

Desert Edge

UFCW LOCAL 1167
a VOICE for working America

Winter 2015/2016

Official Publication of United Food and Commercial Workers Union Local 1167

**Rite Aid members
ratify contract!**



President's Report:

Protect your health care

'Cadillac tax' affects us all

From Walmart to a union job • Meet our scholarship winners

Union offices closed: December 24 & 25, Christmas
January 1, New Year's Day
March 25, Good Friday
March 31, Cesar Chavez Day

Next Quarterly Membership Meetings:

Wednesday, Dec. 16, 2015
Wednesday, March 23, 2016

Meeting starts at 7 p.m.
New Member meetings
held at 10 a.m. and 5:30 p.m.

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855 W. San Bernardino Ave.
Bloomington, CA 92316

DESERT EDGE

Rick Bruer
Editor

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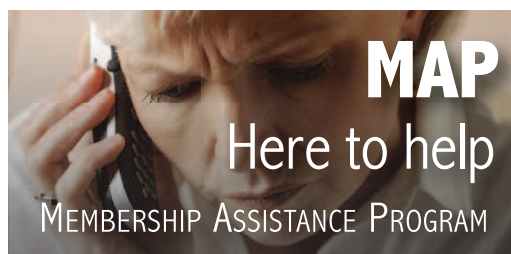


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ON THE COVER: Members from Rite Aid 6293, San Jacinto



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 Training
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!

Protect your health care: Help us steer clear of the 'Cadillac tax'

When Congress passed the Affordable Care Act early in 2010, some of us in the Labor Movement were concerned about something called the "Cadillac Tax."

Billed as a measure to control health care costs and fund health care subsidies, the Cadillac Tax is more of a punishment inflicted on union members who successfully negotiated quality health care as part of their employment compensation packages.

Here's how it will work when the tax takes effect in 2018:

First, government auditors require Funds to provide specific information on the health plan's projected cost. If this value exceeds a certain threshold, your benefit trust funds will be charged a tax. This tax will be 40 cents for every dollar over this allowed threshold.

Currently, the threshold is set at \$10,200 for individual coverage and \$27,500 for family coverage. The method for conducting this testing is complex and specific coverage limits can change based on the type of plan involved.

A need to act

What is clear however is that unless Congress or the White House acts to change or eliminate this tax, it could seriously hurt the ability of the trust fund to maintain your current level of benefits. You might be asked to bear more of the burden of health care costs as higher co-pays, deductibles or premiums.



RICK BRUER

President

This reminds me of a satirical story called "Harrison Bergeron" written by Kurt Vonnegut, Jr. It depicts a society in which the talents of exceptional people are artificially handicapped to satisfy the envy of less-privileged people.

For example, an athlete would be forced to lug sandbags tied to his ankles, or a genius would wear headphones generating confusing messages. Beautiful people would have to wear masks, etc.

The Affordable Care Act has many fine qualities, but dumbing-down our health care to a common denominator isn't one of them.

It will probably be a long time before Congress is able to address this flaw constructively. Both the House and Senate are currently controlled by

those who want to kill the ACA rather than fix it. That leaves the White House, which may have the ability to move the threshold levels higher or use some other method to eliminate or reduce the tax's damaging effects on hard-working union members.

What you can do

Until something good happens on the federal level, our members have the ability to delay the Cadillac tax, at least for a while.

The key is reducing the overall cost of benefits paid out by the trust funds. In this way, we can avoid hitting the Cadillac tax threshold for as long as possible.

Our benefit trust funds provide opportunities to help you improve your health and wellbeing without requiring use of expensive medical benefits that drive up the overall costs of providing services. An ounce of prevention is indeed worth a pound of cure.

For example, you can eat better, exercise more, stop smoking, reduce your consumption of alcohol, use generic medicines (as opposed to more expensive "name brand" drugs) and avoid going to an emergency room unless you need to.

Get annual physicals, take biometric screenings, wear sun block, stay out of the heat, wear your seatbelts and never, ever drink and drive.

