

# DESERT EDGE

## UFCW LOCAL 1167

a VOICE for working America

Official Publication of Local 1167, United Food and Commercial Workers Union

December 2008

**T**his poem was written by a Marine stationed in Okinawa, Japan, and was published last year in this publication. Once again, most of us will be filled with the pleasure and joy of being home with family and friends this holiday season. We often forget about all of the men and women in the Armed Forces who will be spending cold, lonely holidays away from their families. This is a well-known poem and we feel it is appropriate for reprint in the *Desert Edge*. Regardless of your opinion on the war in Iraq, please hold our soldiers in your thoughts this season. — *Bill Lathrop, President*

'Twas the night before Christmas,  
He lived all alone,  
In a one-bedroom house made of  
Plaster and stone.

I had come down the chimney  
With presents to give,  
And to see just who  
In this home did live.

I looked all about,  
A strange sight I did see,  
No tinsel, no presents,  
Not even a tree.

No stocking by mantle,  
Just boots filled with sand,  
On the wall hung pictures  
Of far distant lands.

With medals and badges,  
Awards of all kinds,  
A sober thought  
Came through my mind.  
For this house was different,

It was dark and dreary,  
I found the home of a soldier,  
Once I could see clearly,  
The soldier lay sleeping,  
Silent, Alone,  
Curled up on the floor  
In this one bedroom home.

The face was so gentle,  
The room in such disorder,  
Not how I pictured  
A United States soldier.

Was this the hero  
Of whom I'd just read?  
Curled up in a poncho,  
The floor for a bed?

I realized the families  
That I saw this night  
Owed their lives to these soldiers  
Who were willing to fight.

Soon 'round the world,  
The children would play,

And grownups would celebrate  
A bright Christmas Day.  
They all enjoy freedom  
Each month of the year,  
Because of the soldiers  
Like the one lying here.

I couldn't help wonder  
How many lay alone  
On a cold Christmas Eve  
In a land far from home.

The very thought  
Brought a tear to my eye,  
I dropped to my knees  
And started to cry.

The soldier awakened  
And I heard a rough voice,  
"Santa don't cry,  
This life is my choice.  
I fight for freedom,  
I don't ask for more.  
My life is my God,  
My country, my Corps."

The soldier rolled over  
And drifted to sleep.  
I couldn't control it,  
I continued to weep.  
I kept watch for hours,  
So silent and still,  
And we both shivered  
From the cold night's chill.

I didn't want to leave  
On that cold, dark night,  
This guardian of honor  
So willing to fight.

Then the soldier rolled over,  
With a voice soft and pure,  
Whispered, "Carry on, Santa,  
It's Christmas Day,  
all is secure."

One look at my watch,  
And I knew he was right.  
"Merry Christmas my friend,  
And to all a good night."

## Happy Holidays

### From the Officers and Staff of Local 1167

Return in 5 days to:  
**United Food and Commercial Workers**  
Union Local 1167  
P.O. Box 1167  
Bloomington, CA 92316  
Address Service Requested

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Quarterly Membership Meeting: Dec. 17 in the Union Auditorium, 7 p.m.

Retirees Club Monthly Meeting and Potluck Luncheon: Wednesday Dec. 17 in the Union Auditorium

The union office will be closed at noon on Dec. 24 and closed all day on Dec. 25 and Jan. 1.

## UFCW International Mandatory Dues Increase

A dues increase will take effect in January 2009. This dues increase is mandated by Articles 18A(3) and 38A(3) of the UFCW International Constitution as voted and passed at the 6th Regular International Convention in July 2008.

For those members on payroll deduction the above increase will be reflected in the deductions made by your employer in January 2009 for dues payable for February 2009.

For those members not on payroll deduction the above increase will be reflected on the dues billing you receive in January 2009 payable on February 1, 2009.

### You are interesting!

#### Tell us about yourself.

You are the most interesting thing about our union! If there's something unusual or newsworthy about your life, hobbies, abilities or talents, call us at the office and tell us about it so that we may consider doing a feature about you in the *Desert Edge*. Just ask for Kathleen Franks or your Union Rep.

**President Bill Lathrop**



### DESERT EDGE

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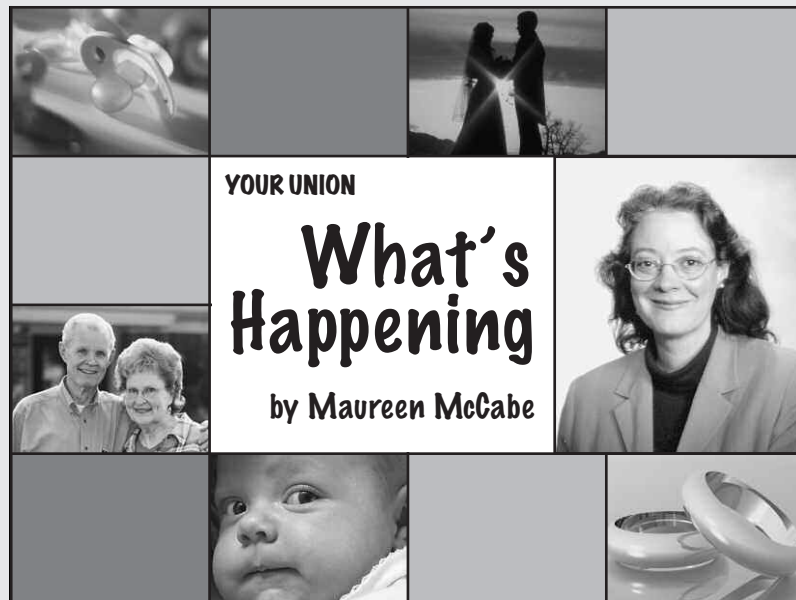
**Toll-Free Telephone:**  
(800) 698-UFCW

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(909) 877-1110

**Drug & General Sales Div. Insurance:**  
(909) 877-2331

**Bill Lathrop**  
Editor

Bleiwiss Communications Incorporated  
Publisher



YOUR UNION

## What's Happening

by Maureen McCabe

### JUST RETIRED

The fall months have brought us two new retirees. **Lynda Andresen-Najera** retired in September after working for Vons for 30 years. **Gabriel Echeverria** worked for Vons for 29 years and retired on Oct. 1.

