

Desert Edge

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

Summer 2023

Official Publication of United Food and Commercial Workers Union Local 1167

A better future

Convention delegates map course for next five years

9TH REGULAR CONVENTION

President's report: Kroger/Albertsons merger: What lies ahead?



**Union
offices
closed**

September 4 - Labor Day
November 23 and 24 -
Thanksgiving
December 25- Christmas
January 1 - New Year's Day

Membership Meetings 2023

September 27
December 13

**Regular membership meetings
reconvene in Bloomington.**

Meetings start at 7 p.m.

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

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.

Headquarters:
855 W. San Bernardino Ave.
Bloomington, CA 92316

Mailing address:
P.O. Box 1167
Bloomington, CA 92316

Union offices are open
Monday-Friday, 8 a.m.- 4 p.m.
Closed Saturdays, Sundays and holidays

Business telephone:
(909) 877-5000

Toll-free telephone:
(800) 698-UFCW

Food and Meat Division insurance:
(909) 877-1110

Drug & General Sales Division insurance:
(909) 877-2331

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

Published by
100% Union

www.ufcw1167.org

Contents

3 **President's Report**
What lies ahead?

4 **What's Happening**
It pays to be union

5 **In the workplace**
Retirees and spirit

6 **UFCW International
Regular Convention**

9 **Members at Work**
Big Bear, Lake Arrowhead

11 **Steward Feature**
Max Alva

14 **Rosie's Corner**
Dignity for Cardenas workers

15 **Rep's Report**
Rights to representation

**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

What lies ahead?

UFCW opposes the proposed Kroger-Albertsons merger

The proposed merger between Albertsons Companies Inc., and the Kroger Family of Companies raises important questions among our members about how a merger might affect their union contracts and jobs throughout the industry.

The regulatory hurdles are significant, so there's a chance the regulators in Washington, D.C., won't allow it to go through. The current administration in Washington, D.C., is much more concerned than the previous administration was about concentrating too much marketing power in a single company.

Last year, the Federal Trade Commission sued to block six big mergers. It compelled Lockheed Martin Corp. to abandon its acquisition of Aerojet Rocketdyne Holdings Inc. and forced Nvidia Corp., a major manufacturer of computer chips, to abandon its purchase of Britain's Arm Ltd., a major designer of semiconductors.

Higher prices for consumers

While Kroger and Albertsons, already the country's two largest supermarket conglomerates, insist that grocery prices would go down due to efficiencies of scale, the opposite result is more likely. Any person with a basic understanding of economics would understand that reduced competition would mean higher prices for consumers.

What's more, we remember all too well what happened when Albertsons acquired Safeway back in 2014. To appease federal regulators, the merged company sold 146 Albertsons, Pavilions and Safeway stores to a small Northwestern chain called Haggen. While Haggen was a well-meaning union employer, it botched the expansion and was forced to declare

bankruptcy within a year, causing thousands of workers to lose their good union jobs.

Betting on a spinoff

So far, Albertsons and Kroger appear to be betting they can satisfy their critics by creating a spinoff company — named SpinCo, appropriately enough — that



JOE DUFFIE
President

would acquire many if not all of the stores that the two chains would be forced to divest.

Leading the effort to form this new company is Jim Perkins, former president of Acme Markets on the East Coast. Perkins has served as Albertsons' executive vice president of retail operations and will continue to serve as executive vice president of retail operations and special projects for Albertsons.

Observers who are knowledgeable about the supermarket industry believe SpinCo would in turn sell off many of its

stores to the highest bidder, regardless of its union affiliation.

An anti-merger coalition

Following a deep analysis of its potential ramifications, the UFCW International Union has announced strong opposition to the merger as a threat to the union's membership.

"Given the lack of transparency, and the impact a merger between two of the largest supermarket companies could have on essential workers and the communities and customers they serve, the UFCW stands united in its opposition to the proposed Kroger and Albertsons merger," UFCW International President Marc Perrone said.

The UFCW refuses to stand by and let history repeat itself. We urge the Federal Trade Commission, as well as state and federal legislative bodies, to take action to block the merger altogether.

