

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

January 2013



States in dark shade denote "right to work" states. Michigan is in black.

Michigan becomes 24th 'right to work for less' state

In December, Gov. Rick Snyder signed legislation to make Michigan the 24th "right to work" state in the country after the bill was fast-tracked through the Republican-controlled legislature.

Days after the legislation was signed into law, *The Wall Street Journal* reported on the effects of "right to work" rules on the wages of working Americans.

Its findings confirmed what

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PRESIDENT'S REPORT

Come together

The challenges that lie ahead of us in 2013

Last year was an eventful year of successes and setbacks for the Labor Movement.

We reelected a labor-friendly president, fought back against anti-union agendas in Wisconsin and Ohio, and, scored impressive political successes here in California.

Thanks in large part to the efforts of union members, California's voters rejected Proposition 32, the deceptive initiative that would have silenced the voices of working people in the political arena.

Many labor-endorsed candidates were elected at all levels of government, from school boards and city councils to the United States Senate and House of Representatives.

These victories will help ensure that our voices will be heard on matters that affect the lives of working people.

Outside the realm of electoral politics, UFCW Local 1167 was part of a coalition of UFCW unions that negotiated strong contracts with Rite Aid and CVS. The three-year agreements preserve health care and pension benefits and include wage increases and ratification bonuses for all workers.

Most recently, the British retailer Tesco announced it is pulling its non-union Fresh & Easy stores out of the U.S. market. Tesco's nearly 200 stores in California, Nevada and Arizona will either be sold or shuttered.

Please see page 3



By Bill Lathrop

Next Quarterly Membership Meeting: Wednesday, March 27, 2013

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

Report vacations to Benefits Department

Food members are urged to fill out Loss of Eligibility (vacation waiver) forms to maintain health coverage. This does not apply to pharmacists and drug members.

The Collective Bargaining Agreement includes a "skip month" eligibility system. For example, September hours earn coverage for November, October for December, and so on.

In order to maintain health coverage, Food and Meat Division members must work a certain minimum number of hours every month.

Food Clerks, General Merchandise Clerks and Meat Clerks must work a minimum of 92 hours and Meat Cutters must work 76 hours. Plan B Warehouse Clerks, General Clerks, Service Clerks and Meat Clerks must work a minimum of 76 hours. Clerk's Helpers and Utility Clerks need to work 64 hours.

Paid vacation hours count toward the monthly minimum number of hours, but generally they need to be

adjusted manually. This is because most stores report vacation hours when they are paid on the member's anniversary date and not when they are taken. For this reason, members may get a notice that they are short on hours in a month in which they took a paid vacation.

Many Food members have been accustomed to taking vacation time off in the free months.

As there are no longer any free months, many members taking vacations may get short-hour notices.

As in the contract, Vons pays vacations when taken. Therefore, the vacation waiver may not be required, but it will depend on each individual.

Whenever members are short on hours, a Loss of Eligibility notice, with a place to list vacation hours, will be sent to them from the trust fund in Cypress.

However, since these notices often go out right before the time eligibility would lapse, this frequently results in a temporary loss of eligibility while the health trust fund processes the

information and clears eligibility.

Because hours are reported just prior to coverage lapsing, if a Loss of Eligibility form reporting a vacation is on record, you will most likely still receive a Loss of Eligibility notice, but you can just call the Insurance Department and someone generally can have your coverage reinstated within the day. If there is no form on file, then there will be a lag due to mailing and processing times.

We're here to help

If you have taken a paid vacation and think you may be short on hours as a result, call the Insurance Department at (909) 877-1110 and request a Loss of Eligibility (vacation waiver) form.

Complete the form and mail it back to the Benefits Department after you have returned from your vacation. This will maintain your insurance coverage with minimal loss of eligibility. The form is also available on the union's website, under the "Insurance Department" tab. Visit us at www.ufcw1167.org.

MAP Membership Assistance Program

If you have problems with:

- Alcohol
- Drugs
- Children & 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

(All calls are confidential)



DESERT EDGE

Bill Lathrop
Editor

Official monthly publication of
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(800) 698-UFCW

Food and Meat Division Insurance:
(909) 877-1110

**Drug & General Sales Division
Insurance:**
(909) 877-2331

Bleiweiss Communications Incorporated
Publisher



IN MEMORIAM

Mildred Arrants, an affiliated member formerly employed by Vons, died on Dec. 18, 2012 at the age of 84. She had been a continuous member since November 1983.

