

Desert Edge

UFCW LOCAL 1167
a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Summer 2014

Supermarket Negotiations:

Standing strong together!

Also in this issue:

**June 3 primary
election endorsements**

**Outlying
area meetings
scheduled**

**Change status to
'Available'**



Union offices will be closed on these days: Memorial Day May 26, 2014
Independence Day July 4, 2014
Labor Day Sept. 1, 2014

Next Quarterly Membership Meeting:

Wednesday, June 25

The meeting will start at 7 p.m.
UFCW Local 1167 Auditorium
855 W. San Bernardino Ave.
Bloomington, CA 92316
www.ufcw1167.org

Please see page 14 for a complete schedule of meetings in outlying areas.

DESERT EDGE

Bill Lathrop
Editor

Official quarterly publication of
Local 1167, United Food and
Commercial Workers International Union
Serving San Bernardino, Riverside and
Imperial Counties, California.

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Monday-Friday, 8 a.m.- 4 p.m.
Closed Saturdays, Sundays and holidays

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Drug & General Sales Division insurance:

(909) 877-2331

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8:30 a.m.-4 p.m.

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Watch your mailbox!

...for important information from your
health benefits Trust Fund.

Got questions? Contact the Trust Fund (ext. 424):

(714) 220-2297 • (562) 408-2715 • (877) 284-2320
www.scufcwffunds.com

Notice to all 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: YOUR DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE THE FIRST OF EVERY MONTH, 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.

Nonpayment 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!

New Member Meetings

Are you a new member of
UFCW Local 1167?
Has one of your co-workers
recently joined our union?

Get up to a \$65 credit
toward your initiation fee
when you attend a New
Member Training Meeting within
six months of your hire date.

Call (909) 877-5000
if you have any questions.

**Please see page 14
for complete list of
meetings scheduled.**

For the record:

Retiree Rock Hamm worked
for Albertsons, Alpha Beta,
FedMart and Gemco/Lucky
for 35 years.

Keep standing strong together!

The members of UFCW Local 1167, especially those who work in the supermarket industry, are understandably curious about the status of our contract negotiations with the corporations that own Albertsons, Ralphs and Vons.

At this moment I can't say much about the current process because the two sides have agreed not to disclose such details. But I can talk about the context of our discussions.



BILL LATHROP
President

The goal in these talks is a new contract to replace the one that expired on March 2. Joining our local union are our Southern California allies in UFCW Locals 8-Golden State, 135, 324, 770, 1428 and 1442. Parallel negotiations are also taking place with Stater Bros.

As the talks continue, our members remain covered under the terms of the old contract, thanks to an extension agreement signed by the unions

and the employers. Either side can cancel this agreement after giving 72 hours notice.

In April, the unions and the companies agreed to bring in a federal mediator to facilitate the discussions, which have been slow and complicated. The corporations appear to be focused on controlling costs while the unions are committed to protecting our members' wages, benefits and working conditions.

We don't know how long this process will take. Our last contract, which was approved by the members in September 2011, took nearly nine months to negotiate. Along the way, we asked for two strike votes — both of which passed overwhelmingly — and huge rallies took place in front of Albertsons' distribution center in Fullerton,

Always say positive things about your union to your co-workers and management. If a manager asks you about your thoughts on negotiations, say 'I stand with my union 100 percent!'

Ralphs' facility in Compton and Vons' headquarters in Arcadia.

Many of us remember an even more difficult bargaining ordeal in 2003 and 2004. That effort included a massive labor dispute involving nearly 60,000 UFCW members who walked picket lines for 141 difficult days. The companies lost more than \$2 billion before agreeing to a contract.

We don't expect our current negotiations will follow that path, but nobody can guarantee they won't. That's why it is important for all of our members to "Stand Together!" with each other and their union leadership.

This is the best way to convince the employers that it would be disastrous to demand unfair concessions at the bargaining table. They won't want to risk losing another \$2 billion!

So please wear your "Stand Together" buttons with pride as you work in the stores. Always say positive things about your union to your co-workers and management. If a manager asks you about your thoughts on the negotiations, say "I stand with my union 100 percent!"

Don't listen to rumors and certainly don't spread them! If you want accurate information, check with your Union Representative and visit our website at www.ufcw1167.org or our Facebook page, "UFCW Bloomington."

