

# Desert Edge

# UFCW LOCAL 1167

Spring 2024

a VOICE for working America

Official Publication of United Food and Commercial Workers Union Local 1167

# UFCW YES!



Members at the FLWR Co. dispensary in Corona celebrate ratification of their first union contract

## Stewards prepare for negotiations





## Union offices closed

March 29- Good Friday  
April 1 - Cesar Chavez Day  
May 27 - Memorial Day  
July 4 - Independence Day

## Membership Meetings

March 28, 2024

June 27, 2024

September 26, 2024

December 26, 2024

Regular membership meetings reconvene in Bloomington.

Meetings start at 7 p.m.

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

## DESERT EDGE

Joe Duffie  
Editor

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

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Closed Saturdays, Sundays and holidays

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**Drug & General Sales Division insurance:**  
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[www.ufcw1167.org](http://www.ufcw1167.org)

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## 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](http://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](http://www.ufcw1167.org), and fill out a membership application to have dues deducted from their paycheck!**

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

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

**Avoid suspension. Authorize dues checkoff today!**



## Watch your mailbox!

for important information from your health benefits Trust Fund.

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

(714) 220-2297 • (562) 408-2715 • (877) 284-2320 • [www.scufcwffunds.com](http://www.scufcwffunds.com)

# Looking ahead, we see more work to do as we build an even stronger union

**A** union's work is never done. This is especially true for UFCW Local 1167, a union that represents workers in a wide variety of businesses and industries.

For example, we are already preparing for negotiations with the major supermarket chains, where the current Master Food Agreement is set to expire in 2025.

We never expect our contract negotiations to be easy, and this coming round is no exception. We've worked hard over several decades to win the wages, benefits, vacations and workplace conditions that our members appreciate and workers at non-union chains wish they could have.

In the previous round of negotiations, we were able to win the biggest raises I've seen in all my years in this industry, but there is still more work to be done. This time around, we will be as committed as ever to negotiate the best possible contract, which we will then submit to the members for their review and ratification.

In the meantime, we are entering into talks with Rite Aid, CVS and Food 4 Less — all companies which have resisted contract improvements in the past. We expect they will do so again, but that will not deter us as we press ahead on behalf of our members.

Negotiations also are scheduled to begin soon with JBS, the Brazilian meat processing giant where more than 400 dedicated and hardworking union members earn their livelihoods.

And there's still more on the horizon, with contracts coming due at cannabis shops, pharmacies, offices and other



**JOE DUFFLE**  
President

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**I**n the previous round of negotiations, we were able to win the biggest raises I've seen in all my years in this industry, but there is still more work to be done.

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workplaces across our jurisdiction. In each case, our members will need the support of their union sisters and brothers to ensure they get the fair and equi-

table contracts they deserve.

Our success will depend largely on the unity of our membership. Please do your part by speaking positively about your union at home and especially at the workplace. Wear your union buttons and stickers on the job and let management know you stand with your co-workers every inch of the way.

Also, please stay informed about the negotiations, get engaged and be ready to respond to your union's calls for action. Depending on how our talks go with the employers, we may need your participation in rallies, informational picketing, handbill events and other activities.

## Organizing is crucial

Our union does more than negotiate contracts. A key part of our mission is to recruit new workers at additional workplaces so they too can enjoy the benefits of union membership.

Having more members means having more resources that enable us to bargain on a stronger footing with all of the employers.

Over the past year we've been organizing cannabis retail stores. We currently have 18 stores we represent in our jurisdiction (see page 6), and have more that we are in the process of organizing. These retail shops are legitimate and legal businesses, and we support the people who work in them and everyone else who wants a better life at work.

Never forget that YOU are the union, and that every time you help a fellow union member, you are helping yourself.

So, let's roll up our sleeves and get to work!

# It PAYS to be UNION!



**Back pay and benefits** Nov. 2023-Jan. 2024  
**restored to members: \$39,688.23**  
**Members reinstated: 108**  
**Grievances settled: 315**

## What's Happening



### Just Retired

The months of December, January and February brought us several new Retirees:

**David Cupples** worked for Stater Bros. for 49 years ... **Michael G. Mckinney** worked for Stater Bros. and Alpha Beta for 46 years ... **Henry Sanchez** worked for Stater Bros., Lucky and Albertsons for 44 years ... **Carol Baczkowski** worked for Vons for 40 years ...

