 5/31/09 ON ADULT TICKETS

UNIVERSAL STUDIOS \$49.00 Adults (\$15.00 savings)
(818) 622-3801 \$49.00 Child Ages 3-9 (\$5.00 savings)
Valid Thru 02/01/09 UNDER 3 FREE

UNIVERSAL YEAR PASS \$64.00 Adult (\$10.00 savings)
MUST VALIDATE BY 01/31/09 \$64.00 Child (\$10.00 savings)
GOOD FOR 1 YEAR FROM VALIDATION WITH BLACKOUT DATES
ASK FOR CALENDAR

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
Cathedral City, Chino, El Centro, Huntington Beach, Lancaster, North
Hollywood, Long Beach, Orange, Palmdale, Ventura, Victorville, Rancho Mirage

HARKINS THEATERS \$5.50 NO EXPIRATION DATE
22350 Town Circle, Moreno Valley
3070 Chino Hills, Chino

REGAL/EDWARDS THEATERS \$6.00 NO EXPIRATION DATE
Includes Edwards, Regal and United Artists Cinema
Hemet, Indio, Irvine, Mira Loma, Ontario, Palm Springs, Rancho Mirage,
Riverside, Corona, San Jacinto, Temecula, West Covina

KRIKORIAN THEATERS \$6.50 NO EXPIRATION DATE
Redlands, Chino, La Mirada, Downey, Buena Park, Dos Lagos

METROPOLITAN THEATERS
2441 Scaroni Road, Calexico \$4.00 EXPIRE 12/31/08
1201 A University Ave., Riverside \$5.50

MISSION GROVE THEATER \$5.50 NO EXPIRATION DATE
121 E. Allesandro Blvd., Riverside
(951) 789-8483

DISCOUNT CARDS AVAILABLE

Medieval Times, Palm Springs Aerial Tram Alpine Club, Movieland Wax Museum
Ripley's Believe It Or Not Fun Savers, Los Angeles Zoo

GROUP ACTIVITY TICKETS NOT VALID FOR SPECIAL ENGAGEMENTS

SPECIALS AND PRICES SUBJECT TO CHANGE

MASTERCARD/VISA DEBIT AND CREDIT CARDS

NOW ACCEPTED IN LOCAL 1167 OFFICE ONLY.

ADDITIONAL SURCHARGES AND TRANSACTION FEES APPLY.

NO CHECKS OVER \$200 WILL BE ACCEPTED.

More Canadian Wal-Mart workers join UFCW

The UFCW in Canada welcomed 150 new members at a Wal-Mart store in Hull, Quebec, following a decision by the Quebec Labor Board that awarded bargaining rights to the union.

The Hull members are among nine groups of Wal-Mart workers that have joined the Canadian union following Labor Board rulings. In December, the Saskatchewan Labor Relations

Board certified UFCW representation for workers at a Wal-Mart store in the city of Weyburn.

"After nine times, the message coming from Wal-Mart workers in Canada to Wal-Mart executives in Bentonville, Ark. couldn't be louder or clearer: Canadian Wal-Mart workers want to be union members,"

UFCW Canada National President Wayne Hanley said.

In the past, Wal-Mart has closed stores or departments shortly after employees voted to join a union.

"We hope Wal-Mart will finally understand that Canada is a place where labor rights are human rights, and where people take their rights very seriously," Hanley said.

"We also hope Wal-Mart won't squander another chance to prove its

critics wrong, and it will take this opportunity to show the world that it believes in human rights by sitting down with these Hull workers to negotiate a contract in good faith."

The Labor Board's decision affects the Hull main store and comes three and a half years after the union first applied for certification. The store's adjoining Tire & Lube Express was certified as a separate bargaining unit in 2005.

The labor relations process for the main store was drawn out by legal challenges put forward by the company.

Although the union said it plans to begin contract negotiations "as soon as possible," bargaining dates have yet to be scheduled.

The recent certifications in Canada were made possible by pro-

gressive labor laws that allowed workers to sign cards indicating their desire for union representation. The process, called, "card check," skips an election process that has been exploited by employers to harass workers and block certification.

The Employee Free Choice Act, expected to come before Congress in 2009, would institute card-check certification for workers in the United States.

'We hope Wal-Mart will finally understand that Canada is a place where labor rights are human rights.'



Wal-Mart workers in Canada participate in a rally organized by the UFCW.

Apply for the UFCW and Food Employers Benefit Fund Scholarship!

The Scholarship Award Program jointly sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Fund is one of the best offered to union members anywhere. The Scholarship Award Program can help you or your child earn a degree, certification or license and find new opportunities for prosperity and success.

Members are eligible to apply for an award if they have completed a year of services as of October 2008 and are still actively employed in the Southern California Retail Food Industry when the Awards are determined. Dependent children are eligible to apply if the member has at least three years of service and is unmarried, less than 24 years of age, and met other Fund qualifications, including the requirement that the member be employed in the Industry when the awards are determined. **The deadline for Scholarship Award Applications is Feb. 28, 2009.** Applications must be postmarked by this date. All members should receive an application in the mail. If you did not receive one, please call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715.

Deadline: Feb. 28

UFCW SCHOLARSHIP PROGRAM

Your union is about more than your paycheck and benefits.

