

Desert Edge

LOCAL

UFCW 1167

Winter 2022/2023

a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167



Ratified!

Catalyst members approve contract

**President's report:
Addressing the merger**

**Scholarship programs available!
See pages 10, 14 and 15 for details!**

**Union
offices
closed**

Dec. 23 & 26- Christmas
Jan 2- New Year's Day
Jan 16- MLK Jr. Day
Feb 20 - Presidents' Day
Mar 31 - Cesar Chavez Day
April 7 - Good Friday

Membership Meetings 2022

December 14

**Regular membership meetings
reconvene in Bloomington.**

Meetings start at 7 p.m.

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

CDC guidelines will be observed.

DESERT EDGE

Joe Duffie
Editor

Official quarterly publication of Local 1167, United Food and Commercial Workers International Union Serving San Bernardino, Riverside and Imperial Counties, California.

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

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

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

Business telephone:
(909) 877-5000

Toll-free telephone:
(800) 698-UFCW

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

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

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

Published by
UFCW 100% Union

www.ufcw1167.org

Contents

- | | | | |
|----------|--|-----------|--|
| 3 | President's Report
Series of consolidations | 10 | Official Business
Convention Delegates nominated |
| 5 | Honoring Union Veterans
Years of Service, Retirees | 11 | Steward Features
Eric Castañeda & Adriana Leyte |
| 6 | Why Politics Matter
Activist Campaigning | 12 | Rosie's Corner
Union reflects women's roles |
| 8 | Members at Work
Rite Aid, Cadmen Chiropractic | 13 | Rep's Report
Paycheck mistakes rampant |
| 9 | Organizing Roundup
Cannabis, CVS and more | 14 | Local 1167 Scholarship
Rules and Application |

**CORRECT
ADDRESS
AND
PHONE NUMBER
A MUST!!**

You lose out if there is no correct address and telephone number on file for you. We know the problem: People move frequently. But it only takes a phone call, a minute with your Union Rep or a visit to our website, **ufcw1167.org**, where you can complete an address change form. It could avoid a big problem with a hospital, medical claim or pension inquiry.



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

All calls are confidential.

Food Division
call (800) 461-9179

Drug Division
call (866) 268-2510

Notice to all members: Your dues are now payable!

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

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

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

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

Avoid suspension. Authorize dues checkoff today!



Watch your mailbox!

for important information from your health benefits Trust Fund.

Got questions? Contact the Trust Fund (ext. 424):

(714) 220-2297 • (562) 408-2715 • (877) 284-2320 • www.scufcwfund.com

Proposed Albertsons-Kroger merger is latest in a series of consolidations

As always, UFCW will pursue every option to preserve union jobs

The proposed deal between the Albertsons and Kroger supermarket empires is the latest in a long series of consolidations that have limited the choices of customers while disrupting the lives of workers.

In the 1980s, Safeway underwent a hostile takeover bid from corporate raiders Herbert and Robert Haft, and amid the financial turmoil the store I worked for was acquired by the global investment firm Kohlberg Kravis Roberts, also known as KKR, in 1986.

With the assistance of KKR, the company was taken private and assumed tremendous debt. To pay off this debt, Safeway began selling off a large number of its divisions to Vons in Southern California.

Safeway sold all of its stores in Southern California to Vons in 1988. As a result, everyone at our store where I was working in Coachella suffered the impacts of the “merger,” including me. Then, in 1990, Alpha Beta was sold to Lucky.

A witness to consolidation

Having worked at Safeway and Alpha Beta since I was 15, I lived through two major layoffs before I was 18. With the UFCW, I witnessed the continuing consolidation of the supermarket business.

In 1994, Yucaipa Companies, then owner of the Alpha Beta chain in Southern California, purchased the Ralphs Grocery Company. All existing Alpha Beta stores in Southern California were rebranded as Ralphs or Food 4 Less, and the Alpha Beta name



JOE DUFFLE
President

...our union will explore and pursue every and all measures to make sure our members are protected...

disappeared by September 1995.

Then, in 1998, Lucky's parent company, American Stores, was taken over by Albertsons, and by 1999, the Lucky brand had disappeared.

The trend began to accelerate in 2015, when Albertsons acquired Safeway, including its Vons and Pavilions stores in Southern California. Federal regulators forced the combined entity to sell off 168 stores across eight states to four third-party chains. Among them was Haggen,

a relatively small union-affiliated chain in the Pacific Northwest that took over 146 of the divested stores in California, Arizona, Nevada, Oregon and Washington.

