

Desert Edge

LOCAL

UFCW 1167

Fall 2022

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

ORGANIZING

to raise wages and benefits for all workers



President's report:
Take action
with your union

**Official Notice of Election of Delegates
to the International Convention**

Please see page 10

**Union
offices
closed**

Nov. 24 & 25- Thanksgiving
Dec. 23 & 26- Christmas
Jan 2- New Year's Day
Jan 16- MLK Jr. Day

Membership Meetings 2022

September 21

December 14

**Regular membership meetings
reconvene in Bloomington.**

Meetings start at 7 p.m.

UFCW Local 1167 Auditorium
855 W. San Bernardino Ave.
Bloomington, CA 92316

CDC guidelines will be observed.

DESERT EDGE

Joe Duffie
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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**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 your Union Rep or a visit to our website, ufcw1167.org, where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.



If you have problems with alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and/or financial/legal issues, eligible active or retired members can call the toll-free MAP number at the Health Management Center any time, day or night, 24 hours a day, seven days a week.

All calls are confidential.

Food Division
call (800) 461-9179

Drug Division
call (866) 268-2510

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.

Members can now go to our website: www.ufcw1167.org, and fill out a membership application to have dues deducted from their paycheck!

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!



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

We can do even better, but we'll need your help

Earlier this year, our members in the retail food industry voted to ratify the best collective bargaining agreements in the history of your union. We were able to negotiate unprecedented raises, as well as substantial improvements in benefits.

As a result, our members can look forward to improvements in their ability to pay their bills, enjoy their leisure time and put away some money for the future.

Still, we can do better.

America's working people remain under-appreciated and under-rewarded, especially in light of the vast profits that have been reaped by big corporations over the past 40 years.

The inequalities of our economy become ever more apparent as we struggle to emerge from the COVID pandemic and the inflation that has made every visit to a supermarket, restaurant and gasoline pump an exercise in sticker shock. And with rents skyrocketing as they are, it's no surprise that workers are feeling frustrated and anxious.

We talk a lot about what government can do to fix these and other problems, but there's only one real systemic solution for what's ailing this economy — empowering more workers to demand fairness on the job and negotiate the terms of their employment.

America's workers are getting the



JOE DUFFLE
President

Your union membership is not a spectator sport. It requires your active participation.

message and are organizing themselves as union members. Many are succeeding as they stand up against such notoriously anti-union companies as Amazon, Starbucks and Trader Joe's (see page 9).

Workers at smaller companies are

organizing, too, sometimes with the cooperation of their employers and sometimes without it. Here at UFCW Local 1167, we've made significant inroads into the cannabis industry, where some business owners are open to the idea of raising standards of professionalism.

As I said, we can do better — but only if we have the active and constructive engagement of the membership. We need to focus our energy, both positive and negative, and direct it toward fixing our problems through the strength of our union.

Your union membership is not a spectator sport. It requires your active participation. This means attending our meetings — not only to discuss the issues at hand, but to achieve real solutions together.

We do what we can as your representatives at your workplace, but we're only as good as the participation we receive. We need to know what you want out of your job, your workplace and your employer. Just as important, we need your support and ideas on what can be done to help get us there.

I challenge you and your fellow members to fill the hall so we can have these necessary conversations with each other before we sit down with your employer to negotiate your next contract.

We are all union sisters and brothers at UFCW Local 1167.

It PAYS to be UNION!



January-August Total

Back pay and benefits restored to members **\$79,817.64**

Members reinstated **191**

Grievances settled **683**

Union YES!



Just Born

Joe Hadfield, Stater Bros, had a new daughter, Makayla Jyn Hadfield, born on May 26, 2022, weighing 8 lbs. 6 oz. and measuring 20.5" long. "My first baby girl!" ... **Richard Brinkerhoff**, Ralphs, had a new daughter, Aurora Pearl Brinkerhoff, born on July 10, 2022, weighing 8 lbs. 6 oz. and measuring 21" long. "Our bundle of joy is everything we wanted & more. Couldn't be happier!"

Congratulations to all the new mommies and daddies!



Just Retired

The month of July, August and September brought us several new Retirees...

Kenneth Linden worked for Stater Bros for 47 years. ... **Robin Crouch** worked for Alpha Beta and

What's Happening

Ralphs for 46 years. ... **Bill Collard** worked for Vons for 42 years. ... **Richard Crnkovic** worked for Albertsons for 42 years. ... **Terri George** worked for Albertsons for 41 years. ... **Donald Chappell** worked for Vons for 38 years. ... **Mary Diaz** worked for Lucky's and Albertsons for 38 years. ... **Raymond Corey** worked for Stater Bros for 38 years. ... **Lou Perera** worked for ABC Markets, Boys Markets and Food 4 Less for 37 years. ... **Jason Taylor** worked for Albertsons for 36 years. ... **Kevin Stafford** worked for Vons for 35 years. ... **Alfred Campobasso** worked for Stater Bros for 35 years. ... **Jose Muro** worked for Albertsons for 34 years. ... **Kathy Renfeldt** worked for Alpha Beta, Lucky's and Albertsons for 33 years. ... **Celia Montoya** worked for Stater Bros for 32 years. ... **Irene Herriague** worked for Food 4 Less for 31 years. ... **Moeitai Castellon** worked for Food 4 Less for 28 years. ... **Kimberly Peretin** worked for Stater Bros and Food 4 Less for 27 years. ... **Terri Davis-Bright** worked for Stater Bros. for 26 years. ... **Elizabeth Lopez** worked for Albertsons for 24 years. ... **Sharon Anderson** worked for Albertsons for 24 years. ... **Terry**