Doing these things — and more — will accomplish more than steering clear of the Cadillac tax. It will put you in the driver's seat for a happier life.

What's Happening

Just Married

Marlene Rodriguez, Rite Aid, married Abraham Gomez on June 29 in Hesperia. ... **Marisa Ventura**, Great Smiles Dental, married Adam Patron on Aug. 8 at St. Margaret Mary's in Chino. ... Albertsons employee, **Gina Kay Guinther**, married Bruce Cochran on Aug. 29 in Riverside. ... **Otila Desper**, Ralphs, wed Jeffery Nelson on Sept. 5, at Hearts Home Farm in Hemet. The newlyweds honeymooned in Cancun! ... Steve Ryan "said yes" to **Maria Gomez**, Albertsons, on Oct. 14 in San Bernardino. The newlyweds honeymooned in California. Congratulations to all of our newlyweds!

Just Retired

The months of September through November brought us several new retirees. **Miguel Amador** worked for Vons Meat Service Center for 37 years. **Dwight Hunt** worked for Alpha Beta and Ralphs for 38 years. **Teresa Carroll** worked for Stater Bros. for 25 years. **Thomas McLaughlin** worked for Stater Bros., Vons and Smith's for 34 years. **Greg Coffin** worked for Ralphs for 39 years. **Rogelio Montes** worked for Food 4 Less for 25 years. **Jean Waterman** worked for Albertsons for 16 years. **Marjorie Staton** worked for Lucky, Smith's and Stater Bros. for 33 years. **Timothy Paul Montgomery** worked for Stater Bros. for 28 years. **Robert Green** worked for Ralphs for 35 years. **Orlando Aguilar** worked for Stater Bros. and Vons for 35 years. **Shirley Pridemore** worked for Rite Aid for 17 years. **James Prine** worked for Stater Bros. for 39 years. **Araceli Nieto** worked for Vons for 32 years. **Patrick Mulvaney** worked for Stater Bros. for 36 years. **Marie Romero** worked for Food 4 Less for 21 years.

Correction:

William Jost retired with 41 years from Stater Bros. Thank you for your years of membership, William!

Kathleen Garner worked for Albertsons for 26 years. **Larry Blinsmon** worked for Stater Bros. for 35 years. **Patricia Romeo** worked for Ralphs for 22 years. **Joe Van-Roy** worked for Stater Bros. for 29 years. **Helen Irene Duncan** worked for Stater Bros. for 9½ years. **Gerald LaFon** worked for Albertsons for 46 years. **Natalie Bithell** worked for Ralphs for 38 years. **Rick Wayman** worked for Stater Bros. for 35 years. **Larry Needham** worked for Vons for 14 years. **Daniel Aguilar** worked for Stater Bros. for 15 years. **Videll Cason** worked for Stater Bros. for 21 years. **Patricia Dunn** worked for Stater Bros. for 37 years. **Pamela Hines** worked for Albertsons for 20 years. **Christina King** worked for Albertsons for 39 years. **Angela Den-nen** worked for Albertsons for 26 years. **Jose Nevarez** worked for Albertsons for 32½ years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well earned retirements.

Just Born

Miguel Garcia, Food 4 Less, has a new son, Bryan Garcia, who was born on Sept. 10, weighing 8 lbs. 6 oz. and was 21" long. ... **Ashley**



Freeman, Stater Bros., is pleased to announce the birth of Liam Alexander Martinez on Aug. 10. Liam weighed 8 lbs. 10 oz. and was 21" long. ... **Rommy Stephens**, Vons, has a new baby boy, Luke Jon Stephens. Luke was born Sept. 8, weighing 7 lbs. 9 oz. and was 20¼" long. ... **Jorge Pina**, Food 4 Less, has a new daughter, Andrea Victoria, born Aug. 31, 2015 weighing 7 lbs. 1 oz. ... **Briana Reyes**, Stater Bros., is proud to announce the birth of Landen Martinez, born Aug. 31. Landen weighed 8 lbs. 1.5 oz. and was 20" long. ... **Sara Rodriguez** and **Cameron Witter**, both with Stater Bros., have a new daughter. Olivia Mae Witter was born Sept. 13, 2015 and weighed 6 lbs. 8.5 oz. and was 18½" long. Congratulations to all the new mommies and daddies!