The Haggen disaster

We now recognize the Haggen takeover as one of the worst disasters in the history of the supermarket industry. Thousands of members were impacted. Haggen went bankrupt and most of its stores ended up in the hands of non-union companies.

And now, Kroger, owner of Ralphs and Food 4 Less in our region and the largest supermarket operator in the country, intends to absorb the second largest owner, Albertsons. No doubt, the combined company would be required to divest still more stores to satisfy anti-trust regulators.

These developments have affected more than me. They have affected many of our union's members and the communities in which they worked.

For a long time, we had a food desert in the Coachella Valley, and then the food operators that came in were substandard, providing low wages and no benefits.

What's our plan with this merger? It is to hold on to as many stores as we can by looking for union employers who will acquire any outlets that are divested by Kroger and Albertsons.

Our members have reason to be concerned, but this merger will most likely be a two-year process even if the

Please see page 4

President's Report

More: Merger

Continued from page 3

regulators allow it to proceed.

Just recently, a number of union members from several locals visited with our congressional representatives, and the UFCW was present at congressional hearings in Washington, D.C. in the last week of November to discuss the situation.

Regardless of what happens, our union will explore and pursue every and all measures to make sure our members are protected through this situation.

I want it to be completely clear that we do not believe this merger is in the best interest of our members or consumers. The working class will suffer the impacts.

Be grateful this holiday season. Be grateful you have a contract that protects your rights and you have a union behind you that works to ensure the security of our work force.

It PAYS to be UNION!

Jan.- Nov. Total 2022

Back pay and benefits restored to members: \$100,060.27
Members reinstated: 260
Grievances settled: 951



**Stewards Conference 2023:
It's happening!
Contact your
union rep for details!**

What's Happening



Just Born

Danielle Duncan, Rite Aid, had a new son, Duncan J. Ornelas, born on April 13, 2022, weighing 8 lbs. 10.5 oz. and measuring 20.5" long. "Father is Jayson Ornelas – 1st born for both parents." ... **Marlena Gonzalez**, Rite Aid, had a new son, Noah Isaac Molina, born on April 21, 2022, weighing 8 lbs. 13 oz. and measuring 21" long. "He is a calm and happy baby." ... **Jill Sczech**, Rite Aid, had a new son, John Winston, born on July 4, 2022, weighing 7 lbs. 8 oz. and measuring 19.5" long. "Born to the sound of fireworks at 8:48 pm" ... **Eder Ortega**, Ralphs, had a new daughter, Mia Eva Ortega, born on July 5, 2022, weighing 8 lbs. 1 oz. and measuring 21" long. ... **Alexandra Ornelas**, Stater Bros., had a new son, Ezekiel Cisneros, born on July 27, 2022, weighing 6 lbs. 5 oz. and measuring 19" long. ... **Natalie**

Lucero, Rite Aid, had a new daughter, Naya Lucero, born on Sept. 10, 2022. ... **Erica Meza**, Stater Bros., had a new daughter, Juliette Rose Meza, born on Oct. 20, 2022, weighing 6 lbs. 2 oz. and measuring 19" long. Congratulations to all the new mommies and daddies!



Just Retired

The months of October and November brought us several new Retirees.

William Giroud worked for Kroger for 49 years. ... **Danny Castillo** worked for Ralphs and Hughes Market for 49 years. ... **Beverly Gastelo** worked for Market Basket, Smiths, Lucky and Albertsons for 44 years. ... **Ricardo Franco** worked for Stater Bros. for 44 years. ... **Jeff Cady** worked for Stater Bros. and Alpha Beta for 41 years. ... **Roger P. Valenzuela**

worked for Ralphs for 40 years. ... **Sandra "Sandy" Donovan** worked for Thrifty and Rite Aid for 40 years. ... **Yvonne Hernandez Geist** worked for Albertsons, Stater Bros. and Lucky for 40 years. ... **Steve Edwards** worked for Stater Bros. for 37 years. ... **Brenda Koch** worked for Stater Bros. for 36 years. ... **Deborah Rodriguez** worked for Alpha Beta and Ralphs for 36 years. ... **Johnny Rodriguez** worked for Albertsons for 34 years. ... **Renee Pablo** worked for Gemco and Rite Aid for 33 years. ... **Teresa D. Jensen** worked for Stater Bros. for 33 years. ... **Sergio Hicks** worked for Ralphs for 33 years. ... **Elena Raridon** worked for Stater Bros. and Ralphs for 32 years. ... **Joy Chaney** worked for Lucky, Safeway and Albertsons for 32 years. ... **Irene Gonzalez** worked for Albertsons for 31 years. ... **Robin Kay Gierut** worked for Albertsons for 29 years. ... **Robin Lawrence** worked for Safeway and Vons for 21 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well-earned retirements.