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

### JUST MARRIED

**Greg Niderhuth**, Vons, married Tim Kreifels on Aug. 12 at the Indio County Court House. ... **Alexis Reynoso**, Rite-Aid, said "I do" to Omar Dorado on Aug. 15. The wedding was in Riverside and the happy couple honeymooned in Anaheim. ... **Kyle Voeltz**, Stater Bros., took Melissa Dunn to be his bride on Sept. 9. The ceremony was in Las Vegas and the

happy couple honeymooned in town as well. ... **Penny Grantley**, Albertsons, married Harold Johnson on Sept. 20 in Redlands. ... **Jesus Avalos**, Stater Bros., married Mayra Barragan on Oct. 10.

Congratulations to all of our newlyweds!

### JUST BORN

**Rogelio Sanchez**, Albertsons, has a new daughter. **Alexa** was born on Aug. 7 and weighed 9 lbs. 12 oz. ...

**Katheryn Gonzalez**, Stater Bros., welcomed **Jayden Michael Wright** into the world on Aug. 29. Jayden weighed 8 lbs. 8 oz. ... **Richard Bentley**, Stater Bros., is pleased to announce the arrival of **Hannah Grace** on Sept. 12. Hannah weighed 7 lbs. 15 oz. ...

**Salustrio Ortega**, Ralphs, has a new son. **Abran Ortega-Murillo** was born on Sept. 16 and weighed 9 lbs. 10 oz.

... **Amber Weeg**, Stater Bros., gave birth to **Cayden Ryen Armstrong** on Sept. 10. Cayden weighed 6 lbs. 13 oz. ... **Leticia Fisher**, Stater Bros., welcomed **Robert Russell IV** into the world on Sept. 14. Robert weighed 7 lbs. 3 oz. and his happy mother says, "He is our handsome bundle of joy."

... **Kristi Lyn Ziemer**, Stater Bros., gave birth to **Kaylee Lyn Gutierrez** on Sept. 17. Kaylee weighed 6 lbs. 8 oz.

... **Vanessa Leon**, Stater Bros., has a new son. **Joshua Jacob Rivas** was born on Sept. 18, weighing 7 lbs. 8 oz. and measuring 19 inches long. We're told father Abel Rivas and sisters Adalise Menor and Isabella Rivas are all thrilled with the arrival of baby Joshua. ... **Michael Carrillo**, Stater Bros., is pleased to announce the birth of **Michael Donovan Carrillo** on Oct. 3.

Michael weighed 8 lbs. 11oz. and we're told "he's cute and cuddly... like father, like son." ... **Samuel Orellana**, Stater Bros., has a new daughter. **Samari Jolie** was born on Oct. 7 at 5:20 a.m. at San Antonio Hospital in Upland. Samari weighed 6 lbs. 2 oz. ... **Jonna Kellie Bates**, Albertsons, is thrilled with the arrival of **Wesley Andrew** on Oct. 17. Wesley weighed 7 lbs. 3 oz. and measured 20 inches long. "Our precious bundle of joy has finally arrived," Wesley's happy mom writes. ... **Francine Perez**, Stater Bros., has a new daughter. **Lily Rose Parras** was born on Oct. 21 and weighed 8 lbs. 9 oz. ... **Jayme Miller**, Vons, is pleased to announce the birth of **Dylan James** on Oct. 24. Dylan weighed 7 lbs. 13 oz. and measured 19 inches long.

Congratulations to all of our new moms and dads!

## Open enrollment for Drug Trust Fund members

**O**pen enrollment for Drug Trust members is currently underway for 2009 coverage.

If you were hired into the bargaining unit prior to Aug. 1, 2005, you have the option of changing your medical plan enrollment to an HMO at this time. If you were hired after Aug. 1, 2005, you must remain enrolled in the Indemnity Medical

Plan until the fourth annual open enrollment after your date of hire. If you are eligible for dental coverage, you also have the option of changing your dental coverage at this time.

If you were hired after August 2004 and you have declined dependent coverage, you now have the option of enrolling for dependent coverage effective Jan. 1, 2009. The

premium for coverage is \$5.00 per week, which is generally deducted from your paycheck by your employer.

If you do not currently have coverage for your dependents and you do not elect to enroll at this time, you will not be eligible to enroll your dependents until open enrollment 2010, unless there is a loss of primary employee coverage through another carrier.

You should have received the open enrollment information and enrollment forms from the trust fund by now. If you haven't, please call the local union office at (909) 877-2331 or the trust fund at (877) 999-8329, ext. 501, to request them.

Your completed forms must be received by the trust fund by Dec. 15, 2008, in order to be eligible Jan. 1, 2009. Otherwise, they must be received no later than Jan. 15, 2009, in order for the change to be effective on Feb. 1, 2009.

## IT PAYS TO BE UNION!

	NOVEMBER 2008	2008 TOTAL
Back pay and benefits restored to members	<b>\$145,560.33</b>	<b>\$220,582.12</b>
Members reinstated	<b>35</b>	<b>238</b>
Grievances settled	<b>126</b>	<b>937</b>
Unemployment benefits restored to members	—	<b>\$472.80</b>

## Albertsons ordered to reinstate Jaime Juarez's employment

Jaime Juarez, along with another employee, had his employment terminated on Nov. 11, 2006, for allegedly mishandling company merchandise.

When Local 1167 could not reach an agreement with Albertsons to reinstate Mr. Juarez to work without loss of time or pay, the issue was submitted to arbitration. Neutral arbitrator Louis M. Zigman heard the facts of the case and issued a favorable ruling for Juarez.