**Dan Dugan** worked for Stater Bros. for 38 years ... **Kari Perkins** worked for Ralphs for 38 years ... **Steve Edwards** worked for Stater Bros. for 38 years ... **Carla Klein** worked for Stater Bros. for 37 years ... **Mark Ganly** worked for Stater Bros. for 37 years ... **Ramon Mendoza** worked for Vons for 36 years ... **Sherry Lynch** worked for Hughes Market and Ralphs for 36 years ... **Susan D. Cuevas** worked for Safeway and Vons for 36 years ... **Joann Torres** worked for Stater Bros. for 35 years ... **Bryan J. Warner** worked for Vons for 35 years ... **Griselda Pineda** worked for Ralphs for 34 years ... **Ana E. Camacho** worked for Vons for 33 years ... **Laurie Berry** worked for Stater Bros. for 33 years ... **Veronica Plascencia** worked for Food4Less for 32 years ... **Jeanette L. McIntosh** worked for Hughes Market and Ralphs for 31 years ... **Leticia Torres** worked for Food4Less for 11 years.

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



### Just Born

**Angelica Eakins**, Vons, had a new baby girl, Aria Ann Farrell, born Oct. 27, 2023, weighing 6 lbs. 13 oz. and measuring 19.5" long.

**Arlene C. Anguiano**, Stater Bros., had a new baby girl, Emerie Charlee Diaz, born Nov. 18, 2023, weighing 7 lbs. 12 oz. and measuring 21" long.

*"Education is the most powerful weapon which you can use to change the world."* —Nelson Mandela

### UFCW CHARITY FOUNDATION

## 2024 SCHOLARSHIP PROGRAM

In 2024 the UFCW Charity Foundation will award several SCHOLARSHIPS, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:

[ufwcharityfoundation.org/scholarship](https://ufwcharityfoundation.org/scholarship)

The scholarship application will be available online from February 12, 2024 – May 12, 2024.

## 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.



# Health and Safety Certificates



## UFCW Local 1167 partners with LOHP to train members in workplace safety

UFCW Local 1167 partnered with UC Berkeley's Labor Occupational Health Program (LOHP) to host a two-part series, out of a total of four workshops, for workers who stayed at their jobs through the pandemic.

The program covered hazard-mapping, employer responsibilities, and introductions to the Injury and Illness Prevention Program (IIPP), Cal OSHA and workers' rights. Participants received certificates of completion from LOHP for attending the workshops.





## Cannabis members strengthen union

**U**FCW Local 1167's Cannabis Division has helped workers organize at eight locations in recent months. Here is a brief update of their status:

- **Mr. Nice Guy in Lake Elsinore:** Contract ratified in January 2024.
  - **Marketplace by Mr. Nice Guy in Lake Elsinore:** Contract ratified in January 2024.
  - **Mr. Nice Guy in Moreno Valley:** Contract ratified in January 2024.
  - **FLWR Co. in Corona:** Contract ratified in November 2023.
  - **Embarc Indio:** New store opened and workers joined UFCW Local 1167 in January 2024.
  - **STIIIZY Corona:** New store opened and workers joined UFCW Local 1167 in December 2023.
- The union local has ongoing organizing campaigns with cannabis workers who work for different employers and in different parts of the industry.
- “Our local welcomes these hard-working folks into our union,” President Joe Duffie said.
- “These retail stores are legitimate businesses, and these workers deserve the same dignity and respect our retail grocery store members enjoy. We support the people who work in them and everyone else who wants a better life at work.”

