

# DESERT EDGE

## UFCW LOCAL 1167

a VOICE for working America

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

November 2012



The one-year-old son of Alice Romo (Rite Aid 5709), Xavier, says it all at the Rite Aid ratification meeting in Bloomington on Oct. 4.

### Central Labor Council Endorsements

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#### PRESIDENT'S REPORT

## Reject the anti-union candidate

In my previous column, I listed some prominent Republicans of the past who supported labor unions and earned the support of working people in return. But something happened along the way, and these days it has been a lot harder to find friends in the Grand Old Party's leadership who support the rights of working people to organize freely and bargain collectively for better wages, benefits and working conditions.

Currently, the Republican Party is in danger of becoming the Corporate Party, as we have seen this year with the nomination of Willard "Mitt" Romney as its candidate for the presidency.

I wish there was a trace of redeeming qualities in Romney's proposals to "fix" the economy, but they don't seem to exist. From head to toe, this man is the living embodiment of corporate ambition.

Along with his running mate, Paul Ryan, he represents the philosophy that "greed is good" and that anyone who stands in the way of bigger profits for the "productive class" can go to blazes.

In their world, corporations are the real people our government should serve and represent. If you don't carry a hefty stock portfolio, you're just one of those "dependent" losers in the bottom 47 percent of the population.

To get votes, Romney talks a lot about "jobs, jobs, jobs," but he doesn't like to talk about his record as CEO of Bain Capital,

Please see page 3



By Bill Lathrop

### More deceit from backers of Prop. 32

The corporate powers behind Proposition 32 have launched a new campaign of lies and confusion to persuade Californians to vote for this horrible anti-union ballot measure.

In radio and TV ads, they are portraying it as an "evenhanded" and "balanced" attempt to limit the power of "special interests."

Don't be fooled! Prop. 32 is designed specifically to deny unions the ability to raise funds to challenge the influence of large corporations, which will be free to finance their political campaigns as they always have.

Only unions stand in the way of total domination of the political system by those who want to take away the hard-fought rights of working people.

Don't let your voice be silenced. Vote NO on 32!



### JUST RETIRED

The month of September brought us four new retirees.

Joining the ranks of retirees are **Guy Brossard, Bill Duer, John Sennett** and **Michael Witters**.

**Guy Brossard** retired after 35 years with Food 4 Less and Alpha Beta. **Bill Duer** hung up his smock after 38 years with Albertsons. **John Sennett**, another long time Albertsons employee, worked for them for 29 years. **Michael Witters** worked in the industry for 46 years with Albertsons, Stater Bros. and Lucky.

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

### JUST BORN

**Ismael Aguilar**, Food 4 Less, proudly announces the arrival of Isabel Gracie on Sept. 9. Isabel weighed 8 lbs. 8 oz. The proud daddy tells us that he is "happy to have my first baby girl."

**Richard Baeza**, Stater Bros., has a new son. Stevyn was born on Sept. 26 and weighed 7 lbs. 14 oz.

Congratulations to our new moms and dads!

## Union to help truly needy members through difficult holiday times

By Secretary-Treasurer Rick Bruer

**T**he 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, or 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 provides truly needy families with financial assistance when possible.

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

We also do our best to collect donations of toys, games, dolls and anything else we can get from members, providers and others.

In years past, we have adopted

**Maybe they just lost a loved one, or they are victims of a natural disaster or they recently lost a job... This fund provides truly needy families with financial assistance when possible.**

families at Christmas to help make their holidays 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 give during the holidays.

Local 1167 relies on the generosity of our own members, including the little portion of dues money that goes into the Holiday Assistance Fund annually to keep the fund going.

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."



### DESERT EDGE

**Bill Lathrop**  
Editor

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## IN MEMORIAM

**Shirley Anderson**, a retired food clerk formerly employed by Food Giant, Smiths Food King and Stater Bros. Markets, died on Sept. 10, 2012 at the age of 72. She had been a continuous member since December 1962.

**Nona Carey**, a retired meat wrapper formerly employed by Food Fair and Alhambra Foods, died Oct. 1, 2012 at the age of 98. She had been a member since August 1962.

**Eldon Duvall**, a retired food clerk formerly employed by Albertsons and Vons, died on Sept. 16, 2012 at the age of 76. He had been a member since June 1989.

**Ruby Maxwell**, a retired meat wrapper formerly employed by Vons, died on Sept. 3, 2012 at the age of 91. She had been a member since August 1955.

**Ruby Prestion**, a retired drug clerk formerly employed by Sav-on and Thrifty Drug Stores, died on Sept. 19, 2012 at the age of 92. She had been a continuous member since August 1961.