Now, more than ever, is the time to "Stand Together!" ■



What's Happening

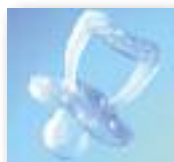
MAUREEN McCABE

JUST RETIRED

The months of March, April, May and June bring us several new retirees. **Joseph Gutierrez** worked for Stater Bros. for 34 years.

Martin Alvarez worked for Stater Bros. for 37 years. **Larry Apodaca** worked for Albertsons, Furrs and Lucky for 32 years. **Jackie Brucher** worked for Albertsons and Alpha Beta for 27 years. **Paul Cleary** worked for Albertsons and Lucky for 35 years. **Penny Coelho** worked for Stater Bros. for 14 years. **JoAnna Davis** worked for Alpha Beta and Ralphs for 36 years. **Lois Towers** worked for Vons for 34 years. **Matthew Godinho** worked for Albertsons and Alpha Beta for 36 years. **Carlos Gomez** worked for Albertsons for 17 years. **Jan Harriman** worked for Stater Bros. for 39 years. **Kevin Johnson** worked for Albertsons and Lucky for 35 years. **Thomas Johnson Sr.** worked for Ralphs for 36½ years. **Robert Kryza** worked for Albertsons and Lucky for 37 years. **Dianna Mickey** worked for Stater Bros. for 35 years. **Gail Patton** worked for Vons for 16 years. **Benjamin Quezada** worked for Albertsons, Lucky, Stater Bros. and Vons for 40 years. **Thomas Ruffin** worked for Stater Bros. for 36 years. **Cassandra Smith** worked for Ralphs for 24 years. **John Spero** worked for Vons for 40 years. **Fay Tharp** worked for Alpha Beta and Ralphs for 36 years. **Mary Kay Tyson** worked for Albertsons, Fazios, Food Co, Hughes and Ralphs for 38 years. **Linda Willason** worked for Albertsons, Lucky and Super Valu for 38 years. **William Willson** worked for Alpha Beta and Ralphs for 46 years. **Roberta Young** worked for Albertsons and Lucky for 25 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well earned retirements.

JUST BORN



Lia Rodriguez, Stater Bros., has a new son, Donny Frank Henseler, who was born on Feb. 24, weighing 6 lbs. 13 oz. and was 19” ...

Rebecca Crawford, Stater Bros., is pleased to announce the birth of Jayce Sullivan on Sept. 27, 2013. Jayce weighed 6 lbs. 9 oz. ... **Brian and Heather Wren**, Albertsons, have a new baby girl, Kendra. Kendra was born Feb. 21, weighing 8 lbs. 11 oz. ... **Jessica**

Hernandez, Food 4 Less, has a new son, Anthony, born March 29 weighing 8 lbs. ... **Alex Rodriguez**, Stater Bros., is proud to announce the birth of Alessio Jesus, born April 13. Alessio weighed 8 lbs. 11oz. ... **Jose Alvarado**, Ralphs, has a “beautiful and healthy baby girl.” Elizabeth Daniela was born Nov. 7, 2013 and weighed 5 lbs. 6oz. ... **Naomi McKeenan**, Stater Bros., has “another little monkey”, Makaylie Maive, born March 28 weighing 7 lbs. 5oz. ... **Lorraine and Julio Ortiz**, Food 4 Less, have a new son, Julio Maximino, born April 16 weighing 9 lbs. 6 oz. ... **Benjamin Crisantos**, Food 4 Less, welcomed Benjamin Jr., born Feb. 20. Benjamin weighed 6 lbs. 11oz. ... **Laura Perez-Bermudez**, Stater Bros., has new twin girls, Angelina Sonia and Angelica Sofia, born March 11 weighing 5 lbs. 5 oz. and 6 lbs. 1 oz. ... **Crystal Hare**, Stater Bros., welcomed her new baby Kaylee Anne Sampagna, born Jan. 19 weighing 7 lbs. 10oz. Congratulations to all of the new mommies and daddies!

