

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

March 2012



UFCW diversity

Our members at work at Mauser

See page 4

President Lathrop honored for efforts on behalf of working Californians

See page 3

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PRESIDENT'S REPORT

Primary voters must choose from weak field

As I'm writing this, former Massachusetts Gov. Mitt Romney and former Pennsylvania Sen. Rick Santorum are slugging it out in Arizona and Michigan. The winner of the primaries in these states on Feb. 28 will get some convention delegates and bragging rights as the true leader in the race for their party's presidential nomination.



By Bill Lathrop

Trailing behind Romney and Santorum are two other candidates: Newt Gingrich, former speaker of the United States House of Representatives, and Ron Paul, a former congressman from Texas.

Arizona and Michigan are just warm-ups for the big event in primary politics. On March 6 — "Super Tuesday" — Republicans will vote for their favorite candidates in Alaska, Georgia, Idaho, Massachusetts, North Dakota, Ohio, Oklahoma, Tennessee, Vermont and Virginia.

Californians won't get a chance to weigh in until June 5. By that time, one of these four candidates may have built up such a big lead that a decision in the Golden State would be meaningless.

Whether that's the case or not, it really doesn't matter. They're *all* losers as far as working people are concerned.

Here's why:

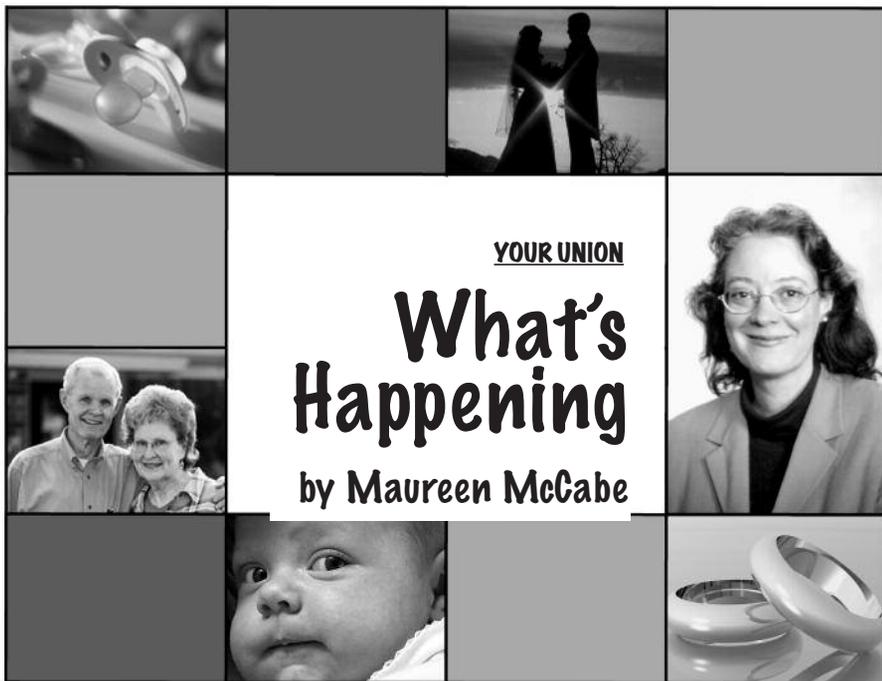
Mitt Romney — Conservatives don't trust him because he seems to change his positions to conform to whatever's advantageous at the moment. Americans in general recognize him as a "1 percenter" who is out of touch with the needs and aspirations of regular folks who don't have access to tax shelters in the Cayman Islands.

The only people who really like Mitt Romney are those who, like Romney himself, believe that rich people always know what's best for everyone else.

Romney's statements about labor unions are especially nasty. He blames unions for almost every problem that exists. He supports every proposal to weaken unions and silence the voices of working people, even as he parrots the line that corporations are "people" with unlimited "free speech" rights.