John French, a retired travel clerk formerly employed by Golden Grain, died on Dec. 9, 2012 at the age of 92. He had been a member since April 1964.

John Gallagher, a retired liquor clerk formerly employed by Market Basket and Vons, died on Dec. 12, 2012 at the age of 88. He had been a member since September 1951.

Delphian McGivney, a retired general merchandise clerk formerly employed by Stater Bros. Markets, died on Dec. 5, 2012 at the age of 78. She had been a continuous member since July 2001.

John Serrano, a retired food clerk formerly employed by Paul's Markets, Sage's, Smith's Food King, Stater Bros. Markets and Vons, died on Dec. 14, 2012 at the age of 81. He had been a continuous member since November 1993.

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: **JANUARY DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE MARCH 1, 2013, 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!

Union yes!



PRESIDENT'S REPORT

Come together

Continued from front page

Had it succeeded, the Fresh & Easy venture, with its huge distribution facility inside the jurisdictional boundaries of UFCW Local 1167, would have posed a devastating

'Unions are, after all, the heart and soul of the middle class. Should unions fail — God forbid — the middle class will fail. And should the middle class fail, so will America.'

threat to the market share of union employers.

Observers of the retail food industry agree that a union-led boycott of Fresh & Easy had a role in its failure to win the loyalty of America's food shoppers.

America's Labor Movement still has its challenges, of course. In 2012, two northern states, Indiana and Michigan, took the unwise course of enacting "right to work" (for less) laws that are intended to weaken unions. It is our task to help the people in those states choose new leaders who will repeal these laws as soon as possible.

It is up to us to prove that unions are here to stay, for the benefit of every American who earns a paycheck.

Unions are, after all, the heart and soul of the middle class. Should unions fail — God forbid — the middle class will fail. And should the middle class fail, so will America.

So, the next time your co-workers say they're going to walk the line to help Walmart employees gain the right to organize, join them.

If you have some free time, drop by UFCW Local 1167's offices and get involved.

Your participation is vitally important in these crucial times for the Labor Movement.

On behalf of the officers and staff of UFCW Local 1167, we wish you and your family a happy, prosperous and involved 2013!

UNION REPRESENTATIVE'S REPORT

Take an active role in your own health

As health care costs keep rising, UFCW Local 1167 encourages you to help control these costs by living a healthier lifestyle.

You'll save money — for yourself and for the fund that pays for your benefits — and you'll feel a lot better!

Funds allocated to Healthcare Reimbursement Accounts (HRAs) help our members pay for out-of-pocket costs, such as deductibles and co-pays.

Until now, our members only had to complete a Health Risk Questionnaire (HRQ) to qualify for their annual deposits of funds in their HRAs. But the current Retail Food Agreement requires additional actions for earning those funds.

These activities require various degrees of active engagement by members and their spouses in maintaining and improving their health. Each activity will be rewarded with an HRA deposit.

They include:

1. Completing the 2013 Health Risk Questionnaire when it becomes available next spring. The HRQ asks basic questions about your lifestyle habits and compiles a Health Risk Assessment Report based on your answers. Don't worry, it's not a test and there are no right or wrong answers. Filling it out is easy and quick. The HRQ is confidential and the information you provide will not be shared with the Trust Fund, your employer or UFCW Local 1167. Only the Fund's independent HRQ administrator will review it.
2. Providing current contact information for yourself and your primary physician.
3. Having an annual physical and a biometric screening with your primary doctor.
4. Getting any of these preventive services: physical exam, flu shot, mammogram, pap smear, PSA test or colonoscopy (depending on age and gender).
5. Participating in up to two of the following lifestyle changes: joining a national or regional weight management program for at least three months; completing a tobacco-cessation program; joining a gym or a physical activity club for at least three months; and participating in a 5K (or longer) run/walk/bike event.

The amount of your employer's total contribution to your HRA will depend on your level of benefits.

It is also important to note that reimbursements from your HRA for prescription drug co-pays are not automatic. You must "opt-in" to set this up. If you haven't submitted a Prescription Drug co-payment HRA Opt-In Form to the Trust Fund and you want your HRA to help pay your prescription drug costs, contact the Trust Fund or UFCW Local 1167's Health Benefits Department.

If you have questions, refer to the glossy booklet you received in the mail or contact the Fund Office at (714) 220-2297, (562) 408-2715 or toll-free at (877) 284-2320 (extension 424 for all three numbers).