Here is the background:

During an evening shift on Oct. 24, 2006, Juarez was working as the person in charge of the store. Another key carrier reported to him that product in the dairy cooler had water on it and the cooler floor was getting wet.

Juarez and the other key carrier went back to the cooler to observe the conditions and the temperature. At the time the temperature registered in the safe zone.

Juarez called the refrigeration company, which told him that it would charge overtime if he had to come out at that time. Because management had instructed him to not call any type of service unless an emergency existed, and since the temperature at the time rested in the safe zone, Juarez determined that it could wait until morning when the manager arrived at work.

Because his shift had ended, he asked the other key person to monitor the situation and he left the store.

Unbeknownst to Juarez or the other key person that night, someone had either accidentally or on purpose switched off the refrigeration compressors for every refrigerated case in the store.

The company determined that the loss of product with labor costs amounted to approximately \$75,000. It terminated both Juarez and the other key person.

Company representative Debby Myers met with Union Representative Gil Ramirez and Juarez on Nov. 21, 2006. Ramirez pointed out to Myers that Juarez did everything he could to guarantee the safety of the product.

In Juarez's eyes, the refrigeration problem existed only in the one case. No other employees reported to Juarez a problem with any other refrigerated case.

Since he had determined that the temperature posed no imminent danger to the product, and since he had told the other key to monitor the situation after his shift had ended, he felt he had secured the situation.

Ramirez also pointed out to Myers that someone else turned off the compressors, not Juarez. The fault for the loss of the product fell to some unknown person and the company should focus its attention on that aspect of the situation.

Myers would not listen to Ramirez's reasonable arguments. She said she would not reverse the decision to terminate Juarez's or the other key person's employment.

Union Representative Ramirez turned over all information to Grievance Coordinator Bill Graham, who had already filed a grievance for both employees.

Over the course of the months that followed, Graham spoke with Myers many times, trying to convince her that she had made a mistake in firing two long term employees.

Finally, in February 2007, Myers made an offer to reinstate both employees. Time off would be considered a disciplinary suspension. No back pay or contributions would be made and each employee would receive a "last and final" warning concerning work duties.

While the offer did not get the employees everything the Union demanded, it did allow them to return to work.

Graham brought the offer to both employees. While the other key person accepted the terms, Juarez felt strongly that he had done nothing wrong and he would not accept the proposal.

Graham contacted Myers, telling her that the one key person would accept her offer, but that Juarez would not. At that time, Myers notified Graham that the offer was a package deal. Either both men accepted the offer or neither would go back to work.

Graham voiced his strong objection to this position. He pointed out that she had not told him anything about a package deal when she made the offer and that each case should stand on its own. When she would not back off of the ridiculous position, Graham told her that her position was "crazy."

Nevertheless, Graham went back to Juarez and explained the situation to him. He wanted to make sure that Juarez understood the process of arbitration and that the arbitrator may not agree that he should go back to work. Juarez stood his ground and wanted to proceed to arbitration, and Local 1167 stood with him in his decision.

Local 1167 determined to hear each case separately. The other key person's case came up first in June of 2007. Prior to arbitration, Myers made the offer to return the grievant to work, time off as a suspension, no back pay or contributions for the period he was out of work, and a guaranteed spot on the night crew. The grievant had requested the last condition of the offer.

Graham clarified that this offer stood on its own and was not tied to Juarez.

(Continued on page 7)



By Brent Denkers

### SECRETARY-TREASURER'S REPORT

## How to handle stress this holiday season

With the economy in its current state, it's easy to feel overwhelmed. Goods and services cost more and it seems harder to make ends meet. Add in the holiday crowds and traffic and the stress level can easily get almost unbearable.

All of us experience anxiety in stressful situations, but if anxiety has you in its grip, it's time to fight back.

It's normal to feel stressed at times. But chronic anxiety can put a strain on both your physical and emotional health. While you can't always be free of stress in your life, you can learn how deal with it.

### Identify the source

First, find out why you feel anxious. Perhaps the task at hand is difficult. Or maybe you always have a general feeling of anxiety but have a hard time identifying where it's coming from.

A constant feeling of anxiousness often has its roots in being a disorganized person. Maybe you have a lot of unfinished projects at home or work. If you experience a lot of anxiety on a daily basis, it might help to become more organized.

Anxiety may also have its roots in concerns about being unable to meet other people's expectations. Take time every day to remind yourself that you are already a great person, no matter where you are in life, and then continue to work on being the best that you can be.

If you feel you need to change, identify the areas where you can improve and start to work on those. You will soon find that taking care of all the "loose ends" will make you feel more confident and in control.

Once you can identify the cause of your feelings, you can begin to overcome your anxiety.

### Think positive

Visualize what you want yourself to become. This can trigger powerful emotions that will help drive you toward success. If you view yourself as a person who is in control, it will help you through stressful day-to-day situations.

Close your eyes and think of a situation that makes you feel anxious, and then visualize how you will successfully take control of the situation. Do this exercise for any number of situations that make you feel anxious the next time you find yourself dealing with these stressors, you will know that you actually do have the skills to overcome your anxiety and succeed.

### We're here to help

Sometimes people need outside help to overcome their chronic anxiety. Your Employee Assistance Program can help you find someone to talk to.

If you believe you are under excessive stress, your Member Assistance Program can help. Food Division members can call (800) 461-9179; Drug Division members should call (866) 268-2510, Monday through Friday, 8:30 a.m. to 4 p.m. **All calls are strictly confidential.**

Staying within your budget during the holidays is one of the most important things you can do to reduce your level of stress.

Here are some tips to help you manage holiday spending:

- Avoid impulse buying.
- When shopping, have a plan. Make a list and stick to it.
- Something that is "on sale" is only a bargain if you were going to purchase it anyway.
- A good rule of thumb for credit purchases is to ask yourself if it will have value after it is paid off.
- Less is OK. The people on your holiday shopping list have probably cut back as well, so they will likely understand.
- Remember, all the monthly bills that were there before our holiday spending will be there after the holiday season is over.