Rick Santorum — Don't be fooled by his claim to be a "blue-collar" guy. He's a well-to-do corporate lobbyist, a longtime Washington

(Please see page 2)



YOUR UNION
**What's
 Happening**
 by Maureen McCabe

JUST RETIRED

Belated congratulations to **Alexander Jordan**, who worked 29 years in the industry as a meat cutter, 23 of them with Stater Bros., and six with Alpha Beta. Alexander retired in August. We're sorry we missed you, Alexander, and hope you've been enjoying your retirement.

JUST MARRIED

Shelly Enstad, Stater Bros., married Cristiferr Velarde on Nov. 9, 2011. The wedding was held in San Bernardino ... **JoAnn Aguirre**, Stater Bros., said "I do" to Joseph Michael Luna on Jan. 3. The ceremony took place in Riverside. ... **Raquel Rosales**, Albertsons, married Michael Gaston on Jan. 8 in Riverside.

Congratulations to all of our new-lyweds!

JUST BORN

Navil Villalvazo and **Jauris Anderson II**, both of Stater Bros., are pleased to announce the birth of their son, Jayson Xavier Anderson on Nov. 11, 2011. Jayson weighed 7 lbs. 3 oz. and the parents proudly tells us he will be a "Stater's kid." ... **JoAnn Aguirre**, Stater Bros., welcomed Michael Adam Luna on Dec. 5, 2011. Michael weighed 7 lbs. 10 oz. ... **Steve Bustos**, Albertsons, has a new son. Miles Lennon was born on Dec. 17, 2011 and weighed 6 lbs. 15 oz.... **Renee Campos**, Stater Bros., got a special Christmas present with the arrival of Carlos Jeremiah Medina on Dec. 25, 2011. Carlos weighed 5.8 lbs. ... **Brianna Ramirez**, Rite Aid, gave birth to Donovan Adrian Peters on Dec. 26, 2011. Donovan weighed 9 lbs. 13 oz. ... **Keyisha Chenault** and **Nakia Height**, both of Stater Bros., proudly announce the birth of their daughter, Gisele Nona Height on Jan. 19. Gisele weighed 6.5 lbs. Congratulations to all of our new moms and dads!

PRESIDENT'S REPORT

Weak primary field

(Continued from front page)
 insider whose record regarding unions is almost as bad as Romney's.

Some voters are currently rallying behind Santorum because he's speaking out on "social issues" that are dear to them. Wherever we stand on these issues, our allegiance belongs with our families, our co-workers, our union and our communities — not with Foster Friess, the secretive billionaire who funds Santorum's campaign.

Newt Gingrich — He's the notorious politician who almost threw the United States government into default when he was speaker of the House in the 1990s. Later, he was drummed out of office because of serious violations of ethics codes. Now Gingrich is back, and there seems to be no anti-worker or anti-union statement that is too extreme for him. He even wants to do away with child-labor laws!

Ron Paul — Despite his proclaimed "libertarian" leanings, Ron Paul is a lot like the other candidates on issues that concern working Americans.

Like Romney, Santorum and Gingrich, he supports national "right to work" legislation intended to weaken unions. Like Gingrich, he wants to repeal basic laws that protect working people from discrimination, exploitation and abuse.

It's a shame that Americans of a great political party are being forced to choose a candidate from such a weak field of candidates. What happened to the party of Abraham Lincoln, Teddy Roosevelt and Dwight Eisenhower?

Note:
**The union office
 will be closed in
 observance of
 Good Friday, April 6**

Your dues are now payable!

If you are one of the few members of the local who are not yet signed up for dues check-off: MARCH DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE MAY 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!

IN MEMORIAM

Jack Appleton, a retired food clerk formerly employed by Albertsons, Lucky and Sage's died Jan. 3, 2012 at the age of 76. He had been a continuous member since September 1976.

Belva Farina, a retired bookkeeper formerly employed by Lucky, died on Jan. 16, 2012 at the age of 76. She had been a continuous member since May 1992.

Clinton Park, a retired pharmacist formerly employed by Rite Aid, died on Jan. 25, 2012 at the age of 75. He had been a member since October 1988.

Adolph Romo, a retired meat cutter formerly employed by Palace Meats, died on Jan. 3, 2012 at the age of 97. He had been a member since September 1947.

