

DESERT EDGE

UFCW LOCAL 1167

a VOICE for working America

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

September 2008



Christina Wiley, left, and Tessa Moreno each won \$2,000 from the UFCW Local 1167 Scholarship Fund. Photo of Christina Wiley by David Carlson, staff photographer, North County Times; reprinted with permission.

2008 scholarship winners

Local 1167 has announced the winners of its 2008 scholarship competition.

The top award goes to Christina Wiley and Tessa Moreno. They will receive \$2,000 each.

Awards of \$1,500 will go to Jacqueline Akimana, John Hall, Melissa Angulo and Janet Villarreal.

Ashley Rogers, Anthony Carvalho, Britton Borrero and Brandon Gray will each receive \$1,000.

A selection committee determined the winners based on their submitted applications and letters of reference.

Profiles on all of the scholarship winners will appear in next month's *Desert Edge*.

President's Report

New members mean new strength for our union



By Bill Lathrop

As UFCW members, we have a responsibility to grow and strengthen our union. The most direct route to that goal is to organize new members.

The benefits of a growing membership are limitless. A greater density of union workers in the industries we represent means that employers know they have to bargain in good faith. This strength at the bargaining table leads to better contracts, more respect on the work floor and a better standard of living for members and their families.

The contract improvements we negotiated with the retail food chains last year was made possible by the hard work of a dedicated and united membership. Make no mistake, though — there were serious take-aways proposed that never made it into the final contract. As our numbers continue to grow, the employers will think twice about coming to the bargaining table with proposals that don't respect the contributions of our members.

The strong contracts we negotiate can then become a powerful recruitment tool. What worker wouldn't want to join a union when they can see the benefits laid out plainly in a collective bargaining agreement?

In today's economy, union growth isn't something we can put on the
(Please see page 8)

UFCW International Convention calls for growth and unity



Senator Barack Obama addresses UFCW Convention Delegates via live video feed. See complete coverage of the convention on page 4.

Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
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You are interesting.

Tell us about yourself!

You are the most interesting thing about our union! If there's something unusual or newsworthy about your life, hobbies, abilities or talents, call us at the office and tell us about it so that we may consider doing a feature about you in the *Desert Edge*. Just ask for Kathleen Franks or your Union Rep.

President Bill Lathrop

UFCW Local 1167 Retirees Club Monthly Meeting and Potluck!

Wednesday Sept. 17

Correction: Meetings and potluck are not held in July or August

BINGO!

Everyone's invited!

Play is open to the public!
Come have fun and win money!

Tuesdays, 6:30-9:30 p.m.

Thursdays, 12:30-3:30 p.m.

Activities at the
Local 1167 Auditorium
855 W. San Bernardino Ave.



DESERT EDGE

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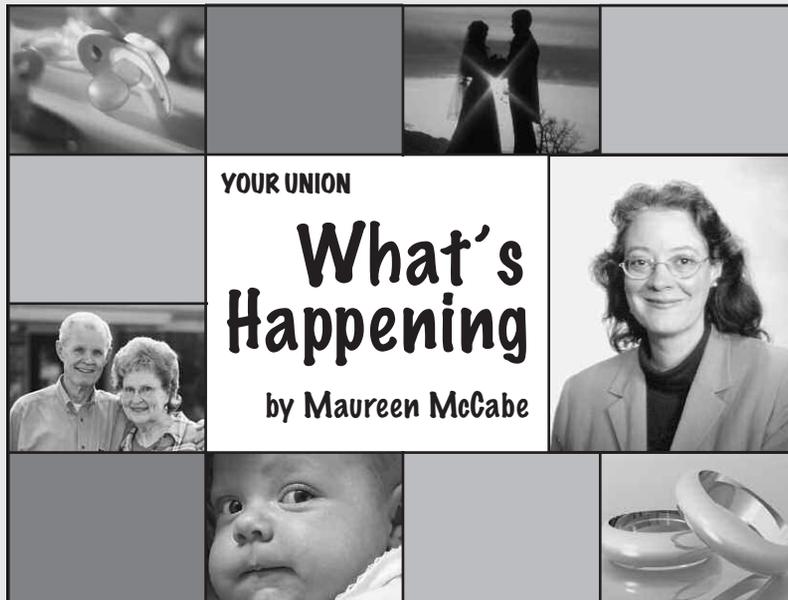
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Bill Lathrop
Editor

Bleiweiss Communications Incorporated
Publisher



YOUR UNION

What's Happening

by Maureen McCabe

JUST RETIRED

The summer months have brought us several new retirees. In July, two long-time Stater Bros.

employees retired. **Daniel Thompson** retired after 30 years with Stater Bros. and **Dave Villalpando** retired after 36 years.

