

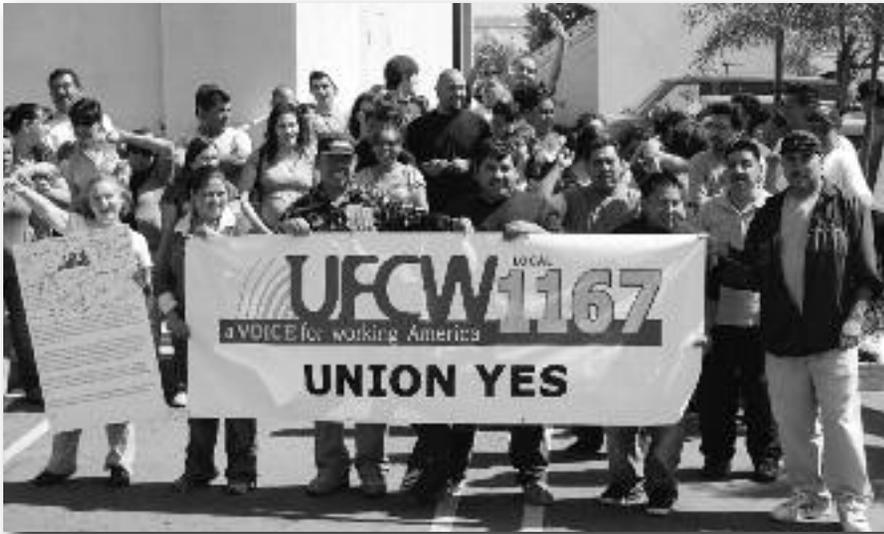
DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

November 2009



Workers in the Organizing Committee for 2 Sisters participate in a "March on the Boss" during the drive to organize the plant in Riverside.

Union wins victory for unfairly dismissed 2 Sisters workers

Four former workers at the 2 Sisters poultry processing plant in Riverside will receive full back pay totaling more than \$100,000 and the right to return to their jobs, a result of an agreement among the union, the employees and 2 Sisters.

In addition, the company agreed it would no longer intimidate its employees to prevent the union from organizing the company.

The agreement came at the midway point of hearings held by the National Labor Relations Board (NLRB). Local 1167 had filed "unfair labor practice charges" with the NLRB, detailing the company's use of illegal intimidation tactics during an organizing campaign.

(Please see page 6)

Quarterly Membership Meeting: December 23, 2009

7 p.m. in the UFCW Local 1167 Auditorium, 855 W. San Bernardino Ave., Bloomington

PRESIDENT'S REPORT

A lot to be thankful for on this Thanksgiving

Thanksgiving is the perfect time to reflect on all of the things in our lives for which we are grateful.

While we realize we have had the largest job cutbacks in recent history and the economy remains in serious trouble, Union members have much to be thankful for this year.

For the first time in a long time, we have someone in the White House who hears us and is sympathetic to the needs of working people.

Shortly after Barack Obama took office, he issued four pro-Labor executive orders that reversed anti-Labor policies. He also appointed a union-friendly chairwoman for the National Labor Relations Board and named Hilda Solis, whose parents were both union members, as Secretary of Labor.

The president is committed to the same goals as the union movement: to restore the economy, pass the Employee Free Choice Act and obtain health care for everyone.

He knows, as I heard him say at the AFL-CIO convention, that "When labor succeeds, our middle class succeeds. And when the middle class succeeds, our country succeeds."

'Part of the solution'

That's why he created the Task Force on the Middle Class. As he said at the time: "I do not view the Labor Movement as part of the problem. To me, it's part of the solution. You cannot have a strong middle class without a strong Labor Movement."

Obama has pledged his continued support of the Employee Free Choice Act. "When workers want a union, they should get a union," he said.

We should also be grateful that we might finally have enough pro-Labor members of Congress to pass the Employee Free Choice Act.

The EFCA, as it is intended, would level the playing field for workers. It would restore workers' freedom to choose a union by allowing employees to join unions by signing cards authorizing union representation.

It also would establish stronger penalties for violating employee rights when workers seek to join a union. In addition, the EFCA provides for arbitration of initial contracts, should that become necessary.