**Sam Wood**, a retired food clerk formerly employed by Owen's Market and Safeway, died Oct. 3, 2012 at the age of 84. He had been a continuous member since August 1964.

*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: **NOVEMBER DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE JANUARY 1, 2013, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.**

With dues checkoff, all future dues can be deducted automatically from your pay check. If you do not have an authorization form, call the local and one will be sent to you immediately.

Non-payment or payment of the incorrect amount will automatically suspend you — a costly and inconvenient mistake. Although not required, the local, as a courtesy, normally sends billing notices by first-class mail to those not on dues checkoff. It is the member's obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

***Avoid suspension. Authorize dues checkoff today!***

PRESIDENT'S REPORT**Reject the anti-union candidate on Nov. 6**

(Continued from front page)

which made huge profits by buying up American businesses, hollowing them out and laying off workers by the thousands. According to a study by the Washington Post, Bain was a "pioneer" in shipping American jobs overseas.

Those profits, by the way, were taxed at a measly 15 percent because they were classified as "capital gains" under tax laws written by Romney's friends in Washington. And then Romney, smart money manager that he is, stashes a lot of his fortune in offshore tax havens like the Cayman Islands. No wonder he doesn't want to release his tax returns to the public!

All of this tells us something about Romney's philosophy and character, but what about his plans for the American people should he be elected president?

**More tax cuts for the rich**

Obviously, those plans include more tax cuts for the rich. And they include fewer regulations for Romney's friends in the "finance industry" — those folks whose reckless gambling gave us the financial catastrophe in 2008 and 2009. We still haven't climbed our way out of that mess.

As for working people, watch out. Mitt Romney is the most anti-union candidate ever to head a major political party. His speeches during his campaign for the Republican nomination were filled with ugly anti-union talking points and catchphrases.

He is a strong supporter of laws that have been passed in Wisconsin and other states that strip away the bargaining rights of public employees. He supports federal legislation that would gut what's left of the National Labor Relations Act, making "right to work (for less)" the law of the land from coast to coast.

Recently, the Financial Times reported how Romney and two of his associates at Bain Capital ran an illegal campaign in the 1980s to suppress a pilot's union at Key Airlines, which Bain had acquired. Two pilots were fired because they tried to organize a union.

A federal judge wrote in 1992 that Bain had committed "blatant, grievous, willful, deliberate and repeated violations" of federal labor law.

The idea that a confirmed union buster could be elected President of the United States is shocking to consider. It tells us how far our country has slid from the days when working people were held up as partners in America's once-powerful economy.

Well, I'm not going along with that program. I'm proud to support Barack Obama as he fights to bring fairness and justice back to our government and our economy, and I urge you to do the same.

UNION REPRESENTATIVE'S REPORT**Shop where you work!**

Invest in your store and in yourself

**T**here is one simple thing every retail member of this union can do to help protect union market share, strengthen our contracts and help secure our jobs for the future: shop at the store where you work. Not just shopping at the company you work for, but the very store in which you work!

**It is extremely important that you follow all company policies when shopping at your store. If you have any questions about these, ask your Union Representative.**



**By Bill Collard**

Many of you know about the recent Albertsons closings. The layoffs are part of a restructuring plan to return the company to profitability, but the problem never would have existed if more people had supported this union employer.

Think about it. You wouldn't buy a Giants jersey if you're a die-hard Dodgers fan, would you? A USC fan wouldn't be caught dead buying UCLA merchandise!

Then why would some union members spend money in a store that is in direct competition with their own employer? Do they really want to help a non-union competitor destroy their own jobs?

**Don't waste gas trying to save a buck**

Some union members spend hours driving across town to save a few cents because they think they can "save more and live better." But is it worth it to save a buck here and there on an item they can purchase where they work? How much are they saving, really?

Not only are they wasting gas and contributing to air pollution and climate change, they are forcing their own employers to cut back on hours or even lay off workers.

Shopping at a non-union retailer like Walmart to save a few cents on an item is no way to make your life better. In fact, it does the opposite!

When you shop where you work, you are investing in your own store, which means more hours for you and your co-workers. Your union contract provides you with a decent wage that should be invested in your store wherever possible.

Do yourself and your co-workers a favor by putting your money where you earn your paycheck. Get your family and friends to shop there, too.

**Happy Thanksgiving!**

Union office will be closed  
Nov. 22 and 23.

**CORRECT ADDRESS AND PHONE NUMBER A MUST**

You lose out if there is no correct address and telephone number on file for you. We know the problem: people move frequently. But it only takes a phone call, a minute with the union rep or a letter to our office. It could avoid a big problem with a hospital, medical claim or pension inquiry.