### Local 1167 members work at these cannabis stores:

- |  |                |
|--|----------------|
| <b>Catalyst:</b> 39420 Berkey Drive                    | Palm Desert    |
| <b>Catalyst:</b> 41007 E. Florida Ave.                 | Hemet          |
| <b>Catalyst:</b> 506 S. Inland Center Drive            | San Bernardino |
| <b>Embarc:</b> 45835 Towne St.                         | Indio          |
| <b>FLWR Co:</b> 536 Queensland Circle                  | Corona         |
| <b>Higher Ground:</b> 240 E. Redlands Blvd.            | San Bernardino |
| <b>STIIIZY:</b> 1181 S. E St.                          | San Bernardino |
| <b>STIIIZY:</b> 2560 High Point Pkwy., Ste. A2/A3      | Barstow        |
| <b>STIIIZY:</b> 3009 S. Dogwood Road                   | El Centro      |
| <b>STIIIZY:</b> 1365 E. 6th St.                        | Corona         |
| <b>STIIIZY:</b> 72180 California Route 111             | Palm Desert    |
| <b>STIIIZY:</b> 5434 Mission Blvd.                     | Jurupa Valley  |
| <b>STIIIZY:</b> 14070 Perris Blvd.                     | Moreno Valley  |
| <b>STIIIZY:</b> 390 N. H St.                           | San Bernardino |
| <b>STIIIZY:</b> 36330 Hidden Springs Road, Ste. B&C    | Wildomar       |
| <b>Marketplace by Mr. Nice Guy:</b> 18532 Pasadena St. | Lake Elsinore  |
| <b>Mr. Nice Guy:</b> 311 W. Minthorn St.               | Lake Elsinore  |
| <b>Mr. Nice Guy:</b> 24072 Postal Ave.                 | Moreno Valley  |





## Industry News

# Federal Trade Commission files lawsuit to stop Kroger/Albertsons merger

## President Duffle praises agency's move

**U**FCW Local 1167 applauded a Feb. 26 announcement by the Federal Trade Commission that it is suing to block the Kroger Company's proposed acquisition of the Albertsons Companies, Inc.

"We agree with the FTC's determination that this \$24.6 billion deal is bad for consumers and bad for workers currently employed at America's two largest supermarket companies," Local 1167 President Joe Duffle said.

"If it is allowed to proceed, the country's food shoppers can expect higher prices and poorer selections of products on the shelves," President Duffle said. "This is what happens when one giant corporation dominates the marketplace.

"What's more, local economies will suffer from the inevitable layoffs of supermarket workers as Kroger exercises that dominance without restraint."

President Duffle said Henry Liu, director of the FTC's Bureau of Competition, was correct in pointing out that Kroger's acquisition of Albertsons "would lead to additional grocery price hikes for everyday goods, further exacerbating the financial strain consumers across the country face today."


Liu added: "Essential grocery store workers would also suffer under this deal, facing the threat of their wages dwindling, benefits diminishing, and their working conditions deteriorating."

President Duffle said the FTC is also correct in noting that the proposed Kroger/Albertsons divestiture plan, which would entail transferring several hundred stores to C&S Wholesale Grocers, a relatively small operator with only 23 stores and a single retail pharmacy, fails to address the serious shortcomings of the proposed merger.

"Nobody really expects C&S can become a strong competitor to the new Kroger behemoth," President Duffle said.

"We congratulate the FTC for standing with the food consumers and supermarket workers of America," he said.

In addition to the action by the FTC, attorneys general for nine states filed suits to block the merger.




### EXPLORING TRANSFERRING COLLEGES?

UNION COLLEGE BENEFIT TUITION DISCOUNTED PROGRAMS MAY BE AN OPTION FOR YOU!

VISIT: [www.EBSunioncollegebenefit.org/UFCW](http://www.EBSunioncollegebenefit.org/UFCW)

**Online and Flexible Learning Options:** Whether you prefer the convenience of online learning or need flexibility in your schedule, the UFCW Discount College Benefit has you covered. Choose from a variety of over 150+ online courses and flexible learning options that fit your lifestyle and academic needs.



Scan this QR Code with your smartphone to learn more:

## Saturday, May 11, 2024



### LETTER CARRIERS' FOOD DRIVE

#### SECOND SATURDAY IN MAY

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX. WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners





# Stewards Assemble at 1167 Headquarters



UFCW Local 1167 President Joe Duffe and staff convened a Stewards Conference on Feb. 6 for stewards at Food4Less, Rite Aid and CVS. The stewards assembled at the local union's auditorium in Bloomington, where they received specialized training ahead of this summer's contract negotiations with the employers. UFCW communications strategists Haley Avery and Martha Santizo shared skills in media relations.