You can also find information online at www.scufewfunds.com.



Jerry Espinoza

Need a New Year's resolution?
Shop union!



From left: Union Rep. Alan Kontra, President Bill Lathrop and S-T Rick Bruer.



From left: Union Reps. Maria Perez, Christina Pugsley and Organizer Yesenia Cabral.

'Change' is theme of conference of union leaders

'Change' was a recurring theme of the 2012 Convention of the Food & Drug Council as nationally prominent speakers engaged leaders of unions in the food and drug industries on transformations in politics, health care, pensions and leadership skills.

Representing UFCW Local 1167 at the convention were President Bill Lathrop, Secretary-Treasurer Rick Bruer, Organizing Director Joe Duffe and other members of the union staff.

The gathering marked a turning point in the organization's history when the Executive Board elected Mike Gittings, secretary-treasurer of UFCW Local 711 in Nevada and Utah, as the FDC's new president.

Acknowledged as a rising star of

the Labor Movement in the Western United States, Gittings pledged his commitment to building worker solidarity in a time of challenges for unions across the country.

In her annual report, FDC Director Ellen Anreder summarized the Labor Movement's role in political battles throughout the past year, culminating in the re-election of President Barack Obama on Nov. 6. She also referred to recent labor actions against Walmart and its contracted warehouses, as well as protests against the poor wages earned by workers at fast-food chains.

She called special attention to a nine-day strike against the Raley's and Nob Hill supermarket chains in Northern and Central California that concluded on Sept. 14.

"These workers persevered through 15 months of difficult and contentious negotiations," Anreder said.

Following Anreder's remarks, Bryan Blum, director of Field and Political Campaigns for the California Federation of Labor, provided a statistical analysis of Labor's successes in California's statewide elections on Nov. 6. In those elections, voters supported the unions' positions by large margins.

He noted that Proposition 32, which would have stripped unions of their capacity to fund their political activities, was defeated despite a well-funded and deceptive campaign on its behalf by anti-union forces. California's voters also endorsed two tax increases necessary to fund education and other vital services.

The first day's sessions concluded with a moving and interactive presentation by Chad Hymas, who became a quadriplegic as the result of a farming accident 12 years ago. Hymas spoke of his determination to focus on his remaining abilities and to make the most of them.

Challenging his audience to make the most of their own abilities, he urged convention participants to use their leadership skills with greater urgency to relieve suffering and make a positive difference in the world.

A discussion of health care reform was followed by a presentation on pension reform by John Elliot, a partner with the firm New England Pension Consultants and a respected adviser for pension fund managers

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Stand up, live better!

How Walmart employees are standing up for their rights on the job

For decades, Walmart has used its immense size and wealth to crush efforts by its employees to organize themselves and improve their living standards.

In the past year, however, a series of walkouts, marches and other events have provided evidence that Walmart's vast work force is fighting back with growing intensity and effectiveness.

The labor actions have been coordinated by Organization United for Respect at Walmart (OUR Walmart), an organization created by Walmart employees.

From its modest beginnings with 100 members, OUR Walmart has grown to include more than 4,000 current and former Walmart employees. The organization's goal is to

address the needs of Walmart's million-plus workers, many of whom live below the poverty level.

OUR Walmart's demands include raising Walmart's minimum wage from \$8 an hour to \$15. It also wants Walmart to put more of its workers on full-time schedules so they can qualify for the company's health care plan.

Last summer, workers at Walmart's subcontracted warehouses walked out of their jobs, citing low wages, unsafe working conditions and lack of health care. Then, on Black Friday, the busiest shopping day of the year, employees in 46 states called a one-day strike against the retailer.

Walmart publicly dismissed the Black Friday walkouts as an organizing tactic of the UFCW International Union, but the company is feeling the

effects of widespread resentment by members of its work force.

At Walmart's annual shareholder meeting in Bentonville, Ark., OUR Walmart member Jackie Goebel brought a stadium full of shareholders to their feet to applaud her call for an end to short-staffing at the stores.

In Southern California, OUR Walmart members spoke at large rallies that denounced the company's plans to build stores in Los Angeles' Chinatown and San Diego. Mayoral candidates in New York, Boston and Los Angeles have pledged to stop Walmart from expanding its presence in their cities.

Walmart experienced many other public relations disasters in 2012. The company became mired in a bribery scandal in Mexico early in the year. In November, a fire in a Bangladeshi garment factory that provided clothing for Walmart killed 100 workers.