Manthey worked for Stater Bros for 18 years. ... **Irma Contreras** worked for Safeway and Vons for 13 years. ... **Teresa Stewart** worked for Rite Aid, Lucky, Smith Food King, and Thrifty for 40 years.

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



Just Married

Brenda Lee Olson, Stater Bros., married Ron Olson on 3/29/2022 in the Hall of Records. ... **Josh Fernandez**, UFCW Local 1167, married Valery Casillas on June 24, 2022 in Lytle Creek, Calif. They honeymooned in Las Vegas, Nev.

Roman Castillo, Stater Bros., married Raquel Castillo on July 16, 2022 at My Love Wedding Chapel. They honeymooned at Disneyland.

Congratulations to our newlyweds!

Local 1167 Limited Scholarship Winners!

Lesly Cruz has high goals on the court and in life

How does basketball factor into pursuing a career as an FBI agent? Ask Lesly Cruz.

Lesly is enrolled at California State University at Chico, where she plans to double major in social work and criminal justice. She's been working 18 hours a week as a clerk's helper at an Albertsons store in Palm Springs.

"Any hours they give me I will pick up," she said. "I'm still a member while I attend school and plan to take up work when get home for vacation."

At Desert Hot Springs High School, she achieved a 4.0 grade average and earned high honors, including an Academic Achievement Award for Living Earth, first place in the school's science fair and the Principal Honor Award in three consecutive years.

Her extracurricular activities include snowboarding, photography, reading, swimming and volunteering at the local Boys and Girls Club, but the activity she feels contributed most to her development is basketball.

"Basketball taught me many things, from becoming a leader to being a team player," she said.

"Working with my teammates was a blessing to make them love the game and help them know the game better. Showing them to have no fear when playing with different people on the court was fun. Certain people I coached on the side."



Lesly said two people greatly influenced her life. They include Reggie, her basketball coach, and her Living Earth teacher, Larson Ankey.

"Coach Reggie assured me that everything would be fine," she said. "Every question I had about life and going through college, he answered it truthfully."

"Mr. Ankey had a huge impact on me during my first year of high school," she added. "He was the one who motivated me to get through anything. His wise words helped me through tough times. He never doubted me for a second."

"She does not crack under pressure," one teacher said. "She is incredibly capable, intelligent, hardworking and self-reflective. [She] overcomes challenges she faces and exceeded expectations and does not give up."

Lesly's confidence enables her to make long-range plans that include pursuing a master's degree in social work, followed by internships and working full time to pay off her student loans. She also wants to take time to travel the world and experience different cultures.

Arturo Lugo studies — and swims — toward success

Arturo Lugo, recipient of this year's Bill Sauriol Scholarship Award, is swimming his way into a brighter future with help from his family, his teachers and his union.

Arturo, the son of Karla Miranda, a UFCW Local 1167 member who works as a pharmacy technician at Rite Aid, is enrolled at College of the Desert to earn his general education degree with the intent of earning a degree in mechanical engineering at UC Irvine.

"If I can't become an automotive engineer, I would like to major in computer engineering," he said.

Very few people who know this industrious student should have doubts he can accomplish anything he sets his sights on achieving.

In high school, he won an array of honors after racking up an impressive 4.13 grade average and competing on the varsity swim team. Off campus, he tutored eighth graders to help prepare them

for their next stage of education and organized Friday night activities at his church.

On top of all that, Arturo participated in three years of UC Irvine's ASPIRE program, which teaches students about engineering. He also had an opportunity to travel to Romania to learn about its people and culture.

He says swimming is the activity that had the biggest role in his development so far.

"Because of this sport I have become more determined, dedicated and driven," he said. "One of my goals throughout high school was to break the school record in the 100-meter breaststroke. I went to swim practice two hours a day, six days a week. Once I broke the record, I was in tears."

Aside from his mother and grandparents, Arturo credits his step-grandfather, Dean Capper, for being one of the most influential people in his life.

"I have always looked up to him because of his kindness, success, determination and ability to overcome obstacles," Arturo said. "He taught me how to save and invest money and how to view the world. He showed me that materialistic things do not matter as much as someone's work ethic and dedication."

As he works toward becoming a business owner or an automotive engineer for a big company like Ford or Chevrolet, he intends to keep grounded in the truly important things in life.