## In Memoriam

**Bing Arney**, a retired meat cutter formerly employed by Alpha Beta and Ralphs, died on Sept. 26, 2023, at the age of 83. He had been a continuous member since June 1968.

**Samuel Barraza**, a retired meat cutter formerly employed by Albertsons and Stater Bros., died on Jan. 16, 2024, at the age of 85. He had been a continuous member since September 1971.

**Christopher Capman**, a clerk's helper formerly employed by Stater Bros., died on Dec. 17, 2023, at the age of 18. He had been a continuous member since September 2023.

**Benjamin Gonzales**, a retired meat cutter formerly employed by Smiths, Lucky and Albertsons, died on Jan. 7, 2024, at the age of 79. He had been a continuous member since February 1969.

**John Greenwood**, a retired meat cutter formerly employed by Stater Bros., died on Dec. 12, 2023, at the age of 62. He had been a continuous member since February 1981.

**Jason Jackson**, a food clerk formerly employed by Stater Bros., died on Dec. 8, 2023, at the age of 34. He had been a member since March 2008.

**Grace Mora**, a retired food clerk formerly employed by Vons, died on Jan. 19, 2024, at the age of 82. She had been a continuous member since November 1968.

**Sandra Moran**, a retired food clerk formerly employed by Stater Bros., died on May 18, 2023, at the age of 75. She had been a member since November 1982.

**Thomas Reeves**, a retired meat cutter formerly employed by Lucky, died on Aug. 30, 2023, at the age of 77. He had been a continuous member since February 1973.

**Benito Romero**, a retired meat clerk formerly employed by Ralphs, died on Jan. 22, 2024, at the age of 69. He had been a continuous member since December 1989.

**Marie Rutherford**, a food clerk formerly employed by Super Food Barn, Safeway and Vons, died on Dec. 12, 2023, at the age of 73. She had been a member since January 1984.

**Alex Sanchez**, a retired meat cutter formerly employed by Lucky, Albertsons and Stater Bros., died on Jan. 7, 2024, at the age of 63. He had been a continuous member since January 1979.

**Sophia Soltero**, a clerk's helper formerly employed by Ralphs, died on Jan. 16, 2024, at the age of 16. She had been a continuous member since November 2023.

**Allante Taylor**, a food clerk formerly employed by Stater Bros., died on Nov. 27, 2023, at the age of 31. He had been a continuous member since April 2014.



## UFCW vows to enforce protections for union members as bankrupt Rite Aid looks for a buyer

**A**s the Rite Aid Corp. continues its search for a buyer to take over its bankrupt business, UFCW Local 1167 continues its work with the company, courts and federal agencies to ensure the interests of UFCW members are protected.

“Union workers at closed Rite Aid stores will have rights and protections as stipulated in their collective bargaining agreements,” Local 1167 President Joe Duffley said. “We will be sure those contract provisions are enforced fully.”

In recent weeks, Rite Aid Corp. hired two liquidation consultants at the request of company lenders to help run going-out-of-business sales for any stores to be shuttered.

Since filing for bankruptcy last October, Rite Aid has closed approximately 200 stores it deemed unprofitable and has used its bankruptcy protections to reject approximately 500 leases with owners of shopping centers, the Bloomberg news agency reported.

In December, the company agreed to sell its pharmacy benefits management company Elixir to MedImpact Healthcare Systems for \$575 million, according to Bloomberg.

Spokespersons for Rite Aid said their company remains focused on avoiding liquidation of its assets and reviving its retail business.

According to bankruptcy documents, Rite Aid's financial woes have been worsened by allegations the company is partly responsible for the nationwide crisis of opioid addiction.



Local 1167 President Joe Duffie



Health professionals from around the country joined UFCW 8-Golden State President Jacques Loveall, right, to discuss SolidaritUS Health's concierge care for union members during a panel on "Innovative Approaches to Combating Soaring Health Care Costs."