Jim Bird celebrated for 70 years of service



Organizing Director Yesenia Gonzalez presents former Meat Cutters Local 439 President Jim Bird with his 70-year membership pin.

A Local 1167 veteran was honored recently on his 70 years of service to union members in the supermarket industry .

Jim Bird led Meat Cutters Local 439 as its president starting in 1978 and retired from the position in 1994.

During much of this period, especially during the presidential administrations of Ronald Reagan and George H.W. Bush, America's trade unions were battered and the rights and conditions of the members were under constant attack. Nonetheless, the local under Bird's leadership emerged intact and endured as a stronghold of workers in the retail and wholesale meat fields in California.

Bird was succeeded as Local 439's president by then-Secretary-Treasurer Roy Sessions, who served until the local merged with UFCW Local 1167 in 1995.

Bird's first job, at a gas station in 1949, paid \$37 per week. As a member of the California National Guard, he served in the Korean War during the early 1950s. Then, while working in the meat department at an independent store at Muscoy in the San Bernardino area, Bird was recruited to join the staff of Local 439 as a "business agent" (union representative) in 1966. He was designated chief executive of the local in 1978 when long-time CEO Arnold Hackman retired.

"It's an honor to celebrate the career of a labor giant like Jim Bird," said Joe Duffie, current president of UFCW Local 1167.



Susan Hayes, shop steward at Vons 2177, recently retired after 40 years as a member. Pictured with her is UFCW Local 1167 President Joe Duffie.



Sandra Donovan, Rite Aid 6532 shift supervisor, recently retired and collected her 40-year membership pin and certificate. Esther Scott, drug clerk at Rite Aid 6532, picked up her 50-year membership and certificate.



Danny Castillo, Local 1167 Executive Board member from Ralphs, recently retired and picked up his 50-year membership pin and certificate.

Why politics matter

Two new California laws illustrate the importance of union activism

By President Joe Duffie

Two bills recently passed by the California Legislature and signed into law by Gov. Gavin Newsom provide evidence of the critical importance of union activism in state politics.

The first is Assembly Bill 2693, written by Assemblymember Eloise Gómez Reyes. This law will extend the current authority given to the state's Division of Occupational Safety and Health to prohibit an operation that, in its opinion, exposes workers to the risk of imminent infection with COVID-19. It also requires employers to inform employees of significant outbreaks and maintain records that are available to public health officials.

AB 2693 continues California's leadership in workplace protections by ensuring we can react immediately to prevent the virus from spreading throughout our workplaces, infecting working people and their families.

COVID cases are expected to continue to surge throughout the rest of the year, and there will be more variants in our future. It is essential that we save lives by keeping workers aware of COVID outbreaks in the workplaces.

However, AB 2693 provides us with only a one-year reprieve. This requirement is essential to California's endemic strategy to protect workers and the public and California needs a more permanent policy in place.

We will continue working towards a future where all workers are confident

Paid sick leave is essential for workers' peace of mind.

they are just as safe clocking into work as they are in their homes.

The second legislation of note is Assembly Bill 152, which extends supplemental COVID-related sick pay for essential workers until the end of 2022. This mandate previously was set to expire on Sept. 30, 2022, leaving workers with only three paid sick days.

Unfortunately, UFCW members are still dealing with the pandemic daily as workers come into our stores and pharmacies sick, and we're staring down a fall and winter where viruses will be spread more easily throughout work-

places and our children's schools. Because of this, UFCW members raised their voices to urge the California Legislature and Gov. Newsom to extend this life-saving benefit until the end of the year, and we're glad they listened to us.

Paid sick leave is essential for workers' peace of mind so they don't have to worry about paying the rent and buying groceries when themselves or a family member is sick.

However, California has spent three years battling COVID-19 and continues to scramble to ensure workers have the ability to take time off when they're sick every time the law is about to expire. We need a more permanent solution in place that workers can rely on year after year.