JUST MARRIED

Lauren Marquez, Stater Bros., married Aaron Contreras on Nov. 24, 2013 in Riverside. **Rovin Kay Manley**, Albertsons, married Jeffrey Peter Gierut on Feb. 19 in Riverside. The happy couple honeymooned in Laguna Beach. **Felicia Perez**, Stater Bros., married Josh Schilling on Feb. 14 in Hesperia. The couple honeymooned in Las Vegas. **Richard Lee Tucker**, Vons, married Galina Fileva on Feb. 21 in Palm Desert. **Lacie Hightower**, Stater Bros., married Chris Lewis on July 13, 2013 in Lake Arrowhead. The couple honeymooned in Lake Arrowhead as well. **Steven Rojas** married **Valerie Aparicio**, both with Stater Bros., on Jan. 18. **Timothy Martin**, Stater Bros., married Dionne Ross on Feb. 14 in Hemet. The happy couple honeymooned in San Diego. **Sonia Acevedo**, Stater Bros., married Vincent Mata on Jan. 25 at the Indian Wells Country Club. **Wendy Cassidy**, Stater Bros., married Charles Compton on March 24 at the Special Memory Wedding Chapel in Las Vegas. **Vincent Mata**, Ralphs, married Sonia on Jan. 25 at the Indian Wells Country Club. The couple honeymoon at the Grand California Disneyland Hotel. **Adrian Burgos**, Stater Bros., married Adrianna Holguin on Feb. 23 at the Champions Club at the Retreat. They hon-

Please see page 15

IN MEMORIAM

Eugene Anguiano, a retired food clerk formerly employed by Alpha Beta, died on March 27 at the age of 77. He had been a member since July 1971.

Irvin Boxman, a retired meat cutter formerly employed by Gambrell's, Our Meats and Moreno Mission, died on Feb. 3 at the age of 93. He had been a member since March 1946.

Gladys Cunningham, a retired food clerk formerly employed by Alpha Beta, died on March 30 at the age of 92. She had been a member since May 1965.

Troy Davids, a clerk's helper formerly employed by Vons, died on April 25 at the age of 21. He had been a member since August 2013.

Abraham Diamond, a retired meat cutter formerly employed by Lucky Stores, died on April 21, at the age of 78. He had been a member since January 1968.

Kate Graeber, an affiliated member formerly employed by Stater Bros., died on March 23 at the age of 62. She had been a member since December 2005.

Kian Guting, a food clerk formerly employed by Vons, died on April 3 at the age of 52. He had been a member since August 2012.

James Jarnagin, a retired food clerk formerly employed by Vons, died on March 29, 2014 at the age of 78. He had been a member since August 1963.

Kathy Landsaw, a retired food clerk formerly employed by FedMart and Stater Bros., died on April 25 at the age of 61. She had been a member since October 1981.

Robert McInteer, a retired meat cutter formerly employed by Alpha Beta and Stater Bros., died on April 25 at the age of 71. He had been a member since March 1970.

Debra Monahan, a food clerk formerly employed by Albertsons, died on April 16 at the age of 54. She had been a member since October 1980.

Carolyn Morris, a retired food clerk formerly employed by Alpha Beta and Ralphs, died on April 3 at the age of 75. She had been a member since January 1972.

Angela Ryan, a drug clerk employed by CVS Pharmacy, died on March 21 at the age of 56. She had been a member since October 1976.

Donna Woodside, an affiliated member formerly employed by Sage's, died on April 23, at the age of 81. She had been a member since July 1968.

Our condolences go to the families of these deceased members.

Vote on June 3 and make a difference

On June 3, many Californians will participate in an important primary election. Unfortunately, many others will not.

It's a sad thing that many citizens will not bother to exercise their right to vote. Voter apathy is one of the most troubling problems confronting our society.

If we don't approve of our government or its policies, we have an obligation to fix it by using the power of the ballot. Similarly, if we like the people who represent us in City Hall, the State Capitol or Washington, D.C., we should support them with our votes.

We can start by voting in the California primary election, in which many crucial choices will be made.



RICK BRUER
Secretary-Treasurer

It is especially important for members of UFCW Local 1167 who live in the 20th State Senate District to vote for Connie Leyva, who is president of UFCW Local 1428 and president of the California Labor Federation (see article on page 11). She needs our full support!

In addition, there are many important statewide propositions to decide.

On the federal level, voters in 53 districts will determine the finalists for the United States House of Representatives. Also, voters in cities, counties and special districts will choose their mayors, city council members, county supervisors, sheriffs and judges.