# UFCW Local 1167 participates with leaders from around the country at Food & Drug Conference

**P**resident Joe Duffie and UFCW Local 1167 took center stage during the recent Food & Drug Conference. The annual event brings together innovators and service leaders for a full day of industry updates, networking opportunities and professional inspiration.

In a panel discussion on "Legislation and Politics," moderated by UFCW Western States Council Executive Director Amber Baur, President Duffie described ways to educate union members about how political engagement has the potential to improve their lives at work. The key to accomplishing this, he said, is establishing a deep connection with members both at their workplace and where they live.

"When your union is healthy and those relationships are healthy, then your community is healthy," Duffie said. "When people in your community are making money and can provide for their families and have a good living, our communities will thrive."

Other members of the panel included Dan Pedersen, president of UFCW Local 876; Mark Ramos, president of UFCW Local 1428; and Rena Wong, president of UFCW Local 663.

"Sometimes we overcomplicate things by talking about all of these policies, but people just want to make a livable

wage and take care of their families. Our members want to feel safe at work and have a sense of wellbeing," President Wong said.

President Pedersen talked about the strength of his union's Active Ballot Club, how it has enabled them to make a difference in legislation at the local level, and how it will make an impact in ensuring a labor-friendly president wins the 2024 presidential election.

"We'll do what we always do in Michigan," he said. "We're going to outwork our opponent, outraise them, door-knocking, phone calls — whatever we need to do to ensure the best outcome."

President Ramos talked about the value of bringing union members to meet with legislators directly so they can see what is at stake with labor-related legislation and industry consolidation.

"I bought my home and raised my family working in a grocery store," he said. "I want the same ability for my members and my kids, and that is slipping away because of consolidation in the food industry."

In a panel discussion on "Negotiations, Organizing and Member Servicing," President Jim McLaughlin of Local 99 in Arizona, New Mexico and Utah detailed how the chal-





UFCW 1167 President Joe Duffle participated in the “Legislation and Politics” panel. From left: UFCW 1428 President Mark Ramos, President Duffle, UFCW 876 President Dan Pedersen (Michigan), UFCW 663 President Rena Wong (Minnesota) and UFCW Western States Council Executive Director Amber Baur.



UFCW 342 President Deana Abondolo (New York); UFCW 99 President Jim McLaughlin (Arizona, New Mexico, Utah); UFCW 152 President Brian String (New Jersey, Delaware, Pennsylvania, Maryland) and UFCW 8-Golden State Secretary Treasurer Kirk Vogt participated in the “Organizing and Member Servicing” panel.

allenges of organizing workers in a “right to work” state helps Local 99 improve its services for all of the union’s members, including newcomers and veterans.

“Because the workers in our state get to choose whether or not they want to be a union member, we always let them know we’re there with them,” he said. “It requires a lot of boots on the ground and people in the stores.”

UFCW 8-Golden State Secretary-Treasurer Kirk Vogt moderated the panel, which also featured Deana Abondolo, president of UFCW Local 342, New York; and Brian String, president of UFCW Local 152; New Jersey, Delaware, Pennsylvania and Maryland, who discussed the importance of organizing new workers and the need for union representatives to establish personal bonds with members at their workplaces.

“This generation of employees wants to join a union, but they also want to be part of a movement,” President Abondolo said.

“When the employees want to organize, they’re doing it from within, so we try to join in their efforts and guide them throughout. Then, during that process, they realize they need the help of a larger, established labor organization.”

“UFCW has always been the best at servicing,” President String said, highlighting his union’s recent track record in representing workers in the cannabis industry while emphasizing the need for organizing to continue to be the top priority.

“The greatest time in my career was when I was an organizer,” he said. “That’s when you’re on the cusp of really helping people reap the benefits of union membership.”

A panel on “Innovative Approaches to Combating Soaring Health Care Costs,” moderated by UFCW 8-Golden State President Jacques Loveall, featured key leaders from Solidaritus Health, including President Mark Blum, Chief Growth Officer Jen Chen, Director of Facilities Catherine Christian and Chief Medical Officer Suzanne Gehl, MD.