UFCW Local 1167 and our allies are committed to working with the new crop of legislators and Gov. Newsom to ensure workers have access to sufficient paid sick leave.

Together, we have achieved big political wins in our state because we have the right people in office protecting your interest at work.

It's not about the hot-button social issues, it's about your wages and safety at work. There is nothing more important.

*Wishing you and your family
Happy Holidays from the Officers and Staff of
UFCW Local 1167*

Your Union in Political Action



Union staff, organizers and community activists campaigned and walked precincts for pro-union candidates like Assembly Majority Leader Eloise Gómez Reyes and Speaker of the Assembly Anthony Rendón.





Rite Aid Members at Work: Calexico, Brawley, El Centro



Members at Work: Cadman Chiropractic, Fontana



Organizing Roundup

More cannabis workers join union

Your union is working hard to increase market share in various industries.

In the cannabis industry, two more STIIIZY stores joined Local 1167.

Catalyst members in Hemet and Palm Desert recently ratified their contract. They became union members in July to the already existing Collective Bargaining Agreement, and September was when they voted to ratify this new contract.

We have had 11 cannabis dispensaries join Local 1167 this year!

We're also making strides to organize shops in manufacturing and other industries.

Our union is making a difference in workers' lives and our jurisdiction is taking notice. We will continue to fight to bring good wages, benefits, safety and dignity on the job to those who want a better way of life — the union way!



Ana Gaeta, Organizer



Joaquin "Jay" Miramontes, Norma Gomez and Margarita Lares from CVS.

Calexico CVS workers say, 'Union Yes!'

Workers at a CVS store in Calexico, Calif. voted overwhelmingly to join UFCW Local 1167 on Oct. 21.

While the majority of CVS' standalone stores in the local union's jurisdiction joined the UFCW through a previous organizing campaign 2017, several locations in the region remain non-union. To correct the situation, CVS workers at the non-union locations have been reaching out to the UFCW to help them organize.

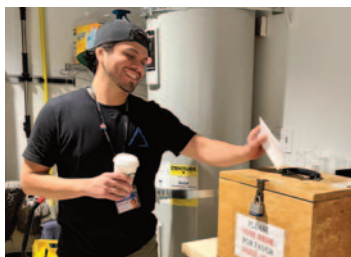
After seven months of waiting for an election date, the members received approval from the National Labor Relations Board to proceed with the vote.

Unlike at other CVS locations, delivery drivers operating out of the Calexico store will be part of the union. "The delivery drivers play an important role," President Joe Duffle said. "It is their job to deliver medication to hundreds of patients in the surrounding communities who cannot drive."

Duffle added: "UFCW Local 1167 welcomes all of these new members to our union family. Together, we'll make life better in all the communities we serve."

Bibbidi Bobbidy union at Disney World

More than 100 Fairy Godmother's Apprentices at the Bibbidi Bobbidi Boutique at Walt Disney World in Orlando, Fla., joined UFCW Local 1625 on Sept. 18. The apprentices transform children from ages 3 to 12 into knights and princesses and assist with hair, makeup, and outfits to complete the fairy tale look. "These workers joined our union family because they wanted a voice in the workplace," a Local 1625 spokesperson said.



In September, workers at a Catalyst cannabis dispensary in Hemet voted by an overwhelming margin to ratify a new contract negotiated by UFCW Local 1167.

In Memoriam

Eva Anguiano, a drug clerk formerly employed by CVS, died on June 19, 2022, at the age of 26. She had been a member since April 2019.

Peter Brabant, a retired pharmacist formerly employed by Thrifty, died on March 4, 2020, at the age of 89. He had been a continuous member since December 1965.

Jesse Bushong, a general merchandise clerk formerly employed by Stater Bros., died on Sept. 14, 2022, at the age of 59. He had been a continuous member since April 2022.

Walter Clark, a retired food clerk formerly employed by Alpha Beta, died on Feb. 25, 2022, at the age of 78. He had been a member since March 1962.

Jean Clemans, a retired warehouse clerk formerly employed by Food 4 Less, died on Oct. 2, 2022, at the age of 74. She had been a continuous member since February 1984.

Hector Corrales, a general merchandise clerk formerly employed by Stater Bros, died on Oct. 25, 2022, at the age of 36. He had been a continuous member since December 2005.

George Enriquez, a retired food clerk formerly employed by Stater Bros., died on Aug. 25, 2022, at the age of 82. He had been a continuous member since February 1963.