Rolf Rudestam, a general merchandise clerk employed by Stater Bros. Markets, died on Nov. 27, 2011 at the age of 66. He had been a continuous member since May 2009.

Our condolences go to the families of these deceased members.

Next Quarterly Membership Meeting: March 28

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



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.

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From left: Teamsters Local 97 Executive Board President Jaime T. Gonzalez; UFCW Local 1167 President Bill Lathrop; UFCW Local 5 Director of State Operations Dan Rush. GEORGE VERLAINE PHOTO

El Instituto Laboral de La Raza honors President Lathrop as Calif. Labor Leader of the Year

UFCW Local 1167 President Bill Lathrop was honored as California Labor Leader of the Year by El Instituto Laboral de la Raza on Feb. 17.

The Bay Area nonprofit organization presented the honor to President Lathrop during its 2012 National Labor Awards dinner in San Francisco.

"I am honored that El Instituto Laboral de la Raza chose me for this great award," he said.

Lathrop was recognized for his leadership of UFCW Local 1167 and for his service as president of the San Bernardino-Riverside Counties Central Labor Council. In both capacities, he has worked

to build union solidarity and elect pro-worker candidates to political office.

El Instituto Laboral de la Raza provides labor rights advocacy services and educational resources to more than 60,000 unorganized working and poor families in California.

Jose E. Medina and other union workers founded the institute in 1982 to assist low-income and minority workers in standing up to employers who abuse them with unfair labor practices.

The institute helps workers recoup lost wages, win workers' compensation cases and gain access to job-training and placement programs.

Indiana becomes nation's 23rd 'right to work' state

Gov. Mitch Daniels signed legislation that makes Indiana the nation's 23rd "right to work" state. The law prohibits unions from collecting service fees from non-union employees of companies with union contracts.

States with "right to work" laws have weaker unions. As a result, workers in those states have lower wages and inferior health benefits.

As thousands of visitors assembled in Indianapolis to attend the Super Bowl, thousands more flooded the city's streets to urge legislators to vote against the law.

The protests reminded many observers of demonstrations in Wisconsin last year when Gov. Scott

Walker signed a law that eliminated collective bargaining for government workers.

"Indiana's assault on working people sets a dangerous precedent for politicians who feel they can solve the nation's economic woes by stripping ordinary citizens of their working rights," UFCW Local 1167 President Bill Lathrop said. "But these laws don't help the economy, they just make people's lives more miserable."

Lathrop noted that Oklahoma passed a "right to work" law in 2001, and since then the state has lost one-third of its private-sector jobs and has suffered a net loss of jobs to other states.

SECRETARY-TREASURER'S REPORT

Food Division members, have you sent your HRQ?

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 and feel a lot better!

To help them along that road, our food division members should have received notices in the mail urging them to complete their Health Risk Questionnaires (HRQs).

The HRQ asks basic questions about your lifestyle habits and compiles a Health Risk Assessment Report based on your answers.



By Rick Bruer

Don't worry, it's not a test and there are no right or wrong answers. Filling it out is easy and quick.

And, if you complete and submit your HRQ before the May 31 deadline, you'll pay less out of pocket for your medical bills.

Here's how it works: Each year you're enrolled in the Indemnity PPO Medical Plan as an actively employed participant, the Trust Fund adds money to your Health Reimbursement Account (HRA), which helps pay for out-of-pocket costs like co-pays and deductibles.

Platinum Plus and Platinum participants who submit their HRQs on time will get an additional \$200 deposited into their HRAs. Gold and Silver participants will get an additional \$50 in their HRAs.

It is 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.

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.

The HRQ can be completed online at www.2012hrq.com or by phone at (888) 901-0477. You can also call that number to receive an HRQ form, if you haven't already received it in the mail.

Contact the Fund Office with any questions 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.scufcwfund.com.

The HRQ is now accessible online!
www.2012hrq.com

HRQ Assistance Line: (888) 901-0477



Life Balance
My Health





MEMBERS AT WORK
Mauser in Rancho Cucamonga

Unless you ship hazardous waste, chances are you've never heard of the Mauser plant in Rancho Cucamonga.

