

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

June 2012



Golf tournament raises money for leukemia research and scholarships

See pages 4 and 5

Walmart in trouble again

On April 21, the *New York Times* broke an investigative story that sent Walmart's public image crashing and its legal department scrambling. The article revealed that the retail giant spent more than \$24 million in bribes to Mexican officials and that top executives attempted to cover up the illegal transactions.

See page 3

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

Vote in local elections and make a difference

On June 5, Californians will participate in a different kind of primary election.

Yes, they will vote, as they did before, for the presidential candidates they would like to represent their parties in November. Not that this will make much of a difference for supporters of President Barack Obama and former Massachusetts Gov. Mitt Romney, who have already sewn up their nominations at the Democratic and Republican national conventions this summer.

The real excitement will be lower down the ballot, where members of UFCW Local 1167 will join their fellow Californians in an experiment in democracy.



By Bill Lathrop

Under the Top Two Candidates Open Primary Act, which took effect Jan. 1, 2011, all candidates for congressional and state offices will compete on the same ballot. Voters will be able to select any candidate from the list, regardless of party affiliation. The top two vote-getters in each race will face off in the general election on Nov. 5.

Candidates for local offices will be decided in their traditional manner, either in partisan or nonpartisan races.

Vote for pro-worker candidates

No matter how the candidates are chosen, one extremely important obligation remains for members of UFCW Local 1167 and their family members: Always vote for the candidate who best supports the rights and aspirations of working people!

Even the most local of political contests can make a huge difference for the people who live in those jurisdictions. The winners will have a direct impact on things that matter, like public transit, education, street repairs and clean drinking water.

For example, a city council member or county supervisor could decide whether Walmart is allowed to build a Supercenter that would destroy good union jobs in the community.

The man or woman who represents your district in the California Assembly might make the difference whether your community's schools will get enough funding or whether a new law regulating "big box" retailers becomes law.

It doesn't matter if a candidate is a Democrat, a Republican, a

Please see page 6

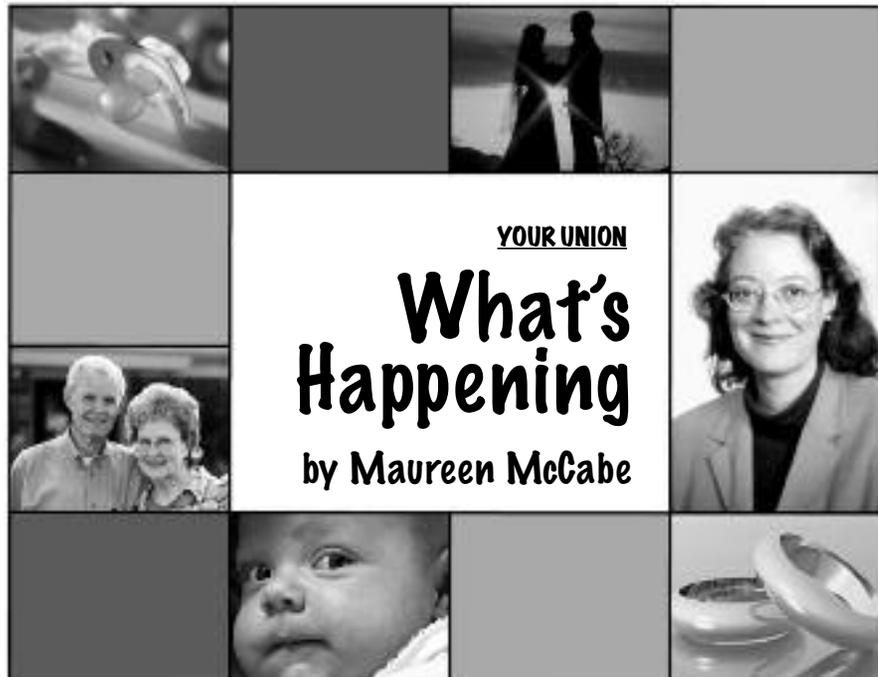
JUST RETIRED

The past couple of months have brought us several new retirees.

