

Desert Edge

UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Fall 2013

The inspiring principle of Labor Day

President's Report

- **UFCW International Convention**
- **Pine Ridge Treatment Centers, Part II**
- **Family Medical Leave Act**
- **Shop where you work**





Next Quarterly Membership Meeting:

Wednesday, Sept. 25, 2013

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

DESERT EDGE

Bill Lathrop
Editor

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ON THE COVER:

Stater Bros. 190 members, Hesperia,
in a unique tortilleria station.

Official Business:

Mandatory Dues Increase Effective November 1, 2013

At the 2013 Seventh Regular Convention of the UFCW International Union the delegates voted to amend the International Constitution and increase the Local Union dues \$0.69 per week.

For those members on payroll deduction, the above increase will be reflected in the deductions made by your employer in October since those deductions are for your November dues.

For those members not on payroll deduction the above increase will be reflected on the dues billing you receive in October, which will be for your November dues.

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 THE MONTH YOU WILL AUTOMATICALLY SUSPEND YOURSELF. (ie: SEPT. dues are due NOV. 1, OCT. dues are due DEC. 1, NOV. dues are due JAN. 1, 2014)

With dues checkoff, all future dues can be deducted automatically from your pay check. If you do not have an authorization form, call the local and one will be sent to you immediately.

Non-payment or payment of the incorrect amount will automatically suspend you — a costly and inconvenient mistake. Although not required, the local, as a courtesy, normally sends billing notices by first-class mail to those not on dues checkoff. It is the member's obligation to pay dues in a timely manner. Not receiving a notice is not an excuse for failure to pay dues on time.

Avoid suspension. Authorize dues checkoff today!

New Member Meetings

Are you a new member of UFCW Local 1167?

Has one of your co-workers recently joined our union?

Get a \$65 credit toward your initiation fee when you attend a New Member Training Meeting within 6 months of your hire date.

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

Please share this with your co-workers!

Labor Day reminds us of an inspiring principle

Labor Day is different from other holidays in that it is dedicated to a principle — the principle that all people deserve respect for the work they do. That principle is under attack in our own country and around the world.



BILL LATHROP
President

working conditions.

In the previous issue of *Desert Edge*, I wrote about a factory building in Bangladesh that collapsed, killing more than 1,100 garment workers. This was, regrettably, only one of a chain of recent disasters that have killed, maimed and sickened thousands of workers in that country and others in the Far East.

It's no coincidence that these countries have little or no regard for labor unions. Labor organizers are frequently beaten, jailed or even killed for their "disloyalty" to corrupt governments and their corporate patrons.

As we know from our own country's history, real change in the workplace will happen only when the workers stand together and demand it. That means strong, independent unions are needed in Bangladesh, China, India, Pakistan, Burma/Myanmar, Vietnam and everywhere else in the world.

Strong and independent labor unions are necessary for a country to raise the living standards for the widest possible base of citizens. Without unions, there is little to compel a

Over the past several decades, corporations have been allowed, even encouraged, by governments to drive down wages and benefits by any means possible.

In the name of corporate profits, American and European companies have hollowed out their countries' economies by shutting down factories and eliminating good-paying jobs. Now these corporations hire "independent" operators to build their products in Third World facilities with the lowest possible standards in wages, benefits and

As we know from our own country's history, real change in the workplace will happen only when the workers stand together and demand it.

corporation to share the fruits of its success with the workers who made that success possible, and there is little to force a government to establish and enforce adequate safety standards.

When wages, benefits and working conditions finally improve in the developing world, workers in the West will benefit as the "race to the bottom" comes to an end.

The founders of the United Nations understood the importance of labor unions when they ratified the Universal Declaration of Human Rights in 1948. Article 23, Section 4 of the Declaration states: "Everyone has the right to form and to join trade unions for the protection of his interests."

Too many of us have forgotten this inspiring idea that labor rights are basic human rights.

Fortunately, we still have Labor Day to remind us. ■



What's Happening

MAUREEN McCABE

JUST RETIRED

The summer months brought us several new retirees.

In June, **Aleda Carrillo, Crista Claborn, Steve Crimi, Diana La Plante** and **Edda Peachie** joined the ranks of our retirees. Aleda worked for Ralphs for 24 years. Crista worked in the industry for 31 years with Albertsons and Safeway. Steve worked for Safeway and Vons for 41 years. Diana worked for Stater Bros. for 26 years. Edda worked for Albertsons for 22 years.

In July, **Johnny Medina, Ginger Miller, Gary Ostdiek** and **Angela Sanchez** retired. Johnny worked for Stater Bros. for 43 years. Ginger worked for Vons for 24 years. Gary worked for Stater Bros. for 45 years. Angela worked in the industry with Alpha Beta, Market Basket and Ralphs for a total of 34 years.

Cathy Angold, Sherrie Christopher and **Steve Posadas** retired in August. Cathy worked for Albertsons for 23 years. Sherrie worked in the industry with 36 years for Alpha Beta and Ralphs. Steve worked for 38 years with Safeway and Vons. Congratulations to all of our new retirees!

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

JUST MARRIED

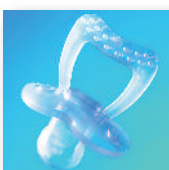
Leila Marie Talia, Stater Bros., married Allen Bailey on April 13. The wedding was at the Excalibur Hotel in Las Vegas. The happy couple honeymooned in Vegas as well. ... **Marco Rene Romero**, Stater Bros., took Sara Lopez to be his bride on May 3. The wedding was at the San Bernardino Hall of Records and the newlyweds honeymooned in Las Vegas. ... **Diane Durr**, Stater Bros., said "I do" to Nick Turl on May 4. Their wedding took place in Highland. ... **Michael Kent**, Albertsons, took Tracey Ann Johnston to be his bride on June 6.

Congratulations to all of our newlyweds!