"The American public is slowly getting to know all of the injustices that Walmart calls business as usual," UFCW Local 1167 President Bill Lathrop said.

"We have many more battles ahead of us as we struggle for justice for Walmart workers. But we are beginning to see progress on many fronts."

Walmart publicly dismissed the Black Friday walkouts as an organizing tactic of the UFCW International Union, but the company is feeling the effects of widespread resentment by members of its work force.

President Lathrop urged members of UFCW Local 1167 to help the members of OUR Walmart win recognition and respect for themselves and their co-workers.

Members who want to volunteer may call Organizing Director Joe Duffe at (909) 877-5000.



Tips for avoiding post-holiday stress

effects of that traditional holiday spending. The cost of gifts, travel and entertaining can take its toll on even the most budget-conscious.

Regardless of the cause, financial worries can affect both your work and family life. One of the easiest ways to avoid financial hardship is to recognize the warning signs early.

Often, we don't see the signs of a financial crisis until it's too late. But these problems usually don't occur overnight. There are warning signs that indicate things may be getting out of control.

Do you...

- Pay only monthly minimums or miss payments on charge accounts?
- Borrow from friends and relatives to cover basic expenses?
- Consolidate debts by borrowing from a high interest lender?
- Depend on overtime from moonlighting to cover monthly bills?
- Find it impossible to save monthly, or immediately withdraw money from your savings to cover bills?
- Panic when faced with an unexpected major expense, such as car repairs?

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 fiscal hardship.

And, of course, there are the holidays. Everyone tends to overspend during that time of the year.

Now that the holiday season is over, many of us are feeling the

If you've answered yes to any of these questions, you may be heading for financial trouble.

Luckily, there are some easy ways to get back on the right track.

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:

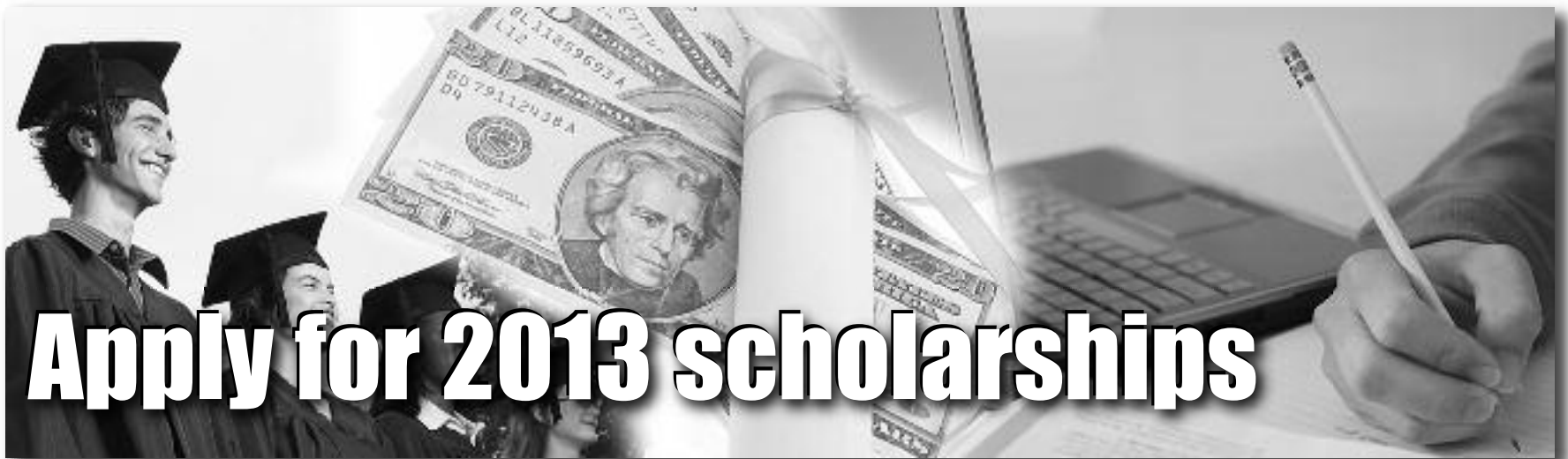
- Set financial goals. Set (and stick to) long, short and mid-range savings goals and timelines for paying off bills. Put away at least 5 to 10 percent of your net income each month. You should also save at least three to six months' salary in case of an emergency.
- Keep a budget. Be realistic when setting your goals, then try to follow your budget as closely as possible. Maintain a daily diary so you are aware of exactly how much money you spend.
- Economize when possible. Cut

back on home energy consumption. Bring your lunch to work often.