When it becomes law, the EFCA will allow more working Americans

(Please see page 2)



By Bill Lathrop

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PRESIDENT'S REPORT

A lot to be thankful for on Thanksgiving

(Continued from front page)

to enjoy the benefits of Union contracts. That, in turn, will lead to a stronger Labor Movement, a stronger middle class and a stronger America.

Here's another reason to give thanks this year: the likely passage of a health care reform bill.

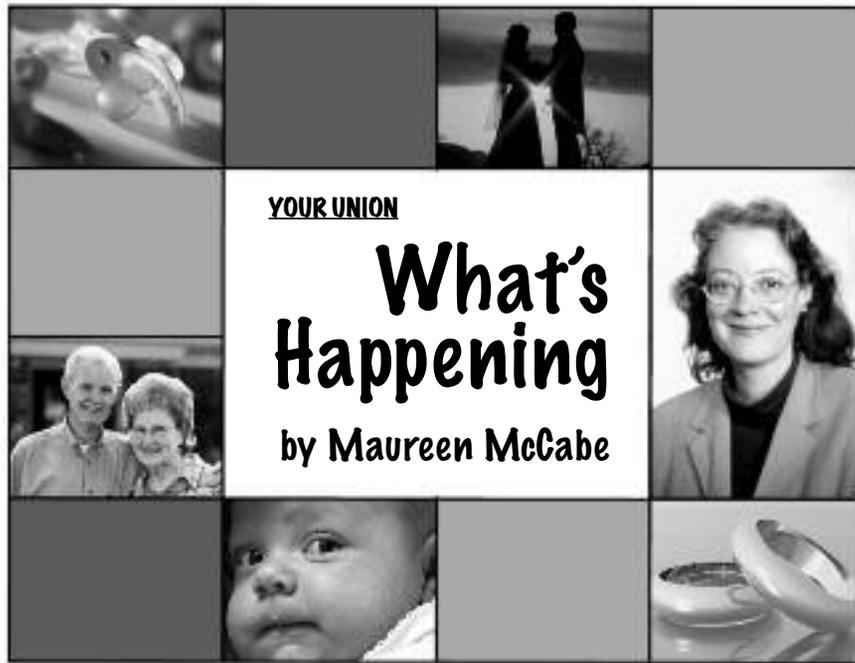
Health care reform will benefit all working men and women. When we negotiate for wage and pension increases, the cost of health care directly affects how much we can expect to receive.

The rapidly rising costs of health care affect the amount of money employers pay to trust funds to cover their employees. The higher the cost, the less chance there is for us to get the wage and pension increases we deserve.

That's why Labor has a crucial stake in health care reform.

Finally, as we gather with our families for our Thanksgiving dinners we should give thanks that we have good union jobs — jobs with decent wages, health benefits, a pension plan and job security.

Have a happy Thanksgiving!



JUST RETIRED

The month of October brought us four new retirees. **Leslie Bootsma** retired after 25 years with Albertsons. **Darlene King** worked for Ralphs and Albertsons for 34 years. **Barbara Ortiz** worked for Albertsons for 20 years. **Gay Ann Parish** worked for Stater Bros. for 26 years.

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

JUST MARRIED

James Patrick Prine, Stater Bros., married Donna Lupu on July 11 in San Dimas. ... **Tasha Koone**, Stater Bros., said "I do" to Brian Clark on Aug. 22. The wedding was in Phelan. ... **Manuel Ormonde**, Vons, married Maria Helena Alves on Sept. 2. The newlyweds honeymooned in Pismo Beach. ... **Melissa Butler**, Stater Bros., became the

bride of Brenton Avilla on Sept. 12 at the Enchanted Wedding Garden of Palm Springs. The newlyweds honeymooned with an eight-day cruise to the Mexican Rivera. The happy bride tells us: "We had the greatest time ever! Our wedding was so beautiful. We are looking forward to our bright future as a new family."

Congratulations to all of our new brides and grooms!