JUST BORN

Ruben Torres, Albertsons, proudly an-

nounces the birth of his new son, Jackson Mitchell, on April 14. Jackson weighed 7 lbs. 11 oz. His happy father writes: "'Tie Breaker Torres' has arrived and the boys win! Jackson joins three sisters and three brothers." ... **Ashley Maldonado**, Stater Bros., has a new daughter. Averie was born on April 16 and weighed 8 lbs. 1 oz. ... **Alicia La Rosa**, Ralphs, and her husband Michael welcomed Andrew Douglas into the world on April 21. Andrew weighed 8 lbs. 4 oz. ... **PeeWee Del Corro Cruz**, Rite Aid, gave birth to Chloe Cruz Danan on April 22. Chloe weighed



5 lbs. 12 oz. ... **Annette Borrero**, Rite Aid, has a new daughter. Arianna Hennessey Geronimo was born on April 25 and

weighed 6 lbs. 5 oz. ... **Maria Salas**, Food 4 Less, welcomed Juliette Victoria Cerda into the world on May 4. Juliette weighed 6 lbs. 5 oz. ... **Roselyn Rodil**, Stater Bros., is pleased to announce the arrival of Sherlyn Paige on May 10. Sherlyn weighed 7 lbs. 8 oz. ... **LeAnna Diaz** and Josh Fernandez, Stater Bros., have a new son. Zackary Landon was born on May 10 and weighed 5 lbs. 9 oz. "We both love you very much," his proud parents write. ... **Cynthia Becerra**, Stater Bros., tells us "We're so happy to add another princess to the family" with the arrival of Breanna Alexa on May 11. Breanna weighed 7 lbs. 13 oz. ... **Carissa Wolters**, Vons, gave birth to Charlee Lynn Clark on May 19. Charlee weighed 5 lbs. 6 oz. ... **Cynthia Martinez**, Stater Bros., proudly announces the arrival of Adam James Baca on May 20. Adam weighed 5 lbs. 15 oz. ... **Amanda Mallen**, Albertsons, has a new daughter. Emma Marie Medel was born on May 31 and weighed 7 lbs. 12 oz. ... **Josefina Raygoza Galindo**, Ralphs, welcomed Jose Manuel Jimenez on June 5. Jose weighed in at 7 lbs. 1 oz. ... **Gloria Owens**, Rite Aid, has a new son. Samuel Kirk was born on June 11 and weighed 8 lbs. 1 oz. ... **Alejandra Garcia**, Stater Bros., proudly announces the birth of David Wayne Davidson, Jr. on June 28. David weighed 7 lbs. 15 oz. and measured 19 1/2 inches long. ... **Manuela Ybarra**, Food 4 Less, welcomed Noah Julian on July 14. Noah weighed 8 lbs. 9 oz.

Congratulations to all of our new moms and dads!

IN MEMORIAM

Herbert Barrett, a retired food clerk formerly employed by Face Market and Michael's Markets, died on August 3 at the age of 92. He had been a continuous member since June 1963.

William Bradley, a retired food clerk formerly employed by ABC Market, Cal Bazar Foods, Market Basket and Vons, died on June 27 at the age of 83. He had been a continuous member since May 1964.

Florence Chriss-Giniel, a retired food clerk formerly employed by Vons, died on July 4 at the age of 80. She had been a continuous member since April 1960.

Robert Faucher, a retired food clerk formerly employed by Stater Bros., died on May 23 at the age of 92. He had been a continuous member since September 1969.

Cathy Greene, a general clerk employed by Food 4 Less, died on August 4 at the age of 56. She had been a continuous member since June 1989.

Marjorie Hart, a retired general merchandise clerk formerly employed by Alpha Beta, died on July 24 at the age of 83. She had been a continuous member since November 1987.

Maxine Kley, a retired food clerk formerly employed by Alpha Beta, died on May 10 at the age of 81. She had been a member since October 1965.

Artemio Maciel, a manufacturing employee employed by Mauser, died on February 13 at the age of 56. He had been a member since August 2011.

Roberta Mayes, an affiliated member formerly employed by Food 4 Less, died on May 22 at the age of 55. She had been a member since April 1989.

James McDowell, a retired meat cutter formerly employed by Michael's and Stater Bros., died on June 11 at the age of 91. He had been a member since November 1961.

Gertrude Mitchell, a retired meat wrapper formerly employed by Safeway, died on July 11 at the age of 92. She had been a member since April 1956.

Gerald (Dino) Schicke, a food clerk employed by Stater Bros., died on July 20 at the age of 49. He had been a member since November 2012.

Nanette Serrano, a general merchandise clerk formerly employed by Vons, died on June 6 at the age of 22. She had been a member since June 2012.

Paul Yamaguchi, a retired food clerk formerly employed by Alpha Beta, died on April 25 at the age of 87. He had been a continuous member since December 1974.

Our condolences go to the families of these deceased members.

Great communication starts with you

At home and at your workplace, it's always important to have good communication skills.

Those skills will be key next year as our union enters negotiations for the next collective bargaining agreement.

Many of you will recall the long and difficult process of securing our last contract in 2011. We hope the process will be much simpler next time around, but the union will need your help to make that happen.

Here are some great ways you can improve your communications with — and for — the union:



RICK BRUER
Secretary-Treasurer

- **Sign up for text alerts.** During the 2011 food negotiations, we delivered up-to-the-minute news directly to our members' phones. We will have more information on how to sign up as negotiations get closer.

- **"Like us" on Facebook.** Our page is updated regularly.

- **Check your bulletin board at work.** Our Union Representatives and stewards use these boards to post important news.

- **Attend membership meetings.** Our quarterly meetings provide the best opportunities to communicate directly with

your union. We also have meetings for new members who can earn \$65 toward their initiation fee by attending one within six months of hire. Ask questions and let your voice be heard!

- **Communicate with your shop steward,** who is the eyes and ears of the union at the workplace. This individual is trained to help you with any questions or concerns you might have on the job. If your steward doesn't know the answer to a question, he or she can refer you to someone who does.
- **Call the union.** Have a question that can't be answered by your steward? Call the union at (909) 877-5000 if you need to talk to a Union Representative.
- **Read this magazine.** Take some time during your break, after work or on weekends to pick up *Desert Edge* and learn about the issues and events that affect you and your co-workers.
- **Read your mail.** Open the letters and other materials you receive from the union and read them.
- **Attend rallies and other union actions.** Come to a union rally and help distribute materials. It's a great way to interact with the public and inform people of the importance of the union in your community.
- **Stay current.** Make sure the union has your correct and current contact information, including your email address, postal address and phone numbers.