UFCW Local 1167 proudly represents 35 union members at Mauser who manufacture plastic drums used to ship dangerous materials around the world.

From as far away as Russia and Dubai, companies in the chemical industries rely on the containers produced by members of the union.

Workers at Mauser operate machines that give form to the drums. From there on, their work is mostly done by hand. They meticulously trim, test, load and prepare the containers for shipment.

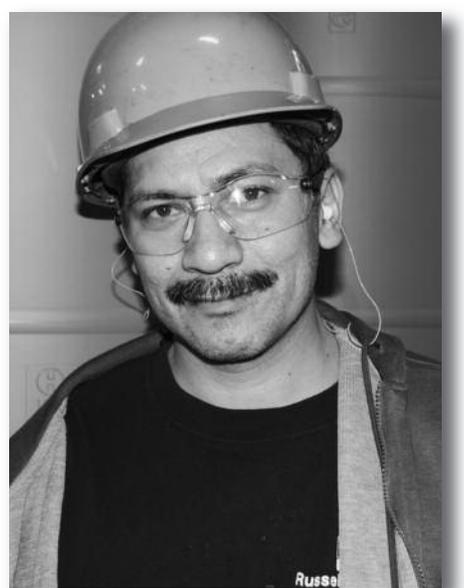
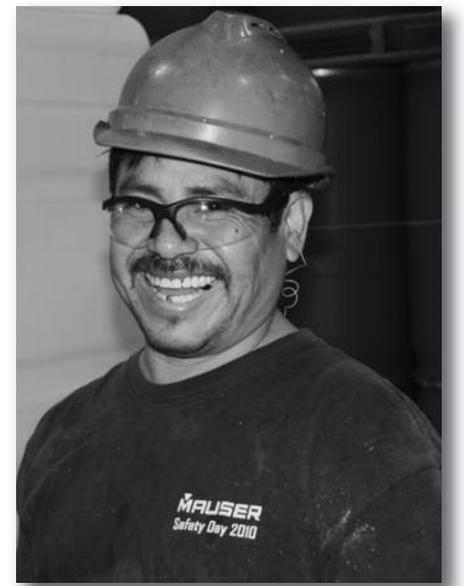
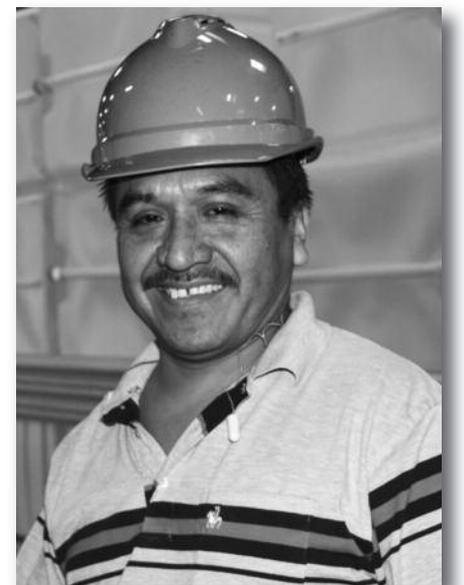
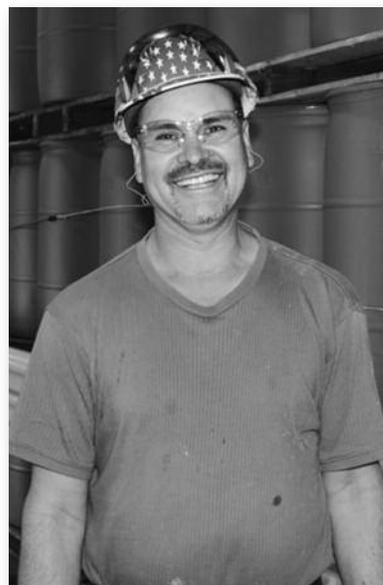
Their work has revolutionized the packaging industry.

The company's name is derived from Dr. Alfons Mauser, son of the founder of the Mauser firearms company.

The younger Mauser was born in a small town in the south of Germany. In the late 19th century, he developed methods to improve the transportation of hazardous materials with his patented metal drums.