In March, **Gary Hook** retired after 35 years with Stater Bros. In April, **Illuminada Armada**, **Barry Cole**, **Robert Miller**, **Socorro Solorio** and **Ronald Witte** joined the ranks of the retirees. Illuminada Armada worked for Rite Aid for 20 years. Barry Cole worked for Vons for 34 years. Robert Miller worked in the industry for 40 years with Safeway and Vons. Socorro Solorio worked for Ralphs for 23 years. Ronald Witte worked for Vons for 36 years. Congratulations to all of our new retirees!

JUST MARRIED

Vien X. Bui, Rite Aid, married Jane Ngo on Jan. 7. The wedding was held in Anaheim... **Kathleen Colinda Collier**, Stater Bros., said "I do" to Jose Aguilar on Feb. 10 in a ceremony in San Bernardino. ... **Dennis Yip**, Rite Aid, took Su Ha Pam to be his bride on Feb. 27. The wedding was in Riverside. ... **Michael Cain**, Stater Bros., married Amanda Bircheff on Feb. 29. The ceremony was in Hemet and the happy couple honeymooned in Peru and Argentina. ... **Ruben Cardenas**, Ralphs, married Diana Ochoa on Feb. 29 in San Bernardino. The newlyweds honeymooned in Las Vegas and Disneyland. ... **Jessica Iriate**, Stater Bros., exchanged vows with Diego A. Lira-Medel on March 16. Congratulations to all of our new-



lyweds!

JUST BORN

Tony Gonzales, Stater Bros., is a proud new dad with the arrival of Ezra James on Nov. 15, 2011. Ezra weighed 8 lbs. 12 oz. and we're told he is the first baby in the Gonzales family. ... **Nichelle Ashford**, Stater Bros., is pleased to announce the birth of Jayden James Mesa on Jan. 22. Jayden weighed 6 lbs. 15 oz. ... **Gabriel Flores**, Stater Bros., has a new son. Luke Allen was born on Feb. 9 and weighed 6 lbs. 14 oz. ... **Florence Guevara**, Stater Bros., welcomed Chloe Sophia on Feb. 15. Chloe weighed 8 lbs. 12 oz. ... **Maria Rojas**, Rite Aid, has a new son. Christian Joel

was born on Feb. 15, measured 19½ inches long and weighed 7 lbs. 12 oz.

... **Bianca Muela**, Rite Aid, gave birth to Dean Alfredo on Feb. 15. Dean weighed 7 lbs. 13 oz. and his happy mother writes, "Mommy and Daddy love you very much." ... **Kristie Pantoja**, Stater Bros., is pleased to announce the birth of Naomi Anael on Feb. 19. Naomi weighed 5 lbs. 10 oz. ... **Ector Pena**, Stater Bros., and his wife Michelle have a new son. Jeremiah Isaac was born on March 3 and weighed 8 lbs. ½ oz. ... **Fabiola Raya**, Rite Aid, proudly announces the arrival of Andrew Delgado on March 6. Andrew weighed 10 lbs. ... **Christopher Brian Vega, Sr.**, Stater

Bros., has a new daughter. Audrey Ann was born on March 7 and weighed 6 lbs. 7 oz. ... **Veronica Verb**, Stater Bros., welcomed Ethan Boyd on March 8. Ethan weighed 7 lbs. 9 oz. ... **Wenceslao Jara**, Ralphs, is a proud new dad to Sophie Patricia Jara Razo. Sophie was born on March 30 and weighed 6 lbs. 15 oz. Her happy dad writes, "My wife Mara and I are very happy. We waited for her for a very long time." ... **Yvonne Garcia** and **Jessie Martinez**, both of Stater Bros., proudly announce the birth of Aubri Faith on April 1. Aubri weighed 8 lbs. 1 oz. and her happy parents write, "We love you, Gorda." ... **Russell and Danielle Leonard**, Stater Bros., have a new daughter. Marian Charlotte was born on April 3 and weighed 7 lbs. 7 oz. ... **Morgan Llewellyn**, Stater Bros., is pleased to announce the birth of Gwendelyn Evelyn on April 12. Gwendelyn weighed 7 lbs. 2 oz. ... **Michelle Ibarra**, Rite Aid, welcomed Atzi Kimbra Guerra on April 15. Atzi weighed 6 lbs. 3 oz. ... **Stephanie DeAro**, Stater Bros., gave birth to Lawrence Garavito, Jr. on April 21. Lawrence weighed 6 lbs. 8 oz. "A perfect and healthy star is born!" his proud mom writes. ... **Ronald Eberwein**, Stater Bros., has a new son. Andrew Ryan was born on May 1 and weighed 8 lbs. 5 oz. We're told he's a "beautiful, healthy baby boy!" Congratulations to all of our new moms and dads!

