

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

October 2011



Members show their pride after voting to ratify contract.

APPROVED!

Grocery workers at seven UFCW local unions in Southern California ratify three-year contract

See pages 4 and 5.

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PRESIDENT'S REPORT

Grocery members' new contract preserves affordable health care

Most Americans took some time off to celebrate Labor Day on Sept. 5, but those of us who worked night and day on negotiating the new Southern California grocery contract had to wait a while.

It wasn't until the evening of the 24th that we could stop, take a deep breath and reflect on our most recent achievements as a labor union.

On that day, seven UFCW local unions finished counting the votes of tens of thousands of grocery workers who gathered in meeting halls from Kern County to the Mexican border and from the Pacific Ocean to the Arizona and Nevada borders.

The members voted to accept their leaders' recommendations and ratify our freshly-inked tentative agreement with Albertsons, Ralphs and Vons.

At long last, we had a binding three-year contract with the Big Three supermarket employers. At press time, we have a tentative agreement with Stater Bros. that we will submit to our members on Thursday, Oct. 6.

We had been in negotiations since last winter, but the bargaining didn't enter its final "let's get it done" phase until our members voted in late August to reject the employers' latest offer, which was totally unsatisfactory.

Now confronted by the imminent threat of a strike, the employers agreed to meet around the clock every day, including weekends and Labor Day, to complete an agreement and keep the stores open for business. That agreement was finally reached on Sept. 19.

Our eight months of negotiations was a bruising, hard-fought ordeal for everyone involved, but we emerged with our primary objective

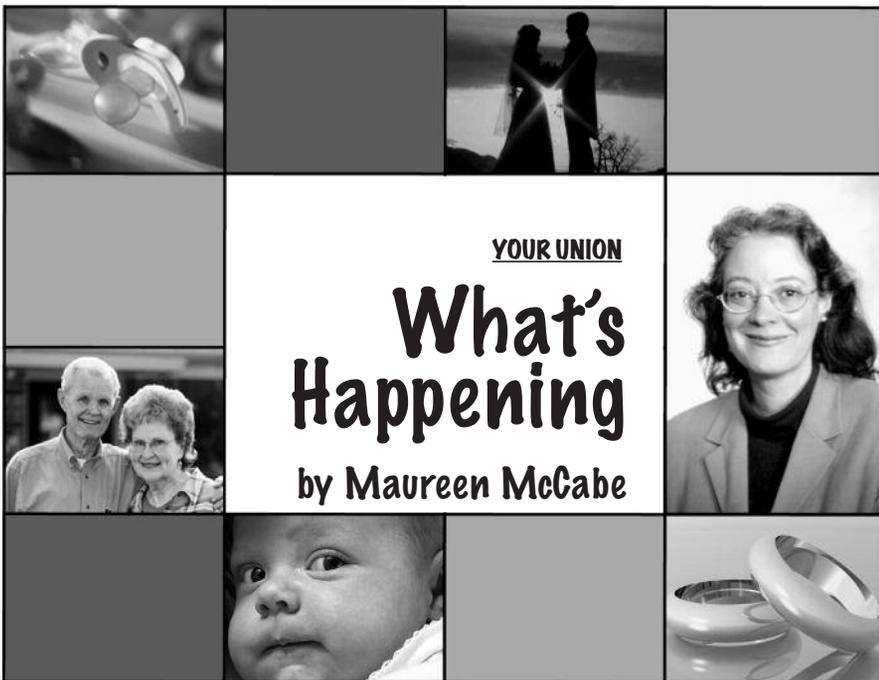
(Please see page 4)



By Bill Lathrop

Next Quarterly Membership Meeting: December 28, 2011

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



YOUR UNION

What's Happening

by Maureen McCabe

JUST RETIRED

The month of September brought us several new retirees. **Elsie Castro** retired after 34 years with Ralphs and Alpha Beta. **Jerry Duffle** worked in the industry for 33 years with Ralphs, Vons and Market Basket. **Jonathon Hickey** worked for Ralphs for 38 years as a Meat Cutter and Meat Supervisor. **Leticia Juarez** worked for 38 years with Ralphs, Hughes and Alpha Beta. **Ramon Montealegre** retired after 12 years with Albertsons. **Joe Trapani** worked in the industry for 32 years with Albertsons, Smith's Food & Drug and Treasury Supermarkets. **Leo Vega** worked for Stater Bros. for nine years. **Masa Vranes** worked for

Ralphs for 10 years. **Stephen Wells** worked for Stater Bros. for 39 years, both as a Clerk and as a Manager.