Before his design, many chemicals were shipped in glass bottles that were carried in wicker baskets. Accidents were common.

By 1903, companies around the world were using Mauser's metal drums, but weight became an issue. He solved that problem by inventing a process that is used in producing today's plastic drums.



How the Family and Medical Leave Act can be beneficial to you

Law protects employees' extended time off work

What is the Family and Medical Leave Act (FMLA)?

FMLA is a federal law that provides unpaid, job-protected leave to eligible employees in order to care for their families or themselves for specified family and medical conditions. FMLA provides eligible employees with up to 12 work weeks of unpaid leave in a 12-month period for the birth, adoption or foster placement of a child; care of a spouse, child or parent with a serious health condition; or their own serious health condition which causes an inability to work.

Who is eligible?

To be eligible, an employee must have worked for the employer at least 12 months and at least 1,250 hours within a 12-month period before the leave begins.

When does an employee qualify for medical leave?

An employee with a serious health condition qualifies for medical leave when he/she is unable to perform any one of his/her job functions or must be absent in order to receive medical treatments for that condition.

When does an employee qualify for a family leave?

An employee qualifies for FMLA leave for family purposes when he/she is needed to care for a family member with a serious health condition.

What is a 'serious health condition' under FMLA?

A serious health condition under FMLA is defined as an illness, injury, impairment, or physical or mental condition that involves inpatient care or continuing treatment by a health care provider. Specific continuing treatment eligibility requirements are defined under the Act.

How can an employee ensure leave is counted as FMLA leave?

An employee must notify the employer of the need to take leave for a reason that qualifies under the FMLA. Although the employee does not need to assert his or her rights under FMLA, the employee must provide sufficient information to make the employer aware of the need for FMLA leave and the anticipated timing and duration of the leave.

What type of notice is required to request FMLA leave?

An employee must give 30 days notice prior to taking leave when the need is foreseeable. If the need for leave is foreseeable less than 30 days in advance, notice must be given as soon as practicable, which generally means the same day or next business day. If the need for leave is not foreseeable, notice must be given as soon as practicable, based on the facts and circumstances. If additional leave is needed the employee must notify the employer that the continuing leave is for an FMLA-qualifying reason. Another adult may give notice of the need for FMLA leave on the employee's behalf when he/she is unable to do so personally.

What is an employer required to do in response to an FMLA request?

The employer is required to determine whether the leave qualifies as FMLA leave or ask the employee to provide more details in order to make a determination. If the employee qualifies, the employer must tell the employee that the leave will be counted as FMLA leave and how much FMLA leave will be recorded. The employer is also required to notify the employee of the requirements for maintaining benefits and protection during the leave and his/her rights upon returning from leave.

How much leave can be taken at one time?

FMLA leave can be taken all at once (12 work-weeks); one week and/or one day at a time; on an intermittent basis in small blocks of time for a single qualifying condition; or on a reduced schedule of regular hours.

What benefits does an employee receive during FMLA leave?

Benefits such as group health insurance coverage must be maintained during FMLA leave under the same terms and conditions as if the employee was working.

Can FMLA absences be counted against an employee under no-fault attendance policies?

No. Absences while on FMLA leave cannot be counted as absences under employer attendance policies. Employees cannot be penalized under a no-fault or any other type of employer attendance policy.

What are an employee's rights upon returning from FMLA leave?

An employee must be returned to the same job or an equivalent job held before leave began with the same pay, benefits, and other terms and conditions of employment. On return from leave, vacation based on hours of work can be affected.

How are employees' FMLA rights protected?

FMLA protects an employee's right to use leave and return to work afterwards. It also prohibits an employer from discouraging, preventing, or retaliating against an employee seeking or using FMLA leave, and prohibits an employer from discriminating against or discharging an employee for FMLA leave-related matters.

Which employers are covered by FMLA?

FMLA covers private sector employers with 50 or more employees at or within 75 miles of the worksite. Part-time employees are counted toward the 50-employee minimum. Public employers are covered regardless of the number of workers they employ.

FMLA oversight is provided under the U.S. Department of Labor's Wage and Hour Division.