JUST BORN

Troy Taylor, Jr., Stater Bros., has a new daughter. **Gabrielle Talise** was born on Aug. 10 and weighed 4 lbs. 1 oz. We're told little Gabrielle was in NICU for three weeks but is home now and doing well. ... **Abel Aleman**, Stater Bros., is pleased to announce the birth of **McKenzie Lynn** on Aug. 10. McKenzie weighed 8 lbs. 6 oz. and her proud dad calls her his "happy camper baby." ... **Ana**

Iniguez, Food 4 Less, gave birth to Elizabeth Nicole on Aug. 25, 1998. Elizabeth weighed 7 lbs. ... **Maria Brito**, Stater Bros., has a new daughter. **Alyssa Jayleen Pena** was born on Aug. 26, weighing 6 lbs. 7 oz. and measuring 20 inches. ... **Justin Montgomery**, Stater Bros., welcomed **Brenden** into the world on Aug. 27. Brenden weighed 7 lbs. 9 oz. ... **Victoria Quintana**, Rite Aid, is pleased to announce the birth of **Victor Manuel Pena IV** on Aug. 29. Victor weighed 8 lbs. 11 oz. ... **Andrea Rothert**, Albertsons, gave birth to **Elijah Charles** on Aug. 31. Elijah weighed 9 lbs. 1 oz. ... **Omar Ceballos**, Ralphs, and his wife Blanca Gonzalez have a new daughter. **Brianna Sarai Perez** was born on Aug. 31, weighing 6 lbs., and measuring 19 inches. ... **Adilene Parra**, Stater Bros., became a proud new mom to **Areli Estrella** on Sept. 3. Areli weighed 7 lbs. 15 oz. ... **Eric Girouard**, Ralphs, is happy to announce the birth of **Aidan Maxwell** on Sept. 9. Aidan weighed 6 lbs. 13 oz. ... **Eduvijen Alvarez Perez**, Albertsons, and Jose Herrera are the proud parents of their beautiful baby girl **Kaylanie Perez**. Kaylanie was born on Sept. 12 and weighed 6 lbs. 13 oz. ... **Adrian Aleman**, Ralphs, is a proud new dad to **Adrian Ladislao**, who was born on Sept. 12 at 7 lbs. 4.6 oz. ... **Preeti Kotha**, Rite Aid, has a new daughter. **Nysha Konda** was born on Sept. 15 at 6 lbs. 2 oz. ... **Cassandra Baca**, Stater Bros., is proud to announce the birth of **Christian Jacob Garcia** on Sept. 20. Christian weighed 5 lbs. 7 oz. and his happy mother calls him "heaven sent." ... **Kiana Byers and Astin Coleman**, both of Stater Bros., proudly announce the birth of **Amari Micheal Kaleb** on Sept. 20. Amari weighed 7 lbs. 9 oz.

Congratulations to all of our new moms and dads!



DESERT EDGE

Bill Lathrop
Editor

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IN MEMORIAM

Brenda Hutchinson, a pharmacy technician employed by Albertsons, died Sept. 24, 2009, at the age of 54. She had been a continuous member since May 1998.

Carl McLean, a retired food clerk formerly employed by Thriftmart and A.M. Lewis, died Sept. 6, 2009, at the age of 77. He had been a member since June 1959.

Michael Raphael, a meat cutter employed by Vons, died Oct. 11, 2009, at the age of 52. He had been a continuous member since May 1982.

Gina Sweet, an affiliated member employed by Food 4 Less, died Sept. 11, 2009, at the age of 52. She had been a member since February 1982.

Our condolences to the families of these deceased members.

HAPPY THANKSGIVING!

Union office closed Nov. 26 and 27.

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: **NOVEMBER DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE JAN. 1, 2010, 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!*

Correction: October Dues are due on or before Dec. 1, 2009.



