

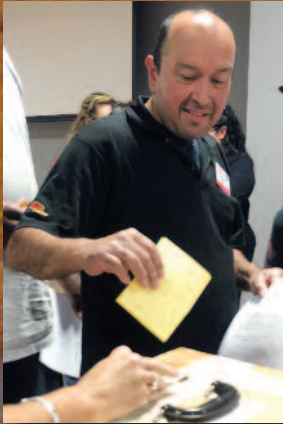
Fall 2019

Desert Edge

UFCW LOCAL 1167

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167



President's Report:

Unity prevails!

Master Food contract ratified

**Union
offices
closed**

Thanksgiving
Nov. 28 and 29

Christmas
Dec. 24 and 25

New Year's Day
Jan 1

Next Quarterly Membership Meetings:

Wednesday, Sept. 25, 2019

Wednesday, Dec. 18, 2019

Meetings start at 7 p.m.

New Member meetings are also held
monthly at 10 a.m. and 5:30 p.m. at:

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.

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

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(909) 877-5000

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(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.

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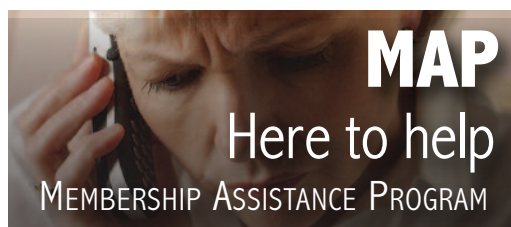
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ON THE COVER:

Members from Albertsons, Ralphs and Vons ratify new agreement
at meetings throughout UFCW Local 1167's jurisdiction.



If you have problems with: Alcohol, drugs, children & adolescents, family, emotional issues, gambling, marriage and/or financial/legal.

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

NEW MEMBER MEETINGS

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

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

Call (909) 877-5000 for dates,
locations and answers to any questions.

Notice to all members: Your dues are now payable!

If you are one of the few members of the local who are NOT YET signed up for dues checkoff: YOUR DUES ARE NOW DUE AND PAYABLE. IF YOUR DUES ARE NOT PAID ON OR BEFORE THE FIRST OF EVERY MONTH, YOU WILL AUTOMATICALLY SUSPEND YOURSELF.

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

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

Avoid suspension. Authorize dues checkoff today!



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

Union members come together for a strong supermarket contract

It was challenging, it was drawn out and it was frustrating. But the long days and nights at the bargaining table were worth the fight.

After six months of tough negotiations, your team of union negotiators, representatives, staff and advisors succeeded in reaching a strong agreement with Albertsons, Ralphs and Vons.

We are proud of the agreement we brought back to you, our members, and at the ratification meetings you also expressed your pride. You said it was a long overdue agreement that values the hard work you do every day to make your companies successful.

This contract would not have been achieved if it wasn't for all of your input and commitment throughout the process. I have always said that a Union is only as strong as its membership, and 1167 members showed up!

Our strength and solidarity could not be overlooked at the table. We pushed back on the trend sweeping the country toward socializing the costs and privatizing the profits of already incredibly successful corporations.

Massive, sweeping improvements

In monetary terms alone you would have to look back 20-plus years to see a comparable agreement.

Our General Merchandise and Retail Food members at these chains can see major wage increases over the three years of the new contract — and that's just in wages, above and beyond increased funding levels for our already



JOE DUFFIE
President

This is what it means to be union.
This is what our union is all about.

outstanding health and pension benefits.

We were able to achieve these massive, sweeping improvements because our members repeatedly reminded the employers that they were serious and that their contributions to their companies' profitability should be recognized.

Our voices were heard firmly and clearly — outside the stores at rallies and tabling events, and inside the stores,

where members wore their UFCW buttons and spoke with pride about their union to customers, management and each other.

Unity is key principle behind our success

Together, their voices convinced the higher-ups at Albertsons, Ralphs and Vons that they needed to abandon any thoughts of takeaways and focus instead on agreeing to wages, benefits and work guarantees our members deserved.

As it is with every successful contract, the key principle behind our success was unity — also called solidarity. This principle applied to our membership at these supermarket chains, but it also applied to our members at other chains and in other industries.

When the time came to show up at rallies and other actions, the Meat Packing members came out, the Stater Bros. and the Food 4 Less members came out. Retail Drug members from Rite Aid and many retirees came to the fight, too. They all came out to support their union sisters and brothers at Albertsons, Ralphs and Vons because it was the right thing to do.