In August, **Tony Clinkenbeard**, **Colleen Fox**, **Roy Griffith, Jr.**, **Nancy Hepburn**, **Van Johnson**, **Victoria Klein**, **David Meese**, **Lynne Peltier** and **Rachel Peterson** all joined the ranks of the retirees. Tony Clinkenbeard worked for Ralphs for 22 years. Colleen Fox worked for Albertsons for 17 years. Roy Griffith, Jr., worked for Albertsons for 34 years. Nancy Hepburn worked for 20 years. Van Johnson worked for Ralphs for 34 years. Victoria Klein worked for Vons for 28 years. David Meese worked for Stater Bros. for 35 years. Lynne Peltier worked for Vons for 14 years. Rachel Peterson worked in the industry for 25 years with Albertsons, Lucky, Super Saver, Hughes, ABC and Safeway.

Congratulations to all of our

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

JUST MARRIED

Cary Thomas, Food 4 Less, married Jennifer Rene on March 29. The wedding was in Barstow and the honeymoon took place "across the world." ... **Dana Synsteliem**, Vons, said "I do" to Jeffrey Mark Yturria on April 19. The wedding was in Avalon and the happy couple honeymooned at Hamilton Cove on Catalina Island. ... **Cindy Griffith**, Stater Bros., became the bride of Mark Allen on May 10. The ceremony took place in Hemet and the newlyweds honeymooned in Pismo Beach. **Michelle Ibarra**, Rite-Aid, married Manuel Guerra on May 31 in Las Vegas. **Victorino Lozano**, Stater Bros., took Ana Isabel Rocha to be his wife on June 17. The wedding was in Riverside. ... **Angela Ryan**, CVS, married Mark Asay on July 7 in Lake Arrowhead.

Congratulations to all of our newlyweds!

JUST BORN

Jodi Gerome, Ralphs, has a new daughter. **Delanie Lee** was born on Feb. 18 and weighed 7 lbs., 10 oz. ... **Lorraine Reyes**, Cadman Chiropractic, welcomed **Andrew Cazares** on March 23. Andrew weighed 7 lbs., 14 oz. ... **Juanita Rodriguez**, Food 4 Less, is pleased to announce the birth of **Leilani** on June 2. Leilani weighed 6 lbs., 9 oz. ... **Vanessa Nunez**, Food 4 Less, gave birth to **Jesse Randy Nunez Jr.** on June 18. Jesse weighed 6 lbs., 7 oz. and measured 21 inches long. ... **Katrina Gumke**, Stater Bros., proudly announces the birth of **Gracie Rose Mistretta** on June 19. Gracie weighed 8 lbs., 7 oz. ... **Elizabeth Chavez**, Food 4 Less, welcomed **Matthew Jonathan Leon** into the world on June 28. Matthew weighed 8 lbs., 2 oz. ... **Vena Lindop**, Albertsons, has a new son. **Joaquin Jesse** was born on June 29, weighing 4 lbs., 2 oz. and measuring 17 inches long. **Crystal Tipper**, Stater Bros., is pleased to announce the arrival of **Euriy Stone Ross** on July 7. Euriy weighed 5 lbs., 8 oz. ... **Bradley Beavers**, Albertsons, has a new son. **Jake Vallon** was born on July 9, weighing 7 lbs., 8 oz. and measuring 20 inches long. ... **Sarah Harris**, Rite-Aid, and her husband, Darren, are proud new parents since the arrival of **Darren David Harris II** on July 11. Darren II weighed in at 8 lbs., 2 oz. ... **Olivia Valdez**, Stater Bros., welcomed **Isabella Divina Leyvas** on July 13. Isabella weighed 7 lbs., 12 oz. ... **Jamie Haapala**, Ralphs, has a new son. **Hunter Matthew** was born on July 25 and weighed 7 lbs., 9 oz.

Congratulations to all of our new moms and dads!

Canadian Wal-Mart workers win union contract

Eight workers in Gatineau, Quebec, have become union trailblazers by achieving a collective-bargaining agreement with Wal-Mart Inc. The workers at Wal-Mart's tire and lube garage in Gatineau won an arbitrator-imposed contract on Aug. 15, concluding a process that began in 2005.

Gatineau is a suburb of Ottawa, the Canadian capital. "There has been a decision," said Guy Chenier, president of UFCW Local 486 in Ottawa. "There is a first collective agreement for Gatineau, for the garage."

The agreement does not affect approximately 200 other Wal-Mart employees at a regular Wal-Mart store that is adjacent to the garage.