Bloomington Membership Meeting winners

UFCW T-shirts were won by Tesa Shepherd from Albertsons 6503, retiree Tim Thomas, Claudia Jacobo from Albertsons 6572, Charles Jakobetz from Albertsons 6572, Chrisann Kilcher from Local 1167's Membership Department, Tim O'Keefe from Stater Bros. 121, Roy Kilcher from Vons 2381, Monica Murphy from Ralphs 717, Sam Mendez from Stater Bros. 17, retiree Norris Kirk, Frank Baca from Vons 1796, Patty Hernandez from Albertsons 6519 and Christy Quintanilla from Ralphs 717. A pair of gloves was won by Keith Bias from Stater Bros. 171. Retiree Steve Jones and Robert Svatos from Albertsons 6520 both won a pair of Disneyland tickets. Sets of movie theater tickets were won by Maureen McCabe from Local 1167's Insurance Department, Alfonso Guerrero from Albertsons 6519 and Cynthia Greenwood from Stater Bros. 17.

Union to help members through difficult times during the holidays

The holiday season is one of my favorite times of the year. I have always viewed Christmas and Thanksgiving as a time when most people try a little bit more to focus on being happy and doing something for others.

However, it can be a difficult time for people who, for whatever reason, find themselves in the throes of depression. Maybe they just lost a loved one, they are victims of a natural disaster or they recently lost a job. Whatever the case, we at the union try to ease members' problems as much as we possibly can.

One of the methods we use is the "Holiday Assistance Fund." This fund is used to provide truly needy families with financial assistance to provide food for the holidays and money for housing, heating and the basics.

We wish we could do more, but our funds are limited and can only go so far.

We also try to collect donations of toys, games, dolls and anything we can get from members, providers, Retiree's Club and individuals. In years past, we have adopted a family at Christmas to help make their holiday a little brighter.

If any of you would like to help your fellow members, please feel free to bring in a toy for a child that we can pass out during the holidays.

Some of our members think that, because we were able to help many of them during the strike with necessities such as car payments and utilities, we have the funds to do that year round. I wish that were true, as we spent more than \$1 million helping our members, but that was because of many different union locals and the International Union donating funds from around the country. We are no longer receiving these funds and must now rely on the generosity of our own members, and the little portion of dues money that goes into the Holiday Assistance Fund annually.

We wish you and yours a happy holiday season and hope that you will remember that old adage; "It is better to give than to receive."

— **Brent Denkers**
Secretary-Treasurer

UNION REPRESENTATIVE'S REPORT

Get your hours — accept no excuses!



By Carmen Paz

Many say that the economy is getting better and that we're coming out of the recession. Unfortunately, effects of the downturn still resonate throughout our industry.

Sometimes, those effects take the form of excuses for violating our Collective Bargaining Agreement with the employers.

For example, have you heard management say that, due to the economy and to prevent layoffs, full-time employees will have to take an extra day off?

Or, if you request a day off, they say they cannot give you your minimum hours for the week?

Has management said that not everyone will be getting minimum hours because the budgeted hours for the store will not allow for it?

Do not accept these excuses! There is language in your union contract that guarantees your minimum hours each week. The company is not allowed to violate that language. Period.

If you are a full-time employee, you are entitled to 40 hours each week. If you are a part-time employee, in most cases you are guaranteed a minimum of 24 hours each week. Contracts may vary, so please contact your Union Representative to find out what your guaranteed part-time minimum hours are.

If a schedule is posted and you find you are not getting your minimum hours, try to give management the opportunity to correct it. Be polite when you bring it to your manager's attention.

If you don't get satisfactory results, don't get upset or argue. Just call your Union Representative right away! Call (909) 877-5000. A Union Representative is on duty 8:30 a.m. to 4 p.m., Monday through Friday.

Make requests in writing for days off

We all have lives outside of work, and sometimes we need to take a day off so we can tend to family needs and other personal matters. So, be smart about it. If you know you will need a day off, request the time off in writing and as early as you can.

Putting your request in writing gives management a reasonable opportunity to accommodate your request. Simply saying "I need next Friday off" as you're headed out the door to catch the first inning of the baseball game won't cut it!

Also, try to be flexible in listing hours when you will be available. If you have restrictions because of school, print your class schedule and give it to management right away so you can be scheduled accordingly.

It's all about communication. It is your duty as the employee to communicate with management, and it's our duty as union representatives to make sure that your communication is heard.

The contract is in place to ensure you get the hours you are supposed to get, and we're here to ensure the contract is followed.

It PAYS to be UNION!