As our attention now focuses on negotiations with Stater Bros., and then Food 4 Less, our aim again will be to bargain the best possible terms of compensation for our members. They can and should expect the same level of support in their time of need.

It takes all of us to get the job done.

This is what it means to be union. This is what our union is all about.

Why don't I have United Health Care anymore?

United Health Care participants are now with Anthem Blue Cross HMO

The Food Division's health care trust fund has made a change to keep the ever-growing cost of health care down for participants. On March 1, 2019, all active and early retiree UHC HMO members were changed over to Anthem Blue Cross HMO. New Anthem HMO cards were mailed to affected members in March of this year.

Unfortunately, problems can arise when your primary health care doctor does not have your new card, including unnecessary rescheduled referrals, appointments, surgeries and delays in re-

ceiving durable medical supply equipment.

If you did not receive your new card, please contact Anthem customer service at (800) 627-5342. If Anthem has an incorrect address for you, please contact the UFCW 1167 Insurance Department to make this update, either by calling (909) 877-1110 or log on to the fund's new easy-to-use web portal (scufcwffunds.com).

The New Anthem HMO has some new enhancements, including a guest membership program that may help you or your child who is temporarily living out of state to get medical services.

For more information and eligibility requirements, call Guest Membership at (800) 827-6422.

Anthem HMO also offers some discounts on medical services not covered by your plan, including laser eye surgery, gym memberships, infertility treatment, DNA genetic testing and analysis and many other services. For access to these and other offers, register on Anthem.com and find the "Care" tab.

Additionally, access to a registered nurse is available by calling the 24/7 Nurseline, where you can get answers to a variety of questions, including how to choose the right level of care or for tips on relief for a variety of common ailments. The line is available every day of the week, 24 hours a day, by calling (800) 337-4770.

What's Happening



Just Married

Marisa Salas, Stater Bros., married Daniel Apodaca on 2/22/19 in Las Vegas and honeymooned in Las Vegas. "What happened in Vegas should have stayed there." **Iliana Lemus**, Ralphs, married Robert Lathrum, Ralphs, on 3/30/19 in Temecula and honeymooned in Europe.



Just Retired

Charles Hopson worked for Stater Bros. for 47 years. **Arthur Hernandez** worked for Vons and Stater Bros. for 46 years. **Teresa Lee** worked for Alpha Beta and Food 4 Less for 33 years. **James Goossens** worked for Vons for 41 years. **Kelly Jeffrey** worked for Stater Bros. for 33 Years. **Cynthia Aguila** worked for Stater Bros. for 38 years. **Charles Whitmarsh** worked for Stater Bros. for 33 years. **Bobby Riley** worked for Lucky and Albertsons for 35 years. **Perri Perry** worked for Ralphs for 22 years. **Joe Hilton, Jr.** worked for Vons and Albertsons for 40 years. **Richard Vanwinkle** worked for Albertsons for 21 years. **Terry Kester** worked for

Alpha Beta and Ralphs for 43 years. **Linda Figueroa** worked for Stater Bros. for 25 years. **Mary Brambila** worked for Alpha Beta and Ralphs for 26 years. **Ray Morris** worked for Stater Bros. for 34 years. **Donald Dugger** worked for Stater Bros. for 40 years. **Christopher O'Rear** worked for Ralphs for 17 years. **Carol Pederson** worked for Stater Bros. for 40 years. **Steve Gunton** worked for Albertsons for 47 years. **"Renee" Rachel Montoya** worked for Stater Bros. for 37 years. **Michael Wrazidlo** worked for Vons and Stater Bros. for 38 years. **Judy Freeman** worked for Vons for 38 years. **Eugene Jaynes** worked for Lucky and Albertsons for 36 years. **Karen Griffin** worked for Albertsons for 20 years. **Celina Goehring** worked for Ralphs for 11 years. **John Berryman** worked for Stater Bros. for 41 years. **Jonathan Shiner** worked for Ralphs for 24 years. **Stephanie Amato** worked for Vons for 35 years. **Denise Youngberg** worked for Ralphs for 40 years. **Connie Wingate** worked for Albertsons and Stater Bros. for 24 years. **Sandra Morales** worked for Ralphs for 41 years. **Kimlyn Hughes** worked for Stater Bros. for 28 years. **Juan Calderon** worked for Stater Bros. for 41 years. **Julie Clemens** worked for Stater Bros. for 29 years. **Lisa Arias-Thoe** worked for Alpha Beta and Stater Bros. for 36 years. **Rosemary Aguirre** worked for Ralphs for 33 years. **Jeff Trueblood** worked for Stater Bros. for 36 years. **Rick Perales**

worked for Stater Bros. for 33 years.