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

JUST MARRIED

Jauris Anderson II, Stater Bros., married Navil Krystal Villalvazo on July 9. The wedding was at the Rialto Methodist Church and the happy couple honeymooned in San Diego. ... **Jess Allen**, Ralphs, took Angelina Romero to be his bride on July 12. The wedding was in Riverside. Congratulations to our newlyweds!

JUST BORN

Sarah Harris, Rite Aid, is pleased to announce the arrival of twin girls on June 21. Mallory Ann weighed 5 lbs. 7 oz. and Violet Paula weighed 5 lbs. 11 oz. ... **Hope and Joseph Olvera**, Stater Bros., are excited to welcome their second daughter. Aubrey Tayla Anjali was born on July 22 and weighed 6 lbs. 3.5 oz. ... **Alexander David Carter**, Ralphs, has a new daughter. Jael Faith was born on July 24 and weighed 6 lbs. 11 oz. ... **Trisha Waddell**, Rite Aid, welcomed Logan Michael into the world on Aug. 3. Logan weighed 7 lbs. 11 oz. ... **Adrian Aleman**, Ralphs, is pleased to announce the birth of Ariana Roxeane on Aug. 4. Ariana weighed 7 lbs. 3.8 oz and we're told she's "daddy's little princess." ... **Javier Esparza**, Stater Bros., proudly announces the arrival of Alizzah Sophia on Aug. 4. Alizzah weighed 7 lbs. ... **Michelle Cordura**, Ralphs, gave birth to Aiden Wafford on Aug. 7. Aiden weighed 7 lbs. 7 oz. ... **Maria Marquez**, Food 4 Less, has a new daughter. Mia Angelica Augsburg was born on Aug. 8 and weighed 6 lbs. 8 oz. ... **Anthony Parra**, Stater Bros., is pleased to announce a new arrival to the Parra and Garcia families. Adam Ian Parra was born on Aug. 14 and weighed 7 lbs. 7 oz. ... **Ashley Wallace**, Albertsons, welcomed Harvey Danger on Aug. 16. Harvey weighed 6 lbs. 14 oz. ... **Erin Giangregorio**, Stater Bros., gave birth to Michael

Aden Cerda on Aug. 26. Michael weighed 5 lbs. 13 oz. ... **Nathaniel McCrae**, Stater Bros., welcomed Isaac Josiah on Aug. 29. Isaac arrived early and weighed 15.9 oz. Nathaniel asks, "please pray for his health." ... **Mario Garcia and Malin Davila**, both of Stater Bros., proudly announce the birth of Angelica Olivia Garcia on Sept. 1. Angelica weighed 6 lbs. 4.5 oz.

Congratulations to all of our new moms and dads!

The Joe F. Barragan Memorial Golf Tournament

Oct. 24, 2011

Los Serranos Golf Club

For details and reservations, call (800) 877-5000 and speak with Secretary-Treasurer Rick Bruer

Discounted member rate!



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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IN MEMORIAM

Harry Caley, a retired food clerk formerly employed by Alpha Beta and Vons, died on Aug. 4, 2011, at the age of 80. He had been a continuous member since October 1979.

Robert Garcia, a retired food clerk formerly employed by Safeway and Vons, died on Sept. 1, 2011, at the age of 71. He had been a member since January 1981.

Doris Puglisi, a retired meat wrapper formerly employed by Market Basket, died on Aug. 24, 2011, at the age of 86. She had been a continuous member since October 1953.