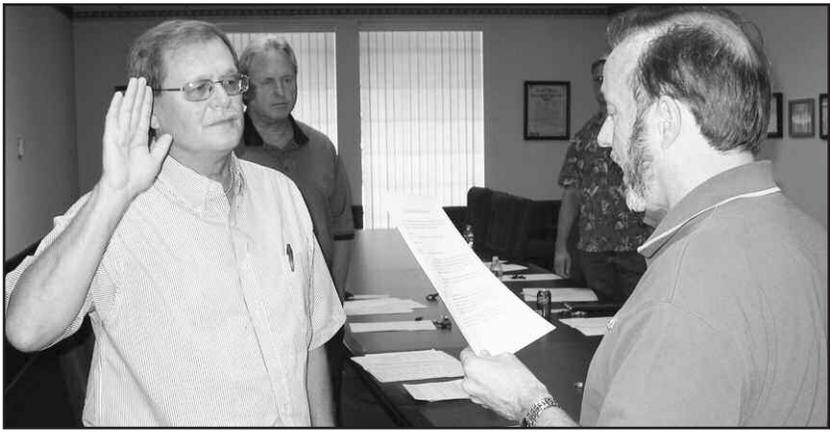
An official at Wal-Mart's Canadian subsidiary declined to say whether the company would shut down the garage

as it did to an entire store in Jonquiere, Quebec, in 2005 after its workers certified the UFCW to represent them.

On Aug. 7, Canada's Supreme Court agreed to consider a lawsuit from former employees at the Jonquiere store who say they lost their jobs unfairly because they wanted to join a union.

The Gatineau garage is one of several Wal-Mart operations in Canada that have won union certification under Canada's "card-check" system of union enrollment. That system eliminates the necessity of elections that are easily manipulated by employers through threats and propaganda.

The Employee Free Choice Act, which is being considered by Congress, would make card-check certification the standard in the United States.



At Local 1167's July 20 Executive Board meeting, President Bill Lathrop administers the oath of office to new Vice President Raymond Sears. Sears has been a union member since 1964.

Meet Raymond Sears, new E-Board member

Ray Sears wants to let fellow members know more about the inner workings of their union. That's why he looks forward to his service on the Local 1167 Executive Board.

"I can let members know how and why the union makes the decisions it does," Sears said. "The more informed our members are about the process, the more they will understand and support the union."

Sears is a receiving clerk at Albertsons 6791 in Sun City and has worked in the industry for more than four decades. He has been a steward since the 2003-04 strike/lockout.

"That was my wakeup call," he said. "The strike/lockout proved that the companies will try to take advantage of us at every opportunity. In response, I volunteered to be a steward."

After more than 40 years in the industry, Sears has no immediate plans to retire. "I love what I do," he said. "I run the entire back room and I'm

responsible for receiving everything that comes into the store, as well as paying all of the bills for our merchandise.

"I really like the people I work with, and with my seniority I have plenty of time to kick back and go out on my boat."

Sears owns a 24-foot pontoon boat that he takes out on Lake Mojave whenever he can. He also has a vacation home on the Colorado River.

"My wife, Connie, and I get up there about six times a year," Sears said.

"I enjoy getting out on the boat and taking my children and grandchildren along. It's a great opportunity to be together."

"I'm grateful that I have been able to make my career in a good union job in the grocery industry," Sears said.

"My service on the Executive Board is just another way of giving something back to the union."

James Lernihan joins staff at Local 1167

Local 1167 welcomes James Lernihan to its staff. Lernihan was hired as a dues clerk but is currently assigned to the Insurance Department.

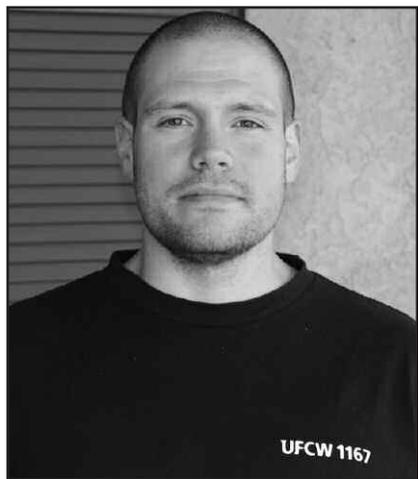
"Working at the union office gives me the chance to work for an organization that I strongly believe in," Lernihan said. "I enjoy helping people."

Lernihan was born in Pomona and raised in San Bernardino. He is a graduate of San Bernardino High School.

His first job was as a warehouseman at non-union Peppertree Distributors in San Bernardino. "I loaded supply trucks bound for Baker's restaurants," he said.

When he had an opportunity to work in a union job as a meat clerk at Food 4 Less, he jumped at the chance.

"Working union is the way to



James Lernihan

go," Lernihan said. "You can't beat the health insurance, pension and job security."

He joined the Local 1167 staff three months ago, after 8 years at Food 4 Less.

"The people I work with are friendly and helpful," Lernihan said. "I'm still learning the ropes, but I look forward to helping as many members as I can, whether it is with insurance questions or with dues issues."



By Rick Bruer

Union Representative Report

Avoid the stings!

Always check ID when selling tobacco

Our members are having a big problem with stings. Not just liquor stings, but tobacco stings, too.