Just Born

Joseline Quinones, Food 4 Less, has a new daughter, Athena Genevive Orozco. "Our beautiful blessing from God!" born 4/30/19, 8 lbs., 21" long. **Brayant Orozco**, Food 4 Less, has a new daughter, Athena Genevive Orozco. "One of my best blessings", born on 4/30/19, 8 lbs., 21" long. **Jessica Ruiz**, Stater Bros., has a new daughter, Vivienne Marie Ruiz. "Welcome baby girl and new baby sister", born on 7/8/19, 5 lbs. 12 oz. 18½" long. **Araceli Villasano-Sanchez**, Food 4 Less, has a new daughter, Allison Grace Sanchez. "She is a happy and healthy baby", born on 6/22/19, 6 lbs. 11oz., 20" long. **Maria Vega**, Stater Bros., has a new son, James Alexander Bravo. "We love you!", born 3/19/19, 6 lbs. 11 oz., 18½" long. **Cassandra Monterone**, Stater Bros., has a new daughter, Lylalynn. "Precious baby girl," born on 7/2/19, 6 lbs. 15 oz., 19" long. **Angela Deleon**, Stater Bros., has a new daughter, Violet Armenta, born 4/23/19, 6 lbs. 3oz., 17" long. **Jacquelyn Petrovich**, Stater Bros., has a new son, Jameson Michael Petrovich, born 4/17/19, 8 lbs. 4 oz., 19½" long.

IN MEMORIAM

George Bright, a retired food clerk formerly employed by Alpha Beta and Safeway, died on August 11 at the age of 89. He had been a member since April 1949.

Cecilia Elizarraraz, an affiliated member formerly employed by Mountainside Convalescent Hospital and Country Villa Hacienda Healthcare, died on July 23 at the age of 76. She had been a continuous member since September 1989.

Victor Girard, a general merchandise clerk employed by Stater Bros., died on June 23 at the age of 23. He had been a continuous member since May 2018.

Marian Hudgens, a retired food clerk formerly employed by Market Basket, died on July 30 at the age of 88. She had been a member since May 1973.

Rogelio Juarez, a retired food clerk formerly employed by Safeway and Vons, died on July 28 at the age of 85. He had been a continuous member since November 1968.

Marge Kuhn, a retired hospital aide formerly employed by Del Rosa Convalescent Hospital, died on July 3 at the age of 88. She had been a continuous member since October 1977.

Lawrence Kunkel, a retired meat cutter formerly employed by Lucky and Albertsons, died on August 17 at the age of 58. He had been a member since June 1979.

Donald Leeper, a retired food clerk formerly employed by Market Basket, Super Saver and Ray's Food, died on March 28 at the age of 86. He had been a member since September 1950.

Darrell Meddings, a retired meat cutter formerly employed by Fazio's, A&P Stores and Albertsons, died on July 22 at the age of 84. He had been a continuous member since March 1952.

Ronald Osburn, a retired food clerk formerly employed by Alpha Beta, Sage's, Hughes and Ralphs, died on June 6 at the age of 69. He had been a member since August 1976.

Farooq Patel, a retired pharmacist formerly employed by Thrifty and Rite Aid, died on April 22 at the age of 63. He had been a member since June 1990.

Annette Schneider, an affiliated member employed by Ralphs, died on May 19 at the age of 58. She had been a member since December 2006.

James Silverwood, a food clerk employed by Albertsons, died on June 2 at the age of 71. He had been a member since December 2011.

Anthony (Tony) Smith, a meat cutter employed by Stater Bros., died on June 11 at the age of 52. He had been a member since May 2005.

Doris Spiker, a retired food clerk formerly employed by Alpha Beta, died on August 11 at the age of 88. She had been a member since September 1952.

Tim Thomas, a retired meat cutter formerly employed by Alpha Beta, Smiths, Vons and Stater Bros., died on July 21 at the age of 72. He had been a member since March 1986.

Donna Weaver, a retired clerk's helper formerly employed by Lucky and Albertsons, died on July 21 at the age of 75. She had been a continuous member since October 1989.

Avis Wilson, a retired food clerk formerly employed by Vons, died on June 7 at the age of 82. She had been a continuous member since October 1979.