Joining the UFCW in a growing "Stop the Merger" coalition are the Center for Science in the Public Interest, the Teamsters, Public Citizen, the American Postal Workers Union, the National Organization for Women and scores of other organizations and individuals.

What you can do

This merger, should federal anti-trust regulators allow it to proceed, could affect future union contracts and jobs throughout the industry.

As this story develops, please stand strong with your union. Show management we mean business by letting your manager know you stand with Local 1167 all the way. Show up to rallies and come to membership meetings.

Also, contact your representatives in Congress to let them know where you stand on the Albertsons-Kroger merger.

It PAYS to be UNION!



Back pay and benefits restored to members: January - June 2023 **\$89,235.85**
Members reinstated: **221**
Grievances settled: **634**

What's Happening



Just Retired

The months of March, April, May and June brought us several new Retirees...

Rick Frederickson worked for Lucky and Albertsons for 49 years. ... **Raul S. Rodriguez Jr.** worked for Alpha Beta, Hows and Ralphs for 48 years. ... **Catherine Boehm** worked for Albertsons and Stater Bros. for 46 years. ... **Renee Warren** worked for Gelsons, Vons and Pavilions for 45 years. ... **Ruby R. Heft** worked for Lucky and Albertsons for 44 years. ... **Rebecca Cruz** worked for Stater Bros. for 40 years. ... **Julie Hanson** worked for Ralphs for 39 years. ... **Adrian Ceallaig** worked for Albertsons, Ralphs and Safeway for 38 years. ... **Debbie Ramirez** worked for Stater Bros. for 38 years. ... **Jennifer Lane** worked for Stater Bros. for 38 years. ... **Laurene Ourique** worked for Stater Bros. for 38 years. ... **Loren Torres** worked for Albertsons for 37 years. ... **Gail Merki** worked for Ralphs for 36 years. ... **Dorothy Duran** worked for Vons for 35 years. ... **Matthew Rye** worked for Stater Bros. for 35 years. ... **Silvia Mendez** worked for Tianguis, Expo and Vons for 35 years. ... **Tamera Lopez** worked for Mayfair, Stater Bros., Vons, Haggen and Gelsons for 35 years. ... **Jim Keena** worked for Vons for 33

years. ... **Maryann Coats** worked for Albertsons and Stater Bros. for 33 years. ... **Sandy Rodriguez** worked for Stater Bros. for 33 years. ... **Erin Charles** worked for Ralphs for 32 years. ... **Nancy Carwile Delaney** worked for Food4Less for 27 years. ... **Keith Peet** worked for Stater Bros. for 26 years. ... **Michelle Peterson** worked for Safeway and Vons for 25 years. ... **Rosalind Hightower** worked for Stater Bros. and Vons for 24 years. ... **Yolanda Williams** worked for Food4Less for 24 years. ... **Donna Lamphear** worked for Stater Bros. for 20 years. ... **Mercedes Wegrzyn** worked for Ralphs for 17 years.

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



Just Born

Abigail Davila, Food 4 Less, had a new boy, Lorenzo Adrian Davila, born Feb. 26, 2023, weighing 8 lbs. 4 oz. and measuring 19.5" long. Nicknamed "Enzo." ... **Brandy Marie Drusky**, Stater Bros., had a new girl, Alena Marie Lucero, born Dec. 20, 2022, weighing 6 lbs. 11 oz. and measuring 19.5" long. ...

Hortencia Valenzuela, Rite Aid, had a new boy, James Valenzuela, born Jan. 27, 2023, weighing 7 lbs. 9 oz. and measuring 20.5" long. ... **Krystina Yeamons**, Vons, had a new girl, Delilah Amelia Yeamons, born March 26, 2023, weighing 6 lbs. 15 oz. and measuring 20.5" long. ... **Megan Madrigal**, Rite Aid, had a new girl, Camille Madrigal, born April 30, 2023, weighing 8 lbs. 11 oz. and measuring 21" long. ... **Trever Clemans**, Stater Bros., had a new boy, Logan James Clemans, born October 22, 2022, weighing 8 lbs. 7 oz. and measuring 20.5 inches long.

Congratulations to all the new mommies and daddies!



Just Married

Freddie Escobar, Stater Bros., married Denise Escobar on April 20, 2023.

Congratulations to our newlyweds!