"I was raised by a single mother, so my main goals are to become a great father and husband to be able to provide for my family," he said.





President Joe Duffe Meets with Members at Work During Pandemic



Meet Our New Union Reps

Becca Adame applies her experience to help members learn

New Local 1167 Union Representative Becca Adame learned about unions from older members of her family.

Her grandmother and aunt were members of a teachers' union and her grandfather worked on the Santa Fe Railroad, so she learned early on why it's important to have the benefits and job protections that come with a union contract.

"They were happy when I got a good union job at Stater Bros. right out of high school," she recalled.

After working in the deli and stock crew at Stater Bros. for 13 years, Adame



Becca Adame

sought a change of scenery. Her shop steward told her about a job opening in the union's Membership Department and she leapt at the opportunity to join the department in August 2020.

Since then, she has learned much about how the

union works and how to communicate with members.

"I love learning about the union and getting really in depth with how it works for members," said Adame, who became a union representative in June of this year.

"Younger members tend to call asking why they need to pay their dues and I help them understand all of the short-term and long-term benefits they get from their membership," she said.

"Workers' rights are so important," she continued. "With a union you have fairness and equality that you won't find in other industries and you're on a more level ground with your em-

ployer.."

Adame said she is proud to be part of the Local 1167 team. "The people are amazing here, from the reps to membership to insurance," she said.

"The members have been great, too. I plan to show my face and be around for them. They should feel comfortable reaching out to me because I'm someone who started out just the way they did."

Adame is on leave this semester while working toward earning a bachelor's degree in English at California State University at San Bernardino. Meanwhile, her daughter, Helena, 7, is starting second grade.

Cisco Magana enjoys assisting members on their career paths

As a new union representative at UFCW Local 1167, Cisco Magana is well suited to assist union members who are starting out on their careers.

Magana joined the union's Membership Department three years ago after working six years as a cashier and produce clerk for Stater Bros. He was promoted to the position of union representative in May.

"I was hired by Stater Bros. right out of high school," he said. "The store was down the street from my house and it seemed like a good first job. I was right!

"Now, it's becoming my

career. I'm so proud to be a representative of Local 1167."

Magana said members of UFCW Local 1167 are fortunate to be served by a great support team. "I'm proud to be part of it," he said.

"We're all working to benefit the membership," he continued. "I've learned so much from the other members of the team and it's been amazing as I learn more about the union every day."

In the Membership Department, he helped members with their concerns over the phone. Now, as a union representative, he has opportunities to help them at their workplaces.



Cisco Magana

"I enjoy working with the members face to face," he said. "I take pride in helping others and being compassionate about their needs. It's all about building relationships."

"The union means everything," he continued. "I

joined when I started with Stater Bros. and have been a proud union member ever since. It's important to have strength in numbers and stand together for the rights of workers."

His advice to members is to "get engaged so you know who the union is," he said. "We're a family."

"I encourage our members to attend meetings and talk positively about us in the store. We need the backing of all the members. There's only so much once person can do, but when we fight for the same thing with participation — that's where we can make a change."

Extending sick leave in California: the UFCW gets things done!

A recent Gallup Poll reveals that Americans have lost confidence in just about every major institution in our society — except one: labor unions.

In fact, more Americans view unions favorably than at any time since the mid-1960s.

Why? There are many factors, but one of them is the extraordinary record of success by unions in passing legislation that improves the lives of working people and their families.

This is especially true of the United Food and Commercial Workers union here in California. The UFCW gets things done!

A case in point is the passage of Senate Bill 114 earlier this year, thanks in part to major support by the UFCW. This law provides workers an additional two weeks of supplemental paid sick leave benefits for workers affected by the COVID pandemic.

Earlier in the pandemic, workers in California benefited



Member Veronica Gomez stands with President Joe Duffie.

from a temporary measure, Senate Bill 95, that gave them extra paid sick leave for COVID-19-related reasons. But SB 95 expired on Sept. 30, 2021 after covering a nine-month period. After its expiration, the UFCW led a coalition of labor unions and legislators aiming to bring back this critical benefit in 2022.

Specifically, Senate Bill 114 restores a requirement for employers with more than 25

workers to provide a maximum of 80 hours of leave for a range of reasons. These include quarantining or recovering following COVID-19 exposure for the worker or a family member, receiving and recovering from symptoms related to the COVID-19 vaccine for the worker or a family member (maximum 24 hours), and staying home with a child whose school or child care is closed due to COVID-19.

Under the new law, supplemental paid sick leave is retroactive to Jan. 1, 2022. As a result, UFCW members who had to use their own sick pay because of COVID-19 will have their sick-pay banks restored.

Without this added sick leave, too many workers who are infected or exposed to COVID-19 have been forced to choose between staying home (as they should) or going to work in order to pay the bills. When they choose the latter, they risk exposing their fellow

workers as well as the public.

Restoring extra sick leave for COVID-19 is a victory for California's working people who are still coping with the economic effects of a devastating illness.