# Congratulations to Local 1

## Christina Wiley inspired by child she helped save

**C**hristina (Crissy) Wiley says the biggest influence in her life is 7-year-old Dezirae LaBarbara.

How a 7-year-old girl came to be an inspiration to Wiley is the stuff of movies.

Wiley, who works at Starbucks in Albertsons 6706 in Temecula, is a 2008 graduate of Chaparral High School in Temecula. She attends Cal State San Marcos.

In March of 2007, Wiley and her boyfriend, Travis Rice, drove up to Big Bear to hit the ski slopes. The trip was a consolation journey for Wiley, who had been scheduled to be in NJROTC (Naval Junior Reserve Officer Training Corps) boot camp that week.

The NJROTC is a series of courses in leadership, teamwork and citizenship, built around studies about the Navy. Students take it as an elective and receive a grade that counts toward graduation. Wiley had been enrolled in NJROTC for two years and was looking forward to attending the boot camp.

Unfortunately, two weeks before the camp, she was the victim of a hit-and-run driver while walking on the Chaparral High School campus.

"I hit the hood of the car, rolled over and hit the sidewalk face-first," Wiley said.

She suffered a broken wrist and cuts and bruises to her face and other parts of her body.

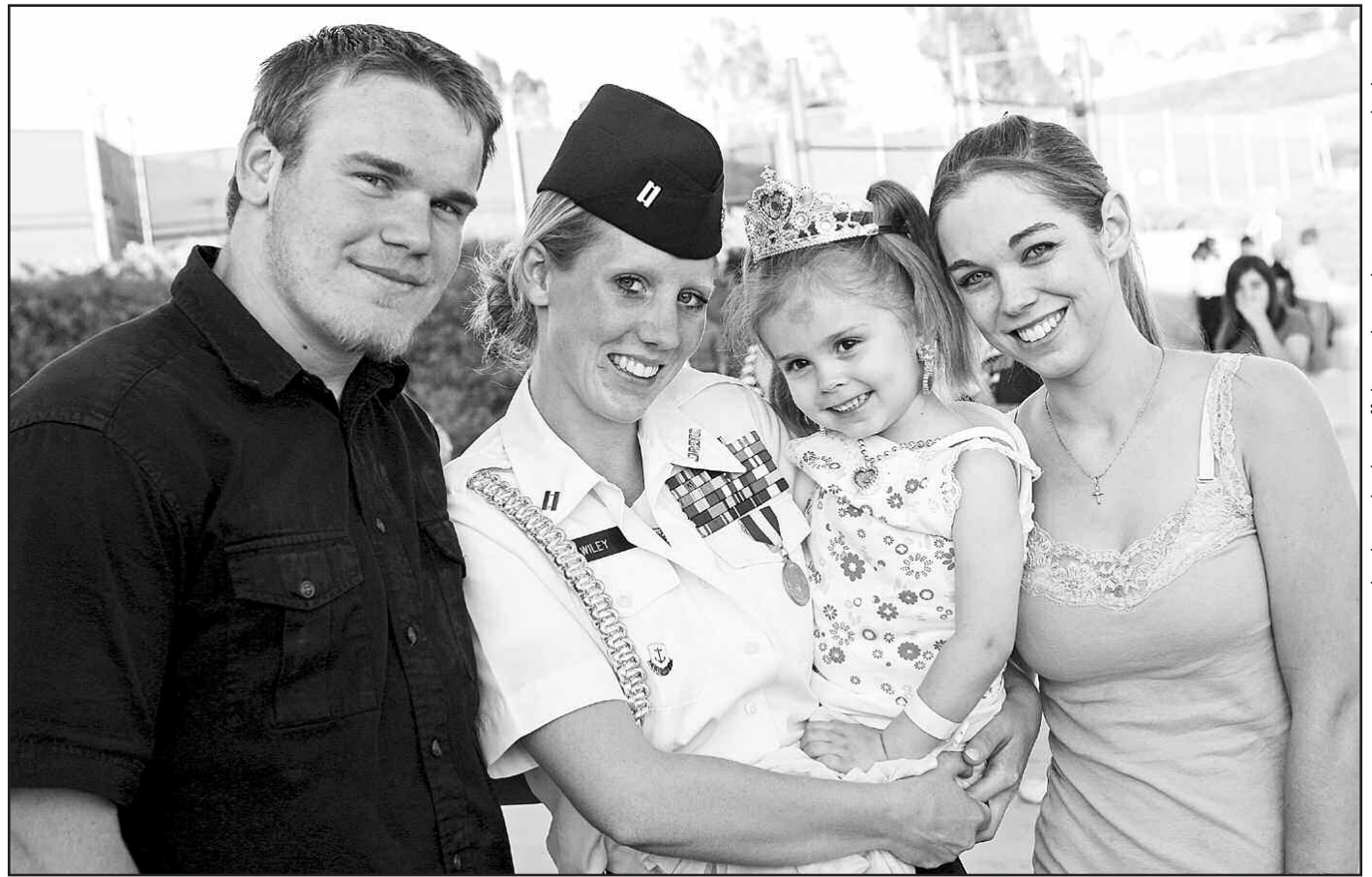
"I tried to convince the NJROTC leaders that it would be OK for me to go, but they decided otherwise," she recalled.

It was a decision that would change her life.

While driving up to Big Bear on Highway 18, Wiley, Rice and Rice's brother-in-law, David Virgil, encountered fog so thick that they could barely see more than 60 feet in front of them.

As they came around a bend, their car slightly nicked the rear bumper of another car that had just been involved in a horrific accident.

"The first thing I saw was a mother frantically giving one of her children CPR," Wiley said. "I saw another little girl bleeding from her face and neck."



Crissy Wiley, second from left, holds Destiny, the child whose life she saved, as Tanya Jepson, right, Destiny's mother, and Travis Rice, left, Wiley's boyfriend, look on.