	OCTOBER 2009	YEAR TO DATE
Back pay and benefits restored to members	\$20,740.89	\$88,127.83
Members reinstated	30	199
Grievances settled	112	874



MEMBERS AT WORK

Stater Bros. 76 San Jacinto

Photos taken July 1, 2009





Union victory for dismissed 2 Sisters workers

(Continued from front page)

“Based on the overwhelming evidence we presented to the NLRB, 2 Sisters could see that it was going to lose the case,” President Bill Lathrop said. “That’s why they approached us to reach a settlement.”

“The company’s campaign of harassment and intimidation severely hampered our efforts to win the representation election.”

The four workers were dismissed for their leadership roles in the organizing effort.

“These workers do not want to go back to work for the company,”

Lathrop said. “What they really wanted, in addition to the back pay, was the right to continue to speak with their former coworkers to help us unionize the company. That is a part of the agreement. They will be a big help to us as we continue our organizing campaign.”

Lathrop said that as part of the settlement, 2 Sisters agreed to post a notice in the workplace that states



Union activists who won back pay after being dismissed by 2 Sisters include, above from left, Socorro Serrano, Perla Sosa and Laura Salcedo, and, at right, Javier Castro.

that it will refrain from using illegal intimidation tactics against its employees in the future.

“This provision is significant,” Lathrop said, “because it lets the workers know that they will no longer be subject to harassment and intimidation.”

Lathrop said the workers’ organizing committee remains active and meets with the union weekly. He also

said the union has petitioned the NLRB for permission to hold a new election in the near future.

“Like all workers in our country, the employees at 2 Sisters deserve to have the better pay, benefits and job protections afforded by working under a union contract,” Lathrop said.

“Even though we lost the initial vote, with this agreement we will have a better chance to prevail next time.”



MEMBERSHIP ASSISTANCE PROGRAM

How depression can be recognized and treated

Depression is a serious medical condition that affects the body, mood and thoughts.

While some individuals suffering from depression are reluctant to seek professional help due to the perceived “stigma” associated with mental health disorders, it is important to know that depression is one of the most effectively treated mental health conditions.

According to the National Institute of Mental Health (NIMH), a variety of treatment options is available.

Clinical depression

Clinical depression, also referred to as major depression, is different from moments of feeling sad.

Everyone experiences periods of feeling “blue” associated with life events. However, clinical depression is defined by recognizable symptoms. These symptoms may include:

- Feelings of sadness, emptiness or irritability
- Loss of interest or pleasure in activities once enjoyed
- Change in weight or appetite
- Changes in sleeping pattern
- Feeling guilty, hopeless or worthless



- Inability to concentrate, remember things, or make decisions
- Fatigue or loss of energy
- Restlessness or decreased activity
- Physical aches and pains
- Thoughts of death or suicide

The presence of five or more of these symptoms may indicate clinical depression.

Other types of depression

Clinical depression is only one type of depressive disorder. Other types include:

- **Seasonal affective disorder (SAD):** a type of depression related to the seasons, generally winter. Symptoms of SAD can be severe, it usually improves as the amount of full-spectrum light increases.

- **Dysthymia:** a chronic but less severe form of depression. Symptoms can linger for long periods time and keep one from functioning at his or her best.

- **Bipolar disorder:** a serious illness that causes mood swings between periods of excitability (“highs”) and sadness (“lows”). These highs and lows are referred to as episodes of mania and depression. Untreated, mania can become so severe that one become out of touch with reality.

Treatment

Treatment varies depending on the type of depression. In most cases it is effective. Treatment can include psychotherapy, anti-depressant medication or a combination of both. In addition, regular aerobic exercise and a wellbalanced diet can help lessen the symptoms of depression.

Help and more information

If you or someone you know is experiencing symptoms of depression, your Membership Assistance Program (see box at right) or health care professional can help with identifying the next step.

If you feel there is a danger of sui-

cide, call 911 or the suicide hotline, (800) 784-2433 or (800) 273-8255 (press 2 for Spanish). You can also visit the National Suicide Prevention Lifeline, www.suicidepreventionlifeline.org.