Great communication is a two-way street. We depend on your feedback to address key issues at the negotiation table, at grievance hearings and in our day-to-day business.

We look forward to communicating with you in the future as we build an even stronger, more united and more effective union. ■

**Use your
smartphone
to stay up
to date with
your union**



Scan the QR code, using a smartphone app*, and connect immediately to the UFCW Local 1167 website.

* Search "QR Scanner" in the Apple App Store or Android Market.



IT PAYS TO BE UNION			
JUNE-AUGUST		2013 TOTAL	
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$17,465.77	\$1,093,737.81	
MEMBERS REINSTATED	83	204	
GRIEVANCES SETTLED	249	584	

A union of his own

Gabe Hernandez has a
lifelong admiration
for unions



Gabe Hernandez's granddaughter Adriana shows off her tricycle that Hernandez customized.

‘U’ nion” is a strong word for Gabe Hernandez, a meat cutter and steward at Stater Bros. 190 in Hesperia.

He is an 18-year union veteran who is in his sixth year as a steward. He even married a fellow union member in August. His wife, Cristin, works at Stater Bros. 97 in Hesperia.

“Solidarity means demonstrating our strength at every opportunity,” Hernandez said. “It’s our duty as union members.”

Hernandez shows his solidarity by attending the union’s quarterly membership meetings, attending rallies and communicating frequently with Union Representatives so he can relay accurate information to his co-workers.

During the recent Rite Aid negotiations, Hernandez distributed handbills and reusable grocery bags at stores to drum up public support.

“During our own negotiations for the Master Food Agreement, Rite Aid members came out to lend their support for us,” Hernandez said. “It was our turn to help them during their contract negotiations. That’s what being in the union is all about.”

Hernandez has also been active in signing up members to the Active Ballot Club, the UFCW’s political action committee, and spearheading voter registration drives in his community.

“We must be involved in politics,” Hernandez said emphatically. “Everything we have gained in our collective bargaining agreements can be wiped away with the stroke of a pen.

“We can never let our guard down and we need to fight for what is right.”

NOT JUST A JOB, IT’S A CAREER

Hernandez’s love for the union is in his genes. His grandfather worked for the Santa Fe Railroad. He has several uncles who are members of the cement masons union and other relatives who are members of teachers’ unions.

“I remember many family discussions around the dinner table talking about unions,” Hernandez said. “I learned early that the best way to have a great wage and benefits is to work a union job.

“When you’re represented by a union at work, it’s not just a job. You



Gabe Hernandez

have the chance to turn it into a career.”

Hernandez is grateful for his access to affordable health care, job security and a pension.

“If you work at a non-union job, you can get fired if your boss doesn’t like you and there’s nothing you can do about it,” Hernandez said. “But with the union, you have a voice that can speak up for you in the most difficult of situations.”

“There is so much strength in solidarity,” he said. “Just like a flock of birds, we have strength in numbers and need to build on that strength.”

When he isn’t at work or spending time with his two adult sons, Hernandez indulges in his passion for repairing and “tricking out” classic cars and trucks.

He drives a 1963 Chevrolet short-bed pickup that has more than 300,000 miles on it. He also has a 2001 Chevy S-10 with a custom paint scheme, hydraulics and “the whole nine yards.” It has won first place in many shows.

His vehicles and his Ol Skool Wayz car club are well-known in the High Desert. The group recently raised more than \$10,000 for a friend’s family after his passing.

“We meet once a week in front of Lola’s Restaurant in Apple Valley and on the first Tuesday of every month for our cruise night,”



Above and below: Gabe Hernandez’s award-winning Chevy S-10.

Hernandez said.

“Hundreds of cars and trucks show up at the cruise nights. It’s a lot of fun to restore cars and then be able to drive them around.” ■



Residential treatment

Lucerne Valley Center is a treatment facility above the rest



Chemical Dependency
Intern Tina Arredondo



Chemical Dependency
Tech Terri Wysocki

The diversity of UFCW Local 1167's membership crosses many lines, reflecting all aspects of American life. It should not be surprising, therefore, that alcohol and drug dependence affects the lives of some union members.

In 1988, Pine Ridge Treatment Centers recognized the need for a new and innovative approach to the diseases of alcoholism and drug dependence with the union member in mind.

Although more than 100,000 treatment facilities exist in the United States, there is only one union facility tailored to meet the needs of the union member.

Organized by the UFCW in 1988, Pine Ridge Treatment Center is the only union facility west of the Mississippi. Its staff understands the difficulties that arise when a union

member decides to seek help, and that is why Pine Ridge provides options that makes the decision to stop drinking or using drugs a reality.

Depending upon the circumstances of the individual and length and level of addiction, a member may choose from either outpatient or residential treatment.

RESIDENTIAL TREATMENT PROGRAM

Pine Ridge offers a residential treatment program that allows the individual to stay at the facility in Lucerne Valley in an atmosphere of anonymity, safety and security.

The cornerstone of the residential treatment program is an intensive approach to alcohol and drug treatment with regard to the participants' daily activities.

Patients who require detoxification services due to con-

Part II: Residency and treatment

When you speak with a specialist about entering drug and alcohol treatment, talk about your personal circumstances in order to figure out which aspects of outpatient or residential treatment programs would best suit you.

cerns about withdrawal also benefit from this program, as detox services can be included as a part of residential treatment.

After detox (if necessary), patients undergo an intensive, daily drug or alcohol treatment regimen to learn about the disease of addiction in a supportive and immersive environment.

The stressful circumstances that fuel the urge to drink or use drugs are removed because negatively influencing factors are removed from a patient's daily experience.

This type of treatment also incorporates family participation, including family counseling and weekend programs.

If the level of care offered in the residential program is not required, Pine Ridge offers outpatient care as a treatment option.

OUTPATIENT TREATMENT

With outpatient treatment, an individual can remain on the job while participating in a treatment program.

The individual can in many cases satisfy the wishes of his or her employer by participating in the outpatient program offered by Pine Ridge at a location close to home.