Congratulations to the recipients of the 2019 Local 1167 Scholarship Program

BILL SAURIOL SCHOLARSHIP AWARD: \$3,000

Vianne Militar

Daughter of Janet Militar, Rite Aid Pharmacist

SECOND AWARDS \$2,000

Tori Johnson

Daughter of Melanie Johnson, Vons Clerk's Helper

Maria Capco

Daughter of Maria Teresa Capco, Rite Aid Pharmacist

Alexander Perry

Food Clerk, Stater Bros.

THIRD AWARDS \$1,000

Jillian Emerick

Daughter of Heidi Emerick, Ralph's Food Clerk

Tyler Caldwell

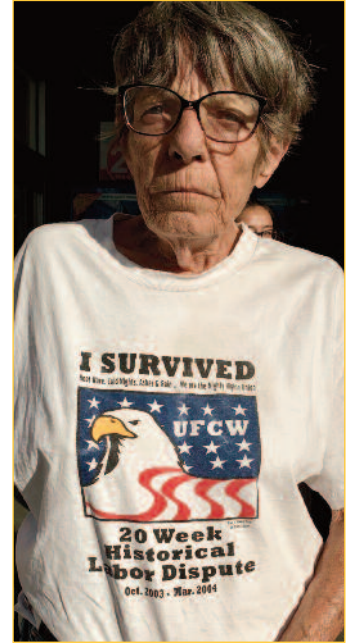
Clerk's Helper, Stater Bros.

Anthony Nunez

Son of Christina Olguin, CVS Drug Clerk

**See the next issue of *Desert Edge*
for features on the winners!**

SoCal Grocery Contract Negotiation Actions Convey Unity



Rallying for a great contract

UFCW Members from Albertsons, Ralphs, Vons, Stater Bros., Food 4 Less, Rite Aid and CVS joined their union brothers and sisters in the fight for a fair contract with Albertsons Ralphs and Vons. The support was amazing! Thank you to all the UFCW retirees and customers who showed their support for grocery workers throughout UFCW 1167's jurisdiction and thank you to all the other unions, coalitions, and community groups who came out in a sign of unity.





On June 24 and 25, a strike authorization vote was overwhelmingly approved throughout the seven UFCW local unions in Southern California, including Local 1167.



More than 350 actions took place throughout Southern California. In UFCW Local 1167's jurisdiction, actions were held:

July 3, Albertsons in Redlands
July 11, Ralphs in Riverside
July 19, Ralphs in Temecula
July 25, Vons and Ralphs in Palm Springs
Aug. 2, Vons in Corona
Aug. 8, Ralphs in Fontana
Aug. 15, Ralphs in San Bernardino
Aug. 23, Albertsons in Apple Valley
Aug. 29, Vons in La Quinta
Sept. 5, Ralphs in Riverside



LABOR HISTORY SERIES

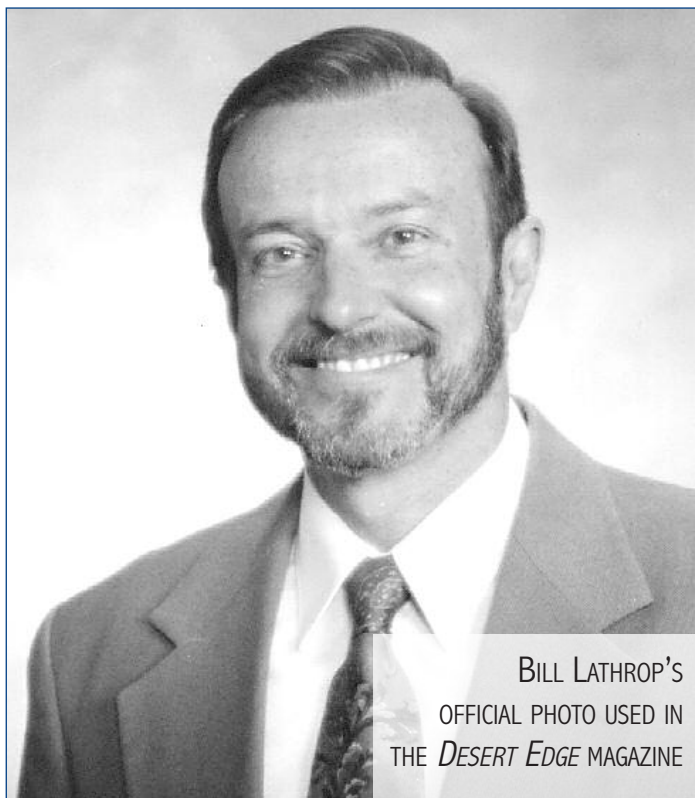
Leading by example

BILL LATHROP GUIDED LOCAL 1167
THROUGH AN ERA OF CHANGE

UFCW Local 1167 emerged from a transformative era on Dec. 31, 2014, when Bill Lathrop stepped down as president of the union.