IN MEMORIAM

Charles Aery, a retired food clerk formerly employed by Jergensen's, died on Aug. 16, 2008 at the age of 83. He had been a member since November 1947.

James Brouse, a retired meat cutter formerly employed by Stater Bros., died on Sept. 11, 2015 at the age of 75. He had been a continuous member since November 1969.

Mary Brown, a retired general merchandise clerk formerly employed by Ralphs, died on Oct. 11, 2015 at the age of 77. She had been a member since October 1981.

Marilyn Deveux, a retired food clerk formerly employed by Safeway, died on Aug. 26, 2015 at the age of 90. She had been a member since March 1948.

Rodney Downs, a retired general clerk formerly employed by Food Fair, died on Oct. 4, 2015 at the age of 65. He had been a continuous member since December 1968.

Sandra Hudspeth, a meat wrapper employed by Vons, died on July 15, 2015 at the age of 56. She had been a member since April 2015.

Roger Keezer, a retired meat cutter formerly employed by Smith's Food King, died on Aug. 22, 2015 at the age of 85. He had been a member since November 1946.

Joyce Lee, a retired meat wrapper formerly employed by Mayfair, Food Giant, Safeway and Stater Bros., died on Sept. 15, 2015 at the age of 81. She had been a continuous member since May 1962.

Jerry Morrill, a retired food clerk formerly employed by Stater Bros., died on Oct. 28, 2015 at the age of 77. He had been a continuous member since August 1964.

Jack Morrison, a retired meat cutter formerly employed by Village Market and Desert Provisions, died on Oct. 2, 2015 at the age of 87. He had been a continuous member since December 1956.

Anna Tamplen, a retired drug clerk formerly employed by Thrifty Drug Stores, died on Sept. 9, 2015 at the age of 92. She had been a continuous member since September 1963.

Jamie Wheeler, a retired food clerk formerly employed by Food 4 Less, died on Aug. 20, 2015 at the age of 53. She had been a member since May 1980.

Habitat for Humanity volunteer Frank Aguirre reflects on his time at Walmart



Jessica and Frank Aguirre

Earlier this year, union members read in the *Desert Edge* about retired UFCW Local 1167 steward Patsy Svette and her work with Habitat for Humanity in the Hemet/San Jacinto area.

Another member at “the Habitat” is Frank Aguirre, who is working hard on a house in Hemet. Once he’s done with the structure, Habitat for Humanity will begin work on his own house.

“We’re about 90 percent done with the house we’re working on,” Aguirre said. “There is some painting and such to be completed. The family should be able to move into the house by Christmas.

“I work on the house whenever I get a chance,” Aguirre continued. “Any free time I get, I’m there.”

Svette knows Aguirre from her time at Staters Bros. 46, where she worked for 20 years until her retirement in 2008.

“It’s such a small world how this worked out,” she said. “It’s amazing.”

Aguirre volunteered at Habitat for Humanity years ago, long before he knew he had a house coming his way. He’s still building “sweat equity” by working on other people’s homes, including more than 200 hours in on the house he’s building now.

These homes are not free. They are

built at lower cost for first-time home buyers who have had steady employment for two years and are residents of California.

Aguirre’s family — including wife Jessica and children Alana, Jaylene, Elyssia, Leanna and Gabriel — and the other families who qualify for homes will pay their own mortgages, taxes and insurance.

“In Hemet, we focus on working families so their children can have security and stability as they grow up,” he said.

Thankful for union

Aguirre said he is thankful for both the Habitat and his union, but he wasn’t always so fortunate.

Ten years ago, he worked for Walmart.

“In the beginning I bought it all — all their propaganda.” He said. “They led me to believe I was part of a team and a family and that we all take care of each other.

“Slowly but surely, that faded away, and I realized they were not all the happy people they say they are,”

No-cause termination

In his fifth year of employment at Walmart, Aguirre was fired for a forklift

violation because he helped a customer.