This program allows the individual to maintain a regular commitment to family, work and educational responsibilities.

Because of the ability to go home after a daily or evening program, patients are able to have a greater level of privacy and anonymity. They often do not need to explain a prolonged absence to friends, coworkers or family members.

Another benefit of the outpatient program is a network of official support groups, individual counseling and family counseling.

Patients are provided with a strong support network of non-using peers and sponsors that provides a new, positive element of social change and facilitates long-term recovery.

Like the residential treatment program, the outpatient program also focuses on family support. An immediate positive element of outpatient treatment is that patients can automatically apply the lessons learned from outpatient treatment programs to their daily experiences.

WHICH TYPE OF TREATMENT PROGRAM IS FOR YOU?

For those who require it, you and your counseling professional at Pine Ridge are best equipped to know which type of treatment is ideal for your situation.

When you speak with a specialist about entering drug and alcohol treatment, talk about your personal circumstances in order to figure out which aspects of outpatient or residential treatment programs would best suit you.



Outpatient and residential drug and alcohol treatment programs both have life-changing benefits, and understanding which program will best help you achieve long-term recovery is one of the first steps toward becoming sober.

Note: The next issue of *Desert Edge* will look at medication tools like Vivitrol and Antabuse used to prevent relapses. ■

MAP

Membership Assistance Program

If you have problems with:

- Alcohol
- Drugs
- Children & Adolescents
- Family
- Emotional Issues
- Gambling
- Marriage
- Financial/Legal

Eligible active or retired Food and Meat

participants 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.

Food Division, call (800) 461-9179

Drug Division, call (866) 268-2510

(All calls are confidential.)

True colors

The UFCW charts a course for the future



UFCW Local 1167 Delegates to the Convention. Inset: U.S. House Democratic Leader Nancy Pelosi.

Inspired by the rallying cry of “Blue. Gold. Bold. Powerful Together,” thousands of UFCW members gathered for the union’s 7th Regular Convention in Chicago, Aug. 12-15.

The international event, which is held every five years, assembled union leaders, delegates and visiting representatives from around the United States, Canada, the United Kingdom and other countries around the globe. Over the course of four days, the conventioners heard addresses by political and labor leaders, and charted a course for the next half-decade of the Labor Movement.

“We’ve built a foundation for success,” UFCW International President Joe Hansen told the crowd to loud applause.

Hansen, along with his entire Executive Committee, consisting of Secretary-Treasurer Marc Perrone and Executive Vice Presidents Bill McDonough, Pat O’Neill and Wayne Hanley, was reelected unanimously to serve a new five-year term.

“‘Blue. Gold. Bold.’ is the theme of this convention and a battle cry for the next five years,” Hansen said. “Wherever injustice exists, Labor must be there.”

The convention delegates also elected

46 international vice presidents at large, as well as four vice presidents of UFCW Canada.

Several committees of convention delegates met during the week prior to the convention and presented the results of their



UFCW International President Joe Hansen

work to the assembly. These committees were charged to enforce the rules and suggest amendments to the UFCW Constitution, develop organizing and political

action strategies, and recommend leadership training and community outreach projects, among other functions.

BUILDING ON SUCCESS

In his remarks, President Hansen detailed the many successes of the UFCW since the last convention in Montreal in 2008. He cited the organizing of Smithfield members at their meatpacking plant in Tar Heel, N.C., and the hundreds of H&M workers in New York City who chose the union to represent them. In California, CVS workers at hundreds of stores across the state and workers in the medical cannabis industry joined the ranks of the UFCW.

Hansen also pointed to the Labor Movement’s vigorous response to the political attacks on unions in Ohio and Wisconsin in 2010, noting that UFCW members are standing side by side with their brothers and sisters in public worker unions.

Organizing continues to be a top priority for the union, Hansen said, and greater resources will be devoted to this mission in order to give member activists the tools they need to build on their momentum.

The fast-growing OUR Walmart campaign to help Walmart workers will con-

tinue as a focus, as well.

"These Walmart workers deserve more than hope," Hansen said. "They deserve respect."

Hansen also talked about the UFCW's decision, announced a few days before the conference began, to rejoin the AFL-CIO labor federation. He said it became clear that Labor needed to come together, especially in light of the political attacks on workers since 2010, he said.

"We have noticed the renewed strength of the AFL-CIO," Hansen said. "It is more strategic, more efficient, leaner and meaner."

"We need solidarity in the Labor Movement today, not only to defend from attacks," he continued, "but also to work proactively on behalf of our members. The decision to rejoin is a solid step toward one Labor Movement — strong, united and steadfast."

UFCW International Secretary-Treasurer Marc Perrone talked about the challenges the union is confronting in the many industries it represents, as well as in the political arena. He debunked a myth that so-called "right to work" states have higher rates of job growth, showing that the opposite is true, and took an aggressive stance against those who criticize the battle for workers' rights as "class warfare."

UFCW International Executive Vice President Bill McDonough took pride in the UFCW's ability to bargain and serve its members better than any other union.

HELP FROM OUR FRIENDS

U.S. House Democratic Leader Nancy Pelosi, introduced by President Hansen as "our strongest champion," touched on all corners of Labor's agenda, from reforming "Obamacare" to a fair and functioning National Labor Relations Board to raising the minimum wage.

"Raising the minimum wage to \$10.10 per hour is a good step, but frankly it's not good enough," she said. "It should be a living wage."

Pelosi also emphasized the need for affordable child care and an updated, paid version of the Family Medical Leave Act to aid women workers.

AFL-CIO President Richard Trumka roused the audience with his outlook on the

future of the Labor Movement and what can be accomplished now that the UFCW and AFL-CIO have reunited.

"We are stronger together, and we're going to win together," Trumka said, adding that the two organizations fought side by side to support "Obamacare" and they will work together again to make the law better for workers.

Activist/author Lilly Ledbetter captivated the convention with her story of fighting for equal pay after discovering she earned significantly less than her male co-workers did during her 19 years at the Goodyear tire factory in Alabama.