Leo Smith, a retired food clerk formerly employed by Ralphs, died on Sept. 23, 2011, at the age of 74. He had been a member since March 1954.

Our condolences go to the families of these deceased members.

Corrections: Albertsons 6706 Steward Marie Mosier has 31 proud years of membership, and the September Membership Meeting was held in Bloomington on Sept. 28, 2011.

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: OCTOBER DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE DEC. 1, 2011, 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!

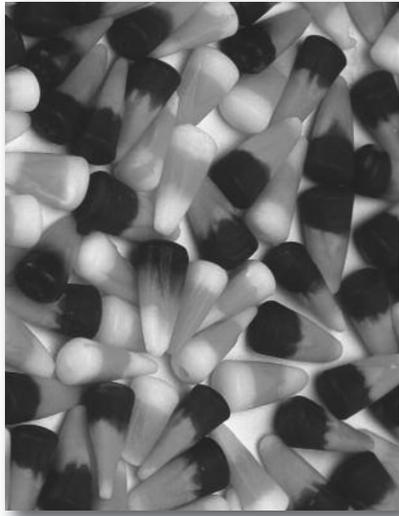
Buy union made candy for Halloween

If you plan to distribute candy to trick-or-treaters this Halloween, show support for union-made products by choosing union-made candy!

Members of the Bakery, Confectionery, Tobacco Workers and Grain Millers Union (BCTGM) and the UFCW make the sweets that fill the bags our children carry on Oct. 31.

Union candy suppliers include:

- **Annabelle Candy Co.**, makers of Rocky Road, Big Hunk, U-No and Abba-Zabba
- **Ghirardelli Chocolate**
- **Herman Goelitz**, maker of Jelly Bellies, Chocolate Dutch Mints, Candy Corn, Chocolate Temptations, Dimples, Goelitz Confections, Goelitz Gummi, Pet Rat, Pet Tarantula, Sweet Temptations and other confections.
- **Hershey Chocolate USA**, makers of Hershey Kisses, Special Dark, Mr. Goodbar, Krackle, Nuggets, Swoops, Zagnut, Hershey's Milk Chocolate, York Peppermint Patties, Jolly Rancher, 5th Avenue, Nestle Treasurers, Laffy Taffy, Flips Pretzels, Kathryn Beich specialty candy, Baby Ruth, Butterfinger, BB's, Pearson's Nips, Hershey's Pot of Gold, Reese's Peanut Butter Cups, Ovation Mit Sticks and many seasonal specialty-boxed and wrapped items.
- **Just Born**, maker of Peanut Chews, Marshmallow Peeps, Hot Tamales, Mike and Ike,



Zours and Teenee Beane.

- **NECCO**, maker of NECCO wafers, Mary Jane Chews, Candy House Buttons, Sky Bar, Thin Mints, Candy Sticks, Bolster Bar, Canada Mints, Candy Cupboard, CyberSpeak, Clark Bar and Masterpieces.
- **Premier Candy Co.**, maker of box chocolates.
- **Russell Stover**, maker of box chocolates, including the Whitman's and Pangburn's brands.
- **See's Candies and Famous Old Time Candies**
- **Tootsie Roll Industries**, maker of Tootsie Rolls, Tootsie Pops, Flavor Roll, Frooties, Child's Play, Dots, Andes Caramel Apple Pops, Charms, Blow Pop, Sugar Daddy, Sugar Babies, Charleston Chew, Fluffy Stuff Cotton Candy, Junior Mints and Cella Chocolate Covered Cherries.
- **Kraft's Trolli brand candy Kraft, Keebler and Frito Lay** snacks and **Orville Redenbacher** popcorn are also union made!

UNION REPRESENTATIVE'S REPORT

Know your company policies

It could save your job!

Your company has policies for every aspect of your job: from lunch breaks and money-handling to dress codes. When you were hired, you suddenly had all this paperwork to fill out, places to sign your name, pages to read, important information to remember.