Even the most local of political contests can make a huge

On the state level, voters will choose the top two finalists for governor, lieutenant governor, secretary of state, controller, treasurer, attorney general, insurance commissioner, superintendent of public instruction and members of the Board of Equalization. Those finalists will compete in the general election on Nov. 4.

The same voters will determine the finalists for the California Senate and Assembly in districts across the state.



It doesn't matter if the candidates you support are Democrats, Republicans, Libertarians, Greens or whatever. It's their views on working people that is important.

difference for the people who live in those jurisdictions. The winners will make a direct impact on things that matter, like public transit, education, street repairs and clean drinking water.

For example, a city council member or county supervisor could decide whether Walmart is allowed to build a Supercenter that would destroy good union jobs in the community.

The man or woman who represents your district in the California Assembly might make the difference whether your community's schools will get enough funding or whether a bill to regulate "big box" retailers becomes law.

It doesn't matter if the candidates you support are Democrats, Republicans, Libertarians, Greens or whatever. It's their views on working people that is important.

On page 10 you will see a list of candidates who are endorsed by our union and our allies in the Labor Movement.

Please study this list. Cut it out and take it with you to the polls.

Don't be left out of the process. The power is in your hands! ■

UFCW members lobby the Capitol

UFCW members turned out in force for Lobby Day at the California Capitol in February. They walked the halls and talked to legislators about issues affecting union members and all working families in the state.

The volunteers focused on two bills of special importance to the UFCW: Senate Bill 270, which would ban wasteful single-use plastic bags that clog waterways, pollute the oceans and suffocate aquatic creatures, and Assembly Bill 1792, which would expose large employers who shirk their responsibility to provide affordable health care to their employees.

The UFCW volunteers handed out durable, union-made, recycled plastic bags to legislators and their staffs as they lobbied for SB 270.

Ted Fisher, a member of UFCW Local 1167 who has worked at Stater Bros. 128 in La Quinta for 33 years, was a team leader for Lobby Day, which was coordinated by the UFCW's Western States Council. He asked legislators what they would do to help working families in California.

"It was an enjoyable and educational experience," Fisher



Ted Fisher, center, with fellow UFCW Stater Bros. member Troy Morgan, left, and Organizer Gabriel Suarez, right, prepare to visit a legislator from their district.

said. "My visit to our state capitol in Sacramento opened my eyes to how our political system works. It also taught me a valuable lesson that we can make a difference if we just get involved and participate.

"I was honored to stand with my UFCW Local 1167 brothers and sisters as we voiced our concerns on behalf of working class Californians." ■

Members at Work: Palm Desert





Sheila Farley

A great listener

Sheila Farley applies her life experiences to be a great steward

Half of what makes a great communicator is being a great listener. For Sheila Farley, a checker at Stater Bros. 170 in Corona, the ability to listen was never taken for granted.

Farley's mother and two uncles were born with profound deafness, meaning they weren't completely deaf, but needed to use sign language to communicate. When she was three months old, her grandparents adopted her and taught her American Sign Language.

She says her childhood experiences help her perform her duties as a steward.

"I enjoy listening carefully to my customers, co-workers and managers," Farley said. "I feel that to be a great steward you need to be approachable, especially with new hires."

Other childhood experiences also contributed to her skills as a steward and as an employee.

A childhood dream becomes a reality

Not many people would say their childhood dream was to run a cash register, but Farley does. She recalls role-playing as a cashier when she was a little girl.

'When you need the union's help, the union is there. Always.'

She started her career in 1982 after earning her associate's degree in sociology from Crafton Hills College in Yucaipa. She attended Cal State Fullerton for a year and a half, but stopped when she applied for a job at Vons.

"Back then, working at Vons was a prestigious place because you needed to know someone who worked there to even apply," Farley recalled.

"Once I got in, I didn't look back. I knew this was going to be my career."

In 2003, she joined thousands of her fellow UFCW brothers and sisters on picket lines during the strike and lockouts that lasted 141 days.

"The union was amazing to all of us during the labor dispute," Farley said. "Rick Bruer was our rep at the time. He was so positive and we all knew that he really cared about us."

"When you need the union's help, the union is there. Always," she added.

Farley worked at Vons in Corona during and after the strike, but moved to Stater Bros. in 2009. If any labor actions occur at the other union chains, she plans to support her union brothers and sisters any way she can.