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 2012-2013.

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. **The application must be returned to UFCW Local 1167 no later than Friday, May 4, 2012.**
- 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.
- To be eligible, the member must be in continuous good standing for at least one year through June 30, 2012. 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.
- Winners are selected by the Scholarship Committee based on:
 - Academic record
 - Leadership record
 - Community service and volunteer activities
 - Character and personality
 - Personal achievement
- Awards will be made to undergraduate or graduate applicants at the sole discretion of the local's Scholarship Committee.
- 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.
- Finalists may be required to appear for a personal interview.
- 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.**
- 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.
- 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, 2012. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2012.
- 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 2012
(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 4, 2012

**The 2012 UFCW
International Scholarship
is available online!**

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



Congratulations, Louis!

Louis Dibenedetto, a Produce Manager at Stater Bros. 187 in Lake Elsinore, celebrates his 40 years of service.

Income inequality drives anxiety among young workers

Many in today's generation of Americans fear they might not do as well as their parents, and current trends indicate their fears may be justified.

Adding to the angry mood of working Americans is the rapid increase of income inequality, which has reached levels not seen since the eve of the Great Depression in 1929. The wealthiest 1 percent of Americans currently earns 20 percent of the nation's income, as opposed to 11 percent 40 years ago.

Economists point at several factors why the gap between the middle class and the wealthiest Americans continues to grow.

One reason is tax policy. Wealthier Americans find loopholes in their tax returns in order to pay lower tax rates than those of most middle-class workers.

Globalization also plays a role as corporations outsource jobs — especially those that don't require a college degree — to places where labor

is cheaper.

Perhaps the biggest reason for income inequality is the decline of unions. Unions have played a historic role in forcing corporations to share some of the rewards for their successes with their workers.

Republican legislators are pushing "right to work" legislation and other anti-union laws across the country in an attempt to weaken unions further and silence the voices of working people.

In response, unions are uniting in powerful coalitions to reverse the anti-union tide and elect worker-friendly leaders to political office.

"Our success in this year's political contests will give hope to Americans who are struggling to remain in the middle class," said Bill Lathrop, president of UFCW Local 1167.

"And as labor unions rebuild their strength, we will see new opportunities for younger Americans to succeed as their parents and grandparents did before them."

UNION REPRESENTATIVE'S REPORT

Attention meat cutters and meat wrappers

Follow company policy and speak up!

One of your primary responsibilities as an employee and as a union member is to know your company's policies and procedures.

If you are not certain that you understand these policies and procedures, review them with management or contact your union representative.

If a supervisor tells you to do something that would cause a reasonable person to fear for his or her health or safety, you have the right to refuse to do it and notify your union representative immediately. Otherwise, follow the request.

If you have doubts, write down the details of the incident and notify your Union Representative. He or she will answer any questions you have.

Meat cutters and wrappers in particular should understand policies and procedures because their work affects the public's health.

The machines they work with every day are sophisticated, but they aren't perfect. Technology, just like humans, is flawed. It is up to human beings to ensure that the products that are placed on the shelves are fresh and suitable for consumption.

Pay close attention

For example, a meat-wrapping machine might appear to work properly, but its software might malfunction and print an incorrect code date. A human worker is capable of catching the error and correcting it.

This is a critical issue because in recent years, meat cutters and meat wrappers have been phased out of stores in favor of pre-packaged meats. Soon, the positions and crafts of the meat cutter and the meat wrapper might become things of the past.

Already, entire chains like Fresh & Easy are selling pre-packaged meats exclusively.

The public relies on the knowledge and wisdom of human workers in the stores.

Show that your craft is as relevant and as crucial as ever. Speak up if you notice something that is wrong.

Your job and your craft could be at risk if you don't.



By Chris Marentes

It PAYS to be UNION!

	FEBRUARY 2012	2012 TOTAL
Back pay and benefits restored to members	\$345.93	\$10,751.61
Members reinstated	29	48
Grievances settled	75	127

Joe F. Barragan Memorial Golf Tournament April 30, 2012 Sierra Lakes Golf Club

For details and reservations, call (909) 877-5000 and speak with Secretary-Treasurer Rick Bruer.