Take advantage of free or low-cost activities in your community.

- Maintain a good credit rating. If you can't pay your bills on time, contact the creditor and explain the situation. Creditors will often work with you to come up with an alternate payment arrangement.
- Keep your family apprised. Having financial troubles doesn't make you a bad person. Being honest about your financial situation with your spouse and children will help ease some of the emotional pressure. Talking to your children about financial problems that could impact them may help alleviate their fears and encourage them to be supportive of any changes that may occur.

If you feel like your financial situation is more than you can handle, or if you need help for any personal problem, call the Member Assistance Program (MAP) for confidential help. Someone is always there to take your call. The telephone numbers are listed on page 2.



Apply for 2013 scholarships



Apply for the UFCW and Food Employers Benefit Fund Scholarship!

least three years of service and has met other Fund qualifications, including employment in the industry when the awards are determined. **The deadline for Scholarship Award applications is Feb. 28, 2013.**

Applications must be postmarked by this date. All members should have received 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 or visit www.scufcwfund.com for details.

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 service as of October 2012 and are still actively employed in the Southern California Retail Food Industry when the awards are determined. Dependent children are eligible to apply if they are unmarried and younger than 24 years of age, and if the member has had at

UFCW International scholarship: The union is about more than a paycheck and benefits. The UFCW is about workers coming together to build better lives. It's about creating opportunity.

That's why each year the UFCW awards several scholarships to UFCW members or their dependents. The UFCW will begin accepting applications in January and will continue accepting applications through the first quarter of 2013.

Visit www.ufcw.org/scholarship or contact scholarship@ufcw.org with questions.



Union workers protest "right to work" legislation in Michigan.

Michigan becomes 24th 'right to work for less' state

(Continued from front page)

leaders in the Labor Movement have said for years: "right to work" laws promote lower-paying jobs that weaken the middle class.

Union members earn, on average, 30 percent more than their non-union counterparts, but the benefits of working union go beyond wages. These benefits also include health care plans and pensions that are more robust for union members than they are for workers without representation.

According to *The Wall Street Journal*, approximately 94 percent of private-sector union members have access to health care benefits and union workers earn \$878 a week on average. In contrast, non-union work-

ers earn, on average, \$716 a week and 67 percent have access to affordable health care.

Employers cover 83 percent of the total cost of health insurance for union members and their families, while those non-union members with health benefits have to pay 34 percent of the cost, the newspaper reported.

Ultimately, taxpayers in "right to work" states must shoulder higher costs for welfare and Medicare as workers' living standards decline. According to United States census records, poverty rates in "right to work" states are approximately 15 percent higher than they are in other states.

LAST 7 DAYS OF JANUARY

Be aware of your availability status

If you have been in the industry for more than a few years, you probably don't remember whether your status with your employer is "available" or "self-restricted."

According to the Master Food Agreement's Article 4A, an employee may change his or her availability twice a year, during the last seven days of January (25-31) and July (25-31).

Many members mistakenly think if they list themselves as "restricted" then their employer must accommodate any restrictions they have. This is not true.

Being on the "self-restricted" list only means that you are unavailable to work 40 hours over five days in any given week.

A member can be on the "available" list and still request days off.

We always encourage our members to place themselves on the "available" list. The two lists are kept separate. In the event a company does layoffs, the first list it will start with is the "self-restricted" list.

If you have questions, contact your Union Representative or the representative on duty at (909) 877-5000.

Officers sworn in for new term



On Dec. 19, 2012, officers and members of UFCW Local 1167's Executive Board were sworn in by the San Bernardino and Riverside Counties Central Labor Council Secretary-Treasurer Laurie Stalnaker.



Chad Hymas

'Change'

(Continued from page 4)

and trustees across the country.

Elliot described the benefits and shortcomings of the Pension Protection Act, enacted in 2006 to promote stability in defined-benefit pension plans. These plans, he said, are far superior to defined-contribution plans like IRAs, which expose retirees to uncertainties and fluctuations in financial markets.

While the law's designers had good intentions, they failed to take into account the inherent volatility of financial markets, Elliot said. As a result, the law compels pension fund managers to make short-term adjustments in response to changes in those markets, even when such changes might be detrimental to the long-term health of their plans.