Some of this information included policies you are expected to know and to follow.

One of your primary responsibilities as a union member is to know your company's policies and follow them.

Many times you may think that a small deviation from the company's policy couldn't hurt, but it could in fact cost you your job.

Consuming a drink while you are standing in line to purchase it could be cause for immediate dismissal, and so could selling alcohol to a minor. It only takes a minute to lose your job over a policy you didn't follow.

It also only takes a minute to ask your manager for a copy of your company's current policies. Take the time to read them and institute them into your daily work routine.

As an employee, you may think, "Well of course I know not to use my cell phone at work," and yet time and again we see cell phone violations. You think, I would never sell alcohol to a minor and yet sting operations do exist and employees do get caught selling alcohol to minors.

That one time you let a co-worker clock you back in from lunch could cost you your job. Is it worth it?

Plainly put, the answer is NO.

Follow the rules

You must show up for work, clock-in and be ready for work on time. You must perform your job to the best of your ability, with the standards, professionalism and courtesy that are fitting for proud union members. You must also respect your employer's property.

If your employer has a dress code, conform to it. If you are asked to greet customers with a smile, do so.

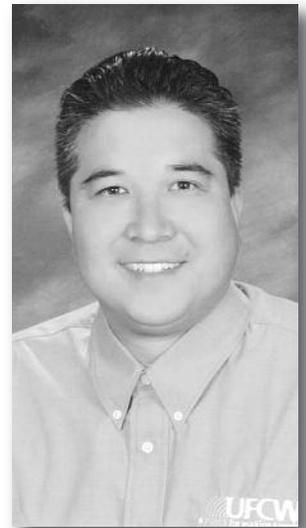
When it is time to take a lunch break, take it and report back to work at the appropriate time. Always clock out at the end of your work day.

Never work "off the clock." That is a serious violation of state law and your union contract. Never leave work early without permission from the manager. Your employer may consider these terminable offenses.

If a policy or supervisor's request seems unreasonable, notify your union representative immediately. Follow your supervisor's request until you hear back from your union. It could save you the hassle of being written up or suspended for insubordination.

Company policies are meant to be followed by everyone all of the time, and not just at your convenience.

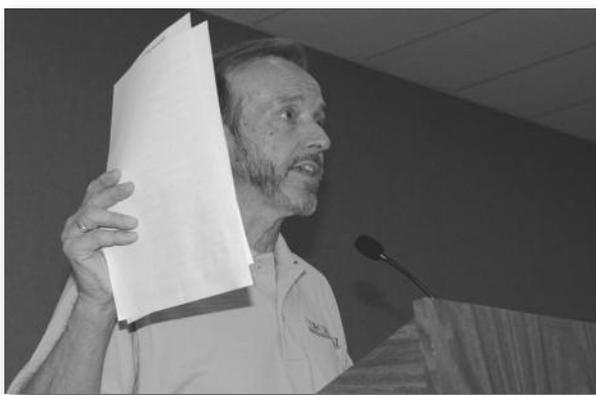
If you're not sure of a policy or have a question regarding your company's policies, see your store manager or call your Union Representative.



By Alan Kontra

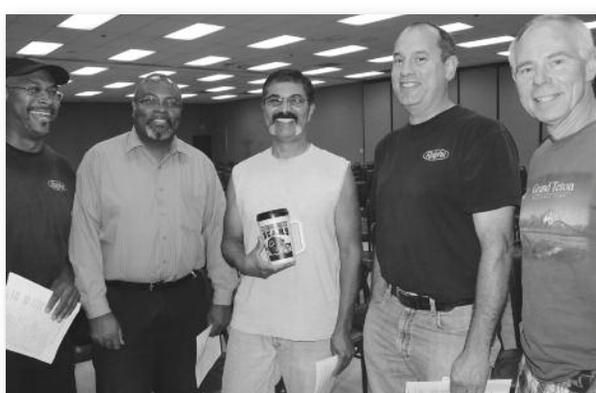
It PAYS to be UNION!