Arlene Friel, a retired food clerk formerly employed by Fed Mart, and Alpha Beta, died on Nov. 4, 2022, at the age of 88. She had been a continuous member since November 1967.

Irene Gillentine, a retired meat wrapper formerly employed by Lucky's, Gemco, and Albertsons, died on Nov. 7, 2022, at the age of 69. She had been a member since February 1973.

Vivian Hall, a retired drug clerk formerly employed by Thrifty, died on Sept. 26, 2022, at the age of 93. She had been a member since July 1955.

Gerald Harvey, a retired food clerk formerly employed by Standard Brands Plant, died on Dec. 4, 2020, at the age of 91. He had been a continuous member since August 1967.

Raymond McMullen, a retired meat cutter formerly employed by Alpha Beta, and Vons, died on Oct. 19, 2022, at the age of 75. He had been a member since December 1971.

Charles Palmer, a retired meat cutter formerly employed by Ruess Market, and Fishers Market, died on Oct. 1, 2022, at the age of 91. He had been a continuous member since June 1950.

Victoria Rogers, a retired general merchandise clerk formerly employed by Stater Bros., died on Oct. 22, 2022, at the age of 63. She had been a continuous member since November 2004.

Carl Staples, a retired drug clerk formerly employed by Rite Aid, died on July 8, 2022, at the age of 73. He had been a member since April 1999.

Kevin Tischner, a retired general merchandise clerk formerly employed by Ralphs, died on Oct. 31, 2022, at the age of 52. He had been a member since August 1988.

Michael Wells, a retired food clerk formerly employed by Alpha Beta, died on Oct. 6, 2022, at the age of 84. He had been a continuous member since November 1963.

Official Business

Delegates nominated

At nominations meetings held at the Union's headquarters in Bloomington on Dec. 8 and 9, the following were nominated as delegates and alternates for the 2023 International Convention:

Joe Duffie, President
Matt Bruno, Secretary-Treasurer
Alan Kontra, UFCW Local 1167
David Simmering, UFCW Local 1167
Gabe Suarez, UFCW Local 1167
Carmen Paz, UFCW Local 1167
Christina Pugsley, UFCW Local 1167
Joe Parham, UFCW Local 1167
Maria Perez, UFCW Local 1167
Nicolas Romero, UFCW Local 1167
Jose Correa, UFCW Local 1167
Chris Marentes, UFCW Local 1167
Yesenia Gonzalez, UFCW Local 1167
Lisset Gallegos, UFCW Local 1167
Ana Gaeta, UFCW Local 1167
Kenny Parada, UFCW Local 1167
Aron Velarde, UFCW Local 1167
Angie Santos, UFCW Local 1167
Rebecca Adame, UFCW Local 1167
Cisco Magana, UFCW Local 1167
Betty Villasenor, UFCW Local 1167

Million Dollar Trust Fund Scholarship Open for Applications!

The UFCW and Food Employers Benefit Funds Scholarship Award Program,

sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Funds, is one of the best offered to union members anywhere. Be on the lookout for the application to arrive in the mail.

The program opens in December and the deadline for Scholarship Award applications is Feb. 28, 2023.

Applications must be postmarked by this date.

All members should receive an application in the mail.

If you do not receive one, call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715, or visit scufcwfund.com for details.

Union is a hit for cannabis worker

UFCW member at STIIIZY is proud to be part of a changed industry

Say goodbye to the days of “looking for flower” sold by suspicious-looking characters lurking in dark urban shadows. Say hello to courteous and knowledgeable budtenders who work in clean and safe union shops.

Adam Robles appreciates the difference, and he’s glad to be a part of it.

Robles, 25, is a “dispensary sales associate,” the title given to budtenders at the STIIIZY store in Wildomar. He has been working there more than a year, one of many cannabis workers represented by UFCW Local 1167 across its jurisdiction.

He says his primary goal at the shop in Wildomar is to “be the face of STIIIZY.”

“I greet people who come into the store and get them exactly what they’re looking for,” he said.

“The customers who come in are not all just here to party. There are a lot of different options and people are looking for different things for different ailments.”

Robles also tries to “deconstruct” people’s misunderstandings about cannabis in a healthy manner.

“Using this product doesn’t have to be hallucinogenic or get you high,” he said. “There are so many options now that people can gain the medicinal benefits of cannabis without the side effects.”