The 2012 Convention of the Food & Drug Council concluded with actor/writer Ian Ruskin's presentation of *To Begin the World Over Again: The Life of Thomas Paine*. The one-man play portrays the struggles of America's one

truly radical Founder as he endured the slanders of those who opposed his vision of a free and egalitarian society.

Ruskin appeared at UFCW Local 1167's 2012 Stewards Conference with his presentation of *From Wharf Rats to Lords of the Dock: The Life and Times of Harry Bridges*.

As the convention participants prepared to depart, Director Anreder delivered these words of encouragement:

"We are changing the world, making it more fair, more just and more free, and for that reason alone we can say our lives *do* matter, and every second we spend devoted to this task makes us richer..."

"Let's never forget we are privileged to be in a situation where we can serve others and help them achieve their potential as citizens and as human beings. Our lives as union leaders and activists will be measured by our ability to serve not only our members and their families, but also the entirety of humanity."



Ian Ruskin as Thomas Paine

UFCW Local 1167's Scholarship Awards Competition now available for applicants!

UFCW Local 1167 is proud to announce the launch of its scholarship program for certain members only, for the academic school year 2013-2014.

Scholarships will be awarded to winners chosen from among qualified contract applicants.

Food contract members, Stater Bros. Meat Distribution Center members and Vons Meat Service Center members are not eligible for this program because they may participate in the million-dollar Scholarship Award and Tuition Assistance Programs offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

Food members who were hired prior to March 1, 2004 (or had 12 months of employment if hired after March 1, 2004, as of October 2008), are qualified to apply for the Trust Fund's Scholarship Award and Tuition Assistance Program and **are not eligible for the scholarship program listed here.**

Rules and Eligibility Requirements

- Applicants must establish basic eligibility by applying for a scholarship award and completing the **"Request to participate in UFCW Local 1167 College (university or junior college) Scholarship Awards Competition"** application published in this newspaper at the right of this announcement or online (see below). **The application must be returned to UFCW Local 1167 no later than Friday, May 10, 2013.**
- Those eligible to compete are current active members of the local not eligible to compete in the above described Benefit Fund Scholarship Program, their spouses and their dependent children. Dependent grandchildren of dues-paying retirees are eligible. Sisters, brothers and non-dependent grandchildren are not eligible.
- Applicants must be at least seniors in high school.
- Applicants are not eligible if they previously received UFCW Local 1167 Scholarship Award monies.

5. To be eligible, the member must be in continuous good standing for at least one year through June 30, 2013. The member whose eligibility is used cannot be suspended, take a withdrawal or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.

6. Winners are selected by the Scholarship Committee based on:

- Academic record
- Leadership record
- Community service and volunteer activities
- Character and personality
- Personal achievement

7. Awards will be made to undergraduate or graduate applicants at the sole discretion of the local's Scholarship Committee.

8. Finalists selected by the Scholarship Committee must provide proof of academic record and submit completed forms (blank forms to be provided by the union) listing leadership activities, community service and volunteer activities and personal achievements, substantiated by two teachers and two personal recommendations.

9. Finalists may be required to appear for a personal interview.

10. Awards are contingent upon the student being accepted by, registered at and attending an accredited academic institution of higher learning. **Trade schools are not included.**

11. Winners must be full-time students taking at least 12 undergraduate or nine graduate units or part-time working students taking six undergraduate or four graduate units.

12. Decisions of the Scholarship Committee are final.

REFER ANY QUESTIONS TO SHAELYN AT (800) 698-8329 (909) 877-5000

Request to Participate in UFCW Local 1167's Limited Scholarship Awards Competition

I understand that in order to be eligible for a scholarship award:

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through June 30, 2013. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2013.
- I must be at least a senior in high school.
- I am not eligible to apply if I previously received scholarship award money from UFCW Local 1167.
- If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
- If the member is involuntarily laid off or transferred out of UFCW Local 1167, I will become ineligible and will notify the local union.
- Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will appear for an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

My cumulative Grade Point Average in High School is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in College is/was _____.
(Finalists to confirm with transcripts)

My cumulative Grade Point Average in Graduate School is _____.
(Finalists to confirm with transcripts)

(Signature of Applicant in acceptance of the above)

(Please Print)

Applicant name _____ Phone _____

Full address _____

I am a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Applicant's Social Security number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

I am related to a member of UFCW Local 1167 (circle one) **yes** **no**

Eligibility (office use only) _____

Relationship to member _____

Member's name _____

Member's Social Security number _____

Member employed by _____

Full store address _____

Union Representative _____

Highest academic level completed by June 2013
(Must be at least a senior in High School to apply)

Year graduated from High School or month and year will graduate

I applied for a UFCW Local 1167 Scholarship in (year applied).
(Not eligible if monies received in past.)