Next Quarterly Membership Meeting: Wednesday, June 27

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

IN MEMORIAM

Jose Alvarado, a retired meat cutter formerly employed by Stater Bros., died on May 5 at the age of 54. He had been a member since November 1978.

Robert Birdsall, a retired meat cutter formerly employed by Food Box, Market Basket and Star Market died April 29 at the age of 91. He had been a continuous member since September 1954.

Vibart Charles, an affiliated member formerly employed by Albertsons, died on May 9 at the age of 63. He had been a member since February 2007.

Lorene Fod, a retired meat wrapper formerly employed by Food Fair Market, died on April 27 at the age of 84. She had been a member since April 1965.

Charles Morrison, a retired food clerk formerly employed by Albertsons and Lucky, died on April 7 at the age of 61. He had been a member since June 1968.

Paul Russ, a retired meat cutter formerly employed by Lucky, Market Basket and Sage's, died on May 4 at the age of 74. He had been a continuous member since November 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: JUNE DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE AUG. 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!



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





Walmart's Mexico bribery scandal puts U.S. expansion plan at risk

Continued from front page

In 2005, the *Times* reported, a Walmart lawyer received an email from a former executive providing details of bribes paid by Walmart de Mexico, Walmart's Mexican subsidiary.

An investigative team sent by Walmart uncovered a vast network of bribery and a paper trail leading to hundreds of suspects and bribes totaling tens of millions of dollars.

The team's leader, a former FBI agent, recommended further investigation of probable violations of laws in Mexico and the United States. Walmart's leaders decided instead to close the investigation and keep its results secret.

No authorities were notified of illegal activities in either country and none of the top executives of Walmart de Mexico were disciplined.

Linked to bribery network

In fact, Walmart de Mexico CEO Eduardo Castro-Wright was promoted to vice chair of Walmart in 2008 — three years after the investigation linked him with the bribery network.

When the *Times* story broke, so did a wave of opposition to Walmart's operations in North America.

Mexico's government began its own investigation, putting top Walmart CEOs, especially Castro-Wright, at risk for indictment.

Many of Walmart's investors responded by dumping the company's stock from their portfolios.

The fallout continued when UFCW International President Joe Hansen publicly called for Walmart CEO Mike Duke and board chair

When the *Times* story broke, so did a wave of opposition to Walmart's operations in North America.

Robert Walton to resign.

Leaders of New York City's pension funds also promised to use their 4.7 million shares in Walmart to force Duke and former Walmart CEO H. Lee Scott off the board at the company's annual shareholder meeting in May. Their announcement also cited the bribery scandal and allegations in 2005 that Walmart used undocumented workers in its stores and child labor in its supply chain.

In recent years, Walmart had launched a widespread marketing campaign to stem urban "site fights" by portraying itself as a responsible and productive corporate citizen.

The Mexico scandal has "shifted Walmart's strategy in big cities overnight," Columbia University Political Science Prof. Dorian T. Warren said in a subsequent *Times* article.

Warren, who recently wrote a book on Walmart's urban expansion efforts, said the company will have to be careful and transparent in the way it wins over local politicians from now on.

SECRETARY-TREASURER'S REPORT

Don't be accused of sexual harassment

Watch your words and actions

We continually hear about problems with sexual harassment in the workplace. This subject is more sensitive now than ever. To avoid discipline, you must be careful what you say and do.

It doesn't matter what you meant when you said something that might be offensive. It matters how the offended person interpreted it.

It can be difficult to know when the line has been crossed, especially among members who have known each other for a while.

Think to yourself, "Would I say this if it was something I would want said to my wife or my daughter?" and "Would I do this if a security camera was watching me?"

If you ask yourselves these simple questions, you'll improve your chances of maintaining your job.

No jokes about it

Sometimes consoling a fellow co-worker with a hug can be misconstrued as sexual harassment. A joke that one person finds funny may be offensive to another. Even discussions between members of the same sex can lead to sexual harassment lawsuits.

Therefore, it is best to avoid comments about a person's race, sex and religion at work.