	SEPTEMBER 2011	2011 TOTAL
Back pay and benefits restored to members	\$2,579.30	\$98,408.86
Members reinstated	16	168
Grievances settled	52	616
Unemployment benefits restored to members	N/A	\$18,771



RATIFIED!

Local 1167 members vote to approve contract



PRESIDENT'S REPORT

New contract preserves care

(Continued from front page)

accomplished.

Our goal was to protect our members' access to affordable health care for themselves and their families through the life of the contract, and we succeeded in reaching that goal.

We succeeded because we have allies among the shopping public who honored our picket lines in 2003-04 and pledged to do so again should another labor dispute occur.

We succeeded because we have allies in the Labor Movement who made it clear to the companies that they would back our members with all of the resources at their disposal.

We succeeded because clergy members and neighborhood activists were beating the drum for our cause in churches, synagogues, mosques, community meeting halls and social media sites.

And, most importantly, we succeeded because you, the members of UFCW Local 1167, stood your ground with your union sisters and brothers. Over the past eight months you staffed tables in front of the stores, attended rallies and prepared yourselves for walking the picket lines if that became necessary to protect your health care. And when your union asked you to do so, you made the right choices at the ballot box.

While we're still wiping the dust off our hands, we're already thinking ahead and making plans for the next round of negotiations three years from now. The issues that concerned us in 2011 will still exist in 2014, you can be sure of that!

In the meantime, we'll be negotiating many other contracts for our members in other industries. Every one of those contracts will demand our focused attention.

That's the way things are at UFCW Local 1167. I am honored to be part of this great organization, where every day is Labor Day.

UFCW members reach new collective bargaining agreement

UFCW members throughout Southern California voted on Sept. 23 and 24 to ratify a contract with Albertsons, Ralphs and Vons that took nearly eight months to negotiate.

Agreeing with the recommendations of the leaders of seven local unions, the members voted to approve a last-minute agreement that was reached with the employers on Sept. 19.

The agreement averted a strike that appeared to be imminent. Picket captains were poised to call workers out of the stores on short notice.

UFCW Local 1167 President Bill Lathrop endorsed the agreement, which satisfied the most important objective of union negotiators.

“This package protects our members’ access to affordable comprehensive health care for themselves and their families,” President Lathrop said. “That was our top priority throughout the negotiating process.”

Relief was evident on the faces of Local

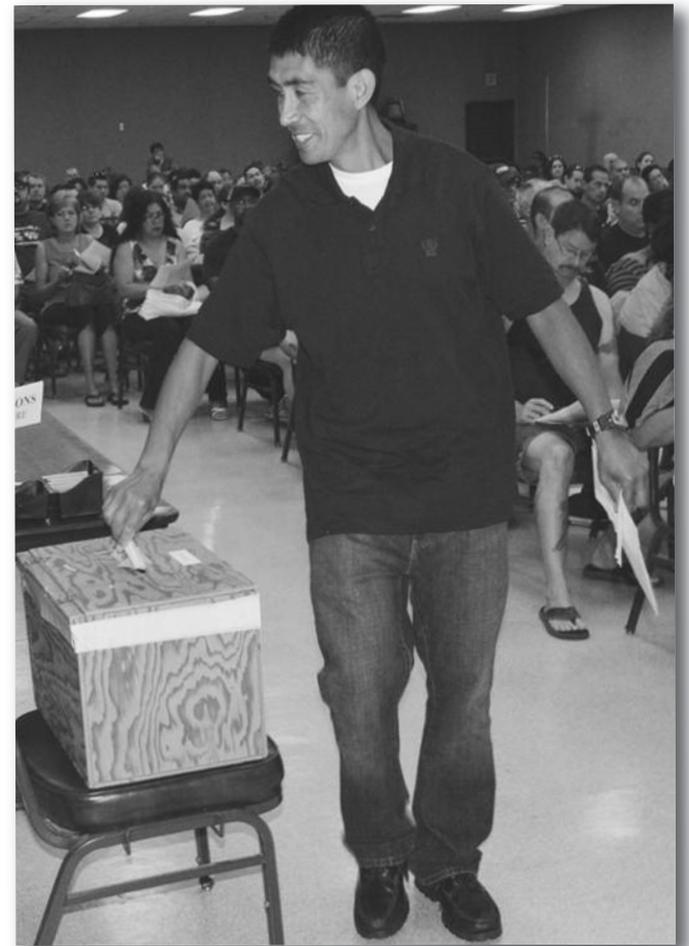
1167 members at meetings in Bloomington, Rancho Mirage, Perris, Hesperia, El Centro and Blythe.