In Memoriam

Robert Ahrens, a retired food clerk formerly employed by Vons, died on May 7, 2023, at the age of 85. He had been a member since July 1954.

Adonis Asuncion, a food clerk formerly employed by Albertsons, died on March 20, 2023, at the age of 52. He had been a member since September 2006.

Peggy Bajwa, a food clerk formerly employed by Albertsons, died on Jan. 30, 2023, at the age of 54. She had been a continuous member since December 1988.

Johnnie Bartley, a retired meat cutter formerly employed by Sunrise Market, Pantry, and Vons, died on March 12, 2023, at the age of 81. He had been a member since July 1961.

Trisha Bravo, a retired food clerk formerly

employed by Fed Mart, Vons, and Stater Bros., died on Jan. 5, 2021, at the age of 67. She had been a member since February 1971.

Donald Carpenter, a retired food clerk formerly employed by Albertsons, died on April 23, 2021, at the age of 78. He had been a member since November 1962.

Victoria Clem, a retired food clerk formerly employed by Vons, died on April 24, 2023, at

the age of 77. She had been a continuous member since January 1980.

Alan Corneby, a retired meat clerk formerly employed by Albertsons, died on April 5, 2023, at the age of 68. He had been a continuous member since June 1984.

Robert Dalton, a retired food clerk formerly employed by Alpha Beta, and Ralphs, died on (Please see page 10)

In the Workplace



President Joe Duffe congratulated two recent Rite Aid retirees. **Teresa Steward**, pictured at left, retired in 2021 after working 45 years for Thrifty, Ride Aid and, for a brief time, Smith's Food King. She is now pursuing an associate's degree in liberal arts using her union benefits as an associate member. **Magdalena "Maggie" Soriano**, pictured at right, worked for Rite Aid for 39 years. Asked if she wanted to stay just one more year to get her 40-year pin, she replied that it was time to start a new chapter in her life. She'll be leaving to care for her aged parents on a full-time basis. Both members started as Thrifty members and have known President Duffe since his days as a union organizer. They both want to thank him for his leadership and everything UFCW 1167 has done for them and their families.



Marguerite Sinohui, Stater Bros. 194 in Covina, retired after 47 years in the union. She worked 20 years at Ralphs and three years at Albertsons, then 24 years at Stater Bros. "I have loved my working career, but what really kept me in the business all these years were my family's health care and other my union benefits," she said. "Amen for that! I love the union and I love my Stater Bros. family!"



Teri Heart,
Stater Bros. 191 in
Mentone/ Redlands,
Displays her
Mother's Day Spirit.

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.

June: Pride Month!

OUTreach
UFCW LGBTQ+ AND ALLIES

Local 1167 delegates take prominent roles at 9th regular convention

More than 2,000 delegates gathered in Las Vegas to convene the 9th Regular Convention of the UFCW International Union in late April. They took a firm stance against the Kroger-Albertsons merger and laid out a vision to keep the union strong for the next five years.

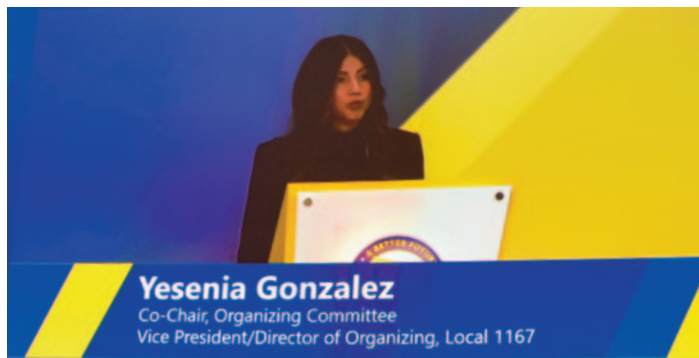
The International Union's "Members First" slate which includes UFCW International President Marc Perrone, Secretary-Treasurer Shaun Barclay and other Executive Committee members and International Vice Presidents was overwhelmingly re-elected to another five-year term.

UFCW Local 1167 played a prominent role in the proceedings. Secretary-Treasurer Matt Bruno served on the Bargaining Committee, and Organizing Director Yesenia Gonzalez served as Co-Chair of the Organizing Committee and delivered that Committee's report to the convention.