Under state law, the Food and Drug Branch (FDB) of California's Department of Health Services is authorized to send 15- and 16-year-old kids into stores to try to purchase cigarettes, cigars and other tobacco products. Local law enforcement agencies are also authorized to conduct such stings.

If you get caught selling tobacco products to someone who is younger than 18, your employer could be forced to pay fines that range from \$200 and \$6,000. You as an employee could also be fined. Many employers can afford to pay such fines, but can you? Can you afford to lose your job?

Yes, you'll lose your job if you get caught in a tobacco sting, just as surely as you'll get fired for selling alcohol to a kid. There's not much in the law or even your union contract to protect you.

The state and your employer require you to check the identification of every "youthful-appearing" person who attempts to buy tobacco products. Asking a customer if he or she is "of age" isn't good enough. Unlike the decoys in alcohol stings, kids who are sent into your store to buy tobacco don't have to tell the truth about their ages.

I'll say it again: Do not ask the ages of people who try to buy tobacco! Card everybody!

It's not hard to do. Just think of the middle-aged people who will walk away flattered because somebody has carded them for the first time in years.

People are losing their jobs. Don't let yourself be one of them. Always check ID!

This is a very important issue. Protect your job! If you have any further questions regarding tobacco or alcohol sales, please do not hesitate to call your union representative or rep on duty.



TOBACCO STINGS ARE HAPPENING. ANY KID COULD BE AN UNDERCOVER BUYER.

'Solidarity Forever, it is the union that keeps us strong'

'One Union, One Voice' carries theme as thousands gather from around the United States and Canada to strategize and organize for the future

Under the banner of "One Union, One Voice," thousands of UFCW delegates from across the United States and Canada assembled in August to chart the union's growth and to galvanize its efforts to elect Barack Obama as the next president of the United States.

The sixth UFCW International Convention was an intensive program of speakers, workshops and committee meetings designed to focus the UFCW's work to improve the living standards of its 1.3 million members.

Delegates at the convention in Montreal also re-elected UFCW International President Joe Hansen and the members of his "Team Hansen" slate to a new five-year term. The slate includes UFCW International Secretary-Treasurer Marc Perrone, Executive Vice Presidents Bill McDonough, Pat O'Neill and Wayne Hanley, as well as International Vice Presidents across the United States and Canada.

Throughout the convention, special committees concentrated on such issues as organizing, political action, collective bargaining and civil rights.

"The UFCW holds its International Convention every five years so we can pool our ideas with our union sisters and brothers," Local 1167 President Bill Lathrop said.

"When we last met in 2003, our dominant concern was the pending supermarket contract negotiations in Southern California and other parts of the country. In 2008, our assembly immediately preceded the Democratic National Convention in Denver. This gave us an historic opportunity to call national attention to our pro-Labor



Local 1167 Delegates to the Convention.

agenda, including passage of the Employee Free Choice Act."

In his welcoming address, President Hansen said the convention "is about our union and the future of working families in the United States and Canada."

Grassroots Campaign

Hansen praised the work of WakeUpWalMart.com, a nationwide grassroots organization that puts Wal-Mart in the national spotlight for its destructive business practices and its poor treatment of workers. He credited the group for its "innovative communications designed to make shoppers think twice about where they spend their money."

Secretary-Treasurer Marc Perrone urged the delegates "not to wait for the world to change," but to take immediate action to correct the nation's priorities.

"We need to change the pervasive corporate way of thinking," Perrone said. "It's a mindset where people's families and lives are viewed as a dollar sign or a decimal point in the search for more profits. I say it's wrong and we need to change how we think and act."

"Workers and retirees are depending on us," Perrone said.

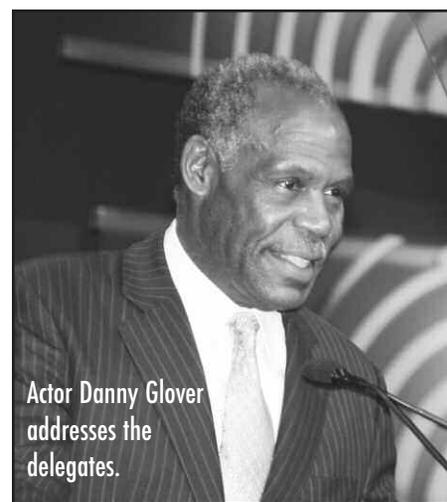
Executive Vice President Pat O'Neill called on the delegates to renew and strengthen their commitment to organizing new members.

"It's simple: without growth, there is no strength," O'Neill said.

"There is a growing recognition among stewards and active members that the fate of our union lies in our ability to organize new workers. With more members, we build our strength at the bargaining table and increase our ability to make the change that our members and all working Americans need."

Executive Vice President Bill McDonough cited the union's consistent record of negotiating the best contracts in industries that are served by the UFCW. He also said that the UFCW must continue to integrate its resources and strategies regionally, nationally and internationally.