He capped a long career that began as an apprentice Meat Cutter and concluded as one of the most honored and respected coalition builders in the history of Southern California's Labor Movement.

Lathrop grew up in Bell Gardens, one of seven children



BILL LATHROP'S
OFFICIAL PHOTO USED IN
THE *DESERT EDGE* MAGAZINE



born to Joe and Phyllis Lathrop. He served in the Army National Guard and graduated from East Los Angeles College in 1971.

That also was the year Lathrop was hired at a Lucky store in West Covina, launching his career in the supermarket industry.

"I knew a Meat Cutter at the store who informed me about a position as an apprentice Meat Cutter, so I gave it a try," Lathrop recalled.

The head of the department was Dale Harnack, an executive board member of Meat Cutters Union Local 439.

"Dale was a real trade unionist," Lathrop said. "He was a fabulous guy to know — a one-of-a-kind union man. He taught me all I know about unionism."

Learning curve

By 1973, Lathrop was involved in his first strike as a member of Local 439. He served as a picket captain during the five-week labor dispute.

"Things happened on that strike in 1973 that you don't run into nowadays," he remembered.

"Off-duty police were hired by the company to pose as security guards. They even pulled guns on us. It was a big learning experience."

Lathrop "dove into the Labor Movement head-first," he said. He attended union meetings regularly and became a delegate to the Los Angeles Federation of Labor and the San Bernardino/Riverside Central Labor Council (CLC).

In 1981, Local 439 hired Lathrop as a union representative. Subsequently, he served as secretary-treasurer of the union



until 1995, when the Meat Cutters local union merged with the UFCW to form Local 1167.

“The merger to form Local 1167 was one of the smartest things us Meat Cutters ever did,” he said. “This was an excellent organization to work for.”

Lathrop served Local 1167 as a union representative and as director of political and community affairs. In the latter capacity he led the union’s efforts in many political campaigns and educated members about issues affecting working people.

In 1995, Lathrop was elected president of the San Bernardino and Riverside Counties CLC — a position he held until his retirement. During his long tenure at the CLC he created and strengthened alliances among labor unions, community groups, members of the clergy and labor-friendly elected leaders.

Becoming president of Local 1167

Lathrop became president of Local 1167 in 2001, succeeding Bill Sauriol.

“Bill Sauriol ran an outstanding Local Union all around and it was an honor for me to continue his exceptional programs,” said Lathrop.

In the 14 years that followed, he steered his union and its 18,000 members through countless contract negotiations, organizing campaigns and political initiatives.

In 2003 and 2004, he emerged as one of the key figures in the epic 141-day strike and lockout that affected tens of thousands of supermarket workers throughout Southern California.

In 2008, Lathrop was elected president of the UFCW Western States Council, an organization dedicated to united

action for working people and advocacy of pro-worker legislation. Also in 2008, the organization hailed him as its Labor Warrior of the Year.

The honors kept coming. In 2009, Lathrop was honored by the San Bernardino/Riverside CLC as its Labor Leader of the Year. He received the same title in 2012, this time from the Instituto De La Raza, a nonprofit organization dedicated to advocating for low-income families. In the same year, he was recognized as Labor Leader of the Decade by the San Bernardino/Riverside CLC and also was among 12 union leaders honored by the Riverside chapter of the NAACP.

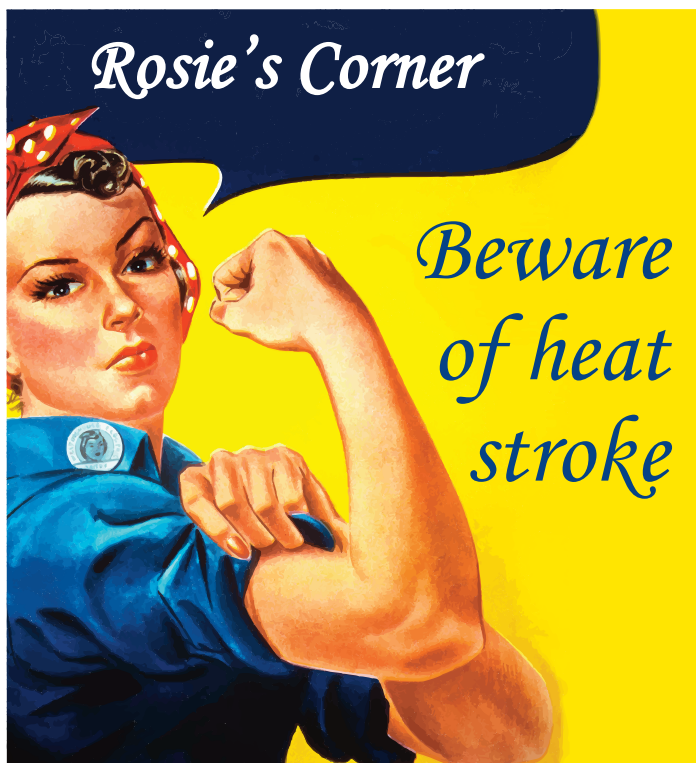
“Bill Lathrop is the sort of leader who leads by example, providing a model of humility, optimism and a relentless pursuit of excellence for everyone else to admire and follow,” said Joe Duffle, current president of UFCW Local 1167.