His first job in the industry was at a dispensary that only accepted medical patients. As a result, he said, “I was well-educated and put through lots of classes on cannabinoids. I completed certification courses to deal with clien-



Adam Robles

tele, to understand exactly what they needed.”

Robles said many different cannabinoids are helpful to the human body. “It’s amazing what CBD can do and how it interacts with anxiety and pain,” he said. “CBD can be used as an anti-inflammatory or for help with intestinal issues or irritable bowel syndrome or more.”

He added: “If someone comes in with cancer, there are different oils to help with specific ailments. There’s even CBN, which is helpful with insomnia and other sleep disorders. There is something for everyone.”

In a previous job as a valet, Robles would run upstairs and downstairs for hours at a time. He also worked in a

distribution center, lifting, bending and more.

“I had serious joint pain and the medication I was taking was giving me stomach ulcers and causing internal damage,” he said. “That’s when I started realizing the benefits of medicinal cannabis. My life is so much better now with cannabis.”

Robles is also thankful for the union’s role in raising the standards for workers in the cannabis industry.

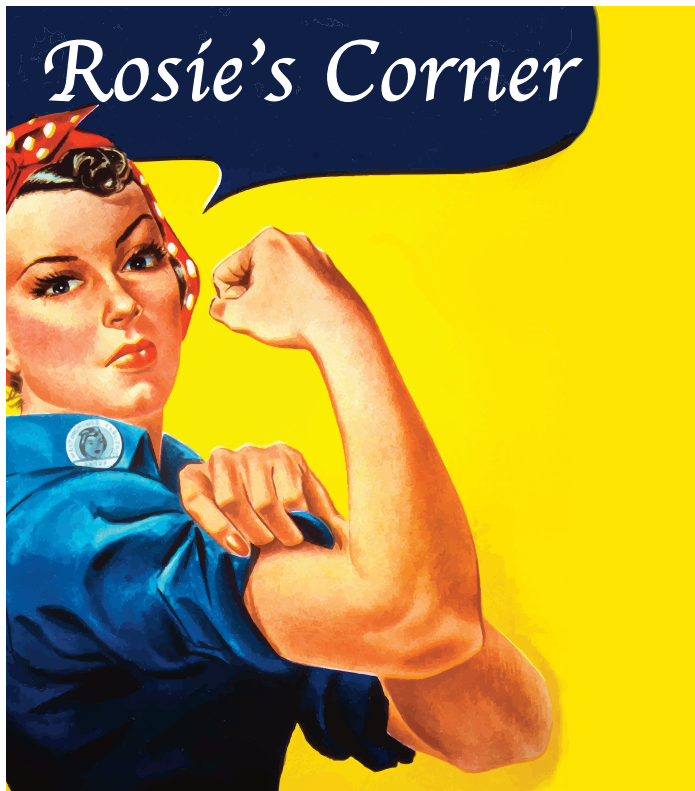
This year, he joined cannabis workers at STIIIZY and Authentic retail locations throughout California who voted in overwhelming numbers to ratify their first contract as UFCW members. More than 1,200 members of UFCW locals across the state had the opportunity to vote on the statewide agreement, which includes competitive, standardized wages with annual increases and quality health care and other features such as pension contributions by the employer. It also includes grievance procedures, a generous sick leave policy and guarantees of hours.

“The agreement we have with the UFCW ensures that any new STIIIZY and Authentic stores that open anywhere will be under this amazing UFCW contract,” he said.

Robles said the UFCW is raising standards for everyone in his rapidly developing industry.

“When I first heard about the UFCW organizing dispensaries, we were all talking about grievances we had and how we were not being utilized appropriately as employees,” he

Please see next page



Union reflects women's critical roles in society

During the COVID pandemic, we understood that women were hit harder economically even more than men were, in large part because women are more likely to be caregivers for children whose schools are shut down. In Sacramento, we lobbied successfully to require extended paid sick leave for people affected by COVID-19, including parents who need to stay home to care for children or spouses.

In local communities, we responded to the economic crisis affecting families by redoubling our efforts in support of food banks and food giveaways.

In talks with the employers, we focused on issues like Hero Pay and supplying our members with masks, gloves, sanitizers and acrylic barriers, both to protect these essential workers at the workplace and to help them avoid bringing the virus home to their families. The standards we set became models to follow for the entire retail sector.

Women constitute more than half of our union's membership, and we are committed to continue serving their needs with a representative staff that includes women in important levels of leadership, including our organizing director, union representatives, organizers and others.