"UFCW bargaining is unity bargaining," McDonough said. "When we



Actor Danny Glover addresses the delegates.

mobilize across bargaining units, we can unite across regions, across our great countries."

Political leadership

Speaking via a live satellite feed, Democratic Presidential candidate Sen. Barack Obama promised to change the way the White House approaches Organized Labor and pro-worker legislation. He also thanked the delegates

for their hard work on behalf of his campaign, adding that he looked forward "to seeing more of those yellow UFCW T-shirts all across the campaign trail this fall."

Obama said that President George W. Bush has led "the most anti-Labor administration in history."

"They don't believe in unions, they don't believe in organizing, they pack the administration with their corporate buddies — but it's time to let them know that we're going to take it back for workers," Obama said.

Through videos and letters read from the podium, the UFCW delegates also heard praise and pledges of support from Speaker of the House Nancy Pelosi, Senate Majority Leader Harry Reid and Sen. Edward Kennedy (D-Mass.), among other political leaders.

Support from union allies

Friends of the UFCW within the Labor Movement also came to the convention to show support for their union brothers and sisters.

President Hansen saluted International Brotherhood of Teamsters General President James P. Hoffa for his union's support during the 2003-2004 Southern California strike/lock-out. Hansen said continuing support by the Teamsters helped Southern California workers secure strong contracts in 2007 without a single day on the picket line.

Addressing the delegates, Hoffa said it's up to union members to make sure that the presidential election "isn't even close."

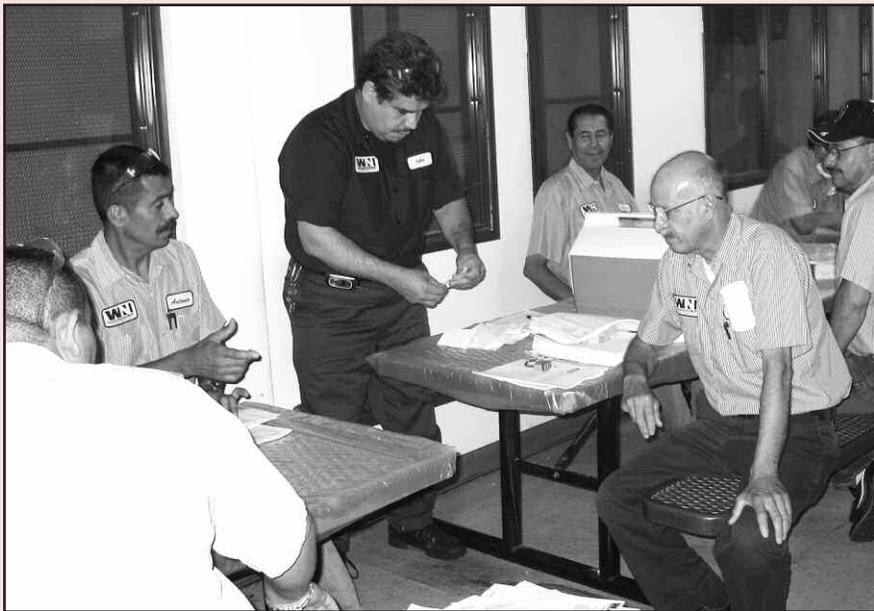
"When you vote for Barack Obama, you vote for yourself, for your children, for your job and for the next eight years of America," he said.

Actor, director, activist and long-time UFCW supporter Danny Glover told the convention that he foresees a bright future for the union.

"I have faith in your leadership and I know you can and will unite new workers," he said. "In your effort to grow your union, I will be there with you."

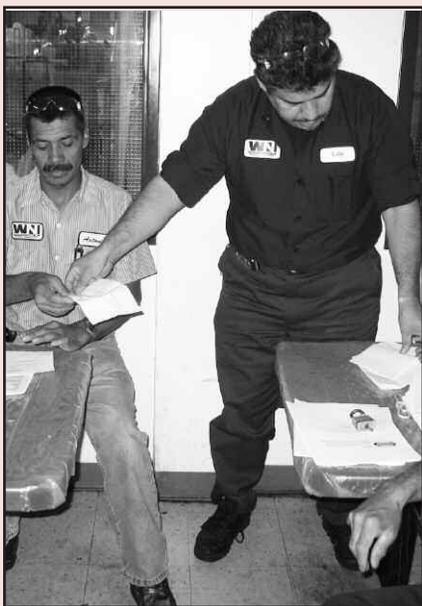
Glover detailed his support for the continued struggle for workers at the Smithfield meatpacking plant in Tar Heel, N.C. He said that, in the end, "workers will prevail."

"Trade unions are the foundation of human rights and human dignity," he said. "I know the workers at Smithfield and all workers can look forward to a better future because in the UFCW you never give up and you never back down."



Nursing home workers ratify contract

Pact with Country Villa includes wage increases and better health benefits



Local 1167 members at the Country Villa nursing home on Date Street in San Bernardino voted overwhelmingly to ratify a new three-year contract.