President Joe Duffle served as Co-Chair of the Constitution Committee. The Constitution Committee reviews all the proposed changes to the Constitution from hundreds of union locals to make sure they're avoiding conflict of any codes state laws and municipalities ordinances. They debate and defend their suggested changes. Their recommended changes are sent to the executive board and their committee to review. President Duffle addressed the convention to deliver the changes to the Constitution.

The changes were either accepted or rejected. This process sets the guidelines of the International Constitution for the next five years.

It's democracy in action as each local union sends delegates to speak and vote on behalf of their local's members. This is the only time changes can be made to the International Constitution.



Yesenia Gonzalez
Co-Chair, Organizing Committee
Vice President/Director of Organizing, Local 1167



Joseph Duffle
Co-Chair, Constitution Committee
President, Local 1167

Left: Organizing Director Yesenia Gonzalez addresses delegates from the stage. **Right:** President Joe Duffle delivers remarks from the stage during the Constitution Committee's address to delegates. **Below:** Joe Duffle, center, sits with the rest of the Constitution Committee.



UFCW International Convention

Changes are made through the submission of proposed amendments to the Constitution that then must be voted on by the delegate body in order to be accepted.

The delegates approved a change to the Constitution that reduced the waiting period to receive benefits in case of a strike.

Also, workers who have organized with the UFCW will be eligible for benefits as they negotiate their first contracts. The Constitution now adds guarantees to the financial solvency of the strike fund, a real protection for our members who need to take the ultimate action in negotiations. In addition, the convention discussed a voice for members across the union at the International's Executive Board and a commitment to additional organizing.

Perrone assails merger

President Perrone spoke against the Kroger-Albertsons merger, providing the clearest message to date that the merger would hurt UFCW members.

“Given the lack of transparency, and the impact a merger between two of the largest supermarket companies could have on essential workers — and the communities and customers they serve — the UFCW stands united in its opposition to the proposed Kroger and Albertsons merger,” Perrone said.

Delegates representing 1.3 million members in the United States and Canada also were joined by noted speakers like Michigan Gov. Gretchen Whitmer, AFL-CIO President Liz Schuler, Canadian Labour President Bea Bruske and Capt. Richard Phillips, who successfully protected his crew from an attempted hijacking by Somali pirates in 2009.

Gov. Whitmer spoke about her work with the UFCW and how it led to Michigan becoming the first state to repeal a “right to work” law in 50 years.

“I’m here to say thank you,” Whitmer said. “Thank you for showing up in the middle of a pandemic, thank you for joining your voices, thank you for supporting people like me so we can work together to make peoples’ lives better.

“I think this is one hell of an organization and I am grateful to have befriended you all, and I will stay focused on doing the work so others emulate what we are doing together.”

AFL-CIO President Shuler led the swearing in of elected officers.

“Look at what happened last year in California, where thousands of UFCW members’ solidarity and unity achieved improved contracts recently,” she said in her remarks to the delegates.

“Look at the historic agreement with Tyson Foods, where

you won paid sick leave for the first time for thousands of UFCW meatpackers... and sent a message across the entire industry.

“Look at our brothers and sisters and siblings in Alberta — who won better wages, benefits and sick leave provisions in their new contract with Cargill... after working around-the-clock during the pandemic to keep people fed.

“THAT is the value of a union.”

The delegates also heard about the UFCW Charity Foundation, including a partnership with the National Association of Letter Carriers for the annual Stamp out Hunger food drive, UFCW’s fundraising and education support on blood diseases, and as its work on the Food and Farmworker Relief Grant Program.

In addition, delegates spent countless hours discussing, adjusting and confirming the language of the International Union’s Constitution, which will direct the International Union for the next five years.

Setting the course

In his address, International President Perrone emphasized the importance of safeguarding job protections for members in bargaining.

“The past five years have been a remarkably difficult time for everyone, but our union family felt the impacts of a global pandemic and a changing world more acutely than most,” he said.

“The COVID-19 pandemic, an increasingly volatile political landscape and a changing Labor Movement have all posed unprecedented challenges, but have also created a remarkable opportunity to strengthen UFCW across two nations.”