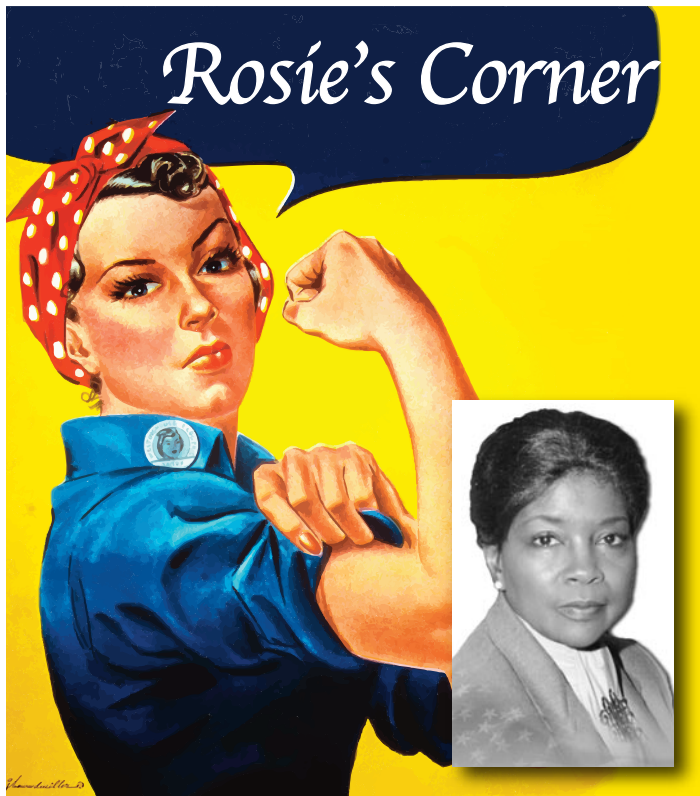
The panelists discussed Solidaritus Health’s unique new approach to health care, which not only provides improved care for patients but also lowers the cost of services and generates revenue which can be reinvested to continually improve this Labor-based health care model.

“When we designed high-value primary care with Solidaritus, after studying the best in the marketplace, we had an additional requirement,” Blum said. “We had to create value for shareholders, and those shareholders need to be Labor itself. It is owned and governed by labor unions.”

Union members and their families have access to “concierge health care” at Solidaritus Health centers at no additional cost, Blum said, adding, “That type of care is usually available only to those who can afford to spend multiple thousands of dollars out-of-pocket.”

Keynote speaker Marilyn Sherman, an award-winning presenter and author, engaged the audience with her presentation on “Communication for Results: From Conflict to Cooperation.” She encouraged the FDC audience to “get a front row seat in life.”

Audience members smiled and laughed as they went hands-on with Sherman’s tips for creating better relationships with their friends, family and coworkers.



# Celebrating 'one of our own,' Addie Wyatt

**W**ith February and March being Black History and Women's History months, we feel this is a good time to share the story of Addie Wyatt (1924-2012).

Wyatt was a founding member of the Coalition of Labor Union Women and the first woman international vice president of the Amalgamated Meat Cutters Union. After her union merged with the Retail Clerks Union to form the United Food and Commercial Workers in 1979, she became the first woman of color to serve on the new union's board.

She also was a recipient of the UFCW's Women's Network's Trailblazer Lifetime Achievement Award.

In 1941, when she went to work at the Armour meat processing plant in Chicago, Wyatt applied for a job as a typist. But Armour didn't hire African-Americans to work in its front offices at the time. Instead, she was assigned to the canning department, putting lids on cans of Army stew.

In the early 1950s, Wyatt was elected as vice president of her local union, UPW Local P-56, and was soon elected president. The next year, she left her job at the packinghouse to work full time for the union, fighting against discrimination for both women and people of color.



March marks Women's History Month and gives us an opportunity to pay tribute to women who have fought for social and economic justice in the workplace, leaving behind a long-lasting impact on the Labor Movement.

Women's History Month also provides us with an opportunity to examine the social and economic issues that affect women in the workplace, including pay equity, discrimination, harassment, fair housing, and the need for affordable, high quality child care and paid maternity and sick leave.

Remember the women trailblazers who not only fought for labor and civil rights, but also shaped history and opened doors for generations to come.