Always seek the advice of a physician or other qualified health provider with any questions you may have regarding a medical condition.

MAP

Membership Assistance Program

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)



Above: Local 1167 Union Representative Jose Correa and SPUR Bryon Perreira assist UFCW Local 99 Union Representative Steve Allsopp in registering Advisory Committee members. **Below:** SPUR Yesenia Cabral registers a Local 99 member.

UFCW members in Arizona vote to authorize strike; contract extended

At meetings around Arizona, members of UFCW Local 99 voted in overwhelming numbers to give their union leaders authority to call a strike, should one become necessary, against the Fry's and Safeway supermarket chains.

"Our number one priority is to negotiate a fair and equitable contract for our members, and we will leave no stone unturned in that endeavor," UFCW Local 99 President Jim McLaughlin said after the votes were counted.

"This vote shows that the members are united in achieving our goals.

"The results expressed the members' emphatic rejection of recent contract proposals by the supermarket companies," he said. "Those proposals would

have resulted in a loss of earnings for our members at a time when everyone is struggling just to get by."

McLaughlin declined to speculate on the likelihood of a labor dispute. "We have a number of resources at our disposal at this time and we intend to evaluate all of them," he said.

"Now that the employers are aware of the members' strong rejection of their recent contract proposals, their wisest course would be to stop trying to propagandize the workers and work with us on crafting an acceptable agreement."

Following the vote, the union and representatives of Fry's, Smith's and Safeway agreed to extend the terms of the previous contract until midnight on Oct. 31.



Halloween campaign pushes Walmart on health care reform

WakeUpWalmart.com (WUWM) sponsored a weeklong public relations campaign prior to Halloween, urging Walmart to "Take Off Your Mask" and tell the ugly truth about its health care policies.

The effort supported Health Care for America Now in its push for health care reform.

WUWM's campaign included an open letter to Walmart CEO Mike Duke, as well as media events, handbilling outside Walmart stores, online letter-writing and telephone calls to members of Congress.

Special attention was called to Walmart's assertion that it supports "employer mandates" that require companies to provide health care for their employees.

"We want to make sure that Walmart is held accountable for its public support of the employer mandate," President Bill Lathrop said. "We also want to challenge Walmart to lead by actions, not just words.

"It is especially important that Congress look behind Walmart's mask of hypocrisy to see the real company, not some sanitized version of it," Lathrop said.

Walmart recently began running a television ad claiming that 94 percent of its workers have some type of health care. However, Walmart's health insurance actually covers only approximately 50 percent of its employees. The company also fails to mention that many of its workers are forced onto state health plans because they cannot afford the company's plans.

"Taxpayers foot the bill because Walmart doesn't pay enough for these employees to afford health insurance," Lathrop said.

"The cost of health care has been escalating for all businesses, including Walmart, so the model that we have today needs to be changed," Lathrop said. "It needs reform. That's why it's important that we educate the public and hold Walmart accountable."

Simple precautions can limit the spread of H1N1 (swine) flu virus

While a vaccine is being distributed to protect against the H1N1 "swine flu" virus, there are precautions you can take to limit the spread of germs that cause respiratory illnesses:

- Cover your nose and mouth with your sleeve when you cough or sneeze.
- Wash your hands frequently and thoroughly with soap and water or an alcohol-based hand rub solution.
- Clean your hands after shaking hands or having other close contact with people, before eating or preparing food, and before touching your eyes, nose or mouth.
- Use disinfectant wipes to clean shopping cart handles or baskets when you go to the market.
- Limit your contact with others who may be ill.
- If you become ill, stay home from work or school and generally avoid going out in public.
- When you're sick, be sure to drink plenty of fluids to prevent dehydration.
- People at risk for severe flu or flu complications, including people with an underlying medical condition, pregnant women, young children (especially under age 2) and people 65 or older, should contact their health care providers if they have flu symptoms or have been exposed to people with flu symptoms.

Working together, we can limit the spread of the H1N1 virus and protect our families, our coworkers, our communities and ourselves.

STEWARD FEATURE

Ben Espinosa proud of union commitment

Ben Espinosa understands family commitment. He's been married to his wife, Bridget, for 26 years. He has two adult sons, named Eric and Adam. And he's been part of both the UFCW and Stater Bros. families for 34 years.