"I'm there for my union and I will picket on my days off if I have to," she said.

Union to the rescue

Two years ago, Farley was playing volleyball at the beach with her husband, Chris. When she jumped to hit the ball back to Chris, she landed awkwardly and damaged her knee.

"I spent six months recovering from surgery," Farley recalled. "It would have been five, but I battled a staph infection on top of healing."

She asserted her rights under the Family Medical Leave Act and used her health benefits to enlist a top-notch surgeon to operate on her knee.

"If it wasn't for the union, I wouldn't have received the care I did," Farley said. "I have friends in the medical field who have benefits that aren't as good as ours."

Now that she's fully healed, she enjoys spending time with her husband and her two pit bulls. They go on long walks together and hike frequently.

And when they have something to say, Farley makes a special effort to listen. ■

Charity Golf Tournament Raises Money for Leukemia Research a



nd Scholarships: Thank You, Participants!



UFCW Local 1167 President Bill Lathrop with UFCW Local 1428 President Connie Leyva.

An estimated 149,990 people in the United States were diagnosed with leukemia and non-Hodgkin's lymphoma in 2013. New cases of leukemia, lymphoma and myeloma were expected to account for 9 percent of the estimated 1,660,290 new cancer cases diagnosed in the U.S. last year.

An estimated 1,129,813 people in the United States are living with, or are in remission from, leukemia, lymphoma or myeloma.

Approximately every 10 minutes, someone in the U.S. dies from a blood cancer. This statistic represents nearly 150 people each day or more than six people every hour.

Responding to this challenge, UFCW Local 1167 and Local 1428 play a major role in supporting the Leukemia & Lymphoma Society (LLS). All money raised at the Charity Golf Tournament, held at the Sierra Lakes Golf Club in Fontana on April 28, goes to the Leukemia & Lymphoma Society and each local's own scholarship awards program. ■



California Primary Endorsements: June 3, 2014



Statewide Ballot Measures

Proposition 41 Veterans Housing Bond

Recommend: Vote YES

Proposition 42 Public Records

Recommend: Vote YES



California State Assembly

District	Candidate
33	Rick Roelle (R)
40	Melissa O'Donnell (D)
41	Chris Holden (D)
42	Karalee Hargrove (D)
56	Eduardo Garcia (D)
60	Oliver Unaka (D)
61	Jose Medina (D)



California State Senate

District	Candidate
20	Connie Leyva (D)
22	Ed Hernandez (D)
24	Kevin de Leon (D)
28	Glenn Miller (R)



United States Representative in Congress

District	Candidate
8	Paul Cook (R)
31	Pete Aguilar (D)
35	Norma Torres (D)
36	Raul Ruiz (D)
41	Mark Takano (D)
42	Tim Sheridan (D)
50	James Kimber (D)



State Offices

Governor
Lieutenant Governor
Secretary of State
Attorney General
Controller
Treasurer
Insurance Commissioner
Superintendent of Public Instruction

Edmund "Jerry" Brown (D)
Gavin Newsom (D)
Alex Padilla (D)
Kamala Harris (D)
John A. Pérez (D)
John Chiang (D)
Dave Jones (D)
Tom Torlakson

Board of Equalization:

District	Candidate
1	Chris Parker (D)
2	Fiona Ma (D)
3	Jerome Horton (D)
4	No Recommendation



County Offices

Riverside County

Supervisor 2nd District
Supervisor 4th District
Supervisor 5th District
District Attorney
Superintendent of Schools
College Board of Trustees District 4
Rancho Mirage City Council
Corona City Council
Indio City Council

John Tavaglione
Manuel Perez
Marion Ashley
Paul Zellerbach
Kenn Young
Juliann Anderson
Scott Hines
Steve Roth
Michael Wilson

San Bernardino County

Supervisor 4th District
District Attorney
Auditor
Sheriff
Assessor
Superintendent of Schools

Gloria Negrete McLeod
Mike Ramos
Larry Walker
John McMahon
Dan Harp
Ted Alejandre

How candidates are recommended

Local 1167 recommends candidates for office only after an exhaustive process of getting to know them, analyzing their records and reviewing their positions on issues affecting union members' lives. These issues include jobs, the economy, workers' rights, health care, retirement security, workers compensation and education. We recommend those candidates judged to have your best interests in mind — regardless of party affiliation.