The voting capped an eight-month saga that was seen as part of an ongoing struggle to protect America’s middle class.

“We owe our success to our members, who stood united and strong, and to all of our loyal customers who pledged their support for the workers,” Lathrop said.

He also thanked the grocery workers’ allies in the Labor Movement, as well as business leaders, clergy, community activists and political leaders who stood with them in their fight for affordable health care.

The new contract affects approximately 62,000 workers in a region that spans between Kern, Inyo and Mono Counties in the north, the Mexican border in the south and the Arizona border in the east. Its term will extend from March 7, 2011, to March 2, 2014.



YOUR SOLIDARITY DEFEATED THESE EMPLOYER PROPOSALS

<p>Expansion of Clerk’s Helper Duties — Allow Clerk’s Helpers to check code dates and face shelves. Allow Clerk’s Helpers to handle and assist with outdoor plants, Christmas trees and products, and handle seasonal merchandise and floral selling.</p>	<p>Clerk’s Helpers Working as Clerks — Increase percentage of Clerk’s Helper hours that can be worked as Clerks from 15% to 25%. Also allow unlimited use of Clerk’s Helpers in higher classification during the week preceding and the week of Super Bowl, Valentine’s Day, Mother’s Day, Thanksgiving and Christmas.</p>
<p>Expand transfer limits from 25 miles to 40 miles.</p>	<p>Holidays — Lower pay for employees hired prior to 2004 on holidays from triple time to two-and-one-half times.</p>
<p>Meat Cutters — Eliminate eight-hour guarantee.</p>	<p>Union Stewards — Allow management to transfer any union steward who is a Department Head.</p>
<p>General Merchandise Clerks working in Food Clerk Classification — Eliminate daily two-hour guarantee for work in higher category.</p>	<p>Post-Accident Alcohol and Drug Testing — Management may demand a drug test whenever any product is damaged or an individual is injured.</p>
<p>Working Hours and Overtime — Eliminate time-and-one-half for consecutive days worked.</p>	<p>Journeyman Meat Cutter on Duty — Eliminate.</p>
<p>Working Hours and Overtime — Eliminate time-and-one-half for part-time employees working a sixth day.</p>	<p>Vacations (Ralphs and Albertsons) — Allow management to pay vacation at the time of vacation instead of on anniversary date.</p>
<p>Night Premium — Eliminate all night premiums between 10 p.m. and midnight.</p>	<p>Elimination of Sunday premium for Clerk’s Helpers.</p>

Next issue: members’ reflections on the ratification vote.

Local 1167 Limited Scholarship



Diana Angulo

Diana has completed her general education credits at Riverside Community College. She ultimately wants to earn her doctorate in psychology and sociology in order to teach and counsel middle school children. Her hobbies include volleyball, spoken-word poetry, running and cycling, writing and tutoring students in English. Her mother, Mana L. Angulo, is a Pharmacy Supervisor at Rite Aid 5713 in Perris.

Spencer Chin

Spencer wants to follow in the footsteps of his father, Alan Chin, a Pharmacist at Stater Bros. 185 in Moreno Valley. He wants to specialize in geriatrics and perform medication therapy management. He graduated in the top 5% of his class at Redlands East Valley High School in Mentone. He is a part of the University Honors Program at Idaho State University where he will earn his doctorate of pharmacy in 2013.