Wiley, who received CPR and emergency response training through the NJROTC, and Rice, a Boy Scout troop leader, sprang into action.

"I knew what I was doing, but everything happened so fast, we didn't realize what we were doing. It was like an instinct."

**"I knew what I was doing, but everything happened so fast, we didn't realize what we were doing. It was like an instinct."**

There were three young children who were seriously injured: Brittany, Destiny, and Dezirae.

Wiley performed CPR on Dezirae, while another good Samaritan, a lifeguard, performed CPR on Destiny.

Wiley then took over care of Destiny from the lifeguard after Destiny was moved into a car that was idling nearby.

"She began to turn blue and effectively died in my arms," Wiley said. "I just fell out of the car and started performing CPR on her. Finally, she took a big gasp and opened her eyes."

At this point, paramedics arrived to take over the rescue efforts.

Destiny recovered fully. Unfortunately, Brittany passed away several days later. Dezirae also survived, but is paralyzed from the neck down.

"She is in a constant battle for her life," Wiley said. "When I visit her in the hospital, she smiles, and I can see how strong and brave she is and how determined she is to live."

"I can see it in her eyes. She has taught me to never give up, especially when life becomes tough."

"It is because of her that I want to become a nurse."

"I want to help give my patients the heart and the will to never give up," she continued. "That two of those girls survived that accident was a miracle."



Tessa Moreno

## Tessa Moreno aims to defend nation that helped her family

**T**essa Moreno is grateful for the opportunities that the United States has given to her and her family. And she would like to repay her country by someday working professionally to protect the liberties it holds dear.

"I would like to work for the CIA," Moreno said.

"I want to do something that will help keep my homeland safe and

# 167's Scholarship winners

## Top awards named in William Spears' honor

Local 1167 has announced the winners of its 2008 scholarship competition.

The top award, named in honor of former Local 1167 Executive Board member William Spears, goes to Christina Wiley and Tessa Moreno. They will receive \$2,000 each. William Spears' family and friends set up a one-time use scholarship fund to assist families of the Union.

Awards of \$1,500 will go to Jacqueline Akimana, John Hall, Melissa Angulo and Janet Villarreal.

Ashley Rogers, Anthony Carvalho, Britton Borrero and Brandon Gray will each receive \$1,000.

To be eligible for the scholarships, contestants must be members of Local 1167 or the children of members. A selection committee determines the winners based on their submitted applications and letters of reference.

make the world a better place.”

“If I can't work for the CIA, then I want to become an attorney and eventually a judge,” she continued. “I want to do something that has an impact.”

Moreno is a courtesy clerk at Vons 2381 in Corona. She is a 2008 graduate of Santiago High School in Corona and will attend U.C. Riverside.

“My grandparents immigrated from Mexico,” she said. “Because of their decision to leave, I had chances that I never would have had if they stayed in their native country. That's why I want to give something back and help our country continue to be a place where people of all races and nationalities can succeed.”

Moreno should have no problem successfully pursuing her goals, according to one of her teachers at Santiago High School.

“Tessa has a strong desire for perfection,” said Diana Twiss, Moreno's 11th grade language arts teacher. “I cannot recall a time when Tessa did not give 100 percent.”

“As a student, she is respected and admired, often sought out by her peers. Even though she earned one of the highest grades in my class and despite all of her accomplishments, she was always wonderfully humble.”

Among those accomplishments were her enrollment in advanced placement classes throughout high school and her participation in a variety of extra-curricular activities,

including serving as captain of the girls' basketball team.

She also received the student scholar-athlete award and the school's prestigious SHARK (Sacrifice, Heart, Attitude, Respect, Knowledge) award. She is also a member of the National Honor Society, the California Scholastic Federation and Amnesty International.

In addition to her rigorous academic schedule, her job at Vons and her extracurricular activities, Moreno finds time to work as a volunteer tutor at a local elementary school and is an active member at the Crossroads Christian Church.

**“I always take it upon myself to be a leader.”**

Moreno attributes much of her academic success to her family and to her participation in sports.

“My parents have been the major influence in my life,” she said. “But my younger brother and older sister have helped me to strive for academic excellence,” she said.

“My lifelong participation in sports has also been a huge factor in my development. I always take it upon myself to be a leader. Being a member of a team, I learned to work with others to achieve a common goal.

“The desire to win that I got out of my participation in sports has helped motivate me to succeed in everything I do.”

## Jacqueline Akimana survived genocide, looks to future

Jacqueline Akimana has few memories of the inter-tribal war and genocide that ravaged her native country of Rwanda when she was a young girl.

“I don't remember much, but I know we lost many members of my extended family,” Akimana said. “All of us in my immediate family were fortunate to survive.”

Akimana said that her immediate family survived because it was hidden throughout the conflict by members of other tribes. Hundreds of thousands of others were not so lucky.

Akimana and her father came to the United States five years ago. Her mother remained in Rwanda to care for her two younger sisters.

She works as a courtesy clerk at Stater Bros. 112 in Redlands and attends Crafton Hills College in Yucaipa.

“One of my biggest challenges when I came to the U.S. was learning English,” she said. “I spoke my native language (Kinyawanda) and French.”

It was a challenge that she has met successfully, earning a grade point average above 3.5.

Akimana said that her cousin, Lawrence Ruzagiriza, is the person who has influenced her life the most.

“He came to this country with his parents when he was 10 years old,” she said. “Two years later, both parents died, he did not know anyone else, and he was still learning the language. In spite of these obstacles, he became successful.

“I am inspired by his life. I know that I can be whatever I want to be through hard work.”

Akimana hopes to be a pharmacist.

“I had designs on becoming a physician,” she said, “but found that I did not like to be around blood.”



Jacqueline Akimana

## For John Hall, confidence and hard work are keys

John Hall possesses a great deal of confidence. And that, he believes, will be the key to a successful future.

“The confidence I have in my abilities, morals and choices has never been higher,” Hall said. “This gives me the ability to take chances in life that will lead me toward success.”