Perrone said the UFCW will use every lesson it learned through hard-fought bargaining negotiations to strengthen its ability to advocate for essential workers and ensure they are protected in the future.



Scenes from the UFCW International Convention



Region 8 delegates gather for group photo.

Our Members at Work: Stater Bros. 91, Big Bear



Our Members at Work: Stater Bros. 92, Lake Arrowhead



In Memoriam (continued from page 4)

March 25, 2023, at the age of 68. He had been a continuous member since July 1972.

Betty Defalco, a retired food clerk formerly employed by Alpha Beta, died on Dec. 28, 2021, at the age of 83. He had been a continuous member since April 1971.

Ben Donato, a retired meat cutter formerly employed by Vons Meat Plant, died on March 4, 2021, at the age of 93. He had been a continuous member since December 1968.

Eric Dormanen, a meat clerk formerly employed by Stater Bros, died on May 10, 2023, at the age of 54. He had been a continuous member since February 1991.

Betty Fidler, a retired food clerk formerly employed by Market Basket and Lucky, died on Oct. 14, 2022, at the age of 91. She had been a continuous member since February 1963.

Shirlene Gentry, a retired general merchandise clerk formerly employed by Safeway, died on Feb. 12, 2023, at the age of 93. She had been a continuous member since October 1971.

James Harris, a retired meat clerk formerly employed by Lucky and Smiths Food King, died on April 30, 2023, at the age of 82. He had been a continuous member since December 1966.

Darlene Johnson, a retired food clerk formerly employed by Ray's Food, Sage's, Mayfair and Alpha Beta, died on June 9, 2023, at the age of 86. She had been a member since November 1961.

Richard Lammers, a retired food clerk formerly employed by Food Fair Market, died on March 10, 2023, at the age of 92. He had been a continuous member since February 1969.

Thomas Manke, a retired meat cutter formerly employed by Alpha Beta, died on June 5, 2023, at the age of 82. He had been a member since January 1960.

Angel Mungaray, a meat clerk formerly employed by Stater Bros., died on May 26, 2023, at the age of 26. She had been a member since April 2022.

Norma Scanlon, a retired drug clerk formerly employed by Thrifty, and Rite Aid, died on Jan. 20, 2023, at the age of 88. She had been a continuous member since July 1977.

Charla Serianne, a retired general merchandise clerk formerly employed by Vons, died on Jan. 31, 2023, at the age of 69. She had been a member since December 1991.

Stevie Sisneros, a general merchandise clerk formerly employed by Stater Bros., died on February 8, 2023, at the age of 25. He had been a continuous member since March 2019.

Nella Trimble, a retired food clerk formerly employed by Mayfair, Smith Market, and A & P Tea Co., died on April 14, 2023, at the age of 99. She had been a member since August 1953.

Elizabeth Vignykan, a retired food clerk formerly employed by Alpha Beta, died on Jan. 3, 2023, at the age of 90. She had been a member since August 1953.

Doris Woodcock, a retired general merchandise clerk formerly employed by Alpha Beta, and Lucky, died on Dec. 19, 2022, at the age of 91. She had been a continuous member since September 1977.

Stewards Conference



UFCW Local 1167 Stewards Conference was held June 15 in Riverside. See the next issue of the *Desert Edge* for coverage from the event.

Lobby Day



On UFCW Lobby Day, May 17, representatives from UFCW Local 1167 joined other UFCW volunteers in Sacramento to speak with elected representatives on important issues that affect members' jobs, wages, benefits, safety and more. The annual event was organized by the Western States Council of the UFCW. The participants met for training at the California Labor Federation building before splitting up to meet with legislators at the Capitol, after a press conference denouncing the proposed merger of Kroger and Albertsons.



Unity, Security and Brotherhood for steward Max Alva

Being union means unity, security and brotherhood,” Max Alva said.

“Knowing that I work for a union store makes me feel a bit more special, safe and secure. Knowing I can take care of my family way more than I could without provides a tremendous feeling of security. I love the whole aspect of being union.”

A shop steward at Stater Bros 12 in Rialto, Alva is a meat cutter with nearly 34 years in the union.