This is just one example of the UFCW applying its muscle on behalf of pro-worker policies and legislation. We've also been influential in passing higher minimum wage standards, providing adequate supplies of protective gear for frontline workers, ensuring transparency at workplaces affected by COVID, protecting overtime pay and mandated break time, resolving the national pension crisis, and much, much more.

Thanks to the UFCW and our allies, the voices of working people are being heard at the highest levels of state government.

The UFCW gets things done!

— Joe Duffie
President, Local 1167

A promotional graphic for "Union-Made Halloween". The background is orange with black silhouettes of pumpkins, bats, and candy corn. The text "UNION-MADE" is in large, bold, black letters, and "Halloween" is in a white, cursive font. Below the text is a list of products in two columns. At the bottom, the URL "aflcio.org/Halloween" is written in white on a black background.

- Abba-Zaba
- Boston Baked Beans
- Butterfinger
- Ghirardelli Chocolate
- Hershey's Kisses
- Jaw Breakers
- Jordan Almonds
- Laffy Taffy
- Nestlé Crunch
- Rolo Candies
- Smarties
- Tootsie Rolls

Organizing Roundup

Workers at Trader Joe's tried to form a union. The company closed their store instead.

In mid-August, workers at the only Trader Joe's Wine Shop in New York City were told their store was closing just hours before they were supposed to open for regular business.

Workers and patrons were caught off guard by the abrupt closure. The company said it closed the store because of unresolvable issues with the city, but workers suspected this was not true.

According to HuffPost, workers met regularly for four months to discuss ways to join the UFCW. Out of 30 employees, they had about 22 "yes" votes to join the union. Just as



Kenny Parada, Organizer

they were going to announce a unionization vote on the week of Aug. 15, their store was closed on Aug. 11.

"They're hoping this dissuades other workers from doing the same thing we've done," Rob Bradlea, a Trader Joe's Wine Shop employee, said.

HuffPost says the UFCW is

in the process of filing unfair labor practice charges with the National Labor Relations Board and plans to pursue further legal action should Trader Joe's retaliate against other employees.

This is nothing more than shameless union busting. We stand with the Trader Joe's workers who are displaced from their jobs and demand the company reconsiders this choice and allows them to vote to join a union.

Viva la union!

Medieval Times gets with the times in N.J.

The jousters, stable hands, jesters, royals and courtiers of Medieval Times in Lyndhurst, N.J. are adding a new title to their job descriptions: "union member."

The workers at the dinner-and-entertainment venue voted on July 15 to join the American Guild of variety artists, a Union which already represents circus performers, the Radio City Rockettes and character actors at Disneyland in California.

Negotiations are in the planning stage for a first contract with the Texas-based Medieval Times corporation, which operates 10 locations across the country, including one in Buena Park, Calif.

The new Union members said their priorities in the negotiations include higher wages and stronger safety measures.

"A huge point of the Union is just basic respect," said Monica Garza, an actress and "history nerd" who portrays the Queen in the Medieval Times story line. "People will always exploit you when it's something you love, because they know you'll do it for nothing."



In June and July, Local 1167 staff and activists conducted informational picket lines at non-union CVS stores in UFCW Local 1167's jurisdiction.

Scholarship programs available in December!
Look for the Winter *Desert Edge* for details!

In Memoriam

Toluwani S. Adeoye, an all purpose clerk formerly employed by Food 4 Less, died on Aug. 15, 2022, at the age of 21. He had been a continuous member since June 2022.

George D. Chaves, a retired food clerk formerly employed by Stater Bros., died on June 2, 2022, at the age of 86. He had been a continuous member since October 1952.

Donald R. Drinnin, a retired meat cutter formerly employed by Fedco, Stater Bros. and Albertsons, died on Jan. 29, 2022, at the age of 82. He had been a continuous member since July 1963.

Brendan F. Dutton, a meat cutter formerly employed by Stater Bros., died on June 12, 2022, at the age of 62. He had been a continuous member since May 1986.

Brenda M. Estrada, a drug clerk formerly employed

by Rite Aid, died on April 25, 2022, at the age of 26. She had been a continuous member since October 2021.

Denise E. Greenberg, a retired general merchandise clerk formerly employed by Albertsons, died on July 15, 2022, at the age of 67. She had been a continuous member since January 2005.

Beverly I. Hancock, a retired service deli clerk formerly employed by Vons, died on June 1, 2022, at the age of 95. She had been a member since March 1975.

Candy Ibarra, a retired drug clerk formerly employed by Rite Aid, died on July 20, 2022, at the age of 71. She had been a member since October 1974.

Joan Koslo, a retired food clerk formerly employed by Vons, died on May 17, 2022, at the age of 88. She had been a continuous member since January 1982.

Kevin J. Lirette, a food clerk formerly employed by Stater Bros., died on July 23, 2022, at the age of 63. He

had been a continuous member since January 2016.