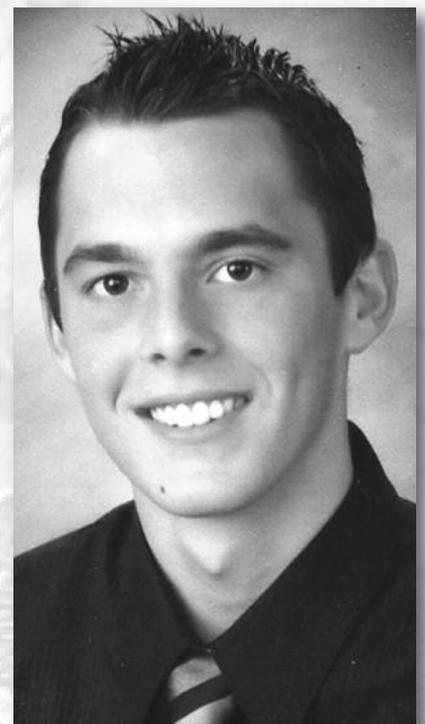


Steven A. Anthony

Steven earned his A.A. in liberal arts and humanities from Mt. San Jacinto Community College in May. He wants to earn a doctorate of history with a minor in political science so he can teach at a university. He loves traveling and learning about different cultures. He credits his experience as an Eagle Scout for teaching him the fundamentals of leadership and responsibility. His father, Steven M. Anthony, is a Pharmacist at Albertsons 6798 in Lake Elsinore.

Thomas Dittman

Thomas is starting his junior year at Cal Poly Pomona, where his major is business administration with an emphasis on accounting. He hopes to one day work for a large corporation like Honda Motorsports or Kawasaki. His hobbies include dirt-bike racing and participating in local community service projects with the Key Club and Kiwanis. His mother, Tammy Lynn Dittman, works at Rite Aid 5690 in Barstow.



Amul Bham

Amul is a freshman at Riverside Community College. He wants to go on to law school after college and become a defense attorney. He was the projects director of the Community Service Club and treasurer of the International Studies Club at Corona High School. He works part-time as a Courtesy Clerk at Albertsons 6796 in Corona.

Awards Program Recipients

Aimee Kohatsu

Aimee is a junior at Loma Linda University's School of Pharmacy. One of her greatest inspirations to become a pharmacist came from participating in a student-exchange program in Slovenia, where she managed a community pharmacy and counseled patients. She enjoys snowboarding, salsa dancing and traveling. She also works part-time as a Pharmacy Intern at Vons 1734 in Redlands.



Bill Sauriol Scholarship Recipient: Courtney Wittrig

(See page 8 for feature.)

Marlene Montoya

Marlene wants to study business administration at UC Riverside. She credits her experience at a summer school program, Upward Bound, as influencing her the most to continue her education. Her son, Danny, is another inspiration for her to push forward and finish college. She would like to own and manage a beauty salon or bakery one day. Her mother, Juana Montoya, is a Food Packager at Windsor Foods in Riverside.



Kenneth Schweitzer

Kenneth is a graduate of Chaparral High School. He wants to go to college to become an astronomer, a marine biologist or a park ranger at Yellowstone National Park. His hobbies include fishing, camping, hiking, stargazing, traveling and golfing. He hopes to become the first man on Mars. He's a courtesy clerk at Ralphs 686 in Temecula. His father is a Dairy/Deli Manager who has worked at Ralphs for 25 years.



Kelsey Wagner

Kelsey is working toward her B.A. in communications, with a minor in nutrition, at Cal State San Bernardino. She hopes to write for a magazine where she can promote healthy eating habits. Kelsey volunteers at the Humane Society Animal Shelter in Joshua Tree. She credits her working experience at Food 4 Less 356 in Yucca Valley for shaping her into the caring and responsible person she is today.





LOCAL 1167'S TOP AWARD RECIPIENT

Bill Sauriol Scholarship Award goes to Courtney Wittrig of Stater Bros.