That's why each year the UFCW awards several SCHOLARSHIPS of up to \$8,000 each to UFCW members or their unmarried dependents.

The application will be available online from January 15 - March 15, 2009.

For more information, and to find out if you're eligible, please visit:

www.ufcw.org/scholarship



If you are unable to apply online, you may request an application by writing to: UFCW International Union, Attn: Scholarship Program, 1775 K Street N.W. Washington, DC 20006
If you need the scholarship rules or application in another language, please contact us (1-800-551-4010) and we will obtain assistance for you.

UFCW Programa de BECAS

Su unión tiene que ver con más con más que su sueldo y beneficios.

La UFCW representa una forma en que nosotros trabajadores nos unimos para mejorar nuestras vidas. Tiene que ver con la creación de oportunidades. Por eso, cada año, la UFCW concede varias becas a miembros de la UFCW o a sus dependientes no-casados de hasta \$8,000 cada uno.

La solicitud será disponible en línea entre el 15 enero - 15 marzo, 2009. Para mayores informes, y para ver si usted cumple con los requisitos, visite:

www.ufcw.org/scholarship



Si usted no puede solicitar por internet, usted puede pedir una solicitud. Escriba a UFCW International Union, Attn: Scholarship Program, 1775 K Street N.W. Washington, DC 20006
Si usted necesita saber las reglas o una solicitud en otra lengua, llame al (1-800-551-4010) para asistencia.

PRESIDENT'S REPORT

Hope and solidarity in a time of crisis

(Continued from front page)

our economy, Congress is expected to vote on other important initiatives to extend health insurance to every American and to give workers new rights and new tools to empower themselves as union members.

Even now, more than two months after the elections on Nov. 4, 2008, it's not clear how many members of Congress will be inclined to vote for this historic agenda of change.

Yes, we'll have a majority on our side, but will it be a big enough majority?

The House looks secure, but in recent years we have seen how a minority of anti-Labor senators used parliamentary tricks to block pro-

worker laws like the Employee Free Choice Act (EFCA) and the Lilly Ledbetter Fair Pay Restoration Act. To stop this from happening again, our allies in the Senate will need at least 60 votes to stop the maneuvering and bring these laws to a fair vote.

As I'm writing this, Saxby Chambliss, a Republican senator for Georgia, has just won reelection against Democrat Jim Martin. Chambliss can be expected to continue voting against Labor's interests.

Meanwhile, in Minnesota, ballots that were cast on Nov. 4 are still being examined to determine whether Republican incumbent Norm Cole-

man or his Democratic challenger, Al Franken, will represent that state.

Here's the bottom line: If Franken wins in Minnesota, there will be 59 reliably pro-Labor votes in the Senate. If Coleman wins, there will be 58.

In either event, it's possible that pro-Labor forces be able to win the support of enough moderate Republicans to pass the 60-vote threshold for important bills like the industrial rescue program, the EFCA and health care reform. But there's no guarantee of success.

That's just one reason why labor unions can't afford to rest, even after we've helped one of our friends get

elected to the White House. We need to keep telling all of our representatives that we want these laws passed, and that we'll vote against, and work against, anyone who fails to support our cause.

Ultimately, in good times and bad times, the best security for working people is found in union membership and is expressed in a union contract. Worker solidarity continues to be the key to protecting our dreams for the future.

Strong, concentrated political action is an essential part of that protection.

I wish you a happy, healthy and hopeful new year!

STEWARD FEATURE

Eddie Garcia works for union solidarity

Eddie Garcia compares belonging to a union to joining a gym.

"It's always available for you," Garcia said. "But if you don't use it and put in the work, you're never going to get the most out of it."

Garcia is a meat cutter at Ralphs 609 in Riverside. He has been a union member for more than 30 years and was one of the first members to volunteer for 1167's stewards program.

"I want to help members at my store as much as I can," Garcia said. "Being a steward was a logical step.

"I do whatever I can to promote union solidarity," he continued, "because I saw how important our solidarity was during the 2003-04 strike/lockout."

Garcia said that simply being available to answer questions about the contract or the union helps promote cohesiveness.

"I'm available to members whenever they need my help or have a question," he said. "I attend union meetings so I can relay information to them about the union. This lets members know that the union is there for them whenever they need it."



Eddie Garcia

"The best way to keep our union strong is to become active. That's what I do and that's what I urge my co-workers to do."

Garcia encourages his co-workers to become active in the union.

"I use the gym analogy as often as I can," Garcia said. "Most

members can relate to that.

"I tell them that we didn't get the wages that allow us to enjoy a middle class lifestyle, health bene-

fits and a pension without hard work.

"All of us have to continue to put in the work to keep us strong so we can maintain and improve upon our benefits in the future."

Garcia and his wife, Desiree, have been married for 18 years. Together they have four children. When he's not at work or attending union activities, you can find him driving his two youngest boys, ages 15 and 13, to basketball games.

"The 15-year-old plays at Fontana High School and the 13-year-old plays in a Fontana city league. We're at games or practices five days a week, sometimes more when they are in tournaments.

"It takes up a lot of my time, but it's great to see them play a game they love."

Garcia said he is proud to work at a union job.

"I have friends who work non-union," he said. "You should see the looks on their faces when I tell them about the pay and benefits we have.

"The best way to keep our union strong is to become active. That's what I do and that's what I urge my co-workers to do."