On June 3, voters in Pomona, Chino, Ontario, Montclair, Rialto, Colton, Bloomington, Grand Terrace and a portion of San Bernardino will have the opportunity to elect a proven leader from the UFCW to represent them in Sacramento.

Connie Leyva, president of UFCW Local 1428 and president of the AFL-CIO's California State Federation of Labor, is campaigning to represent the 20th State Senate District in the California Legislature.

Leyva is supported by many labor organizations because of her strong leadership and advocacy for working families.

As president of her local union in the eastern San Gabriel Valley, Leyva instituted an annual Day of Action in which stewards from her jurisdiction gather to work on community service projects. The volunteers have adopted Kingsley Elementary School in Montclair, donated footwear to the Shoes That Fit organization and repaired homes for veterans and their families.

Leyva has deep roots in the grocery industry and the UFCW. When she was a young girl, her father worked for Alpha Beta as a clerk. When she was a teenager, Leyva also was hired by Alpha Beta. She met her husband, Al, at the store and continued working there through college and as she raised twin daughters.

At UFCW Local 1428, Leyva worked her way through the ranks to become the local's first woman president in 2002. Two years later, she became the first woman to be elected president of the California State Federation of Labor,

which represents 2.1 million workers in the state.

As president of both organizations, Connie Leyva has fought back against corporate attempts to silence unions, advocated for workers' access to affordable health care and helped elect worker-friendly officials at all levels of government.

"In these times when workers are constantly under siege, it is important to have friends in office who can stand up and speak for working families," UFCW Local 1167 President Bill Lathrop said.

"I fully support Connie Leyva's vision for our communities. We will greatly benefit from her leadership as a senator in the California Legislature." ■



Know your contract — form needed by July 18

Members should change status to 'Available'

By President Bill Lathrop

Some of our members have designated themselves as “Self-Restricted” employees according to the seniority list that we recently received from the employers.

Many of them requested this designation years ago, based on a misunderstanding of the definition of “Self-Restricted.”

If you are in this group, I urge you to change your status to “Available” by completing an Availability Form printed on this page and either mailing it to the union or giving it to your Union

Representative immediately! **You must have the form to us by July 18.**

According to Article 4 of our union contract, “Self-Restricted” applies to members who are unavailable to work 40 hours per week in any five days. It does NOT mean these members can select their specific hours of work.

Through years of experience, we know that some managers will work with employees who have child care or school needs regardless of “Available” or “Self-Restricted” status and some will not.

Unfortunately, in the event of a lay-

Change your status to ‘Available’ by completing the form on this page and either mailing it to the union or giving it to your Union Representative immediately! You must have the form to us by July 18.

off, “Self-Restricted” employees have significantly reduced opportunities to “bump” to keep their jobs.

In the past few years, as companies have consolidated and closed stores, we have seen the detrimental effect this designation has had on some long-term employees. Since we expect there may be additional store closures in the future, we are urging our “Self-Restricted” members to change their status immediately.

The change from “Self-Restricted” to “Available” becomes effective the first week in August. But we urge members to fill out the form and get it to your Union Representative immediately.

If you are not 100 percent sure about how you are classified, call your Union Representative immediately and find out! Even if you are listed as “Available,” fill out the card anyway and send it in before July 18! ■

(To change from **Self-Restricted** to **Available**, fill out this form and mail to: P.O. Box 1167, Bloomington, CA 92316 or hand to your Union Representative.)

AVAILABLE OR SELF-RESTRICTED SELECTION NOTIFICATION

In accordance with Article 4(A) (4)(a) of the Retail Food and Meat Contract, I hereby notify my Employer, (Albertsons, Ralphs or Vons) of my desire to change my seniority selection from **“Self-Restricted”** to **“Available,”** to be effective **August 4, 2014.**

Name (Printed): _____

Signature: _____

Employee ID: _____

Company: _____

Store #: _____ Date Signed: _____

Members at Work: **Calexico**



Members at Work: **Stater Bros. 170, Corona**



Union Representative's Report

Gil Ramirez

Communication is essential!

You have many privileges as a union member, but you also have responsibilities.

One of them is to stay in contact with your union's Membership and Benefits Departments, as well as your employer.