According to the Equal Employment Opportunities Commission, sexual harassment includes any unwelcome sexual advances, and other unwelcome verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting such individual;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment, whether or not the harasser intended to create such a situation.

The third point is especially important. This goes beyond sexual harassment and can be applied to all kinds of harassment, including racial, religious, ethnic — you name it.

Your purpose at work is to do your job. Since co-workers come from a wide array of religious and cultural backgrounds, it is safer to comply with a rigid ban on "sex talk" or romance at work.

Most of us are at work more than we're at home and we get comfortable in our surroundings. We must never let our guard down and forget where we are. That's where we get into trouble. Always know where you are and behave accordingly.

Many members think that they will not be able to compliment someone without being accused of sexual harassment or discrimination. Compliments in and of themselves are not generally considered harassment, but use common sense. Be careful what you say and show consideration for those around you.



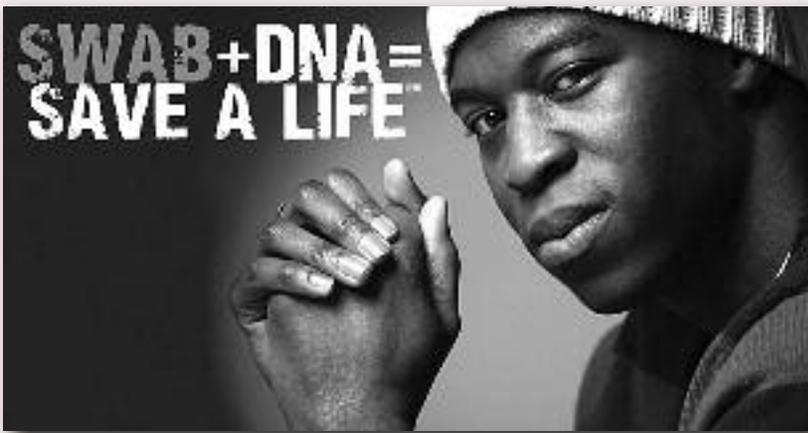
By Rick Bruer



Annual charity golf tournament raises money for Leukemia Research/Scholarships

Participants in the 10th annual UFCW Locals 1167 and 1428 Charity Golf Tournament on April 30 raised money for the Leukemia & Lymphoma Society. The event at the Sierra Lakes Golf Club in Fontana also benefited each union local's scholarship fund.





You could 'Be The Match'; bone marrow donors needed

Every year, thousands of patients with leukemia, lymphoma, sickle cell and other life-threatening diseases need a bone marrow transplant from an unrelated donor, but only half receive one.

Be The Match, operated by the National Bone Marrow

Donor Program (NBMDP), raises funds to help patients who need a bone marrow or umbilical cord blood transplant to find a donor and receive treatment.

For 25 years, the NBMDP has saved countless lives, but it strives to save even more. Visit www.marow.org to see how you can become a donor.

The Leukemia & Lymphoma Society and UFCW celebrate nearly 30 years of saving lives

An estimated 136,430 people in the United States will be diagnosed with leukemia, lymphoma or myeloma in 2012. These diseases will account for one-tenth of more than a million new cancer cases in the United States.

Responding to this challenge, the UFCW has had a major role in the Leukemia & Lymphoma Society's efforts since 1983.

In 2010 alone, the union raised \$1.7 million in the United States and more than \$2 million in Canada.

The Leukemia & Lymphoma Society is the world's largest voluntary health agency dedicated to blood cancers. Its mission is to cure leukemia, lymphoma, Hodgkin's disease and myeloma,

and to improve the quality of life of patients and their families.

The society funds lifesaving research around the world. Its commitment to cutting-edge science has contributed to an unprecedented rise in survival rates for some blood cancers.

For example, the five-year survival rate for people with leukemia nearly quadrupled in the past 48 years.

Hodgkin's lymphoma is now considered one of the most curable forms of cancer, thanks to radiation, chemotherapy or a combination of the two.

And childhood leukemia, once thought a death sentence, is often considered a curable form of cancer.

PRESIDENT'S REPORT**Make a difference, vote**

Continued from front page

Libertarian or a Green or whatever. It's their views on working people that matter.

On page 8 you will see a list of candidates who are endorsed by our union and our allies in the Labor Movement. It is the same list we presented in the May issue of the *Desert Edge*.