Her sex-discrimination case made it all the way to the Supreme Court, which decided against her in a split decision, but she continued to champion the need for equal pay and inspired the Lilly Ledbetter Fair Pay Act, President Barack Obama's first official piece of legislation in office.

"I had an amazing journey, and I learned that there is so much injustice," she said. "I worked day in and day out, but I was short-changed. I couldn't let a major corporation do that to me and my family."

"(This inequality) is all around the world, not just in the U.S.," she continued. "That's why I'm proud of what unions stand for: equal pay for equal work. I congratulate you on everything that you do."

International Brotherhood of Teamsters

President Jim Hoffa talked about the strong relationship the UFCW and the Teamsters continue to share, and John Pérez, speaker of the California Assembly, told delegates about his union history and how his union values have helped him in his political life.

The activism of UFCW members nationwide was highlighted in videos screened throughout the convention.

Actress and activist Ashley Judd closed the 7th Regular Convention with a heartfelt presentation about standing up for the rights of others.

A member of three unions, Judd urged all of the delegates to consider the impact they can have on others' lives and their capacity to do good.

"We need fairness and equal access for all people to be able to achieve the American Dream," she said.

GROW AND PROSPER

With delegates reinvigorated by the convention and ready to return to their home bases to continue to serve members, President Hansen said he was confident that the future was bright in the struggle to strengthen the middle class.

"The UFCW and the Labor Movement as a whole need to grow and prosper, to be the best that we can be," Hansen said.

"That is the purpose of this convention — to make big plans. Let's get to work." ■



Activists from the OUR Walmart campaign address the Convention.

New member meetings

Members build camaraderie

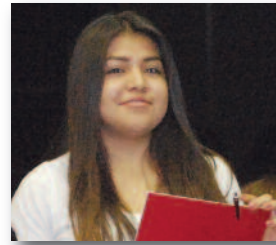
New members are getting firsthand introductions to UFCW Local 1167 at meetings throughout the union's jurisdiction. Pictures on this page are from the July 24 meeting in Bloomington.

At these meetings, the members are given briefings on every aspect of their union — who the officers are and what they do, the contract and its enforcement, the grievance process, what the shop stewards do, why the union is involved in politics, the importance of union dues, and more.

The new members get \$65 off their initiation fees simply by attending one of these meetings. There they can meet their fellow members and build camaraderie.

If you are a new member, ask your Union Representative when and where the next meeting takes place. Get your co-workers involved, too.

"The union is you," UFCW Local 1167 President Bill Lathrop said. "It's all of us, working together toward a common goal of dignity, respect, fairness and safety." ■





UFCW International President Joe Hansen, left, with AFL-CIO President Richard Trumka.

UFCW rejoins AFL-CIO

On Aug. 8, the United Food and Commercial Workers International Union re-affiliated with the AFL-CIO labor federation to build a stronger, more unified Labor Movement.

UFCW International President Joe Hansen was supported in the decision by a vote of the UFCW Executive Board.

“We strongly believe that labor organizations must come together in order to fight effectively for working families,” Local 1167 President Bill Lathrop said. “In fact, our local union has always worked closely with other unions in our region through the AFL-CIO’s Central Labor Councils.

“America’s labor unions will need all the solidarity we can build as we head into crucial congressional elections next year, and this announcement is a big step in the right direction,” Lathrop said. ■

UFCW sponsors raffle to benefit leukemia research

Region 8 UFCW local unions throughout California, Arizona and Nevada are sponsoring a raffle to raise money for leukemia research. Some of the wonderful prizes are listed below. Tickets are \$10.00 each, 3 for \$25.00 or 15 for \$100.00, and can be ordered by filling out the form below or purchased at the union office. Members are encouraged to help support the Leukemia Foundation in its research.

6 Day/5 Night Waikiki Vacation for 2 OUTRIGGER WAIKIKI ON THE BEACH

Airfare, transfers, Tax/Ins./Lei greetings
Donated by UFCW Local 1167 Value \$3,000

7 Day Southern Caribbean Cruise for 2 CARNIVAL “VALOR” CRUISE

**PORTS: SAN JUAN, PR/ST. THOMAS, VI/ST.
MAARTEN, AN/BARBADOS/ST. LUCIA/ST. KITTS**

Airfare, Transfers, Tax/Ins. Inside Cabin
Donated by UFCW Local 1167 Value \$2,500