For example, when you go on medical or family leave, you need to make sure the proper paperwork from your doctor is sent to the Benefits Department so the people there have the proper documentation to keep your benefits going when you return.



Gil Ramirez
Union Representative

Also, you should let the Membership Department know so your dues are adjusted accordingly and you won't lose your membership status.

Don't assume that, just because both departments are conveniently located in our union headquarters, they'll know everything that's going on with you

and your personal life.

And just because you tell your manager, it doesn't mean he or she has notified your Union Representative or anyone else at the union.

People sometimes assume that everyone at your union and your workplace "just knows" when they are going on leave. But how will people know if they aren't told?

It's also up to you to inform your employer, your union's Membership Department and its Benefits Department about every important development in your life, whether it's the birth or adoption of a child, a marriage, a divorce, a death in the family or a change of address.

It may seem like a hassle to let everyone know what's going on, but the consequences of not communicating can be serious. It is your responsibility! ■

New member & outlying area membership meetings

Bloomington

Wed. June 25

UFCW Local 1167 Auditorium
855 W. San Bernardino Ave.

Victorville

Tues. June 24

Hilton Garden Inn
12603 Mariposa Road

Palm Desert

Wed. June 18

Residence Inn
38305 Cook St.

El Centro

Thurs. June 26

Vacation Inn
2015 Cottonwood Circle

Lake Elsinore

Mon. June 23

Holiday Inn Express & Suites
31573 Canyon Estates Drive

Regular membership meetings
begin at 7 p.m.

New member meetings begin
at 10 a.m. and 5:30 p.m.



IT PAYS TO BE UNION

MAR-APR 2014 2014 TOTAL

BACK PAY AND
BENEFITS RESTORED TO MEMBERS \$9,477.07 \$15,831.65

MEMBERS REINSTATED 55 103

GRIEVANCES SETTLED 168 268

What's Happening

MAUREEN McCABE

Continued from page 4

eymoonied in Napa. **Faelina Sanchez**, Food 4-Less, married Francisco Alberto Romero Ruiz on Feb. 10 with the Fullerton County clerk. The happy couple honeymooned in Venice Beach. **Ismelda Espinoza**, Rite Aid, married Bret Robinson on March 12 in Riverside. The newlyweds honeymooned at Disneyland. Congratulations to all of our newlyweds!

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.

If you have changed your name, phone number or address and have not notified the Union, please complete this form and mail it to: P.O. Box 1167 Bloomington, CA 92316

Name

Home Phone (Include Area Code)

Cell Phone

Address

City State Zip

Union Representative's Report

Jerry Espinoza

Don't use electronic devices at work

Some of us remember when cell phones were new. Now we use our devices to check our calendars, find directions, listen to music, take pictures, play games and connect with social media.

Unfortunately, some of our members forget that using electronic devices at work is against company policy and can get them fired.

Don't use your smart phones, tablets or other electronic devices at work!



Jerry Espinoza
Union Representative

It isn't easy to hide on the job anymore. Most work locations have security cameras that could provide conclusive evidence in any disciplinary hearing. Some of our members have been caught and reprimanded for listening to music through an earpiece tucked under their collar.

Don't take risks! Put your devices away in your locker, in your car or at home.

Some members think they need to check their calendars and schedule their work hours on their phones. But to a manager, this could look like they are checking a Facebook post or liking someone's photo on Instagram.

The best way to avoid problems with work is to avoid using your electronic device.

Company policies go beyond smart phones. Even listening to an AM transistor radio (for those of you who remember what that is) while working can be against company policy, too.

It doesn't matter if you've gotten away with it for years and no one ever said anything. If your manager comes in on a bad day, he or she could stop looking the other way and report you.

If you aren't sure about your employer's policy regarding electronic devices, contact your Union Representative.

The job you save could be your own! ■

Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
P.O. Box 1167
Bloomington, CA 92316
Return Service Requested

NON-PROFIT ORG.
U.S. POSTAGE
PAID
SAN BERNARDINO, CA
PERMIT NO. 2285

Negotiations Hotline:
(866) 662-0686 or (909) 877-8691
Get text alerts from UFCW Local 1167:
Text VOTE1167 to 411247
See page 3 for more info.



VOTE on June 3!

See complete list of endorsed candidates on page 10.

Featured inside: Members at work from Calexico, Corona and Palm Desert.