# Southern California Rite Aid members ratify new three-year agreement



In meetings throughout Southern California, Rite Aid's union employees voted on Oct. 4 and 5 to ratify a new three-year contract with the company.

The agreement was negotiated by UFCW Locals 8, 135, 324, 770, 1167, 1428 and 1442, which represent Rite Aid workers between Kern County and the Mexican border.

The agreement preserves health care and pension benefits and includes wage increases and ratification bonuses for all workers. New hires are now eligible for benefits in three months instead of six.

"Thanks to the overwhelming strike vote and members

out in front of the stores hand-billing the public, we got Rite Aid's attention," said President Bill Lathrop. The membership earned this contract."

All 34 of the employer's takeaways were defeated. These proposals included reductions in work guarantees and cutbacks in premiums for working at night and on Sundays and holidays.

Also defeated was a proposal by Rite Aid to end a jointly-administered benefit fund for the workers.

Certain terms of the contract involving wages and health benefits may be reopened for negotiations in November 2013.



## DEFEATED company proposals (partial list)

- Reduce full-time guarantee to 35 hours per week: **DEFEATED**
- Eliminate 24-hour/week guarantee for part-time employees: **DEFEATED**
- Eliminate protective language that requires management to demonstrate the need for layoffs or reductions in hours: **DEFEATED**
- Eliminate Sunday Ratio: **DEFEATED**
- Eliminate Holiday Ratio: **DEFEATED**
- Eliminate Lunch breaks: **DEFEATED**





# Rite Aid members approve contract





# Members at Work

## Stater Bros. 178, Apple Valley



# Solidarity!

**TAKE THIS PAGE WITH YOU TO THE POLLS ON TUESDAY, NOV. 6**

# San Bernardino and Riverside Central Labor Council COPE Endorsements

## BALLOT MEASURES

**Proposition 30:** Temporary taxes to fund education.  
Guaranteed local public safety funding.

**Vote YES**

**Proposition 31:** State budget. State and local government.

**Vote NO**

**Proposition 32:** Special Exemptions Act

**Vote NO**

**Proposition 33:** Changes law to allow auto insurance companies to set prices based on a driver's history of insurance coverage.

**Vote NO**

**Proposition 34:** Death penalty repeal.

**Vote YES**

**Proposition 35:** Human trafficking penalties, sex offender registration.

**Vote YES**

**Proposition 36:** Three strikes revision. Sentencing for repeat felony offenders.

**Vote YES**

**Proposition 37:** Mandatory labeling for genetically engineered foods.

**Vote YES**

**Proposition 38:** Tax for education and early childhood programs.

**Vote NO**

**Proposition 39:** Tax treatment for multistate businesses. Clean energy and energy efficiency funding.

**No Recommendation**

**Proposition 40:** Redistricting state senate districts.

**Vote YES**

## President

**Barack Obama**

## Senator

**Dianne Feinstein**

8th Congressional District - **Paul Cook**

21st Senate District - **Star Moffatt**

33rd Assembly District - **John Coffey**

35th Congressional District - **Gloria Negrete McLeod**

36th Congressional District - **Dr. Raul Ruiz**

40th Assembly District - **Russ Warner**

41st Congressional District - **Mark Takano**

42nd Assembly District - **Mark Orozco**

47th Assembly District - **Joe Baca, Jr.**

52nd Assembly District - **Norma Torres**

56th Assembly District - **Manuel Perez**

60th Assembly District - **Jose Luis Perez**

61st Assembly District - **Jose Medina**

California State Senate 23rd District - **Melissa Ruth O'Donnell**

Calexico Unified School District - **Tony Valenzuela**

Cathedral City Mayor - **Chip Yarborough**

Cathedral City, City Council - **Greg Pettis**

Cathedral City, City Council - **Paul Marchand**

Chino Valley School Board - **Gloria Harrison**

Chino Valley School Board - **Irene Hernandez-Blair**

Colton City Council District 5 - **John Mitchell**

Colton City Council Ward 6 - **Alex Perez**

Fontana City Council - **Lydia Salazar-Wibert**

Fontana City Council - **Matthew Slowik**

Mayor of Coachella - **Eduardo Garcia**

Mayor of Rialto - **Deborah Robertson**

Moreno Valley City Council District 1 - **Daryl Terrell**

Moreno Valley City Council District 3 - **Thomas Ketcham**

Moreno Valley City Council District 5 - **LaDonna Jempson**

Moreno Valley School Board - **Dr. Denise Fleming**

Murrieta City Council - **Paul Clay**

Redlands City Council - **Pete Aguilar**

Riverside Superior Court Judge Seat 1 - **Tom Eckhardt**

San Bernardino Community College Board of Trustees - **John Futch**

San Bernardino Community College District Board of Trustees - **John Longville**

San Bernardino County Supervisor 1st District - **Rick Roelle**

Val Verde Unified School Board - **Marti Rodriguez-Harris**

Val Verde Unified School Board - **Suzanne Stotlar**

Western Municipal Water District - **Ken Park**

**Deadline to register to vote is Oct. 22**

Register online at [www.sos.ca.gov/elections/elections\\_vr.htm](http://www.sos.ca.gov/elections/elections_vr.htm)