“The video security monitors showed that I clearly did nothing wrong, but it didn’t matter. My manager wanted me gone and I had no union to back me up.

“Maybe it was because I had too many years with the company and they needed to lower the payroll. Maybe it was because I looked at him wrong one morning.”

Aguirre saw an opening at his local Stater Bros. and applied right away because he had heard good things about the company.

“I wanted to work for a company with a union contract,” he said. “I wanted to go somewhere where I have someone to back me up, somewhere where they can’t fire you for no reason.”

He now has five years with Stater Bros., where he is a meat clerk. His union job provides the protections he wanted, as well as decent wages, benefits and time off so he can work with the Habitat for Humanity.

“The difference between union work and non-union work is more than night and day,” he said. “I wish more people realized that.

“Too many people don’t know how good they have it working in a union store.”

Rite Aid steward builds strong support for union



Darla Necochea

‘When you’re in a union, you stand strong as a membership,” Darla Necochea says. “You do what’s expected as a union member.”

The steward at Rite Aid 6293 in San Jacinto knows what she’s talking about, having built a strong record of success in sharing the union’s message with her coworkers.

“The word is that if Darla says to do it, you do it,” an admiring coworker said.

Following the recently concluded negotiations with Rite Aid, the members at Necochea’s store voted 100 percent in favor of ratifying the contract.

A few weeks earlier, her coworkers voted unanimously to grant UFCW Local 1167’s leaders authority to call a strike if one became necessary to bargain a strong labor agreement. A strike was not called, but the vote was critically important in successfully concluding the negotiations.

“We carpooled to get to the strike votes and the ratification meetings,” Necochea said.

“We stood together and did what it took to get a fair contract. None of us wanted to go on strike, but we had to stand together and stay strong.”

She said she is grateful the union’s leaders were able to bring the Rite Aid members a good agreement for

them to ratify.

“Everything the union has done for us, I have enjoyed,” said. “I raised my kids as a single mom because of the union. I have security, amazing insurance benefits and guaranteed wage increases.”

Necochea, 65, started working in the industry in 1969 as a clerk for Thrifty.

“I was one of the first actual key carriers,” she said.

‘When you’re in a union, you stand strong as a membership,’ Darla Necochea says. ‘You do what’s expected as a union member.’

After Thrifty was bought by Payless, she worked as a data maintenance coordinator and a bookkeeper. She traveled and did merchandising, which she enjoys.

“There’s basically nothing I haven’t done for the company,” she said.

“I had to leave the union in 2007 to be a manager,” she recalled. “My district manager kept asking me to do it. I

never wanted to be a manager, but I thought this would stop him from asking me.”

“I got written guarantees from the company that after I was done with being a manager, I could go back to my position as supervisor and return to the union.

“They kept their word and I returned in 2010. I didn’t want to mess up my retirement benefits that were coming my way when I retired.”

Necochea has two grown children and three grandsons — Mason, 4, Ethan, 7, and Landon, 10. She also has a granddaughter — Graclyn, 6.

In her spare time she goes to thrift stores and spends time with her family.

“It’s a good feeling to know that we’re locked in to our contract for the next three years,” Necochea said.

“Who knows what’s going to happen with Walgreens buying Rite Aid? We just don’t know. But I remember Payless was non-union when it bought Thrifty and we were able to negotiate a union contract.

“It helps that we have such strong dedication in our union leadership,” she added.

“We all do our part, which makes us strong.”



Members at work: Rite Aid 5709, Yucaipa and 6293, San Jacinto



Solidarity at Rite Aid

Rite Aid members ratify strong agreements

After months of difficult negotiations, a strike vote taken in July and an outpouring of community support, Rite Aid members in California ratified new agreements in October. The new contracts provide much-needed wage increases and maintain health care and pension benefits.

“Thank you to each and every member who stood by their union to gain a fair and equitable contract,” said President Rick Bruer.