**Complete and mail promptly to
UFCW Union Local 1167
P.O. Box 1167, Bloomington, CA 92316
Attention: Shaelyn**

Return by Friday, May 10, 2013

The 2013 UFCW International Scholarship is available online!

Go to www.ufcw.org/scholarship for details and apply!

STEWARD FEATURE

From Walmart to shop steward

Tony Valenzuela knows the value of being part of the union

Tony Valenzuela began his career in the retail business decades ago selling furniture. But it only took one year of working at Walmart to convince him that union grocers are the only way to go.

"Walmart's management treated me like a dog," he said. "I worked hard and, just when I became eligible for a pay raise, they let me go."

"I've been a union steward for five years now and I've been at Lucky 6227 in El Centro for 18."

As a steward, Valenzuela talks with the other employees about the union and keeps up the bulletin board, but he says there's a lot more to his duties than that.

Members' rights

"A lot of people at my store, the full-timers, have been there long enough to know their rights and know what to do," he said. "My job is to tell the new hires what it's like to be in a union and how to learn the rules and policies of the company so they

won't get in trouble."

Valenzuela teaches the new hires about punctuality, security, dealing with management and remembering their Weingarten rights in case they face discipline.

"I tell them that if they do their job and follow the rules, they won't have any problems," he said.

As a receiver, Valenzuela is in charge of operating and maintaining heavy equipment in the store. He also trains new hires how to use the compactor, bailer and forklifts safely.

"The general guideline is, if you don't know how to use it, or have forgotten how to use it, don't touch it," he said. "Even if you're out of practice, somebody could get hurt."

His biggest peeve is an easily preventable oversight.

"Some people bring magazines into the break room without a receipt," he said. "That's company property. I'll tell them, 'All it takes is for one manager to come in and ask if you've paid for that,



Tony Valenzuela

and you're in trouble.'

"Recently, I've been reminding people not to use their cell phones on the job," he said.

Community involvement

Valenzuela doesn't slow down when he leaves the store.

"I've always been involved in the community," he said. "I've been on the school board and have coached youth baseball for 10 years."

He began coaching for his son's T-ball league and has volunteered to coach players from 5 to 16 years old.

His son, Christian, is now 17 and a senior in high school. "He shifted over to basketball and now plays on the varsity team," Valenzuela said.

Valenzuela and his wife, Myrna, also have a daughter, Bianca, who attends college in San Diego.

While Valenzuela enjoys watching all kinds of sports in his time off, he especially enjoys playing pool.

"I've got a game room and a table in my house, he said. "But I don't hustle anyone's money."

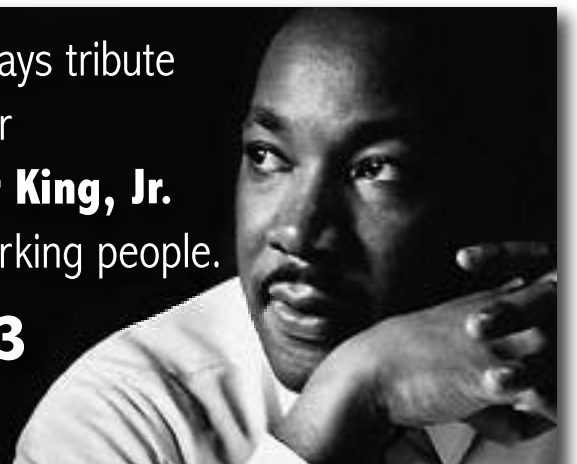
"I don't gamble at all," he continued. "I've worked hard for my money and don't want to go to a table and give it all away in a matter of minutes."

It PAYS to be UNION!

	<u>DECEMBER 2012</u>	<u>2012 TOTAL</u>
Back pay and benefits restored to members	\$2,004.72	\$45,022.11
Members reinstated	18	297
Grievances settled	65	772

UFCW Local 1167 pays tribute to Civil Rights leader
Dr. Martin Luther King, Jr.
for all he did for working people.

Jan. 21, 2013



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