The agreement calls for the largest wage increase ever negotiated for members at the facility, as well as improvements in medical coverage.

Members also will have an additional floating holiday and, for the first time, paid bereavement leave.

Other improvements include paid sick leave beginning with the first



day of absence, a sick leave "cash out" provision that will enable members to be paid for unused sick time beyond 100 hours, and improvements in language regarding disciplinary warnings.

"We are pleased with this contract," said Local 1167 Secretary-Treasurer Brent Denkers. "In addition to the significant wage increase, there were several groundbreaking elements, including paid bereavement leave and the sick leave 'cash out' provision.

"Country Villa members displayed excellent solidarity throughout the negotiations and that helped us achieve this great contract."

"We hope the FEC will act upon our complaint and open an investigation into Wal-Mart's activities as soon as possible," Scott said.

Labor groups demand investigation of Wal-Mart's forced meetings against EFCA and Democrats

WakeUpWalMart.com has joined several labor organizations in demanding that the Federal Election Commission investigate Wal-Mart's use of compulsory meetings to pressure employees to vote against Democrats.

Other groups filing the complaint with the FEC include Change to Win, American Rights at Work and the AFL-CIO.

At the meetings, Wal-Mart is pressing employees to oppose candidates who support passage of the Employee Free Choice Act, which would remove obstacles from the paths of union organizers.

The bill is supported by most Democratic

candidates and is generally opposed by Republicans.

The complaint calls on the FEC to "immediately open an investigation to determine whether a violation occurred and, if so, to take all appropriate steps to remedy that violation of federal election law."

The groups also prepared to deliver more than 60,000 petitions signed by citizens who want the FEC to investigate Wal-Mart's behavior.

"Wal-Mart may be the world's largest retailer and America's number-one private employer, but it is not above the law," Meghan Scott, spokesperson for WakeUpWalMart.com, said.

"Wal-Mart has intimidated its workers and attempted to scare them into voting against a particular party and candidate, and from what workers tell us, these meetings haven't stopped," Scott said.

"This behavior proves that Wal-Mart is willing to go to any lengths to put profits ahead of its workers.

"These meetings, which left many Wal-Mart workers feeling bullied and intimidated, are not just inappropriate, they are likely in violation of federal election law.

Thanks to those who are helping on the Fresh & Easy Campaign!

Ralphs

118 Ana Colwell
681 Monica Rodriguez
113 Mike Ward
179 Mike Peron
144 Fred Levoti
737 Danny Castillo

Food 4 Less

765 Veronica Torrez
328 Bruce Yamashita
304 Norma Needon

Albertsons

6796 Liz Dupree
6503 Herman Ortega
6609 Patty Lopez
6542 Roberta Young
6728 Marlene Parrington

Stater Bros

128 Alan Kontra
68 Gerald Adams
94 Joe Tagheri
69 Donna Steele
112 Greg Lee
79 Shannon Munro
104 Derek Dryden
80 Stephanie Voelegel
2 Jesse Gomez
99 Rachel Sontag

61 Gail Velasquez
115 Letty Verdin
182 Tom Handgis
172 Alexander Jordan
22 Karen Moan
42 Susie Lacy
12 Michael McKinney
62 Ramona Arellano

OTHER UNIONS

I.U.O.E. - International Union of Operating Engineers (Local 12)

Tom Wagner
Toni Madrid
Ron S.

C.S.E.A. - California School Employees Association (Ch. 506)

Mark Lopez

C.W.A. - Communication Workers of America (Local 9588)

Carlos Castellion
Michael Crow

United Association of Journeyman Plumbers & Pipefitters International (Local 409)

Richard Edwards

CTA - California Teachers Association

Jake Anderson



It's our volunteers who make this program work.
Thank you!
— President,
Bill Lathrop



UFCW Local 1167 SPUR Maria Perez and a customer.

2008 Membership Meetings

SEPT. 24, DEC. 17

Meetings start at 7 p.m.
in the UFCW Auditorium, Bloomington

Your dues now payable! Sign up for dues checkoff!

If you are one of the few members of the local who are not yet signed up for dues checkoff: **SEPTEMBER DUES ARE NOW DUE AND PAYABLE. IF NOT PAID ON OR BEFORE NOVEMBER 1, 2008, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.**

With dues checkoff, all future dues can be deducted automatically from your paycheck. 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

Lonnie Albin, a food clerk employed by Stater Bros. Markets, died August 23, 2008 at the age of 47. He had been a continuous member since June 2004.

Emanuel Durban, a retired meat cutter formerly employed by Rudolph's and Star Market, died Aug. 14, 2008, at the age of 77. He had been a continuous member since December 1961.

Frank Herrera, an associate member formerly employed by Albertsons, died July 26, 2008, at the age of 43. He had been a member since September 2000.