Victorville



Palm Desert



Lake Elsinore



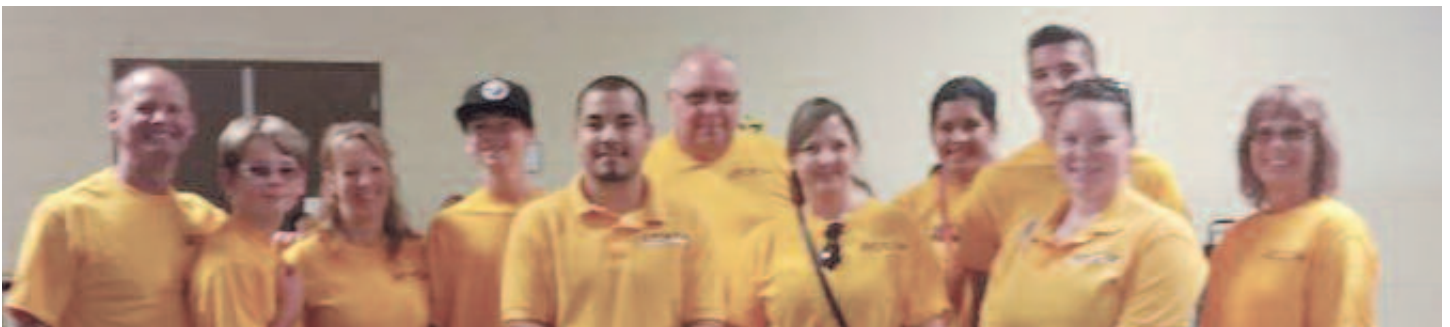
Bloomington





Supporting our veterans

In late September, UFCW Local 1167 gave back to veterans by volunteering for the Stand Down event at the March Air Force Reserve Base. Volunteers handed out boots, clothes, jackets, supplies, food and more for Veterans in need. The event provided DMV services, transition services and much needed services like showers and barber shop for homeless veterans. Members, activists and staff helped out at the event. Special Project Union Representatives (SPURs) Kenny Parada and Aaron Velarde helped organize attending the event with Union Representative Maria Perez. E-board member Jeff Shamblin brought his whole family to help.



Local 1167 Scholarship program award recipients

BILL SAURIOL AWARD

Victoria Angulo

Victoria, daughter of Maria Angulo, who is a drug clerk at Rite Aid in Riverside, is a freshman at UC San Diego, where she majors in human biology. She aspires to become a physical therapist at a hospital or sports clinic. Her father had a stroke when she was 8 and his recovery inspired her desire to become a physical therapist. Her academic honors include a superintendent's recognition award, a scholar athlete award and summa cum laude status as a Rancho Verde High School valedictorian. During her sophomore year in high school, she won a contest that enabled her to be mentored by Brenda Martinez, a track and field athlete, for a year. In her spare time, Victoria enjoys cross-country running, volunteering at her church and local library, reading and traveling. "I'd like to thank the union for this amazing opportunity," Angulo said. "I'm so proud of my mom being a part of this great union."



Michael Gardner

Michael, son of Patricia Pompa, who is a dentist at Rialto Family Dental, is enrolling in dental school at UCSF or Western University. He was inspired by his mother and he has received mentoring from a pre-dental club. Michael envisions running his own clinic and being a good member of his community.

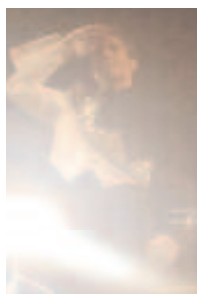
Michael earned his bachelor's degree in Environmental Science from California State University Long Beach this year. He enjoys working as a swim instructor and lifeguard for East Highland Ranch and spending time with the brothers of his Theta Chi fraternity.



Julia Giese

Julia, daughter of Robert Ledford, a retired meat cutter who worked at Stater Bros. for 34 years, is completing her registered nurse program at San Bernardino Valley College. She wants to earn her bachelor's degree in nursing and specialize in a niche area like surgical nursing or labor and delivery. She enjoyed vol-

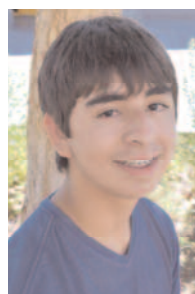
unteering in the emergency room at Redlands Community Hospital and St. Barnardine's Medical Center where she was involved in postpartum care. Julia loves the outdoors, walking Dexter, her two-year old Bull Mastiff, painting, reading and spending time with her family and friends.