In all these ways and many more, UFCW Local 1167 hears the voices of its members, both women and men, as we stand together to improve the lives of working people and their families.

Women perform a variety of roles in our society — as workers, mothers, daughters and wives, to name a few — and each of these roles comes with its own set of obligations that can, at times, conflict with each other.

Local 1167 recognizes the many burdens that are put on women's shoulders, which is why we fight so hard to advocate legislation on issues that frequently affect women, such as equal pay, family medical leave and affordable childcare. It's also why we negotiate agreements with the employers that include personal days off and adequate advance notice of schedule changes.

More: Union membership is a hit for cannabis worker

Continued from previous page

said. "Then the union came in and all that changed.

"First off, I got a huge pay increase. I was at \$14.25 an hour and bumped to \$18 an hour, and then in six months I got a 50-cent raise! I had never gotten a raise like this. My last raise was 22 cents, which was extremely disheartening.

"I have a vacation coming up," he continued. "We have a voice at work, we have paid days off, we are paid

properly for holidays. "It feels for the first time my needs are being taken into consideration. I'm not just making money.

"The biggest thing is the company cannot fire us for no reason. There is no termination without just cause. That's huge!"

Robles has been vocally pro-union among his peers. Some were averse to unionizing at first because they didn't understand the benefits of belonging to a union, while some had been subjected at their previous jobs to union-

busting fear tactics.

"It was such a no-brainer to me it felt crazy trying to convince some coworkers that the union is worth it," he said.

In his spare time, you can find Adam reading and playing video games as well as the tabletop card game, "Magic: The Gathering." He is also socially and politically active, always looking to improve himself and the community.

"I gotta be in the know about what's

Please see next page

Paycheck mistakes run rampant. Call your rep!

Local 1167's union representatives are receiving lots of calls from members who have questions about their pay: "Am I being paid correctly?" "Am I supposed to get premium pay?" "Did I get my raise?" "Did I get my check?"

Recently, there has been a problem affecting our members who work for Ralphs and Food 4 Less. Some of them have not been receiving any checks at all, or some have had double their Social Security taxes taken out.

Kroger, which owns the two supermarket chains, switched payroll vendors in September. As a result, some members' year-to-date totals are only reflecting their time since September, and their taxes paid are also incorrect on their pay stubs. Members may have additional issues with their W2 statements at the end of the year.

Some members have not been paid up to six weeks. There are Sunday pay issues as well.

If you or your fellow members are not being paid properly, call the union! We are here to straighten out these problems.

Don't assume your company will pay you correctly. Just because you clocked in and worked a certain number 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. A technical glitch like what happened with our Kroger members, or other mistakes, could affect how you are paid.

The smart policy is to check your pay stub every week to ensure you are paid for all of the hours you worked.

Most companies have gone to paperless pay records, but you still can get a weekly copy for yourself. If you have opted out of receiving your pay stub, speak with your manager or bookkeeper and let them know you want to begin receiving your pay stubs again.

Filing away your pay stubs might seem meaningless if you receive your pay through direct deposit or you've already deposited your check at your bank, but those little pieces of paper can be critical if you ever have to file a grievance.



Joe Parham

If you don't have a pay stub, we have no quick way to know whether you've been paid for all your hours worked or whether you've accrued sufficient hours to qualify for health care or earn vacation time.

Keep track of all the hours you worked and check your pay stubs on every payday. If you see any discrepancies that you can't easily correct, contact your union representative right away.

More: Union membership is a hit

Continued from previous page

going on around me," he said.

Adam Robles's activism includes building an even stronger union that solidifies and furthers the gains he has seen at his workplace.

"My union membership helps bring legitimacy to an industry that has seen big changes during our lifetimes," he said. "It helps me look forward to more positive changes in the future."

NEW MEMBER MEETINGS

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

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

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

NEW TIMELINE FOR LIMITED SCHOLARSHIP PROGRAM! APPLICATIONS BEING ACCEPTED DECEMBER - FEBRUARY!

UFCW Local 1167's Scholarship Awards Competition

UFCW Local 1167 is proud to announce the launch of its scholarship program for the academic school year 2023-2024. Scholarships will be awarded to winners chosen from among qualified applicants.

Food contract members, and Stater Bros. Meat Distribution Center members, with more than a year of service as of the prior October as defined by the Trust Fund are not eligible for this program because they may participate in the million-dollar Scholarship Award and Tuition Assistance Programs offered by the Southern California United Food and Commercial Workers Unions and Food Employers Ancillary Benefit Fund (Benefit Fund Scholarships).