Discounted member rate!

STEWARD FEATURE

In search of justice and equality

Raul Adame helps his co-workers realize their potential

In 1989, when a friend recommended Raul Adame for a job at the Mauser manufacturing plant in Rancho Cucamonga, he didn't know it would lead to a career, let alone an opportunity to become a leader.

"Wherever I've worked, I've simply wanted a good work environment for myself and other workers," Adame said. "I want to help protect workers so they can do their job right."

Adame worked at manufacturing plants in his native Mexico. In 1986, he visited a friend in Los Angeles and decided he wanted to stay and work in the land of opportunity.

"My friend helped me find jobs here and there, but they didn't pay well," Adame recalled. "But I knew if I worked hard, I could one day bring my wife and child over from Guerrero, Mexico."

After three years in the United States, that wish came true when he brought his wife, Aurelea, and their sons, Raul Jr., Israel and Emmanuel, to the United States.

"I believe in giving your all in every aspect of life," Adame said. "Whether you're a husband or a worker, you give your all to your family and your job."

His passion for the pursuit of justice inspired him to become a steward. In that role, he expects a lot from his employer, but he



Raul Adame

also expects a lot from his co-workers.

"The relationship with the employer and the employee should reciprocate good faith," Adame said. "If my shift starts at 7 a.m., I'll be there at 7 a.m. and not a minute later. I do it because that is what is expected from me."

Adame also wants his co-workers to understand that the wage and health benefits they enjoy are because of their union.

"I enjoy giving advice to my co-workers so they know that the union is there for them," Adame said.

"The union has enough things to worry about. I just do my part to help."

STEWARD FEATURE EN ESPAÑOL

En busca de la justicia e igualdad

Raul Adame ayuda a sus compañeros de trabajo realizar su potencial

En 1989, cuando un amigo recomendó a Raul Adame para un trabajo en la planta de fabricación de Mauser, en Rancho Cucamonga, el no se imaginó que aquel trabajo le crearía una carrera y una oportunidad para transformarse en un líder.

"Donde sea que haya trabajado, yo siempre he buscado un buen ambiente laboral para mi y para los otros trabajadores," comentó Adame. "Yo quiero ayudar a proteger a los trabajadores para que ellos puedan hacer bien su trabajo."

Adame trabajó en plantas de fabricación en su México natal. En 1986, él visitó a un amigo en Los Angeles y decidió que quería quedarse y trabajar en la tierra de las oportunidades. "Mi amigo me ayudó a conseguir trabajos aquí y allá, pero no me pagaban bien," recuerda Adame. "Pero sabía que

si trabajaba duro, podría traer a mi esposa y a mis hijos desde Guerrero, México."

'La relación con el empleador y el empleado debería generar una fe mutua.'

Luego de tres años en los Estados Unidos, ese deseo se transformó en una realidad en el momento en el que pudo traer a los Estados Unidos a su esposa, Aurelea, y a sus hijos, Raul Jr., Israel y Emmanuel.

"Yo creo en la idea de que uno debe entregarle todo a cada aspecto de la vida" dijo Adame. "No importa si eres un esposo o un trabajador, tú debes dar todo de ti, para tu familia y tu trabajo."

Su pasión por perseguir la jus-

ticia lo inspiró a convertirse en un auxiliar de la unión. En ese rol, él espera mucho de su empleador, pero también espera mucho de sus compañeros de trabajo.

"La relación con el empleador y el empleado debería generar una fe mutua" dijo Adame. "Si mi turno de trabajo comienza a las 7 de la mañana, yo estaré allí a las 7 de la mañana y ni un minuto más tarde. Así lo haré porque eso es lo que se espera de mi."

Adame también quiere que sus compañeros de trabajo entiendan que los sueldos y los beneficios de salud que ellos disfrutaban están disponibles para ellos gracias a la unión.

"Yo disfruto dándole consejos a mis compañeros de trabajo para que ellos sepan que la unión está allí para ellos," dijo Adame.

"La unión tiene suficientes preocupaciones. Yo hago mi parte para aydar."



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