# San Diego march highlights mistreatment of Walmart workers

**M**ore than 1,000 activists, including members of UFCW Local 1167 and other sister locals from Southern California, marched through San Diego on Sept. 22 to protest Walmart's unannounced destruction of the landmark Farmers' Market building to make way for a Neighborhood Market store.

The protesters also denounced the mistreatment of Walmart employees and subcontracted workers at warehouses that supply Walmart stores.

The march began with a rally at Golden Hill Community Park and ended at the Sherman Heights site where construction of the new store has already begun.

"Walmart thinks that it can come into any city it wishes, do as it pleases, and throw money at resistance to make it go away," UFCW Local 1167 President Bill Lathrop said about the march. "They need to take a good hard look around to see how that strategy is working. It didn't work in Europe, it didn't work in Mexico and it's not going to work here."

## It's about people

Protesters said that the march is not just about Walmart. The march was more about the people who work at this company and how they deserve to be treated with dignity and respect.

"I'm here to march with and stand up with the human beings who work at Walmart so that, someday, this company that makes billions can pay its employees a decent wage and provide health care for its families," said one activist.

Walmart worker Angie Rodriguez

told the crowd: "They call us associates, but I do not call myself an associate. I am a worker. Associates are compensated with a decent wage and benefits like health care and a pension. Walmart gives me none of these things.

## 'We deserve a better life'

"We deserve a better life, a better living," Rodriguez continued. "The people who work in the union grocery industry have a better living, and we deserve it, too."

"The union sets the standards of how workers can be compensated, while Walmart sets the standard of how low they can be," she continued. "Working part time is so hard on everybody there. We get no Sunday pay, no night differential, no holiday pay."

Another Walmart worker, identified only as Alfredo, said he has to live in his car with his children so he can afford to buy food for them.

"Walmart doesn't pay a living wage — nothing near," he said. "They always keep us down. This company makes so much money, why can't they pay us enough to allow us to give our families a decent living?"

Other activists and community leaders at the events included Lorena Gonzalez, secretary-treasurer of the San Diego and Imperial Counties Labor Council, San Diego Unified School Board member Richard Barrera, California State Sen. Juan Vargas, California Assemblyman Ben Hueso and Los Angeles County Federation of Labor Executive Secretary-Treasurer Maria Elena Durazo.



# How holiday evolved from Armistice Day to Veterans Day

By President Bill Lathrop

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

Because Nov. 11 falls on a Sunday this year, most schools, banks and government offices will close on Monday, Nov. 12. Postal workers will take the day off, too.

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.

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

We are all in their debt.

**PROP 32 is a ONE-TWO PUNCH to knock us out.**

The anti-union millionaires behind Prop 32 want to eliminate our voice.

..... **WHAT'S AT STAKE** .....

			
<b>Overtime pay</b>	<b>Our jobs</b>	<b>Worker health &amp; safety</b>	<b>Our right to have a union</b>

Prop 32 isn't about "stopping special interests." It's a trick to give more power to corporate special interests and CEOs. **FIRST** they silence our voice, **THEN** they will come after our jobs, wages and retirement.

**THIS NOVEMBER, say NO to the anti-worker one-two punch. Say NO to the attacks on our jobs and wages.**

**Say NO to Prop 32**



State Senator Juan Vargas, left, greets UFCW Local 1167 Secretary-Treasurer Rick Bruer.



UFCW Local 1167 Union Representative Jose Correa, left, has Assemblymember Ben Hueso sign a “No on Prop. 32” commitment card.





# WWU stands up to Walmart

Warehouse workers' unofficial union goes on strike to demand an end to unfair labor practices; members cap it off with a 50-mile journey to Los Angeles

**E**mloyees of Walmart and its contracted supply warehouses marched through California in September to draw public attention to the retailers' failure to provide the dignity, safety and wages they deserve.

Fifty workers at Walmart-contracted warehouses in Southern California's Inland Empire walked off their jobs on Sept. 13. Thirty of them then embarked on a 50-mile trek from Riverside to Downtown Los Angeles to raise awareness of unfair conditions at their workplaces.