Please study this list. Cut it out and take it with you to the polls, if you must.

Don't let others make these choices while you sit on the sidelines. It is crucial that pro-worker candidates are elected at every level of government, from school boards to city councils, from county boards to the California Legislature, and from Congress to the presidency of the United States.

We can tinker with the machinery of elections, but in the end it is the individual voter in ballot booth who makes all the difference in the world.

LAST 7 DAYS OF JULY**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 and July.

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 unavail-

able 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.

July is right around the corner. Check with your employer and, if necessary, change your status!

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

Rising health care costs get harder to dodge: What the future holds for workers' health benefits

UFCW members in Southern California succeeded in preserving their affordable health care after pushing to the edge of a labor dispute, but human resource specialists at the Towers Watson consulting firm say that even union members won't be able to escape rising health care costs for long.

Their studies predict that 66 percent of companies will raise their single-coverage health care premiums in the next 12 months and 73 percent will increase employee contributions for family coverage.

The National Business Group released similar findings, predicting that 53 percent of employers will raise their employee premiums and 39 percent will boost in-network deductibles.

Both firms found that the annual

cost increases of employee health care are slowing by several percent. Unfortunately, this will be small comfort to the employees, whose average income has stopped growing and may even be declining.

The crystal balls at these two firms point to higher costs for dependents.

Towers Watson observed that companies are adding surcharges for dependents as an incentive for them to get their own insurance.

Also, more companies are adopting high-deductible plans with health savings accounts and wellness programs. Watson and the National Business Group predict that nearly three-quarters of all employers that offer health coverage will switch to such plans by mid-2012. The move will save businesses tens of millions of dollars in health care costs.

Labor joins Occupy Movement for May airport protests

From May Day to May 10, union members around the planet expressed their dissatisfaction with the state of the air transport industry by participating in mass protests at some of the world's busiest airports.

On May 1, airport workers in Los Angeles joined airline employees and the Occupy Wall Street movement to operate picket lines around LAX from 3 a.m. to midnight. Century Boulevard, the primary entrance to LAX, was closed for several hours when protesters sat down in the middle of the street and disobeyed police instructions to disperse.

LAX terminal occupied

Hundreds of members of United Service Workers West, Occupy L.A. and the SEIU shouted slogans as they weaved through LAX terminals. During a 6:30 a.m. press conference, Los Angeles County Federation of Labor Secretary-Treasurer Maria Elena Durazo condemned the use of "outside" contracted workers and unsafe working conditions. Some LAX employees are paid less than the California minimum wage and are denied employer-provided health benefits, she said.

"To make even bigger profits, airlines have increasingly out-

sourced key services — including cabin cleaning, baggage handling, wheelchair assistance and ramp and cargo work," an Occupy LAX press release noted.

"This race to the bottom has undermined LAX's Living Wage Ordinance as many airport workers struggle to support their family on low wages, lack affordable health care, face high rates of accidents and injuries on the job and are treated as a disposable workforce."

Around the world

Other labor actions were held at airports around the world.

In Medan, North Sumatra, thousands of workers temporarily closed Polonia International Airport to call attention to the demands of the airport workers. The strike followed another Polonia shutdown that protested government approval of fuel price hikes.

Other airport labor actions were planned during May in Madrid, Milan and Lisbon.

The United Kingdom's largest rail and transport union threatened to strike all city transport facilities in the London area, including Heathrow International Airport. UNITE, the largest trade union in England, also threatened a general strike as London prepared to host the 2012 Summer Olympic Games.

It PAYS to be UNION!

	<u>MAY 2012</u>	<u>2012 TOTAL</u>
Back pay and benefits restored to members	\$4,035.69	\$18,973.55
Members reinstated	24	122
Grievances settled	41	282



The Workers' Memorial was erected at the Wimpisinger Center in Placid Harbor, Md. in August 2001. The bricks surrounding the Memorial bear the names of fallen members along with bricks donated from lodges and proud members of the International Association of Machinists and Aerospace Workers.

A moment of silence for fallen workers

Memorial Day means many things to different people. For many schoolchildren, it marks the beginning of summer vacation. For most workers, it is a welcome day off to travel or spend with family. And for everyone, it is a time for solemn reflection in memory of men and women who gave their lives in defense of the United States.