4 Day Bermuda Vacation for 2 GROTTO BAY BEACH HOTEL

Airfare, Transfers, Tax/Ins.
Donated by UFCW Local 1167 Value \$2,000

2 Night Las Vegas Vacation

Donated by UFCW Local 711

Disneyland Vacation Package

Donated by UFCW Local 324

San Diego Family Vacation

Donated by UFCW Local 135

Plasma TV

Donated by UFCW Local 1428

iPad Mini

Donated by UFCW Local 99

\$1,000 Cash

Donated by UFCW 8-Golden State

\$500 Macy’s Gift Card

Donated by UFCW Local 5

\$500 American Express Gift Card

Donated by UFCW Local 770

plus additional prizes

Tickets are \$10 each, 3 for \$25 or 15 for \$100

**Tickets Only Available Until Oct. 1, 2013
Drawing to be held Wednesday, Oct. 9, 2013***

*Winner need not be present to win

UFCW REGION 8 LEUKEMIA RESEARCH RAFFLE TICKETS

Member’s Name _____

Soc. Sec. # _____ Day Phone # _____

Address _____

City _____ State _____ Zip _____

Please send me _____ tickets @ \$10.00, 3 for \$25.00, or 15 for \$100.00

Total enclosed \$ _____

*****NEW*****

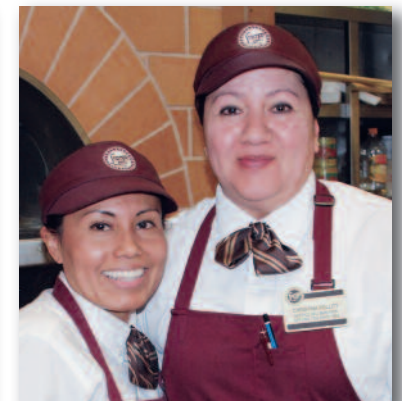
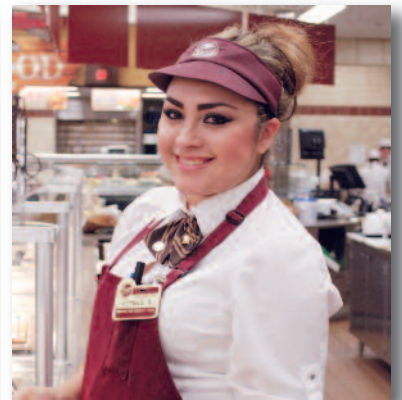
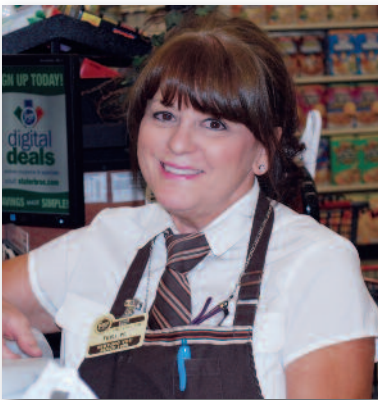
DESIGNATE THE RAFFLE ITEM THAT YOU WOULD LIKE TO WIN:

Your ticket(s) will be placed in the bin for the specific item you designate you are interested in winning. If left blank ticket(s) will be randomly distributed between raffle prizes.

Check must be made payable to **WESTERN STATES LEUKEMIA FUND**, with tax ID#: 87-0801660
Send to **UFCW LOCAL 1167 Attn: Leukemia Tickets, PO BOX 1167, BLOOMINGTON, CA 92316**



Our members at work: Stater Bros. 190, Hesperia



How the Family Medical Leave Act can benefit you

Many of our members don't know about the Family Medical Leave Act, but they should.

This federal law, which was enacted in 1993, guarantees your right to a leave of absence when you need to recuperate from childbirth, illness or injury, or if you need to care for a family member or bond with a new baby. Thanks to this legislation, your job will be waiting for you when you return.

Should the need arise to take advantage of the FMLA's provisions, your union stands ready to guide you through the paperwork and make sure you are aware of all of your rights.

TRUE STORY

Here is a true story about a UFCW member:

Sylvia (not her real name) is a checker at a supermarket. The mother of three recently had to confront a parent's worst fear — the possible loss of a child.

She had finished her shift and was on her way home when her daughter-in-law, who lives out of state, called to let her know her son was seriously injured in a fall and he was being prepped for surgery.

Sylvia's son had broken his back, and several bones in both feet and near his right eye. Doctors told her he had a 90 percent chance of death or paralysis.

She was an emotional wreck and couldn't go back to work. So, Sylvia turned to her Union Rep for guidance and was told about the FMLA and how it could help her.

Her union helped her find a doctor out of state, arranged her time off work and helped her get counseling.

For the next month and a half, Sylvia



MATT BRUNO
Union Representative

tended to her son while he recovered. After several surgeries, his doctors informed her that his recovery would require additional time.

After more than a month in the hospital, her son was discharged.

Now doctors expect him to make a full recovery.

Sylvia returned to her job after two months of leave.

Without the rights guaranteed by the FMLA, Sylvia would not have been able to take the time off she needed without risking the permanent loss of her job and health benefits.

The federal and state laws allow you to take a leave for up to 12 weeks, providing you worked at least 1,250 hours in the past year.

ARE YOU ELIGIBLE?

If you have been employed for six months or more, you are eligible for a leave of absence for illness and/or injury for up to 90 days. If you have been employed for one year or more, you are eligible for a leave of absence for a certified illness and/or injury for up to six months.

A bonding leave of absence is allowed for up to six weeks. If you qualify for a bonding leave, you can take one week at a time or all six weeks consecutively. You have one year after a child is born or adopted to decide if you would like to take the bonding time.

The medical leave allows you to take one week at a time or all 12 weeks consecutively, if you meet the qualifications.

If it becomes necessary to request a leave, you should notify the union's insurance department. This will ensure that your insurance coverage does not lapse. You will be responsible for the weekly insurance premiums while you are off.

The union's dues department will document your last day worked.

Your store manager should provide you with the necessary paperwork to be filled out by your provider and returned to the store or the necessary department.

When returning from a leave of absence, notify your manager as soon as you are released by your doctor. That will ensure you are on the following week's schedule. When returning from a leave, there is no guarantee of your hours on the week of your return.

As always, if you have questions regarding a leave, do not hesitate to contact your Union Representative. ■

Types of leave available

Under the Family Medical Leave Act and similar legislation on the state level, four types of leave can be taken when the need arises:

1. Medical leave
(surgery, maternity)
2. Family leave
(caring for a loved one, child, spouse, mother or father)
3. Bonding leave
(connecting with a new child)
4. Personal leave of absence

Shop where you work

Walmart has been tearing through the supermarket industry like a raging wildfire, destroying mom-and-pop stores and sending harmful embers and ashes onto unionized chains — the places where our members work.

Yet, day after day after day, some of our members continue to add fuel to the fire by shopping at Walmart. They don't seem to understand they are putting their own jobs in danger.

If you know of someone in your store who shops at Walmart, don't just shake your head in silence...say something! Tell him or her to stop doing it.

Over the past several decades, we have fought hard to win contracts with our union employers so you can have the best wages and benefits in the industry. Those who shop at Walmart and other non-union stores are undermining those past successes and making it



BILL COLLARD
Union Representative

harder to sustain them in future contracts.

Do yourself and your co-workers a favor by putting your money where you earn your paycheck. Get your family, friends and neighbors to shop there, too.

Your union has been at odds with Walmart and its subsidiary companies for so long, it's easy to forget sometimes why the union is upset with the mega-retailer.