Courtney Wittrig, a Clerk's Helper at Stater Bros 160 in Big Bear Lake, is Local 1167's Bill Sauriol Scholarship winner for 2011, President Bill Lathrop announced.

The Scholarship Committee praised Wittrig's excellent leadership qualities and her desire to change people's lives in a positive way.

"My parents were ecstatic when I told them I won the Bill Sauriol Scholarship," Wittrig said. "I'm paying for my education, so I'm happy about it, too!"

Wittrig is a freshman at California State University at Long Beach, where she studies mechanical engineering in preparation for a career in biomedical engineering. Eventually, she wants to create prosthetics for amputees.

"I originally wanted to become a doctor, but after an incident with a neighbor where I saw him lose a lot of blood, I realized that it wasn't for me," Wittrig said.

Wittrig's interest in community activism was sparked at Big Bear High School, where she tutored

other students in math. She also participated in events sponsored by the Rotary Club.

In the past year, Wittrig juggled her school life, where she maintained a 4.0 GPA, with her job and volunteer work.

"I had to give up the volunteer work when I started working for Stater Bros.," Wittrig said. "It's my first job and it's taught me a lot of valuable life lessons."

She learned many of those lessons through helping customers at her store. For example, she learned how to manage her time.

"There have been days when I'd get out of school and have to rush home for a quick snack and change for work, all within 45 minutes," Wittrig said.

"Courtney Wittrig's commitment to education and social responsibility is the sort of thing that improves communities and makes the future brighter," President Bill Lathrop said.

"Congratulations once again to Courtney Wittrig and her family, and to all the recipients of this year's awards."

STEWARD FEATURE

Alfonzo Guerrero's leadership inspires unity

Part of what makes a great leader is the ability to step aside from one's bias and understand another viewpoint. At Albertsons 6519 in Redlands, steward Alfonzo Guerrero demonstrates his listening and comprehension skills every day.

As the threat of a possible strike loomed over his store, Guerrero took it upon himself to inform his fellow union members and customers about why it was so important to take a stand for affordable health care.

"There were a few customers who were disgruntled and they expressed their views to me," Guerrero recalled. "But I'm not afraid to step up to the plate and express myself in a positive manner."

"Now that we have reached a fair agreement with the employers, everyone at the store is in good spirits. The solidarity in the store is strong."

About a year ago, Guerrero organized a union potluck in the break room. Initially, five people participated. Later it grew to 12. Now, he is proud to say that 40 people participate.

His supervisor appreciates the camaraderie the potlucks create among the employees. He provides drinks and food for the festivities.

"We've had 4th of July and Labor Day potlucks," Guerrero said. "We also organized a ratification vote pizza party in Redlands and my boss has asked me to set up the company Christmas party this year."

It took 21 years of service to Lucky/Albertsons before Guerrero became aware of the importance of his benefits. This awareness inspired him to become a steward following the 2003-04 strike and lockouts so he could educate his co-workers about their rights.

"Some people are naïve about protecting themselves on the job,"



Alfonzo Guerrero

Guerrero said. "They take their health and pension benefits for granted."

Guerrero's appreciation for unions began with his family. His father was a bricklayer for 30 years and his mother was a teacher for 20. His eight siblings also work various union jobs around the country.

"Working union definitely runs in this family," Guerrero said. "We're grateful to be union members because of the many benefits it provides."

Guerrero also has an affinity for collecting antiques. He eats his lunch while driving to swap meets and thrift stores in search of his next great purchase. He owns Tiffany lamps, Victorian furniture and old china cabinets.

"My aunt was recently in the hospital and it brought a smile to her face when we talked about the times we went out antique shopping," he recalled.

He hopes to appear one day on a reality show like "Antiques Roadshow" so he can sell an item.

He occasionally doesn't like parting with elements from his collection, but realizes he must to avoid becoming a hoarder.

"Sometimes something that is worth \$5 holds such a sentimental value to me that I can't bring myself to sell it," he said.