Kyla U. Martin, a courtesy clerk formerly employed by Stater Bros., died on May 27, 2022, at the age of 18. She had been a continuous member since September 2021.

Alfredo C. Montoya, a retired food clerk formerly employed by Vons, died on June 13, 2022, at the age of 90. He had been a continuous member since February 1971.

Doris V. Oram, a retired food clerk formerly employed by Alpha Beta, died on May 21, 2022, at the age of 101. She had been a continuous member since December 1961.

Thomas Sninscak, a meat wrapper formerly employed by Vons, died on July 8, 2022, at the age of 25. He had been a continuous member since July 2020.

Keith H. Wells, a pharmacist formerly employed by Rite Aid, died on May 30, 2022, at the age of 77. He had been a member since August 2014.

Official Business

Nomination meetings for convention delegates

The official call for the April 2023 UFCW Convention has been received. Local 1167, by virtue of membership, is entitled to send 22 delegates. However, the Executive Board has recommended that the Local only send 12 delegates in an effort to reduce costs.

Eligibility requirements for delegates: Must be active member of Local 1167 who has been an active member of the UFCW International Union, or who had been a member of another organization merged with or chartered by the UFCW International Union or merged into a Local Union of the United Food and Commercial Workers International Union, for a continuous aggregate since September 2021 provided they maintain membership in the Local Union through April 24, 2023.

In accordance with the Constitution and Bylaws of the UFCW, the nomination meetings for delegates from UFCW Local 1167 are scheduled as follows:

Delegate Nomination Meetings December 8 and 9, 2022

All meetings start at 7 p.m.

BLOOMINGTON

Thursday, December 8
Local 1167 Auditorium
855 W. San Bernardino Ave.

VICTORVILLE

Thursday, December 8
Hawthorn Suites
11750 Dunia Road

PALM DESERT

Thursday, December 8
Hampton Inn
74900 Gerald Ford Dr.

BLYTHE

Friday, December 9
Hampton Inn & Suites
2011 E. Donlon St.

NEEDLES

Friday, December 9
Elks Lodge
1000 Lillyhill Dr.

EL CENTRO

Friday, December 9
Fairfield Inn & Suites
503 E. Dannenberg Dr.

Providing stability and voice

Eric Castañeda: A voice for all

Eric Castañeda was inspired to become a steward three years ago when he felt his store needed a new voice.

“I have a big mouth and I can get an answer one way or another,” he said with a laugh. “I want to do what’s right for people and be their voice on the job.”

Castañeda started working at Albertsons on the day he graduated high school, 18 years ago. He began as a courtesy clerk and then became a butcher block manager for 13 years. He has been a meat manager for the past five years at Albertsons 3512 in Apple Valley.

“I love my environment and I really enjoy my job,” he said. “My job has become my passion and I know I’m meant to do this.”

Castañeda says he mostly helps new hires who are not fluent in English. Since he’s fluent in Spanish, he helps them read letters they receive in the mail or help with paperwork from the Trust Fund they might find confusing.

“I tell our younger workers all the time, ‘You’ve got to keep this good union job. The pasture might look greener somewhere else, but you got it good here,’” he said.

When he isn’t at work, he tends to his farm where he raises horses, sheep, alpacas, turkeys and chickens. He was inspired to start a farm because he lived briefly as a child in Mexico with his grandfather who ran a dairy farm.

“I’m always busy!” he says. “I’m living my childhood dream.”



Eric Castañeda and Adriana Leyte

Adriana Leyte wants stability for her co-workers like she has

Adriana Leyte, a seven-year steward and 23-year union veteran, knows the importance of job stability and excellent benefits.

She began working as a courtesy clerk in 1999 and was impressed with the medical benefits and pay she earned. Within three years, she knew she wanted her job at Albertsons to be a career, so she moved through ranks and has been a butcher block supervisor since 2002 at store 3512 in Apple Valley.

“Working at Albertsons has been a great experience for me,” Leyte said. “I get to see how the union gets things done for our members and I know about a lot of resources that help my co-workers.”

Recently, she was able to help a co-worker who had transferred from Vons and lost her seniority. She put her co-worker in contact with her union representative, who is helping remedy the situation.

“I always go to our membership meetings, so I know how to help with questions back at our store,” she said.

Leyte says her medical and dental benefits are what she most treasures in her contract. They helped provide braces for her daughter Adriana Arlene when she was younger, and her medical benefits were useful for surgeries she received for various health issues.