But many people don't know there are two memorial days in America. There is the national holiday that is observed on May 28 this year and another day that is set aside for working people.

April 28 was first recognized as International Workers' Memorial Day by the Canadian Union of Public Employees (CUPE) as a time to remember those of all nations who gave their lives in the pursuit of better industrial working conditions, as well as those who died in preventable workplace incidents.

On that day in 1914, Canada's parliament passed the country's Workers' Compensation Act.

The official slogan of Workers' Memorial Day comes from Mary Harris "Mother" Jones: "Pray for the

'Pray for the dead and fight like hell for the living.'

— Mary Harris
'Mother' Jones

dead and fight like hell for the living."

In this spirit, the day has become time for demonstrations by labor organizations worldwide.

Workers' Memorial Day is recognized by the International Labor Organization and observed by 16 nations in North America, Central and South America, Europe and Asia. Organizations in nine other nations are pursuing national recognition of the holiday.

The United Nations recognizes April 28 as the World Day for Safety and Health at Work.

On April 28, 2012, the AFL-CIO reaffirmed its commitment to help workers form unions to protect their quality of life and ensure their safety at the workplace.

"Many job hazards are unregulated and uncontrolled," Maria Elena Durazo, executive secretary-treasurer of the AFL-CIO's Los Angeles County Federation of Labor, said. "Some employers, like Massey Energy and BP, still cut corners and violate the law, putting workers in serious danger and costing lives.

Millions injured

"Each year, thousands of workers are killed and millions more are injured or diseased because of their jobs."

The Centers for Disease Control and Prevention reports that in 2010, more than 4,500 American workers died from their injuries in the workplace and approximately 49,000 died as a result of work-related illnesses. An estimated 2.7 million U.S. workers were injured at work, with 110,000 requiring hospitalization.

"When Congress passed the Federal Coal Mine Health and Safety Act of 1969 and the Occupational Safety and Health Act of 1970, our nation took great strides toward safe and healthful working conditions for all," President Barack Obama said in an April 28 proclamation. "Yet when millions of Americans suffer workplace injury or illness every year, and thousands lose their lives, we know we cannot give up the fight.

"Now, therefore, I ... proclaim April 28, 2012 as Workers' Memorial Day. I call upon all Americans to participate in ceremonies and activities in memory of those killed or injured due to unsafe working conditions."

UNION REPRESENTATIVE'S REPORT

Don't 'free-time' or work off the clock

You've often heard the phrase, "you can't get something for nothing," but many people think differently when it comes to work.

Not paying an employee for hours worked is "something for nothing," and it happens every day in workplaces across America. All too often, it happens right here in our jurisdiction.

Many of our members have been suspended or terminated for working off the clock.



By Christina Pugsley

Your Union Representatives know that it can be difficult — especially in side departments — to get all of your work completed during your regular shift, but that is no excuse to work off the clock.

If you are working at the best of your ability and not messing around on the clock, then you are doing your job. Don't let your supervisors say otherwise.

'Free-timing'

When we ask members why they've worked off the clock, they tell us they thought they were helping the company by getting the work done while not making overtime pay.

Many employers encourage workers to work extra hours without pay. They might dangle a carrot in front of an employee's nose — better hours, a pay raise, maybe even a promotion. Such promises are usually empty.

"Free-timing" does not guarantee promotions or anything else positive. The employer simply takes advantage of a naïve employee.

In a union workplace, free-timing is explicitly against the collective bargaining agreement. It is also against the law.

Free-timing reduces the work hours that are available for all members. Members who work off the clock also take money out of their own pockets and deny the pension and health fund of the employer contributions they need to maintain the benefits of workers.

Don't get caught working off the clock. The company would have to pay you, but then possibly terminate you. It's not worth it.

If your work is not completed by the end of your shift, speak with your manager about the situation so he or she can tell you what to do.

If you are a department head, be aware that if you write orders, complete your schedules or perform other duties during your lunch break, you are working off the clock.

If you are ever asked to work off the clock, contact your Union Representative immediately!

**UNION OFFICE CLOSED
WEDNESDAY, JULY 4
IN HONOR OF INDEPENDENCE DAY**

STEWARD FEATURE

'Keep the faith'

Steward inspired optimism among co-workers during negotiations

A good-paying union job is hard to come by, but two are a blessing. That's how David Avelar, a meat clerk at Vons 2688 in Mira Loma, sees it.