Patricia Rubio, an associate member employed by Stater Bros. Markets, died July 27, 2008, at the age of 52. She had been a member since September 2005.

Corinne Sielinski, an associate member formerly employed by Rialto Family Dental, died Aug. 15, 2008, at the age of 45. She had been a member since March 1994.

Our condolences to the families of these deceased members.

'I'm a union man!'

UFCW retiree has 100 years of stories to tell

When UFCW Local 1167 retiree Roland Kelley learned that he was to be interviewed for a story

in the union newspaper, his first response was, "Well, I'm a union man, so you called the right number!"

It sounds like something any enthusiastic, dedicated union member might say, but Roland has more union stories to tell than almost anybody.

Roland is 100 years old.

He was born in 1908 in Camden, N.J. His father was a steamfitter and his mother was a factory worker. Unfortunately, when the Great Depression hit in 1929, they didn't have unions to protect their jobs.

"It seemed nobody had a union back then," he recalled. "Work was bad and I had an uncle in California who was a supervisor for Safeway at the time. So in 1930 we packed everything up into a Model-A Ford and drove to California." The cross-country trip took seven days to complete. When the family arrived in Fontana, both Roland and his father went to work for Safeway.

'If you try to join a union, I'll fire you.'

"When I started, my uncle told me, 'If you try to join a union, I'll fire you.'"

Roland worked for Safeway for 15 years. At the onset of WWII, he joined a movement to acquire some job benefits for Safeway employees, but management told him to wait until after the war to talk about it.

Roland didn't serve in the war because "they told me I was one year too old to go fight," he recalled. That situation turned out all right because he had plenty to fight for once the war was over.

"We finally organized into a union in the '40s," he said, "and my uncle was still the manager."

Before the Retail Clerks Union represented them, Safeway employees worked 60 hours for \$19 a week. The new union's first order of business was to decrease the hours worked for

all employees and to secure overtime pay.

Shortly after unionization, Roland lost his managerial position unfairly when the company accused him of losing \$1,500 of merchandise. "It was unfair because nobody looked at the facts," he remembers. "The previous week, all the merchandise was accounted for down to the last cent. There's no way I could have lost \$1,500 of inventory in the short time between then and when they told me about it."

Roland kept his job at Safeway, but he was demoted to a clerk position at a new store.

"I had all kinds of jobs," he said. "I was a relief manager, produce manager... 'I've worked in so many stores during my 40 years in the union," he continues. "I remember that my first picket line was at Betty & Burk. They went out of business shortly after that."

He worked for three years for Stater Bros. when that company was just getting started. "I worked in a two-man grocery store and then graduated to a four-man store. When they started up their supermarkets, I



1167 Retiree Roland Kelley has memories spanning a century

worked in one of those, too."

He has seen big changes over the decades. "The working hours and the benefits increases are the greatest changes," he said. "A pension helped quite a bit, too. It gives me great security in my old age. Without the union and Social Security, I'd have nothing right now."

Working retiree

Roland retired in 1970, but still pays his dues on time. As a retiree, he worked for several independent stores and enjoyed yard work and bicycling.

"I'm not supposed to do yard work anymore, but I still do sometimes," he said with a laugh.

Roland celebrated his centennial birthday at his church with more than 200 people in attendance. UFCW Local 135 in San Diego also honored him by presenting Roland and his family with a UFCW shirt and bag, a

\$100 gift card to Red Lobster, and four tickets to a Padres game. "I just went down there to visit Local 135 for a day, but it was a great day!" he said.

He was married for 60 years to his first wife, Evelyn, until she passed away. Roland has since married his second wife, Waneta. He has a daughter, Sharon, and a son, Ron, who was a UFCW member with Mayfair Markets. In addition, he has four grandchildren, seven great-grandchildren and one great-great grandchild.

"Stick with the union" is his advice to current members. "Take it from me, the union is one of the best things in life."

He said he is grateful to "make my 100" and credits his own maker with looking out for him.

"I have a whole lifetime of stories to tell, and I'm still tellin' 'em!" he said.

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AMC THEATERS
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— Gold pass - \$7.50 —

*Silver pass NOT valid for special engagements
Gold pass valid for special engagements*

Ontario — Ontario Mills 30 — Fourth Street off 15 Freeway

CINEMARK THEATERS
— \$6.00 —

Cathedral City — 34491 Date Palm Drive
Chino — 5546 Philadelphia St.
Rancho Mirage — 71800 Highway 111
Victorville — 12353 Mariposa Road

CINEMASTAR THEATERS
— \$5.50 —

San Bernardino — 450 N. E St.