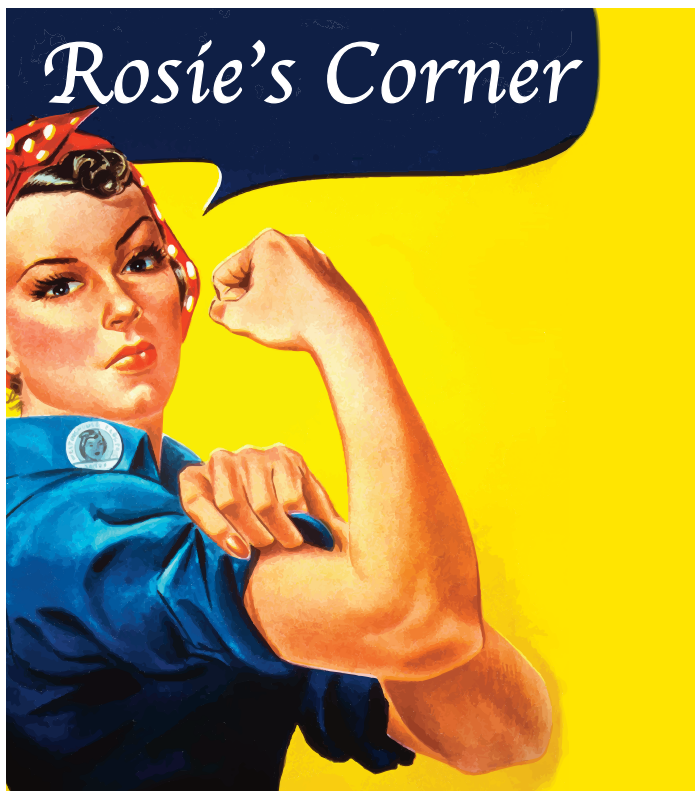
“I’m grateful to the union for fighting to get us a great contract,” Leyte said.

NEW MEMBER MEETINGS

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

Get a one-time \$65 credit toward your initiation fee when you attend a New Member Orientation Meeting within six months of your hire date.

Call (909) 877-5000, ext. 3 for answers to any questions. CDC guidelines will be followed.



Women at the forefront of America's Labor Movement

table pathway to the middle class. She worked her way up through the ranks at the IBEW in her capacity as a grassroots organizer, lobbyist and chief of staff to the international president. Her efforts caught the attention of Trumka, who asked Shuler to join the leadership slate in 2009. She was both the youngest and first woman elected as secretary-treasurer at an AFL-CIO Convention.

Lorena Gonzalez

On July 27, Lorena Gonzalez was elected and sworn in as the new executive secretary-treasurer of the California Labor Federation, which comprises 1,200 affiliated Unions representing 2.1 million members across California.

Gonzalez, formerly the secretary-treasurer of the San Diego-Imperial Counties Labor Council before serving nine years in the California State Assembly, is the first woman and person of color to lead the statewide federation.

A longtime champion of working families, Gonzalez will lead the federation's staff and affiliated unions in advocating for the right of co-workers to come together to join a union and collectively bargaining for better wages, benefits, and working conditions.

Sara Nelson

Sara Nelson has served as the international president of the Association of Flight Attendants-CWA since 2014, and she is now serving her second four-year term. She first became a union member in 1996 when she was hired as a flight attendant at United Airlines and today she represents 50,000 of aviation's first responders at 17 airlines.

The New York Times called her "America's most powerful flight attendant" for her role in helping to end the 35-day government shutdown and *InStyle* magazine placed her on its list of "Top 50 Badass Women."

Sara Nelson recently participated in a UFCW Women's Network webinar called "Inspiring Confidence."

Women have performed important roles in America's labor movement since its beginnings. Such pioneers as Mary Harris "Mother" Jones, Dolores Huerta, Emma Goldman, Clara Lemlich, Frances Perkins and Addie L. Wyatt continue to inspire men and women alike to carry the banner of worker solidarity.

It is comforting to know the tradition continues as powerfully as ever. Just like the UFCW, women get things done!

Women make up the majority of America's essential workers who have ensured our access to food, supplies and care throughout the pandemic. Within the UFCW, women comprise more than 50 percent of our union's membership, where we are a powerful force in closing the wage gap in workplaces across the nation.

According to the latest data from the Bureau of Labor Statistics, union membership remains higher for men (10.6 percent) than women (9.9 percent), but the gap continues to close as working women learn more about the benefits of union representation. In fact, women who were members of a union in 2021 had median weekly earnings of \$1,104 versus non-union members who earned \$884 per week.

As unions grow in importance in the lives of working women, it should be no surprise that women are taking a more central role in the growth of the union movement.

For this edition of "Rosie's Corner," we call attention to three women who have ascended to the top highest ranks of leadership in America's labor movement: Liz Shuler, Lorena Gonzalez and Sara Nelson.

Liz Shuler

Earlier this year, America's largest labor organization, the AFL-CIO, elected Liz Shuler as its first woman president. The AFL-CIO comprises 57 national and international labor unions that represent 12.5 million working men and women.

From 2009 until 2021, Shuler served as the AFL-CIO's secretary-treasurer. She assumed the presidency following the passing of Richard Trumka in 2021.

Shuler began her career as an organizer, working to unionize clerical workers at Portland General Electric in Oregon. The daughter of an Electrical Workers (IBEW) member, she witnessed firsthand the difference a union makes in creating a fair and equi-

Here's what YOU can do for your union

In this column we often talk about the many things your union does for you — like negotiating higher wages and better working conditions or standing by you in discipline proceedings and grievances.