Rene Riley Militar

Riley, son of Janet Militar, who is a pharmacist at Rite Aid in Yucca Valley, graduated from Yucca Valley High School. He is attending UC Irvine and wants to major in biological sciences. He is interested in exercise science to become a physical therapist. Ever the athlete, Rene likes to swim and play tennis and basket-

ball. He also plays the clarinet and ukulele and was Drum Major in the marching band. In high school, he earned a top-10 academic excellence award, a president's education award and a Golden State Seal Merit diploma.



Roman Sanchez

Roman, son of Veronica Sanchez, who is a drug clerk at Rite Aid in Brawley, is a freshman at Humboldt State University, where he majors in theater arts and business management. In high school, he was the Drama Club president, a founder of the Humanitarian Club, a class president and a member of Junior Statesmen of

America. Watching his grandparents run their Mexican restaurant sparked Roman's entrepreneurial spirit. He credits them with helping him understand how to market and run a business successfully.

Union Representative's Report

Christina Pugsley

Get copies of pay stubs and read before you sign anything

We are getting more and more calls from members who say, "I don't think I'm being paid correctly," or ask, "Am I supposed to get premium pay?"

It turns out that some of these members hadn't been paid correctly for a few years. Thousands of dollars that should have been paid to the member are now lost

because we can only go back six months for back pay.

Just because you clocked in and worked a particular amount of hours in a week, it doesn't necessarily mean you will be paid for those hours. Nothing is certain or perfect in our world, and there could be a technical glitch or other mistake that affects how you are paid.

One thing you can do to help is get copies of your pay stubs,



Christina Pugsley
Union Representative

Yes, most companies have gone to paperless pay stubs, which is fine, but you still can get paper copies for yourself. Talk to your bookkeeper or store manager and find out how.

The second thing to do is check your pay stub! Don't miss out on money that could be yours.

Be sure to review your stub every week to ensure you are paid for all of the hours you worked. Don't just assume your company will pay you correctly.

Collecting your pay stubs might seem meaningless if you receive your paycheck through direct deposit or if you've already deposited the money at your bank, but that little piece of paper is critical if you ever have to file a grievance.

You could be short in hours being paid to you. How

will you know if you don't check? The company is not going to notify you on a shortage. It might not even know about any shortage in hours on your check.

Keep track of hours worked

Finally, keep track of all of the hours you worked so you can check your pay stub against your record on pay day. If there are any discrepancies that you can't easily correct, contact your Union Rep right away.

If you don't have a pay stub, we have no quick way of determining whether you have been paid for all of your hours worked, nor do we know if you've accrued sufficient hours to qualify for health care or earned vacation time.

If you have opted out of receiving your pay stub, speak with your manager or bookkeeper and let him or her know you want to begin receiving your pay stubs again.

Read everything you sign

We know management sometimes will come up to you at the check stand or wherever you're helping customers and shove a paper in front of you, telling you to "sign this." It's extremely important to take the time to read what you sign before you sign it.

Tell your manager you'll sign it but you need to take the time to read it first.

We have been in many suspension meetings where the company representative asks if a member recalls signing a document and the member replies "I don't recall." That's probably because he or she didn't read the document before signing it.

Our signatures are required on many documents covering company policies, store programs, store procedures, write-ups and more.

While it may seem like the quickest way to get back to work or be done with work for the day, it is never advisable to ever put your signature on something you have not read!

Union Representative's Report

David Simmering

Union diversity and strength at Hacienda Heights

The solidarity of our membership keeps our union strong, even through times of great challenges.

Most recently, our Retail Drug members demonstrated the truth of this principle by standing together to win a strong contract with Rite Aid.

Next year, it will be our Retail Food members' turn to step forward, once again, to show the employers we won't settle for anything less than the best possible collective bargaining agreement.