“Anyone who spends five minutes with Bill can see why his colleagues are so fond of him,” he added. “When times get stressful, he’s always ready with a funny anecdote to ease the tension and help get everyone focused on reaching a positive outcome. It’s a winning formula.”

At the time of his retirement Lathrop said he was leaving the union in good hands.

He added: “We had good times and accomplished a lot of good things over the years, and I’m grateful to my friends and colleagues at UFCW Local 1167 and other labor organizations for making this possible.

“I also want to say I could not have done all of this without the support of my beautiful wife Sheri. She put up with the long hours I had to put in for Local 1167 and the CLC.”



Rodney Weber receives his pin and certificate for 45 years with Stater Bros.

Heat stroke is an all-too-familiar hazard for anyone outside during the summer and early fall like frost bite must be for Alaskans.

Unfortunately, heat stroke can be deadly when proper care is not given to its victims. Just recently, two hikers died in Southern California due to heat stroke.

Heat stroke, also known as sun stroke or heat exhaustion, disrupts the body's normal mechanisms for dealing with heat stress, such as perspiration and temperature control.

It often results from exercise or heavy work in hot environments combined with inadequate fluid intake. Other risk factors include dehydration, alcohol use, cardiovascular disease and certain medications.

Older adults, young children, people who are obese and those who are born with an impaired ability to sweat are at high risk for heat stroke.

The main sign of heat stroke is a high body temperature — generally greater than 104 F (40 C) — with personality changes that may lead to confusion and coma. Skin may be hot and dry — although if heatstroke is caused by exertion, the skin may be moist.

Other signs and symptoms may include:

- Rapid heartbeat
- Rapid and shallow breathing
- Feeling dizzy or lightheaded
- Headache
- Nausea
- Cessation of sweating
- Irritability, confusion or unconsciousness
- Elevated or lowered blood pressure
- Fainting, which may be the first sign in older adults



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.

Things to do if you suspect heat stroke:

- Move the person out of the sun and into a shady or air-conditioned environment.
- Call 9-1-1 for emergency medical assistance.
- Cool the person by covering him or her with damp sheets or by spraying with cool water.
- Direct air onto the person with a fan or newspaper.
- Have the person drink cool water, if he or she is able.

The danger of heat stroke is a fact of life in our part of the country. Knowing its symptoms and reacting properly could save a life.

Ready to help

Celeste Martinez is her store's go-to person for questions

Two years ago, Celeste Martinez needed a job that would be flexible enough to accommodate her biology studies at Chaffey College. She got what she wanted when she was hired at Stater Bros. 175 in Fontana.

"I knew getting a job in the grocery industry was my best bet because of all the great benefits," Martinez recalled. "I joined Local 1167 and became so knowledgeable about the union that my union rep asked me to become a steward earlier this year."

That knowledge has been helpful to her fellow members, especially during the recent contract negotiations in the

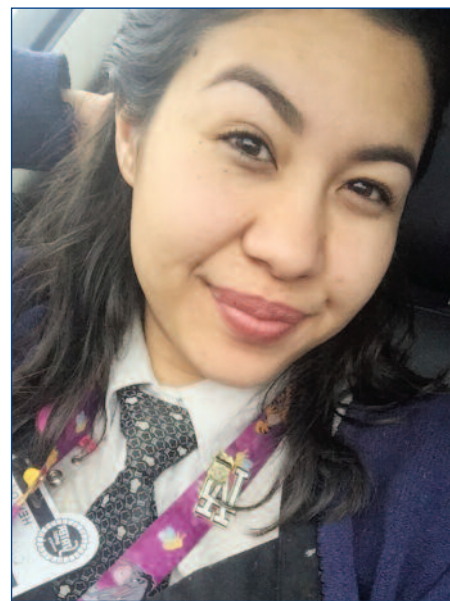
retail food industry.