This time, we're turning the tables a little bit. We're going to talk about what you can do for your union.

After all, the union works best when all members work together for their common benefit. We're all about building strength through numbers and strength through solidarity. So, how do we do that?

Here are some ideas:

- Get educated about your contract. Know your rights at work and make sure the terms of the contract are followed. If you see a violation by management, let your steward or union representative know right away.

- Spread the word about your union. Always let your coworkers — especially the younger ones — know how much you appreciate being a member of UFCW Local 1167. Speak to them about the values we share as union members and how, by speaking in a proud voice, we can make life better for ourselves and our families. Share the message with friends and family, too.

- Attend union meetings and ask your union representative how you can get involved in union activities. You could even participate in organizing efforts as a Special Projects Union Representative (SPUR).

- Support pro-union candidates and causes. Before every major election, UFCW Local 1167 provides a comprehensive guide to union-endorsed candidates and propositions.

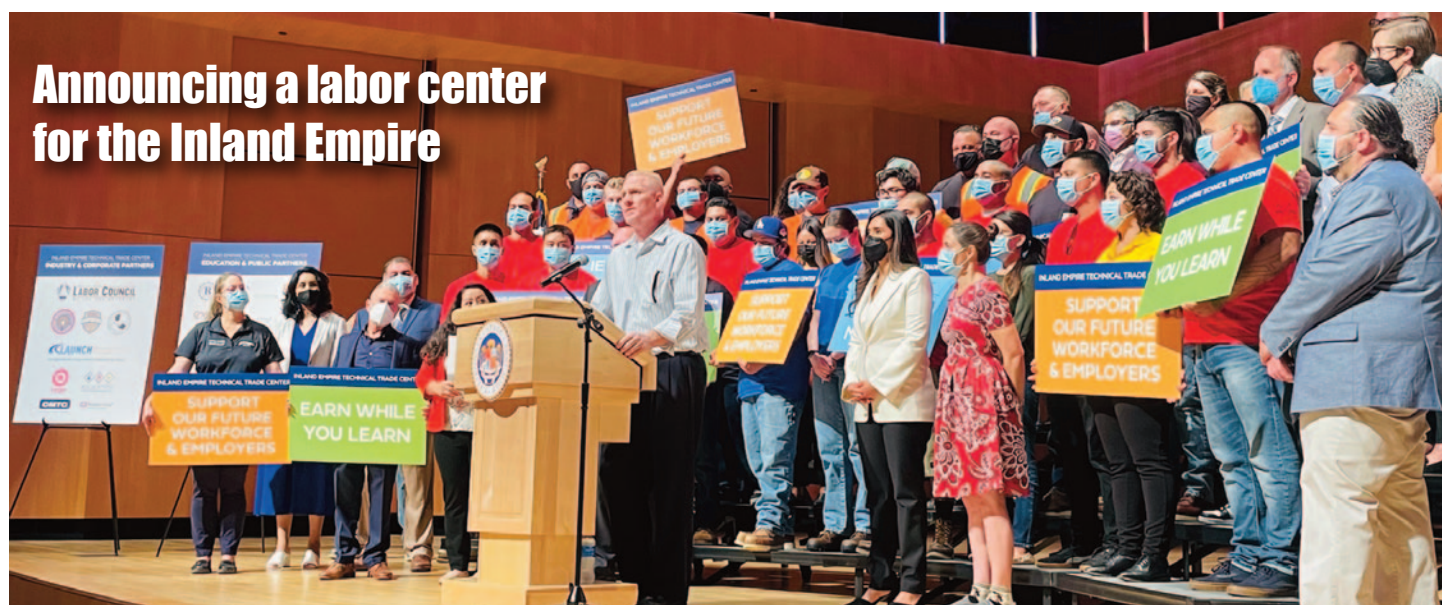


Josh Fernandez

UFCW Local 1167 has a proud history of activism for working families. Over the decades, we have improved working conditions and raised living standards for tens of thousands of people like you — and we're only getting started!

Tomorrow can be a brighter day, but we need YOU to help make it happen.

Viva la union! Long live UFCW Local 1167!



Announcing a labor center for the Inland Empire

UFCW Local 1167 and Inland Empire Central Labor Council President Joe Duffle spoke at a press conference with Assemblymember Sabrina Cervantes. They announced a state grant of \$33 million to build a labor center in the region. They also obtained about \$300,000 for a work force development grant for apprenticeships.

UFCW & Food Employers Trust Fund Scholarship Winners

Congratulations!