Hall is a history major in his final year at California State University San Marcos. His mother, Susan, works at Rite Aid 5728 in Murrieta.

He hopes to become a teacher or work in student affairs in a high school or university setting.

“The study of history is my calling,” he said. “I have tremendous enthusiasm and hope to someday share that enthusiasm for the subject with students.”

He serves as a paid student orientation director at his school. Prior to that, he was a resident advisor in the school's dormitories. Both jobs have whetted his desire to consider a career working with students in an academic setting.



John Hall

Jennie Goldman, coordinator of new student programs at the school, believes Hall is an “incredible role model.”

“His position gives him the opportunity to make a difference in fellow students' lives on a daily basis,” Goldman said. “John is hard working, persistent, dedicated and creative, all while having one of the biggest hearts you will ever find.”

Hall said Goldman has been one of the biggest influences in his life.

“I would not be half the person I am today had I not met her,” he said. “I'm thankful for everything she sends my way, from praises to challenges. Thanks to her, I consider myself ready for any of life's challenges.”

(Please see next page)

# Congratulations to Local 1167's Scholarship winners

(Continued from previous page)

## Melissa Angulo: 'I want to save as many lives as I can'

**M**elissa Angulo wants to contribute to her community through a career in the medical field, first as a registered nurse and later as a pediatrician.



Melissa Angulo

Melissa is a 2008 graduate of Pacific High School in San Bernardino. Her father, Pete, works at Windsor Foods.

"I want to save as many lives as I can," Angulo said. "I want to work in my own community so I can help people who need it the most."

Melissa participated in a variety of sports since her freshman year in high school, including, soccer and track & field. That involvement led her to consider a career in the medical field.

"If it wasn't for sports, I would have never taken the sports therapy class at school in my junior year," she said. "It helped reinforce my desire to help people deal with medical problems and it also taught me first aid."

**'He taught me to never give up and always try harder.'**

Melissa said her older brother, Jovan, has been one of the people who most influenced her life.

"I have always looked up to him," she said. "He was always there for me. He taught me to never give up and always try harder."

Another influence was her AVID (Advancement Via Individual Determination) teacher, Mr. Smotherman.

"He was demanding and that helped me to do better in school," Angulo said. "I will always remember what he told me: 'Never settle for less.'"

## Tae-Kwondo teaches discipline to Janet Villarreal

**A**nyone contemplating picking a fight with Janet Villarreal better think twice.

Villarreal is a Tae-Kwondo (Korean martial art) expert, something that has greatly contributed to her development.

"It helped me mature both physically and mentally," she said. "I learned focus and discipline, important elements necessary to complete any task."

Villarreal attends Riverside Community College, where she studies computer engineering. Her mother, Dulce Villarreal, works at Albertsons 6641 in Corona.

She said that her Tae-Kwondo training has provided her with other useful skills.

"The ability to respect yourself and others, to have a trained and conscientious mind and the development of excellent memorization skills are all part of the training," Villarreal said.

Not all of Villarreal's development was learned through Tae-Kwondo. She credits her older sister with helping her personal growth.

"She taught me that no matter what obstacles are placed in your path, you can succeed if you persevere," she said. "She always encourages me to be the best that I can be and to be a helpful and generous individual.

"Thanks to her and my Tae-Kwondo training," she continued, "I have the confidence I need for future success."

After she completes her undergraduate studies, Villarreal would like to pursue a master's degree before beginning her career as a computer science engineer.

Her goals include working in some capacity to "help others who are less fortunate."

## Ashley Rogers cooks for success

**A**shley Rogers wants to turn her hobby into a career.

"I love to cook," Rogers said. "I do it as much as I can. I enjoy taking seemingly diverse ingredients and making a variety of dishes with them."

Given her spare-time interest in

cooking, it should come as no surprise that the recent graduate of Perris High School wants to someday own and operate her own catering business or restaurant.

Rogers is a utility clerk at Foods 4 Less 315 in Perris.

"I know there is more to a catering business than preparing the food," she said, "so working at a market helps. But the one single activity that contributed most to my development was my work experience class in high school.

"The teacher, Mrs. Lewis, helped me develop many of the business-related skills I will need when I am out on my own. Another one of my teachers, Mrs. Rubow also helped me to understand how important it is to take responsibility for my actions. I know the lessons I learned from them will be invaluable in the future."

In addition to cooking, Rogers enjoys reading and she keeps a detailed scrapbook and diary about her life.

"I hope that one day my catering and/or restaurant will have locations throughout the United States," she said. "I know that it will take a lot of hard work, but I am confident that I can accomplish my goals.

"I want to become so successful that I will be able to devote much of my time and financial resources to help find a cure for diabetes and work with programs that help children with this disease," she said.

## Anthony Carvalho: An AVID fan

**A**nthony Carvalho is an AVID (Advancement Via Individual Determination) program success story.

AVID is an in-school academic support program for grades 4-12 that prepares students for college eligibility and success. Carvalho took full advantage of it.

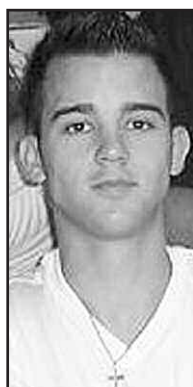
"AVID is the one single activity that contributed to my development," Carvalho said. "It gave me the tools necessary to succeed in school and also later on, when I establish a career."



Ashley Rogers



Janet Villarreal



Anthony Carvalho

Carvalho is a graduate of Colton High School and works as a courtesy clerk at Stater Bros. 3 in Colton.

"I want to obtain an undergraduate degree in business so I can eventually go to law school," he said. "I learned through my participation in AVID that if I work hard, I can accomplish anything."

Carvalho credits his AVID teacher, Mrs. Paramo, with helping him appreciate his own potential.

"She was an inspiration to me," Carvalho said. "She has one goal in life: to help those who want help. I could go to her for anything, anytime I needed help. I will always be grateful to her."

Carvalho said that education is his main priority.