So, for new members and for veterans who have been worn down by Walmart "outrage fatigue," here are the top ten reasons why you should not shop at Walmart:

1. Walmart is the most anti-union, anti-worker company in the world today.
2. Walmart doesn't offer affordable health for employees, dependents and retirees (so taxpayers foot the bill).
3. Walmart discriminates against women and repeatedly fails to curb racial discrimination in its stores.
4. Walmart pays substandard wages and forces employees to work "off the clock."
5. Walmart Supercenters destroy good union jobs.
6. Walmart destroys competition and lowers community economic standards.
7. Without the protections of a union contract, employees work "at will" and can be fired without just cause.
8. Walmart is an environmental and aesthetic blight.
9. Walmart destroys "mom and pop" shops and other small businesses.
10. Walmart knowingly sells products made by sweatshop and child labor. In fact, 70 percent of the products sold in Walmart stores are made in China.

Walmart to pay fine, make safety improvements at 2,800 stores

Walmart agreed to pay a \$190,000 fine after the Labor Department's Occupational Safety and Health Administration (OSHA) uncovered "repeat and serious" health and safety violations at a store in Rochester, N.Y.

In addition, the retailer was ordered to improve safety conditions at more than 2,800 of its stores in 28 states.

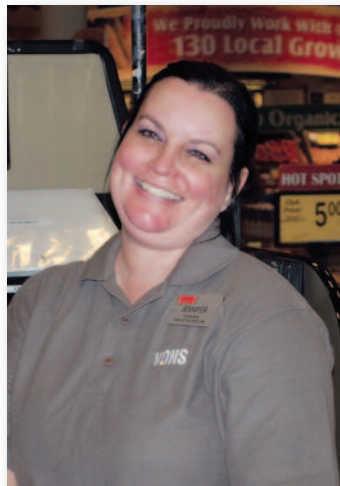
The ruling came after hundreds of OSHA complaints were filed against the company between 2008 and 2010.

Some of the fines were levied because the company did not adequately train its associates on how to properly handle hazardous materials and cleaning chemicals. Walmart also was cited for unsafe trash compactor practices and making emergency exits inaccessible. ■

It's each and every member's duty to keep our union strong. When you shop where you work, you are investing in your own store, which means more hours for you and your co-workers, better wages and benefits, and the knowledge that you are doing the right thing. ■



Our members at work: **Vons 2131, Victorville**



Scholarships awarded

UFCW and Food Employers Benefit Fund Scholarship Awards Program recipients

<u>Participant</u>	<u>Student</u>	<u>Amount</u>	<u>Employer</u>
Shani Skinner	Shelbi Skinner	\$10,000	Stater Bros.
Howard Starbuck	Howard Starbuck	\$10,000	Stater Bros.
Kimberly Eden	Chase Eden	\$5,000	Vons
Anthony Favela	Evan Favela	\$5,000	Stater Bros.
Antonio Rangel	Elizabeth Rangel	\$5,000	Albertsons
Satish Tiwari	Sawan Tiwari	\$5,000	Albertsons
Douglas Wildason	Tanner Wildason	\$5,000	Vons
Joshua Adamson	Joshua Adamson	\$2,500	Ralphs
Tess Aguirre	Kaitlyn Aguirre	\$2,500	Albertsons
Jesus Andrade	Lilian Andrade	\$2,500	Vons
Paula Arredondo-Langford	Brandon Langford	\$2,500	Stater Bros.
Elizabeth Avila	Monica Avila	\$2,500	Stater Bros.
Marcella Ayon	Marcella Ayon	\$2,500	Stater Bros.
Jose Belen	Michael Belen	\$2,500	Albertsons
Kristine Berke	Krystal Puckett	\$2,500	Albertsons
Yoshie Bonato	Tia Bonato	\$2,500	Albertsons
Jeffrey Branson	Heather Branson	\$2,500	Vons
Jessica Branton	Cassandra Branton	\$2,500	Ralphs
Hugo Caro, Jr.	Hayley Caro	\$2,500	Stater Bros.
Maricela Castro	Cassandra Castro	\$2,500	Stater Bros.
Ernesto Chavez	Daniel Chavez	\$2,500	Stater Bros.
James Culler	Aaron Culler	\$2,500	Stater Bros.
Eric Donohew	Peyton Donohew	\$2,500	Albertsons
Brooke Eurtion-Henderson	Brooke Eurtion-Henderson	\$2,500	Stater Bros.
Mary Fernandez	Mary Fernandez	\$2,500	Stater Bros.
Michael Fujii	Jeffrey Fujii	\$2,500	Ralphs
Otoniel Garcia	Yazmin Garcia	\$2,500	Vons
Jullian Gibson	Jullian Gibson	\$2,500	Ralphs
Maureen Glauz	Aidan Glauz	\$2,500	Stater Bros.
Mary Gomez	Monica Gomez	\$2,500	Stater Bros.
Ruth Harvey	Briahna Gains	\$2,500	Ralphs
Lanny Hertanto	Inkan Hertanto	\$2,500	Stater Bros.
Penni Ilizaliturri	Jonathan Ilizaliturri	\$2,500	Stater Bros.
Madeline Johnson	Madeline Johnson	\$2,500	Ralphs
Vivian Keele	Christopher Keele	\$2,500	Albertsons
Gailynn Lallande	Brenna Lallande	\$2,500	Stater Bros.
Bryan Lamphere	Kara Lamphere	\$2,500	Albertsons
Tamara Lauwers	Kelly Lauwers	\$2,500	UFCW Local 1167
Nidia Linares	Genesis Linares	\$2,500	Albertsons
Priscilla Lopez	Anissa Espinoza	\$2,500	Albertsons
Joe Martin	Mario Martin	\$2,500	Vons
Silvia Moreno	Jacob Moreno	\$2,500	Albertsons
Del Morin	John Morin	\$2,500	Stater Bros.
Mark Nelson	Emily Nelson	\$2,500	Albertsons
Lauren Pottier	Brenden Pottier	\$2,500	Stater Bros.
Steven Prokop	Lauren Prokop	\$2,500	Stater Bros.
Mathew Rabago	Mathew Rabago	\$2,500	Stater Bros.
Juan Ramirez	Michael Ramirez	\$2,500	Ralphs
Nopadoln Rojanachaichan	Natida Rojanachaichan	\$2,500	Albertsons
Katherine Salazar	Mariah Salazar	\$2,500	Albertsons
Adrianna Sevilla	Jessica Sevilla	\$2,500	Stater Bros.
Alejandro Sifuentes	Marea Briceno	\$2,500	Stater Bros.
Jimmie Stevenson	Jhymai Stevenson	\$2,500	Albertsons
Cervando Torres	Anthony Torres	\$2,500	Stater Bros.
Francisco Valadez	Francisco Valadez Jr	\$2,500	Albertsons
Christen Venegas	Christen Venegas	\$2,500	Stater Bros.
Carlos Villafuerte	Charlie Villafuerte	\$2,500	Ralphs