“I’m proud to say I work union,” he said. “Folks say, ‘You’re union, right?’ and I say, ‘Oh yes, I am!’”

Alva said the membership of Local 1167 has gotten stronger over the years. “With the union you have a family to support you,” he said. “We are so much more unified than we have been before.”

One of the challenges the union faces is getting through to younger people to help them understand they need to come out and support their union, he said.

“I tell them to get behind each other, come to meetings, participate in voting,” he said. “They’ve got to understand it’s important to get involved in politics. We must make sure our elected officials have our best interests at hand and hold them accountable.

“We need to guide our youth,” he continued. “Some young members are shy to ask questions. I tell them they don’t need to be shy; I’ll find out for you and make sure you get the answers. I explain that this is their future, too.”

He said he was inspired and energized by the recent Stewards Conference he attended on June 15.

“I appreciated the way we broke up into workshops so we had more focus on each topic,” he said.

“All three workshops were good, but the active shooter workshop really hit home. I never thought it would come to that, but we need to be aware nowadays.”

He was also impressed with what

President Joe Duffle had to say throughout the conference.

“I knew Joe [Duffle] is a busy man and has lots on his plate, but I never realized so much was going on,” Alva said. “He in-



spires me. He’s nonstop. He’s got a foot in every door and he does all he can for everybody in this local. It’s inspiring and how he presented himself as our voice.

“He really seems to care about everybody in this union local, and that is really good to hear.”

Alva has been married to Jackie for 10 years. He has one son and three stepsons and one stepdaughter, all of whom are grown. These days, he spends most of his time with his 14-year-old granddaughter, Arlene.

“She’s into basketball, so our free time is filled with games and practice,” he said.

Any additional free time outside of basketball is spent visiting yard sales and swap meets to look for antiques.

“I’m always looking for the next treasure,” he said. “The most valuable has to be that one time we found a German Bible dated 1932. We didn’t know the value, nor could we read it, but my stepdaughter looked it up out of curiosity and it’s worth more than \$1,200.”

Just the day before this interview, he found a box full of native American pottery dated 1891. “The owner was going to donate it to thrift store, but I took it off of his hands,” he said.

“I love older things and the history that comes with the old stuff,” he added.

Alva has been to the Pasadena City College swap meet and the swap meet at the Rose Bowl. He’s traveled to Albuquerque and has gone to swap meets in Santa Fe, N.M.

“When we go on vacation, wherever we’re at, we look up swap meets to see what people have they don’t want anymore,” he said.

But he doesn’t sell his treasures. He displays everything.

“Whatever I find, I put on display in my house — it’s almost a museum,” he said. “Plus, I have two sheds in the garage that are almost full, too.

“My granddaughter teases me about it. She’ll tell me one day we’re going to have a biggest sale ever and everything will cost a dollar. I say NOOOOOO!”

Congratulations to the Local 1167 Scholarship Recipients!

1st place: **Talia Nquyen** (Bill Sauriol Award)

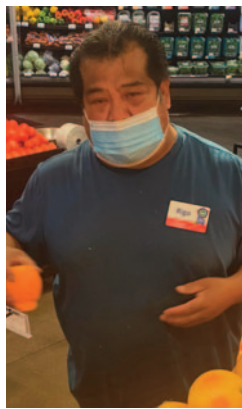
2nd place: **Zana Willis**

3rd place: **Enrique Lee**

Features on the winners will be published in the next issue of the *Desert Edge*.



Our Members at Work: **Ralphs 160, Indio**







Rally calls for dignity at Cardenas

Just like members of Local 1167, the essential workers at Cardenas risked their health to serve neighbors in grocery stores during the pandemic. Unlike members of this local union, however, the workers at Cardenas do NOT have union representation and are now fighting for their own dignity and respect.

To support them, leaders of several community organizations joined elected officials and representatives from labor unions in a rally in front of a Cardenas store in Fontana on May 31, specifically to raise awareness of sexual misconduct at the grocery chain.

In March, two women who work for Cardenas filed complaints with the California Civil Rights Department alleging sexual harassment and retaliation for reporting the harassment to Cardenas. In April, Cardenas terminated one of the women who filed.

At the end of 2022, Cardenas terminated a bakery worker after she became ill at work. According to the worker, the store manager ordered her to take a drug test and a pregnancy test.