In the meantime, UFCW Local 1167 continues its work serving and negotiating on behalf of workers in a broad array

of industries. In addition to grocery workers, pharmacists, pharmacy techs and drug store clerks, we represent barbers, beauticians, meat packers, distribution plant workers and employees at dental offices and other facilities — including the Hacienda Heights Healthcare and Wellness Centre.

Hacienda Heights Healthcare and Wellness Centre is a skilled nursing facility that provides medical care, continuous nursing and other health and social services.

Its patients are not in an acute phase of illness requiring

services in a hospital, but they do require primary restorative or skilled nursing services on an inpatient basis above the level of intermediate or custodial care. The goal is to help patients reach a degree of functioning to permit self-care in essential daily living.

Our union has nearly 60 members at the Hacienda Heights Health and Wellness Centre and Health Care Services Group, which is the housekeeping and custodial services side of the facility. They deserve compensation that honors their hard work and professionalism.

We were in negotiations for nine months while guiding the members through a bankruptcy. Finally, in early October, we reached a fair and equitable contract that the members ratified.

All of our members at Hacienda Heights Healthcare and



Wellness Centre, including the Certified Nursing Assistants (CNAs), janitors, kitchen staff and housekeepers, deserve high praise for standing strong with their union and making this three-year contract possible.

Speaking up

Our members at Hacienda Heights Healthcare know what our union does and why it's important.

One of our CNAs at the facility is Tonnnette Morrison, who has been on the staff since December 2002.

"We have better pay increases with the union," she said. "The union will listen to us to make sure our side of the story is told."

Martha Torres, a cook and dietary aide who has been with Hacienda Heights Healthcare for 37 years, said:

"With the union, we have better pay and better benefits. The union will protect us when the company attempts to fire us for no reason. With the union, we know someone has our back."

A union is as good as its membership, which in our case is mighty good.



David Simmering

Union Representative



Under contract in 1977...



...Still under contract today



Members at work: Hacienda Heights Healthcare and Wellness Centre





Jessica Goehring wants to become a molecular biologist and fight cancer

Jessica Goehring, winner of a \$10,000 grant from the UFCW and Food Employers Benefit Fund Scholarship Award Program, is a freshman at Princeton University in New Jersey, where she majors in molecular biology.

Goehring's freshman biology teacher influenced her desire to get into the field.

"He made learning about biology so fun," Goehring said. "I loved his class so much, I took his AP biology class."

In the spring, she graduated from Arlington High School in Riverside with valedictorian honors. The city's youth council also voted her one of Riverside's "25 Most Remarkable Teens" this year.

Last summer, she joined a program at UC Irvine and enjoyed learning about cancer. The experience solidified her desire to earn a master's or doctorate in molecular biology so she can study cancer and infectious diseases as a career.

Her mother, Celina Goehring, a UFCW Local 1167 member who works at Ralphs, said she is sad her daughter is moving across the country for college, but she knows it's for the best.

"I chose Princeton because of their undergraduate focus and family appeal," she said. "The teachers there really want to see you succeed and that's important to me."

Thanks to the grant from the UFCW and Food Employers Benefit Fund Scholarship Award Program, Goehring can focus on her studies and not tuition payments.

"I was so scared to open the letter from the union and when I saw that I won a scholarship, I was in shock," she recalled. "My parents are so happy for me and thankful to the union for this opportunity."

Johnny Bates, Jr.: Engineering a better future

Johnny Bates, Jr., winner of a \$10,000 grant from the UFCW and Food Employers Benefit Fund Scholarship Award Program, is undecided between two majors, but the freshmen at Carnegie Mellon University is enjoying college life.

"I haven't felt homesick yet and I've been enjoying my new freedom," Bates said. "Weather is the biggest difference, though. I'm a desert rat, so I love the heat and it gets pretty cold out here."

A Cathedral City native, Bates made the cross-country move to Pittsburgh in August. While he had his own room at his childhood home, he has adjusted to living with a roommate in his dorm.