Participant	Student	Award Amount	Employer
Hada Munoz	Jeslyn Munoz	\$10,000.00	Stater Bros
Antonio Rangel	Karime Rangel	\$10,000.00	Albertsons
Giulietta Demitri	Giulietta Demitri	\$5,000.00	Albertsons
Noah Gabriel	Noah Gabriel	\$5,000.00	Stater Bros.
Teresa Goldsmith	Sara Gonzales	\$5,000.00	Albertsons
Tim Houseman	Ela Houseman	\$5,000.00	Food 4 Less
Nicholaus Tiberio	Kimberly Lule-Cervantes	\$5,000.00	Albertsons
Kristin Milner	Amanda Milner	\$5,000.00	Vons
Mark Murphy	Jack Murphy	\$5,000.00	Ralphs
Graciela Payan	Graciela Payan	\$5,000.00	Stater Bros.
Enelida Perez	Angel Quiroz	\$5,000.00	Albertsons
Mary Acevedo	Mary Acevedo	\$2,500.00	Food 4 Less
Riley Adams	Riley Adams	\$2,500.00	Albertsons
Jocelyn Aragon	Jocelyn Aragon	\$2,500.00	Ralphs
Kenny Burke	Ellie Burke	\$2,500.00	Vons
Martha Cook	Alexis Cook	\$2,500.00	Albertsons
Rebecca Gallegos	Melanie Gallegos	\$2,500.00	Stater Bros.
Alexandra Gaspar	Alexandra Gaspar	\$2,500.00	Ralphs
Carlos Godinez	Karla Godinez	\$2,500.00	Albertsons
Kimberly Griffith	Deianira Griffith	\$2,500.00	Stater Bros.
Melissa Wong	Christian Ho	\$2,500.00	Albertsons
Daniel Ochoa	Aidan Manzano-Hello	\$2,500.00	Stater Bros.
Erin Mcghee	Jake Mcghee	\$2,500.00	Stater Bros.
Yvonne Garcia	Davian Montez	\$2,500.00	Stater Bros.
Reina Murphy	Samantha Murphy	\$2,500.00	Ralphs
Gonzalo Navarro	Elleana Navarro	\$2,500.00	Stater Bros.
Greta Payne	Joshua Payne	\$2,500.00	Albertsons
Renee Pelayo	Emma Pelayo	\$2,500.00	Stater Bros.
Richard Ramsey	Hannah Ramsey	\$2,500.00	Stater Bros.
Adriana Sevilla	Bryan Sevilla	\$2,500.00	Stater Bros.
Derek Tafoya	Derek Tafoya	\$2,500.00	Stater Bros.
Ernesto Torres	Jonathan Torres	\$2,500.00	Ralphs
Omar Valdez	Alyssa Valdez	\$2,500.00	Stater Bros.
Betty Villasenor	Cristiano Villasenor	\$2,500.00	Local 1167
Richard Waghorn	Joshua Waghorn	\$2,500.00	Ralphs

The UFCW and Food Employers Benefit Funds Scholarship Award Program, sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Funds, is one of the best offered to union members anywhere. Be on the lookout for the application to arrive in the mail. **The program opens in December and the deadline for Scholarship Award applications is Feb. 28, 2023.** Applications must be postmarked by this date. All members should receive an application in the mail. If you do not receive one, call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715, or visit scufcwfund.com for details.

Inland Empire Charity Golf Tournament

Charity event raises \$75,000!



The Inland Empire Charity Golf Tournament, organized by UFCW Locals 1167 and 1428, raised more than \$75,000 for scholarships and charitable organizations on Aug. 16. The annual event supports a range of worthy causes, including scholarship programs, local food banks, disaster relief efforts and more. “We thank the participants and sponsors who continue helping us as we build a better our future for our young people and the community at large,” said Joe Duffie, president of UFCW Local 1167.



Duffie, UFCW praise bill to help all workers learn of workplace violations

The California State Senate has approved a bill to help workers gain knowledge of workplace safety and health violations and learn about their rights on the job in the languages they understand.

The vote on AB 2068 was praised by Joe Duffie, president of UFCW Local 1167, and the UFCW Western States Council.

Currently, California’s Division of Occupational Safety and Health (Cal/OSHA) is only mandated to post

workplace citations and special orders in English. AB 2068 would require Cal/OSHA to issue a standardized workplace citation posting in the top seven non-English languages spoken by workers in California – Spanish, Cantonese, Mandarin, Vietnamese, Tagalog, Korean, Armenian and Punjabi, a language spoken often in the food processing industry.

Cal/OSHA postings include potentially important lifesaving information related to workplace conditions and safety.

“Every worker deserves information that can keep them safe on the job and even save their life,” President Duffie said.

“English-only notifications exclude many workers; AB 2068 will help keep non-English speaking workers informed about what’s happening with their workplaces and empower them to get involved with any investigations to ensure their workplaces are kept safe,” he continued.

“Non-English speaking workers deserve just as safe a workplace as English speakers do.”

“The UFCW is proud to sponsor this bill and we urge Gov. Newsom to sign it into law,” Duffie said.

Return in 5 days to:
United Food and Commercial Workers
Union Local 1167
P.O. Box 1167
Bloomington, CA 92316
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Members at Work: Albertsons 3513 in Apple Valley