Avelar works at Vons and UPS, maintaining memberships in UFCW Local 1167 and Teamsters Local 63.

Avelar's dual employment provides job security in the unlikely event either of his professions needs to enter a labor dispute, he said.

"I definitely feel blessed," he said. "Not many people have a union job, let alone two of them."

As negotiations in the retail food industry took a turn for the worse last year, Avelar was able to keep his head high through two strike authorization votes.

"There was a lot of fear in my stores," Avelar recalled. "I was

scared for other people. I made their burden my own and I had to remain positive for them."

He did everything he could to spread the messages of union pride and determination to prevail. He distributed leaflets around his neighborhood and even enlisted his 14-year-old niece to help.

"She wore a UFCW shirt to school and told all of her friends about the union," Avelar said.

With a new contract in place, Avelar remains grateful for his job security, good wages and health benefits, because he didn't always have it that good.

Union is in his blood

When he was 18, Avelar's fascination with athletic shoes and Hot Wheels cars inspired him to find a job so he could continue building his collections.

He found a union job at a laun-



David Avelar

dry facility that served hospitals in Southern California, and he

became a shop steward a year later.

Eventually, Avelar left that job for a higher paying one, working in a security detail for auction houses in Riverside and Fontana. But Avelar's new non-union job wasn't satisfactory. He didn't enjoy having to report to different locations and he missed his health benefits. So he sent out resumes in search of a job that provided the security and health benefits he wanted.

As luck would have it, both Vons and UPS called him back.

"I started at Vons and a few days later UPS called me and offered me a job, too," Avelar recalled. "So, I started both jobs in the same week."

Five years later, he still works both jobs.

Why turn down a blessing?

UFCW Local 1167 endorses worker-friendly candidates...

Congress

- Pete Aguilar (District 31)
- Grace Napolitano (District 32)
- Henry Waxman (District 33)
- Xavier Becerra (District 34)
- Raul Ruiz (District 36)
- Karen Bass (District 37)
- Linda Sanchez (District 38)
- Jay Chen (District 39)
- Lucille Roybal-Allard (District 40)
- Mark Takano (District 41)
- Juan Vargas (District 51)
- Scott Peters (District 52)
- Susan Davis (District 53)

Assembly

- John Coffey (District 33)
- Mari Goodman (District 34)
- Das Williams (District 37)
- Richard Alarcon (District 39)
- Russ Warner (District 40)
- Chris Holden (District 41)
- Mark Anthony Orozco (District 42)

- Mike Gatto (District 43)
- Bob Blumenfeld (District 45)
- Joe Baca, Jr. (District 47)
- Ed Chau (District 49)
- Betsy Butler (District 50)
- Norma Torres (District 52)
- John Perez (District 53)
- V. Manuel Perez (District 56)
- Reggie Jones-Sawyer (District 59)
- Stan Skipworth (District 60)
- Jose Medina (District 61)
- Steven Bradford (District 62)
- Anthony Rendon (District 63)
- Isadore Hall (District 64)
- Sharon Quirk-Silva (District 65)
- Al Muratsuchi (District 66)
- Julio Perez (District 69)
- Greg Lasarkis (District 77)
- Toni Atkins (District 78)
- Shirley Weber and Sid Vooakarra (Dual ticket for District 79)
- Ben Hueso (District 80)

State Senate

- Bill Monning (District 17)
- Jason Hodge (District 19)
- Star Moffatt (District 21)
- Carol Liu (District 25)
- Greg Diamond (District 29)
- Steve Clute (District 31)
- Ricardo Lara (District 33)
- Marty Block (District 39)

Community Offices

- Bob Buster (Riverside County Supervisor 1st District)
- Rick Roelle (San Bernardino County Supervisor 1st District)
- Greg Pettis (City Council of Cathedral City)
- Paul Marchand (City Council of Cathedral City)
- Mark Carnevale (Mayor of Cathedral City)
- Matthew Slowik (Fontana City Council)
- Lydia Salazar-Wibert (Fontana City Council)
- Andy Melendrez (Mayor Riverside)
- John Futch (San Bernardino Community College Board of Trustees)



**Support candidates
who support
working people!**