"A lot of our older members were concerned about their pension benefits and how slow negotiations went on," Martinez said. "They came to me because they knew I could get them answers really fast."

Martinez participated in rallies and felt a renewed sense of solidarity after marching with her fellow members in August.

"I'm glad we stood up and made sure we get our due," she said.

Martinez's lifelong adoration for animals is inspiring her choice to major in biology so she can become a veterinarian assistant. Now a junior, she ex-



Celeste Martinez

pects to earn her associate's degree next May and transfer to Cal Poly Pomona or Western University of Health Sciences to earn her master's degree.

UFCW makes history with cannabis safety trainings

The UFCW recently hosted the first-ever industry-specific 30-hour Cal-OSHA trainings for cannabis workers in California to help increase job skills and strengthen workplace safety.

The cannabis industry is the fastest growing job sector in the U.S., and the trainings were held in coordination with the UFCW International's Occupational Safety and Health (OSH) Office and the UFCW.

"By developing training that is state-specific, industry-specific, and meets the specific needs of workers in the cannabis industry, we know that UFCW members attending these trainings will be safer and the industry will be safer. This training can serve as a model for the rest of the country," said Robyn Robbins, director of the OSH Office.

More than 30 union cannabis workers and representatives from UFCW Locals 8-Golden State, 324, 770 and 1167 attended the trainings during the weeks of June 10 and 17 at UFCW Local 770's Ricardo F. Icaza Workers' Center in Los Angeles.

"It is very exciting to be a part of this groundbreaking training and to know that the health and safety of our



cannabis members is being addressed directly by UFCW trainers by providing an industry-specific curriculum," said Paul Edwards, who is the director of training and development at UFCW Local 770.

Last year, the UFCW Western States Council helped to pass AB 2799, legislation that requires licensed cannabis businesses in California to have at least one employee and one supervisor complete the 30-hour Cal-OSHA course within one year of licensure.



Kroger's self-driving delivery machine in Arizona.

Kroger ranks as America's third biggest retailer

Kroger is doing well. Very well indeed. The Cincinnati-based company, which owns Ralphs, Smith's, Food 4 Less, Fry's and a dozen other supermarket chains across the United States, is doing so well that it ranked third in a recent survey of America's biggest retailers.

The list compiled by Kantar Consulting places Kroger barely behind Amazon, the e-commerce giant. Walmart remains #1 in total sales, as it has been for more than two decades.

With an estimated income of \$123 billion in 2018, Kroger even beats Costco in total retail sales. Costco pulled in only \$101.5 billion last year. Altogether, Kroger and its subsidiaries operate 3,254 stores in 42 states.

"Kroger's profitability and competitive success were factors in negotiations with UFCW local unions in California, Oregon, Washington and other states," said Joe Duffle, president of UFCW Local 1167.



Ralphs Members at Work



UNION YES!

Tickets Only Available Until September 30, 2019



**LEUKEMIA &
LYMPHOMA
SOCIETY**

**LEADING THE WAY
TO CANCER CURES**

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 each, 3 for \$25, 6 for \$50 or 15 for \$100, 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.

**Tickets are \$10 each, 3 for \$25,
6 for \$50 or 15 for \$100.**

Hawaii Vacation for 2

Donated by UFCW Local 1167 and 1428 (Value \$5,000)

Las Vegas Vacation

Donated by UFCW Local 711

Disneyland Vacation Package

Donated by UFCW Local 324

GoPro Hero 7

Donated by Leukemia & Lymphoma Society

Diamond Necklace

Donated by UFCW Western States Council

Apple Watch Series 4 w/GPS+Cellular

Donated by UFCW Western States Council

Ring- Video Doorbell Pro

Donated by UFCW Western States Council

Arlo Pro 2/4 Camera Indoor/Outdoor

Donated by UFCW Western States Council

Apple iPad

Donated by UFCW Local 99

Microsoft Surface Pro

Donated by Miller, Kaplan, Arase LLP

2 \$500 Macy's Gift Cards

Donated by UFCW Local 5

\$500 American Express Gift Card

Donated by UFCW Local 770

plus additional prizes

**Tickets only available until Sept. 30, 2019
Drawing to be held Wednesday, Oct. 2, 2019***

*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, 6 for \$50 or 15 for \$100.00**

Total enclosed \$ _____

DESIGNATE THE RAFFLE ITEM THAT YOU WOULD LIKE TO WIN:

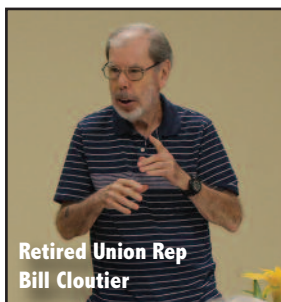
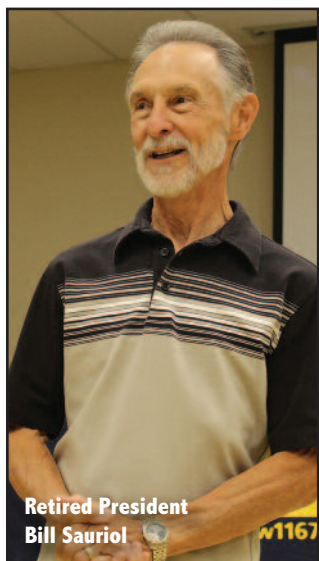
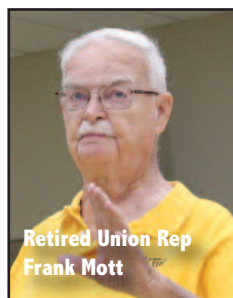
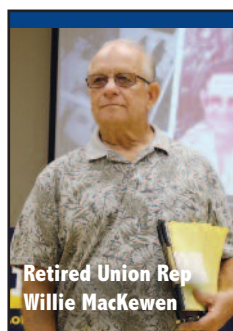
Your ticket(s) will be placed in the bin for the specific item you designate you are interested in winning. If left blank ticket(s) will be randomly distributed between raffle prizes.

**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**



Headquarters building dedicated to Bill Brooks

ON AUG. 17, AT THE CELEBRATION OF LIFE FOR FORMER UFCW LOCAL 1167 PRESIDENT BILL BROOKS, PRESIDENT JOE DUFFLE UNVEILED A PLAQUE THAT WILL BE HUNG AT THE LOCAL UNION HEADQUARTERS.



Addressing social media and cell phones on and off the job

Your union contract protects you from being fired or disciplined unfairly. Still, we are limited in our ability to protect a member who violates company policies or the law.

We often advise members of the many ways they can protect their job, and one of them is to be mindful of their conduct on and off duty.

When you are clocked out, you should follow company policies and conduct yourself accordingly. This includes your presence on social media.

At the touch of a button, your actions — from something you post online to an altercation you were involved in that was filmed by bystanders — could go from obscure to widely seen very quickly.

That may sound great to the next YouTube sensation, but it might sound terrible to your employer and it could cost you your job.

To be safe, it's best to avoid any mention of your employer on your social media posts, but if you do, think twice about what you're posting. It's OK to show pride for the hard work that you do, but some comments may cross the line. If you post potentially damaging claims about your employer — such as accusations of illegal or immoral behavior — those types of comments can lead to termination.

Avoid the pitfalls that pressing "SEND" can present. Whether your social media platform of choice is Facebook, Instagram, Snapchat, Twitter, etc., we emphatically encourage YOU (our members) to keep YOUR employers out of YOUR posted statuses.

Think before YOU press "SEND" in order



Pete Waasdorp
Assistant to the President
Communications Director

to help ensure the long term wellbeing of YOUR employment.

Monitor your cell phone use

Just as important as the content you may be posting on your cell phone is when you are using your cell phone.

Many companies have policies that prohibit using electronic devices on the job. Your failure to follow these policies could lead to a reprimand, discipline or even loss of your job.

Some employers ban picture-taking inside work locations. Even if a celebrity comes through your check stand or bumps into you while walking down the frozen food aisle, commemorating the incident by taking a photo with your cell phone could get you into serious trouble.

Even if your employer does not have such a policy, it's still a bad idea to use these devices at work.

Think of how a customer waiting in line would feel while you are texting a friend. How do you think your colleagues would feel while listening to you engaging in a personal conversation on the phone when they are stocking shelves?

Keeping your cell phone out of sight protects your job and respects your customers and coworkers.

If you have any questions or you aren't sure about your employer's policy regarding electronic devices, contact your union representative.

IT PAYS TO BE UNION		
	JUN-AUG	YTD 2019
BACK PAY AND		
BENEFITS RESTORED	\$19,270.27	\$58,715.22
TO MEMBERS		
MEMBERS REINSTATED	45	121
GRIEVANCES SETTLED	208	567

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

Solidarity Prevails in Contract Negotiations