Wyatt said she often found herself fighting on three fronts. "I was fighting on behalf of workers, fighting as a black person and fighting as a female," she said.

Because of its large, activist membership, the UPW was able to wield real power at the bargaining table, and it was able to use this power to benefit society at large. The UPW was deeply involved in Chicago's community-based struggle for racial equality.

In many ways, the UPW was a union ahead of its time when it came to equal rights for black workers and women. It was the policy of the UPW to try to eliminate unfair practices like discrimination against African-Americans and women in hiring and wages.

Wyatt and her fellow union negotiators were able to get "equal pay for equal work" written into many UPW contracts well before the Equal Pay Act was passed in 1963.

Wyatt became deeply involved with the ministry and civil rights campaign of Dr. Martin Luther King, Jr., and became labor adviser to King's Southern Christian Leadership Conference.

She was a leading civil rights campaigner in Chicago during the 1960s, serving on the Action Committee of the Chicago Freedom Movement and organizing protests.

Wyatt and her husband also worked with the Rev. Jesse Jackson in helping to found Operation Breadbasket, which distributed food to underprivileged people in 12 American cities. Wyatt later became involved in its successor, PUSH (People United to Serve Humanity).

Addie Wyatt passed away on March 28, 2012, having lived a stellar life in pursuit of social justice and dignity for working people.



# Follow company policies on coupons and reward/club cards



David Simmering



Cisco Magana

**P**ractically every grocery shopper these days uses coupons or a company rewards/club card. They provide savings and convenience for customers, but they also can be a source of trouble for people who work in grocery or drug stores. Failure to follow company policies concerning coupons or club cards can be a major offense and can cost you your job.

Be sure to follow the policies of your employer. If you are unaware of your company's policy, speak with management, ask for a copy and familiarize yourself with the policy.

When groceries are scanned, the customer or the cashier will swipe a rewards/club card through the scanner. The savings are shown on the receipt,

which also shows the price a customer would have paid if a card wasn't used. These cards and coupons are designed to gain customer loyalty and track buying habits by offering reduced prices on sale items and rewards for future purchases.

If you have a customer who needs a rewards account to receive a discount, encourage them to sign up. Never input your personal number linked to your account for the customer. If they do not sign up, no discount should be applied unless directed by management.

We have discovered that some employees use their own card or phone number to gain credit for the money spent by customers. Don't do this! It can get you in serious trouble, up to and including termination. Addition-

ally, if family is included in your employee discount, please review the policy to verify which family members would be eligible to receive the discount.

If your employer offers an employee discount, do NOT enter your number for customers.

Do not use any coupons that don't belong to you. This includes Catalina coupons. If the customer leaves the store without their Catalina coupon, rip it up and discard it properly.

Treat all coupons with the same care and attention as cash. If you are using a company coupon for yourself, be mindful of each coupon and read the terms carefully.

Do not misuse coupons. If the coupon requires a customer to spend a certain amount, make sure they reach that required total before use. If it says "Single-Use," use it only once. Just because the coupon still scans, it does not mean it's valid.

Make sure your coupon is acquired from a trusted source or from the company directly. Do not use coupons posted online from social media, as they may be fraudulent.

If you are not following your company's policies, the company can see it as a loss and subsequently theft. It is up to you to make sure proper procedures are followed. Even if you know of others who don't, that doesn't make it right.

Play it safe. Never violate company policy concerning coupons, "rewards" or "club" cards.



## Commemorating Black History Month



### The striking signs of Black History Month

To commemorate Black History Month, Local 1167 joined the UFCW International Union in its 2024 celebration of “Black Life, Labor History and Culture.” This year’s theme highlighted the contributions of African Americans to the Labor Movement and the broader struggle for social justice.

Whether fighting for better working conditions or fair wages, or struggling on behalf of sanitation workers in Memphis or Pullman porters in New York City, the vital role of African Americans in the Labor Movement cannot be overstated.

Black workers have been at the forefront of many important labor struggles throughout history. These efforts not only improved the lives of Black workers but also helped to advance the cause of social justice for all.