Dependent children are eligible for the above **Trust Fund Scholarship** program if the member has completed at least three years of service (as defined by the plan) as of the prior October **and are not eligible for this program. Visit www.scufcwfunfunds.com for complete eligibility rules on the Trust Fund Scholarship Program.**

Rules and eligibility requirements

1. Applicants must establish basic eligibility by applying for a scholarship award and completing the **"Request to participate in UFCW Local 1167 College (university or junior college) Scholarship Awards Competition"** application published in this newspaper at the right of this announcement or online. **The application must be returned to UFCW Local 1167 no later than Tuesday, February 28, 2023.**

2. Those eligible to compete are current active members of the local not eligible to apply in the above-described Benefit Fund Scholarship Program, their spouses and their dependent children. Dependent grandchildren of dues-paying retirees are eligible. Sisters, brothers and non-dependent grandchildren are not eligible.

3. Applicants must be at least seniors in high school.

4. Applicants are not eligible if they previously received UFCW Local 1167 Scholarship Award monies.



5. **To be eligible, the member must be in continuous good standing for at least one year through April 30, 2023.** The member whose eligibility is used cannot be suspended, take a withdrawal or transfer to another local. Failure to comply with these eligibility rules disqualifies the applicant.

6. Winners are selected by the Scholarship Committee based on:

- Academic record
- Leadership record
- Community service and volunteer activities
- Character and personality
- Personal achievement

7. Awards will be made to undergraduate or graduate applicants at the sole discretion of the local's Scholarship Committee.

8. Finalists selected by the Scholarship Committee must provide proof of academic record and submit completed forms (blank forms to be provided by the union) listing leadership activities, community service and volunteer activities and personal achievements, substantiated by two teachers, and two personal recommendations.

9. Finalists may be required to participate in a personal interview.

10. Awards are contingent upon the student being accepted by, registered at and attending an accredited academic institution. Vocational school students may also apply.

11. Winners must be full-time students taking at least 12 undergraduate or nine graduate units, or part-time working students taking six undergraduate or four graduate units.

12. Decisions of the Scholarship Committee are final.

Return application by **February 28, 2023.
Refer any questions to Shannon Franz at (909) 877-5000.**

Request to Participate in UFCW Local 1167's Limited Scholarship Awards Competition

Please print your answers below.

I understand that in order to be eligible for a scholarship award:

- I am not eligible for a scholarship offered by the Southern California United Food and Commercial Workers Union and Food Employers Ancillary Benefit Fund.
- Membership on which my eligibility is based must remain in continuous good standing through April 30, 2023. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to April 30, 2023.
- I must be at least a senior in high school.
- I am not eligible to apply if I previously received scholarship award money from UFCW Local 1167.
- If my address, telephone number or place of work changes, it is my responsibility to inform the local union so that I can receive information in a timely manner.
- If the member is involuntarily laid off or transferred out of UFCW Local 1167, I will become ineligible and will notify the local union.
- Finalists will be notified by mail. If I am notified that I qualify as a finalist, I will submit required information and will participate in an interview if invited to do so.
- All decisions of the Scholarship Committee are final.

My cumulative Grade Point Average in High School is/was _____.

(Finalists to confirm with transcripts)

My cumulative Grade Point Average in College is/was _____.

(Finalists to confirm with transcripts)

My cumulative Grade Point Average in Graduate School is _____.

(Finalists to confirm with transcripts)

(Signature of Applicant in acceptance of the above)

Applicant name _____ Phone _____

Full address _____

I am a member of UFCW Local 1167 (circle one) yes no

Eligibility (office use only) _____

Applicant's Social Security number _____

Employed by (only if member) _____

Full store address _____

Union Representative _____

I am related to a member of UFCW Local 1167 (circle one) yes no

Eligibility (office use only) _____

Relationship to member _____

Member's name _____

Member's Social Security number _____

Member employed by _____

Full store address _____

Union Representative _____

Highest academic level completed by June 2023

Year graduated from high school or month/year will graduate

I applied for a UFCW 1167 Scholarship in (year applied)
(Applicants are not eligible if monies have been received in the past.)

Complete and return by February 28, 2023 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Shannon Franz

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



Members at Work: Halloween Spirit at Stater Bros. 42