UFCW Local 1167 Scholarship Recipients

BILL SAURIOL AWARD

\$2,500

Grace Whang

Daughter of Pharmacist Stevenson
Whang, Albertsons 6734 in Murrieta

SECOND AWARDS

\$1,000

Brittani Ivan

Daughter of Super Value/Albertsons
Retiree John Ivan, Murrieta

Emily Tsai

Daughter of Pharmacist Michael Tsai,
Rite Aid 6473 in Victorville

Sara Wettergreen

Daughter of Pharmacist
David Wettergreen, Vons 2158
in Riverside

Caitlin Jomoc

Daughter of Pharmacist Florito Jomoc,
Ralphs 118 in Murrieta

Keith Sousa

General Clerk at Food 4 Less 0386
in Hemet

THIRD AWARDS

\$500

Kiersten Sukert

Daughter of Office Clerk Denise Sukert,
Great Smiles Dental in Covina

Ankeeth Martinez

Son of Pharmacist Naresh Maganlal,
Ralphs 98 in Riverside

Debra Hornyak

Intern Pharmacist, Kaiser Permanente
in Fontana

Megan Montgomery

Utility Clerk, Food 4 Less 389 in Fontana

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

THE FIGHT CONTINUES

An update on Lilly Bumpus, Susan Anderson's granddaughter, survivor of a rare form of cancer

In the spring issue of *Desert Edge*, we brought you the story of Lilly Bumpus, a courageous little girl who is battling a rare form of cancer known as Ewing's sarcoma.

Lilly's inspiring story has raised awareness of the disease and inspired people around the world to follow her progress.

Now, we are pleased to report that Lilly has completed her chemotherapy and has emerged as the only documented survivor of Ewing's sarcoma in the world.

"This has been quite an experience," said Lilly's mother, Tricia. "Lilly has

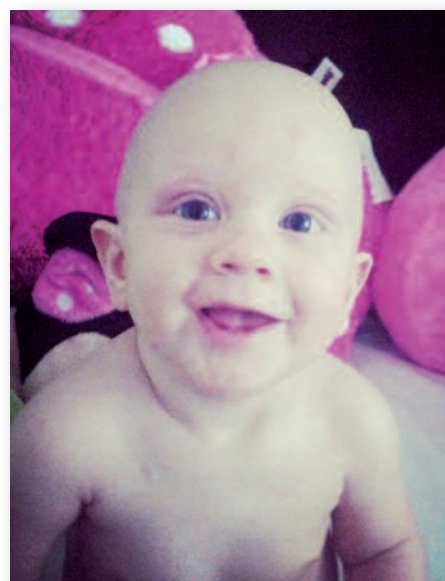
*I want to thank the
union for sharing
our story and
helping Lilly
beat this cancer.*

changed so many peoples' lives and she's winning this battle."

Lilly endured 14 weeks of chemotherapy, with each round consisting of five "cocktails" of powerful cancer-



Clockwise from left: Susan Anderson holding her granddaughter, Lilly Bumpus; Lilly in July after completing her cancer treatment; Lilly celebrating her triumph over cancer at Disneyland in July.



fighting drugs.

"Through this ordeal, Lilly hasn't lost that amazing smile of hers," said Susan Anderson, Lilly's grandmother and customer service clerk at Albertsons 6569 in Palm Springs. "I want to thank the union for sharing our story and helping Lilly beat this cancer."

Ewing's sarcoma occurs most frequently in teenagers and young adults. Although it can form anywhere in the body, it is typically found in the pelvis and long tubular bones, especially around growth plates. ■



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

Join UFCW Local 1167 family and friends in a walk to end Alzheimer's Disease

Come join UFCW Local 1167 staff, officers, members and fellow activists as they "Walk to End Alzheimer's" on Oct. 12, 2013 at the Cucamonga-Guasti Regional Park in Ontario.

Stater Bros. employee Richard Gardner is walking to raise money for the association. His wife, Debbie, 58, is entering the final stages of early-onset Alzheimer's disease. Gardner has 37 years with the UFCW.

If you can walk for this event, please contact Brian Welch at (323) 930-6228 or bwelch@alz.org to register for "Team Debbie." You can also register online at act.alz.org/site/TR?fr_id=3260&pg=entry. Registration begins at 8:30 a.m., opening ceremonies are at 9:30 a.m. and the walk begins at 10:00 a.m.



Enjoy a 5K walk, entertainment, Kidzone, Promise Garden ceremony and family festival!



'TEAM DEBBIE'

Walk to End Alzheimer's • 2013 Walk to End Alzheimer's • Ontario, CA

2013 Walk to End Alzheimer's - Ontario, CA

Saturday, October 12, 2013

Cucamonga-Guasti- Regional Park
800 North Archibald Avenue, Ontario, CA 91764
Ontario, CA 91764
Registration opens at 8:30 am, Opening Ceremonies at 9:30 am, Walk start at 10:00 am

[View Map](#)
[Event Details](#)
[Paper Registration Form](#)

[Register](#)

The Alzheimer's Association Walk to End Alzheimer's is the nation's largest event to raise awareness and funds for Alzheimer's care, support and research. Held annually in more than 600 communities nationwide, this inspiring event calls on participants of all ages and abilities to reclaim the future for millions. Alzheimer's disease is the nation's sixth-leading cause of death. Walk to End Alzheimer's unites the entire community — family, friends, co-workers, social and religious groups and more — in a display of combined strength and dedication in the fight against this devastating disease.

Richard and Debbie Gardner were recently featured in the *Press Enterprise*. Their story can be read online at www.pe.com/local-news/local-news-headlines/20130712-health-riverside-man-copes-with-wifes-early-onset-alzheimers.ece