The marchers said they were inspired by Cesar Chavez' 340-mile march from Central California on behalf of California's farm workers in the 1960s.

The strikers and marchers have no labor union, as unions are suppressed by Walmart, but they acted under the banner of Warehouse Workers United, an unofficial union to which the workers pay dues to improve their working conditions.

At the end of their "Walmarch," the workers delivered a letter

intended to be delivered to company executives in Los Angeles, Chicago, New York and Walmart's home town of Bentonville, Ark.

"Walmart has control over the working conditions these warehouse suppliers impose on their employees," UFCW Local 1167 President Bill Lathrop said. "It needs to get involved and do what is right for these workers.

"I told these workers how proud I was to see them stand up to their employer," Lathrop continued. "Even though we don't represent them, the UFCW is here to help in any way that we can."

The strikers from NFI's Mira Loma warehouse were part of a wave of more than 28 labor actions at Walmart stores and warehouses in 12 states. All called for public intervention against Walmart's anti-worker policies.

In Joliet, Ill., employees at a Walmart-contracted warehouse won a victory when Roadlink USA restored back pay following a 21-day strike protesting unsafe and unhealthy working conditions.



The WWU asked UFCW Local 1167 President Bill Lathrop to speak to the workers about their valiant stand against unfair working conditions imposed by their employers.



Warehouse Workers United participated in a strike on Sept. 13 to demand an end to retaliations, unsafe working conditions and unfair labor practices.

# Members and staff urge voters to VOTE NO on Prop 32!



UFCW Local 1167 staffs a phone bank at the San Bernardino/Imperial Counties Central Labor Council to urge voters to vote no on Prop. 32 and vote for candidates who support working families.



## STEWARD FEATURE

# Ray Retzlaff enthusiastic about voting NO on Proposition 32

**F**or nearly 25 years, Ray Retzlaff, a meat cutter at Stater Bros. 178 in Apple Valley, has enjoyed the benefits and job security that enabled him to raise a family. But it wasn't until a year ago that he decided to participate actively in the union that made it all possible.

"My Union Rep Bill Collard's enthusiasm rubbed off on me," Retzlaff said. "I wanted to be a part of what he was doing to improve everyone's situation."

Now that he's a steward, Retzlaff sees firsthand how his opinions and leadership reflect on

his co-workers.

"People who don't understand what the union is doing for them need to be educated on the issues," Retzlaff said. "It's all about the future and how the union can make it better for them."

Retzlaff also understands the importance of the Nov. 6 election in determining the quality of life for working people in the future.

"I'm definitely going to vote to reelect President Obama," he said. "He is the only option for working people. I'm also voting 'no' on Prop. 32, because I don't want it to be a stepping stone for corporations

to take away our pensions and our rights."

Retzlaff said he has collected more than 100 pledge cards from co-workers who will vote against Proposition 32.

"Many of my co-workers have been responsive to this campaign, but many of our younger members still don't understand the issues," he said.

## Roots in the industry

Retzlaff's introduction to the grocery industry began at a small grocery store in Needles, Calif. He worked as a Clerk's Helper for a week before getting a promotion. That promotion was short-lived and within months the store filed for bankruptcy.

"I applied to Stater Bros. and my experience there was immediately better than working non-union," Retzlaff recalled. "The way I was treated as an employee and my benefits... it just made sense to stay union."

His commitment to his job eventually led to his commitment to his wife, Salina.

"We've been married for 14 years and we met while she worked in the service deli,"



Ray Retzlaff

Retzlaff said. "She's now a special ed teacher."

Retzlaff and Salina have two children, Ray Jr. (R.J.) and Brooke.

He is proud of the time he recently spent handbilling with R.J. in front of Rite Aid stores, but he also finds time for less serious pastimes.

"I enjoy being with my family, especially off-roading and racing RC (radio-controlled) cars with R.J.," Retzlaff said. "I'm also a huge Green Bay Packers fan."



Ray Sr., and his son, R.J., right, handbill the public in front of a Rite Aid.

## Next Quarterly Membership Meeting:

**Wednesday, Dec. 19, 2012**

The meeting will start at 7 p.m.

UFCW Local 1167 Auditorium,

855 W. San Bernardino Ave., Bloomington.

## UFCW Local 1167 recognizes the following candidates for publicly opposing Prop. 32:

- V. Manuel Perez
- Jose Medina
- Richard Roth
- Paul Cook
- Joe Baca, Jr.
- Dr. Raul Ruiz
- Mark Takano



**Read your mail!**

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