"It represents the path to success in life," he said. "When I become a lawyer, I want to devote at least part of my time to help people who need assistance but cannot afford it. It's my way of paying back something to my community."

## Britton Borrero thanks the Lord



Britton Borrero

**B**ritton Borrero thanks both the Lord and football for making him the person he is today.

"The Lord is the greatest influence in my life," Borrero said. "He has proven time and

time again that His presence makes a difference for me and is greater than anything of which I am aware."

Borrero is the son of Connie Borrero who works at Food 4 Less 303 in Rialto. The 2008 graduate of Pacific High School in San Bernardino plans to attend San Bernardino Valley College.

He said that playing football also significantly influenced his life.

"Playing football showed me how important teamwork is," Borrero said. "It showed me that determination and hard work pay off. I also learned to focus on a goal and work hard to achieve that goal."

In addition to playing football, Borrero was on the track & field and weightlifting teams.

When he completes his education, Borrero would like to live "the American Dream" with a loving family, a nice home, a good job and an

(Please see next page)

# Albertsons ordered to reinstate Jaime Juarez's employment

(Continued from page 3)

She verified that the offer pertained only to this grievant.

With the grievant's okay, Local 1167 accepted the company's offer and he went back to work. After the agreement, Myers stated that the same offer would be made to Juarez. Graham pointed out that he had already rejected that offer, but he would present it to Juarez again.

Graham contacted Juarez with the offer and he promptly rejected it.

Juarez's arbitration was held in July of 2007. The company maintained that Juarez mishandled company property, which resulted in a huge loss. Local 1167 argued that the company had terminated Juarez for failing to perform work as required. Language in the contract states that an employee must have a prior written warning before receiving a termination of employment. Juarez had no warning for failing to perform work as required.

The arbitrator's decision came on Dec. 27, 2007. While he stated that Juarez acted inappropriately in the given situation, he made a "good faith judgment" that the product was not in immediate danger.

He stated: "Clearly, that decision, albeit in good faith, was wrong and clearly he failed to perform his duties as required." He continued: "From the record as a whole, and in noting the grievant's conduct and the applicability of the language in Article 3, Section A.2, and in also noting that the grievant did not have a prior warning in writing for a related or similar offense, I find that discharge/termination was improper and in violation of the collective bargaining agreement."

The arbitrator ordered Juarez back to work with an undetermined suspension time, remanding that issue back to the company and the union to decide.

Juarez went back to work in January 2008 after 14 months. Local 1167 felt that any suspension should not have lasted longer than a week and proposed that amount of time to the company.

Myers argued that the suspension time should last several months, given the huge loss to the company. She also argued that, since she had made an offer to return Juarez to work in late February of 2007 and he refused, the company's liability ended at that time. Essentially, the company owed no back wages in its view.

When the two sides could not reach agreement, Local 1167 submitted the issue back to the arbitrator

for his decision.

The company presented its case to the arbitrator. It maintained that it had presented the union with an unconditional offer back in February 2007 to return Juarez to work. Local 1167 attorney Jeff Wohlner pointed out that the offer in February 2007 was not an unconditional offer, since Juarez would have had to accept going back to work without back pay or other benefits and time off would be considered a disciplinary suspension without pay.

Albertsons representative Myers then took the witness stand and shocked Local 1167 when she testified that her offer to Graham was to reinstate Juarez to work without conditions, and the issues of back pay and benefits would remain open to arbitrate at a later date. No such offer had ever been made, so Wohlner on cross examination pointed out the letter she had written to Graham with her conditional proposal for settlement. She maintained that the offer was unconditional.

He then pointed out the letter from Graham responding to her proposal. In that letter, Graham pointed out the conditions of her offer, which were numerous. He then pointed out the last paragraph of Graham's letter, which the arbitrator quoted in his decision:

"We will arbitrate these cases. But I would offer for your consideration that we would accept an offer to return the two gentlemen to work, and arbitrate the time that they lost. This would benefit both sides. Both men would be returned to work and the company would limit a possible ongoing liability. However, if we have to arbitrate, we would have to arbitrate each case individually. The circumstances of each termination are different and would have to be heard separately."

She stated that the letter "looked familiar" but she had no direct memory of ever receiving it. But regardless of what the letters state, she testified that during oral discussions between her and Graham, she had proposed reinstating the grievant and arbitrating the issue of back pay after his reinstatement.

Graham was recalled to the stand and he specifically denied that Myers made any such offer. He pointed out that he had made the proposal and that Myers had never responded to it.

In making his decision, the arbitrator pointed out Myers' questionable testimony:

"The only evidence as to a purported unconditional offer from the employer was in the testimony by Myers to the effect that she made such an offer orally. Quite

frankly, and as the union points out, Myers' testimony leaves a lot to be desired."

As noted above, the employer's March 6 settlement offer clearly shows that the company's offer to reinstate the grievant was not unconditional.

A little further down in his decision, he writes:

"As the union pointed out, Ms. Myers' testimony is rather difficult to credit for a number of reasons. Initially, I note that Ms. Myers' testimony about an oral offer was flatly contradicted by Mr. Graham.

"More significant, however, is the fact that the written evidence shows that it was the union which made the offer of immediate reinstatement with the right to arbitrate these other issues.

"Curiously, if the employer had made the same offer orally days before as Ms. Myers [testified], then there would have been no reason that Mr. Graham would have written the counter offer. All he would have done is noted his acceptance of Ms. Myers' offer."

In wrapping up his thought process, he wrote:

"Therefore, while Ms. Myers testified that she did make such an offer, the fact that she agreed that there were no further discussions after the union's rejection and counter offer left her testimony as extremely difficult to credit.

"And, finally, I should note that when Myers was cross-examined on this point, i.e. the existence of an oral offer, that her testimony appeared somewhat confusing, and later, after a short recess and after returning to the witness stand on redirect examination, Myers' explanations further weakened her reliability and credibility on this issue."

His final decision is apparently based on the fact that he could not believe the company's star witness.