Espinosa's commitment and experience are among the reasons the Stater Bros. 36 customer service representative has been named Steward of the Month for November.

"Working for Stater Bros. really is like being in a family," Espinosa said. "For many people, this is their second home. They know the customers by name, they know



Ben Espinosa

their kids and they contribute to the community. The standards here are so much higher."

Espinosa knows the difference

between working for a store with high standards and one without. He worked at a non-union store for two years when he was "right out of school."

"Union stores definitely have much more consideration for their employees," he said. "A union means job security. Of course the union wages and benefits are definitely better, too."

Espinosa was approached by his union representative, David Simmering, to become a steward in 2004.

"People in the store have questions about breaks or rules or contract issues," he said. "That's where I come in. When an employee wants to talk to man-

agement about an issue, they should ask the steward about it first.

"With the economy the way it is, we need to count our blessings and be thankful we work in a union shop and for the opportunities we have at Stater Bros," he said.

"Stater Bros. makes things possible for us and supports us through good times and bad."

When Espinosa isn't working, he enjoys spending time with his family and going fishing.

"I have a little boat that I go bass fishing with, but I also like saltwater fishing when it's warm," he said. "Probably my largest catch to date is a 40-lb. Albacore."

How holiday evolved from Armistice Day to Veterans Day

With wars raging in Iraq and Afghanistan, it's important to honor the men and women who serve in the military, as well as those who served in the past.

Veterans Day, Nov. 11, gives Americans the opportunity to celebrate the bravery and sacrifice of all U.S. veterans.

Veterans Day began as Armistice Day, established as a legal U.S. holiday to commemorate the end of World War I. Fighting on the Western Front of that terrible conflict ended on Nov. 11, 1918 — "on the 11th minute of the 11th hour of the 11th day of the 11th month."

In 1938, Congress passed a law designating Nov. 11 as a day "dedicated to the cause of world peace and to be hereafter celebrated and known as Armistice Day."

In 1954, at the urging of veteran service organizations, Congress amended the law by striking out the word "Armistice" and inserting the word "Veterans." With the signing of this legislation on June 1, 1954, Nov. 11 became a day to honor American veterans of all wars.

Many people confuse this holiday with Memorial Day.

Memorial Day honors men and women who died in service to their country. While deceased veterans are also remembered on Veterans Day,



Nov. 11 is set aside to thank and honor living veterans who served honorably in the military, in wartime or peacetime.

In 1968, the Uniform Monday Holiday Bill ensured three-day weekends for federal employees by celebrating four national holidays on Mondays: Washington's Birthday, Memorial Day, Veterans Day and Columbus Day.

Under this bill, Veterans Day was moved to the last Monday of October. Many states did not agree with this decision and continued to celebrate the holiday on its original date. The first Veterans Day under the new law was observed with much confusion on Oct. 25, 1971.

Finally, on Sept. 20, 1975,

President Gerald R. Ford signed a law that returned the annual observance of Veterans Day to its original

date of Nov. 11, beginning in 1978.

When he signed the legislation establishing Veterans Day, President Dwight Eisenhower, the leader of the Allied forces in Europe in World War II, outlined his view of how the day should be observed:

"It is my earnest hope that all veterans, their organizations, and the entire citizenry will join hands to insure proper and widespread observance of this day. ... I have every confidence that our Nation will respond wholeheartedly."

On Nov. 11, please thank the men and women who have served in America's armed forces.

We are all in their debt.

— President Bill Lathrop

OUTLYING AREA MEMBERSHIP MEETINGS

Palm Desert: Tuesday, Nov. 10

Embassy Suites, 74700 U.S. Highway 111, Palm Desert CA 92260, Salon III

Menifee: Wednesday, Nov. 11

Menifee Lakes Country Club, 29875 Menifee Lakes Drive, Menifee CA 92584

El Centro: Thursday, Nov. 12

Ramada Inn Express, 350 Smoketree Drive, El Centro CA 92243, Conference Room B

All meetings start at 7 p.m.