#### The power of art

Since culture was an element of this year’s Black History Month theme, we took a look at art from an often-underappreciated perspective: picket signs. They play a crucial role in messaging and mobilization, and the creation of these signs and the act of striking combine to make an art form within itself.

Many signs made for and by Black workers have stood the test of time, and identify some of the most recognizable picket lines in history.

In Texas in the 1950s, workers at the Eastex Poultry plant

went on strike to protest a host of issues, including unsanitary and unsafe working conditions and unpaid overtime. Some workers on the picket line turned their umbrellas into strike signs to capture the public’s attention while protecting themselves from the sun.

Some picket signs display basic information while some, like those held by striking United Packinghouse Workers Union Local 309 members in 1951, express moral outrage at scab workers who would undermine their collective action.

You can view these signs and more at [ufcw.org/black-history-month-2024](https://ufcw.org/black-history-month-2024).

#### Stronger and more diverse

In February, the UFCW Black History Month program hosted Dr. Marcia Walker-McWilliams of Tulane University as its keynote speaker. Her address focused on the different paths to leadership taken by Charlie Hayes and Addie Wyatt, two African American labor leaders who championed civil rights in the UFCW and its predecessor unions.

These two labor leaders merged civil rights activism with labor organizing to build a larger, stronger and more diverse labor movement.

Let us remember the struggles and triumphs of African Americans throughout history. Let us honor their contributions to the Labor Movement and to American culture, and let us continue to work together to build a more just and equitable society.





# Living the dream

## Union is key to longevity for Nancy Ponce

**N**ancy Ponce, a 35-year union veteran, union steward and pricing accuracy coordinator at Rite Aid 5693 in Colton, knows a thing or two about longevity.

“When I started, ice cream was 5 cents for a single scoop, 10 cents for a double and 15 cents for a triple, and I thought I was making bank at \$3.25 an hour,” she said with a laugh. “Wow, times have changed!”

Indeed, times have changed throughout Ponce’s 27 years at her store in Colton. When she began her career, she operated cash registers where prices had to be entered manually. She had to “ring up” checks and use a calculator.

“Back then, if we made a mistake, we had to start all over, and it took forever,” Ponce said.

The times and technology have changed since then, but one aspect of her job that hasn’t changed is her love for her work.

“I absolutely love my job because I get to interact with a lot of people,” she said. “This job made me a ‘people person’ and I’m a better person because of it.”

### Gotta have faith

Unfortunately, Rite Aid’s filing for Chapter 11 bankruptcy last year means Ponce’s store is closing in March, but she has no plans to retire quite yet.

“Bargaining is coming up in the summer and I’m supposed to be placed somewhere,” she said. “I’m not worried because

I have the union protecting me.”

One of the reasons she’s not worried is union solidarity.

“We have worked our whole lives,” she said. “We’ve given up family time and we’ve sacrificed a lot. Sure, we got paid, but we deserve what we deserve and the companies will try to take advantage. We must stick together to make sure we get what we deserve and what is due!”

In addition to her strong faith in the union, she is also strong in her faith. In 2019, she was diagnosed with stage 4 cancer in her brain and lungs. With the help of prayer, chemotherapy and radiation, she was able to overcome the grave diagnosis.

“President Joe Duffle, when he was my union rep, would come visit me and encourage me and pray with me,” she said. “All my doctors also prayed with me, and that meant so much.”

Ponce is proud to say that in the year she was in treatment for her cancer, she never took time off work.

Currently, her brain cancer is gone, but some cancer has returned in both of her lungs. She remains optimistic that she’ll beat the disease again.

“One thing I know for sure is that our union insurance is amazing,” Ponce said. “I never used my benefits like I did before I got cancer.”

In her personal time, Ponce is active in her church and women’s group. She takes health and wellness classes and has learned to eat a healthier diet.

Ponce also enjoys spending time with her grandchildren by attending soccer games and going to the movies often.

She said she is ‘absolutely blessed’ to have three wonderful grown children Corina, Alexis and Joseph, as well as her “grandbabies” Johnnie, 14; Jenny, 2; Joseph, 2 and a half, and Everly, 8 months.

“I love and cherish every moment I spend with them!” she said.



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