"I therefore find and conclude that the grievant's termination should be modified to a 30-day disciplinary suspension and that he is entitled to back pay and all other benefits that he lost as a result of the improper discharge."

The arbitrator's ruling indicated that Juarez would receive 13 months of back wages and benefits contributions, minus any interim earnings that Juarez received during the time he was not working for Albertsons.

Grievance Coordinator Graham found that the company owed Juarez 2,280 hours in health and welfare and pension contributions totaling \$8,938.65. After the required legal deductions, Juarez was paid \$25,215.00 in wages.

## Congratulations to Local 1167's Scholarship winners

(Continued from previous page)

ongoing involvement with football.

"I thank the Lord for blessing me with as much as he has," Borrero said. "I know that if it wasn't for Him, I would not have anything in my life. I thank Him for making a world that is a beautiful place where His children can flourish and acknowledge His presence."

### Brandon Gray finds right crowd

**B**randon Gray learned how to be a team player and get along with other people by playing baseball.

"Baseball was the one activity

that helped to make me the person I am today," Gray said.

"It opened up a new world because it kept me away from the wrong crowd. As a result of my participation, I was able to meet new people who were a good influence on me."

Gray attends Riverside Community College and works as a courtesy clerk at Stater Bros. 39 in Riverside.



Brandon Gray

He played football as well as baseball at Martin Luther King High School in Riverside.

"Sports helped me in the classroom, as well," Gray said. "It teaches you to pay attention to the details. And that is helpful not only in school, but also in business and in anything else you do in life."

Gray said his grandfather was the person who influenced him most.

"He is my inspiration in everything I do," Gray said.

"He taught me to persevere, to never take no for an answer. He also showed by example how to keep my head up, even in the worst of times.

"I'm also grateful to him for introducing me to painting, woodwork and metalwork, things I have come to enjoy."

Gray also participates in motocross and bodybuilding.

He wants to continue his education at a four-year university after he receives his associate's degree and hopes to become either a firefighter or a businessman.

"Most important, I want to help kids understand that they can do great things in life and make their dreams come true through hard work and by believing in themselves," he said.

## PRESIDENT'S REPORT

# The season of hope

**O**n Nov. 4, more people than ever voted in the presidential elections. As a result of their decisive verdict, Barack Obama will become the next president of the United States on Jan. 20, 2009.

I can't recall a time when our country more desperately needed a dramatic change in direction. Now we have the people in place to make that change become reality.

Even as we hear and read about more bad economic news — another company on the edge of bankruptcy, another spike in the unemployment rate — we get the unshakable feeling that something good is about to begin. That feeling is called "hope" and it has been the theme of Obama's campaign.

I know that some of our members voted for his opponent, but almost everyone agrees that he's a lot better than his predecessor. He will lead an administration that cares about working Americans and is prepared to act intelligently and creatively on our behalf.

Supporting our president-elect in his efforts will be a much stronger majority of labor-friendly members of Congress, better able to overcome threats of filibusters from those who oppose us. Our allies on Capitol Hill can be expected to enact comprehensive health care legislation, and President Obama can be expected to sign it into law.



By Bill Lathrop

Last summer, I attended the UFCW International Convention where Obama declared his intention to make the EFCA the "law of the land." But just having an administration in place that says the right things is not enough. It's up to us to ensure that it stays true to its words.

We will be watching the developments in Washington closely in the coming months and years. If we need to give a few more incumbents the boot and replace them with our friends, so be it!

For now, at least, it looks as though the country's political leadership is solidly in our corner. This leadership deserves our support and prayers in this time of national crisis.

Now, more than ever, is the time to come together as union members and as Americans. We need to defend our friends against the inevitable attacks that will come from our opponents. Most importantly, we need to speak with a strong and clear voice on behalf of the pro-worker and pro-middle class initiatives we expect to see in Washington.

After eight years of rampant incompetence and ideological hostility, it is nice to look forward to a new era of hopefulness. We've worked hard for this moment. We deserve it.

I wish you and your families a happy holiday season and a hopeful New Year.

## STEWARD FEATURE

## Tragedy underscores value of union benefits

**L**iz Moran, steward at Albertsons 6798 in Lake Elsinore, describes herself as a "strong supporter of the union."

"I know that we have the great benefits we have because of the union," Moran said.

The importance of one of those benefits, health coverage, was driven home 11 years ago when her husband developed a malignant brain tumor.

"It was a stressful time for me and our four children," she said. "There was so much we had to do to. We wanted to ensure that he got the best care."

They were able to get that care because he was covered under her union-negotiated health benefits.

"He was self-employed and he could have never gotten the plan I had," Moran said.



Liz Moran

"He was in and out of Loma Linda Medical Center numerous times and had great care. All of it

was covered by our health benefits.

"With everything we had to worry about, it was good to know that we didn't have to worry about how we were going to pay for his care."

Moran took a one-year leave of absence to care for her husband and that too was possible because she was in a union.

"I had a job to go back to because our contract allows you to take a leave of absence and still be able to come back to work," she said.

Unfortunately, Moran's husband lost his battle with cancer in 1998.

"I needed to get back to work," Moran recalled. It helped me recover from the stress and the other emotions I experienced during my husband's illness."

Moran is a 20-year veteran of the grocery industry. She began her career at Albertsons in Pasadena and has worked at stores in Perris,

Temecula, Sun City and Murrieta.

"I was a seafood supervisor at each of my previous stores," she said. "Since I came to the store in Lake Elsinore, I've been a back-up scan coordinator."

Moran enjoys her work as a steward.

"I like to help people," she said. "It's important that people have someone they can turn to in the store for information about their rights under the contract."

In her spare time, Moran likes to read "just about any kind of book I can get my hands on." She also enjoys trips to the beach and, once a month, she and a group of her Albertsons colleagues get together to play Bunko.

"It's a dice game and it doesn't require much concentration," she said. "That gives us the chance to catch up and talk the evening away."