HARKINS THEATERS
— \$5.50 —

Moreno Valley — 22350 Town Circle
Chino Hills — 3070 Chino Hills

KRIKORIAN THEATERS
— \$6.50 —

Redlands — 340 N. Eureka St.
La Mirada — 15296 Rosecrans Blvd.
Downey — 8200 3rd St.
San Clemente — 641-B Camino De Los Mares

METROPOLITAN THEATERS

Calexico — 2441 Scaroni Road — \$4.00
Riverside — 1201 A University Ave. — \$5.50
(Expires Dec. 31, 2008)

MISSION GROVE THEATER —
— \$5.50 —

Riverside — 121 E. Allesandro Blvd.

REGAL CINEMAS
— \$6.00 —

Temecula — 40750 Winchester Road
Ontario — Ontario Mills 22, 4th Street off the 15 Freeway
Riverside — Jurupa Stadium, 14 8032 Limonite Ave.
Corona — North Main Street at Rincon Street
just north of the 91 Freeway

Discount tickets are for all Regal, Edwards or United Artists theaters in Southern California with the exception of theaters at Hutton Centre, Main Street on MacArthur at Costa Mesa Freeway in Santa Ana; Newport Beach at Newport Center; and Laguna Hills Mall, San Diego Freeway at El Toro Road.

If mailed to you, there will be a 42-cent mailing charge per order.

CHECKS ACCEPTED FROM LOCAL 1167 MEMBERS ONLY.

Ticket prices are subject to change without notice.

Steward Feature

Family tradition motivates Linda Bernal

Linda Bernal remembers the conversations about unions she had with her father as a child as if they happened yesterday.

“My dad [Art Olivares] was an iron worker,” Bernal said. “He was a union member and steward for 45 years. He talked often about fighting for workers’ rights and how important it was to go to meetings as well as the benefits he had because he was in a union.”

Bernal works at Rite Aid 5718 in Riverside and has been a steward for two years.

“I love going to the meetings and

especially enjoy the steward conferences,” she said. “The leadership of our local does a great job and keeps us informed so we can share information with members.”

Bernal said that her store seldom has any significant problems. She attributes that to the diligence of her union representative and staff.

“It seems like our rep is always at our store,” Bernal said. “He makes it a point to speak with everyone, and that lets both members and management know that the union is available whenever we need it.”

“When I call with a question or problem, he gets right back to me. That

makes my job as a steward easier.”

Bernal has worked in the industry for 15 years and raised three children who are now adults. As a result, she has come to appreciate the benefits of being in a union through firsthand experience.

“All of my children have had braces and I didn’t have to worry about how I was going to pay for them,” she said. “When my son broke his elbow or when I needed physical therapy for my back, our health benefits took care of it all.”

She also values the job security that comes with belonging to a union.

“With a union, you cannot be let go for any reason,” Bernal said. “You have protection.”

Bernal has a fond affection for animals as demonstrated by the number of pets she owns.

“I have three dogs, five fish and one cat,” she said. “I also help my daughter, who works at an animal



Linda Bernal on the job at Rite Aid 5718

hospital, whenever she needs someone to help her dog sit. She’ll just bring the dogs over to my home. The more the merrier.

Bernal also likes to stay in shape and works out five days a week.

“As a steward, you have to be prepared for anything,” Bernal said with a laugh. “So I put a Turbo Jam kickboxing tape in my VCR and go at it.”

**Union Hiring SPURs!
Your Union Needs YOU!**

With increased activity in the Fresh & Easy (Tesco) and Wal-Mart campaigns, and upcoming Political Action Committee events, UFCW Local 1167 is searching to hire two Special Project Union Representatives (SPURs) from the membership. SPURs are rank-and-file members, paid by the union, to work on specific campaigns in the arena of organizing and political activism.

If you are eager to make a difference in your workplace and your union, please contact Field Director Rick Bruer at 909-877-5000 immediately.

President’s Report

New members mean new strength for our union

(Please see page 8)

backburner. It’s a matter of survival. As companies have transformed from local shops to regional chains to monster global corporations, we too as UFCW locals must grow our ranks individually and come together when it’s time to bargain. We must borrow the theme of last month’s UFCW International Convention, and speak as “one union, with one voice.”

I was encouraged at the convention to see all of our brothers and sisters in Southern California and across the United States and Canada dedicate themselves to organizing. Speakers from all corners of our International Union, from President Joe Hansen to his executive staff to local presidents representing every state and industry we represent, stood up and pledged to commit their time, financial resources and expertise to bring new workers into the union fold.

Even beyond our commitment to the UFCW, it is our obligation as union members to organize new workers to create a stronger Labor Movement. Not only will non-union workers then be able to enjoy the job security and improved wages and benefits that go along with union membership, but as the Labor Movement grows it will create a society that respects work and the people who do it.

That’s the kind of society we want our children to grow up in, and we have the power to make it a reality.

IT PAYS TO BE UNION!

	<u>August 2008</u>	<u>2008 Total</u>
Back pay and benefits restored to members	\$ 182.56	\$64,557.75
Members reinstated	8	181
Grievances settled	25	696
Unemployment Benefits Restored to Members		\$472.80