"I got lucky with my roommate because we have so much in common," he said. "We're both active people. He plays basketball, and I'm a wrestler, so we're at the gym a lot. We also like a lot of the same music."

A fork in the road

Bates started off with intentions of being a chemical engineering major, but his roommate, a mechanical engineering student, is trying to persuade him to choose that path.

"If I stay on the chemical engineering route, I think I would like to work in the petroleum industry," Bates said. "I'm not sure yet what I would do if I went down the mechanical engineering route."

Although he remains undecided, he is thankful to be in college, where he has options in preparing for the future.

Bates and his mother, UFCW Local 1167 member Elizabeth Bates who works at Haggen in Palm Desert (formerly Vons, but now reportedly being purchased by Gelson's), had been nervous about paying his college tuition. Thanks to the Trust Fund, he can focus on hitting the books this year instead of looking for part-time work.

"Winning this scholarship was relieving," he said. "When the letter arrived in the mail, I waited an hour before opening it. When I did open it, I just let out a big sigh of relief."



Around the edge of the desert...



Five Stater Bros. stores in Hemet/San Jacinto recently had grand re-openings and new store 195 opened on Oct. 28. Here are members at Stater Bros. 121 in San Jacinto.

Beware of ABC stings

Checkers and Cashiers beware: The State of California Department of Alcoholic Beverage Control (ABC) is hitting the Coachella Valley hard this year with sting operations. Other areas most likely to be targeted too. Keep your jobs safe by following company policy when selling alcohol and tobacco products.

Apply for the UFCW and Food Employers Scholarship

The Scholarship Award Program, sponsored by The Union and Employer Trustees of the Southern California United Food & Commercial Workers Unions and Food Employers Benefit Fund, is one of the best offered to union members anywhere.

Each year, a Scholarship Selection Committee jointly selected by the Union and Employer Trustees reviews applications from all eligible participants and their children and selects approximately 300 winners of Awards at three levels: \$10,000, \$5,000 and \$2,500.

The scholarships will cover tuition, but not housing expenses, books or other incidental expenses.

The deadline for Scholarship Award applications is Feb. 29. Applications must be postmarked by this date.

All members should receive an application in the mail. If you do not receive one, call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715, or visit

www.scufcwffunds.com for details.

Fresh & Easy files for bankruptcy

Fresh & Easy LLC filed for chapter 11 bankruptcy protection Oct. 30.

Owned by the Yucaipa Companies, Fresh & Easy tumbled into bankruptcy in Wilmington, Del., the company's second chapter 11 filing in two years. In late October, the company shut down its 97 stores and said it was hopeful that it could find a purchaser that would restart the business.

Fresh & Easy's bankruptcy filing comes as the Great Atlantic & Pacific Tea Co., (A&P) owned by Yucaipa and Mount Kellett Capital Management, navigates its second chapter 11 filing, selling and shutting down stores. Since filing for bankruptcy in July, A&P has sold 159 of 296 stores.

In late 2013, Fresh & Easy, which was then owned by British supermarket giant Tesco, sold the majority of its stores—about 150 at the time—to Yucaipa. The 2013 transaction, part of the company's first trip through bankruptcy, provided Fresh & Easy with \$120 million in new financing, but the stores were never able to reach profitability. Fresh & Easy stores operate in Arizona, California and Nevada.



CORRECT ADDRESS AND PHONE NUMBER A MUST!

You lose out if there is no correct address and telephone number on file for you. We know the problem: people move frequently. But it only takes a phone call, a minute with the Union Rep or a letter to our office. It could avoid a big problem with a hospital, medical claim or pension inquiry.

IT PAYS TO BE UNION

	SEPT-NOV	2015 TOTAL
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$28,214.14	\$189,799.64
MEMBERS REINSTATED	94	272
GRIEVANCES SETTLED	210	724
UNEMPLOYMENT BENEFITS RESTORED TO MEMBERS		\$376

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



**Wishing you Season's Greetings and a
Happy and Healthy New Year from the
Officers and Staff of UFCW Local 1167**



Members at work: Rite Aid: San Jacinto and Yucaipa