Speakers at the rally urged Cardenas Markets to reinstate these workers, prevent harassment and retaliation, and stop anti-union activities.

Horrible things have happened to these women, and they are among of who knows how many who have been forced to put up with harassment at the workplace.

We stand beside all Cardenas workers who speak up and demand respect.

Members are urged to reach out to Local 1167 if they have family or friends who work at Cardenas so they can talk with someone from the union.



Defining sexual harassment

Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

When this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with his or her work or creates an intimidating, hostile or offensive work environment, it is considered sexual harassment.

According to the Equal Employment Opportunities Commission, sexual harassment includes any unwelcome sexual advances and other unwelcome verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting such an individual;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment, whether or not the harasser intended to create such a situation.

The third point is especially important. It goes beyond sexual harassment and can be applied to all kinds of harassment, including racial, religious, ethnic — you name it.

Since coworkers come from a wide array of religious and cultural backgrounds, it is best to avoid any comments about a person's race, sex, religion or sexual preference at work.

Protect yourself during investigatory interviews! Ask for union representation!

Did you know that you have the right to assistance from union representatives if you are being questioned by company management or security?

It is important for union members to understand their basic rights — called Weingarten Rights — when being questioned in an investigatory interview.

“Investigatory” means that you are either under an investigation, or, at least that you are involved in one.

Among the many rights that you have as a union member, this may be one of the most valuable.

What is an investigatory interview?

An investigatory interview occurs when:

1) management questions an employee to obtain information; and

2) the employee has a reasonable belief that discipline or other negative consequences might result from what he or she says.

Investigatory interviews may relate to such subjects as absenteeism, accidents, compliance with work rules, damage to company property, drinking, drugs, falsification of records, fighting, insubordination, tardiness, poor attitude, poor work performance, theft, violation of safety rules and sexual harassment, just to name a few.

How your Weingarten Rights work

An employee may make a clear request for union representation before or during an interview and will not be punished for such a request.

If the employee requests representation, the employer must choose from three options: grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the



Cisco Magana

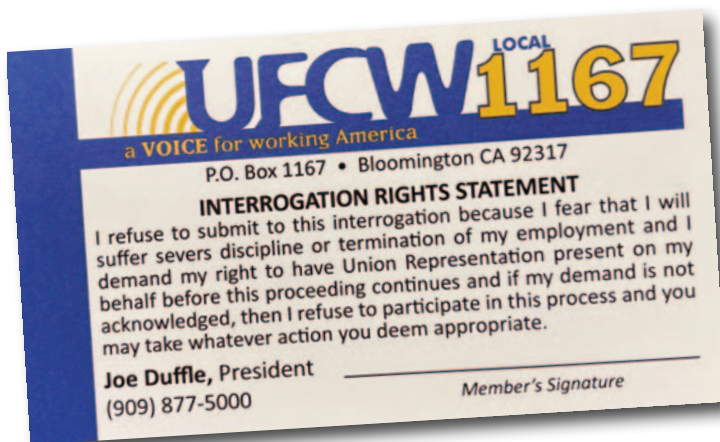
won't be disciplined after invoking your Weingarten Rights, it only means that the employer must prove it has other grounds to justify the discipline.

If you continue to participate in the meeting and answer questions, you have waived your right.

If you do not invoke your Weingarten Rights or if you waive those rights during an investigatory interview, you give up your legal protections under the law and your union has no basis to challenge the investigatory interview with your employer.

Remember, you have the right to invoke your Weingarten Rights at any time during an investigatory interview if you have a reasonable belief that discipline or other negative consequences might result from what you say.

If and when you feel that your job is in jeopardy, stop the meeting and ask to have a union representative be with you and advise you. Don't feel guilty for doing so. It's your right!



employee; deny the request and end the interview immediately; or give the employee a choice of having the interview without representation or ending the interview.

If the employee's request for union representation is denied by the employer and questioning of the employee continues, the employee has a right to refuse to answer the questions. An employee may not be disciplined for such a refusal. However, that is not to say you

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



Our Members at Work: Vons 2374, Big Bear



Scan QR Code for a digital copy of the Desert Edge!