

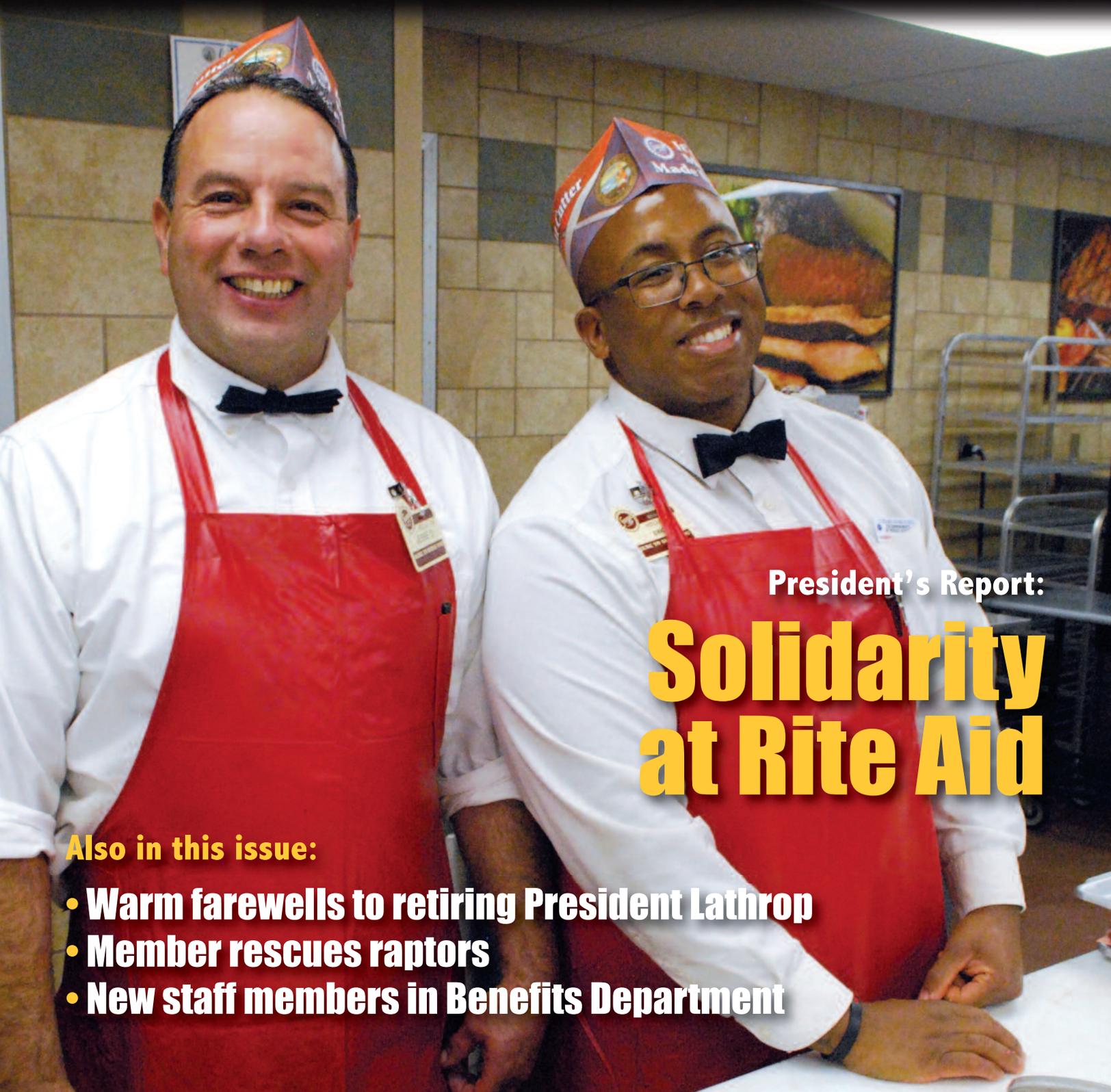
# DESERT Edge

**UFCW** LOCAL **1167**

a **VOICE** for working America

Official Publication of United Food and Commercial Workers Union Local 1167

Spring 2015



President's Report:

## Solidarity at Rite Aid

Also in this issue:

- Warm farewells to retiring President Lathrop
- Member rescues raptors
- New staff members in Benefits Department

**Union offices will be closed:** April 3, 2015  
Good Friday  
May 25, 2015  
Memorial Day

## Next Quarterly Membership Meetings:

Wednesday, March 25, 2015

Wednesday, June 24, 2015

Meetings start at 7 p.m.

New Member meetings held at 10 am and 5:30 pm.

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

Outlying area meetings listed on page 13.

## DESERT EDGE

**Rick Bruer**  
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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### Food and Meat Division insurance:

(909) 877-1110

### Drug & General Sales Division insurance:

(909) 877-2331

### Telephone hours:

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

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**ON THE COVER:** Members at work from Stater Bros. 194, Covina

## Food Division: Report vacation waivers to maintain health coverage

Food members are urged to fill out Loss of Eligibility (vacation waiver) forms to maintain health coverage. This does not apply to drug members.

In order to maintain health coverage, Food and Meat Division members must work a certain minimum number of hours every month.

Paid vacation hours count toward the monthly minimum number of hours, but generally they need to be adjusted manually. This is because most stores report vacation hours when they are paid on the member's anniversary date and not when they are taken. For this reason, members may get a notice that they are short on hours in

a month in which they took a paid vacation.

### We're here to help

If you have taken a paid vacation and think you may be short on hours as a result, call the Insurance Department at (909) 877-1110 and request a Loss of Eligibility (vacation waiver) form.

Complete the form and mail it back to the Benefits Department after you have returned from your vacation. This will maintain your insurance coverage with minimal loss of eligibility. The form is also available on the union's website, under the "Insurance Department" tab. Visit us at [www.ufcw1167.org](http://www.ufcw1167.org).

## Notice to all members: Your dues are now payable!

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

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

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

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

# Rite Aid negotiations on the horizon

In July, our union will join six other UFCW Locals in Southern California to begin negotiations with representatives of Rite Aid.

Questionnaires were sent to our Rite Aid members, asking them what they would like to see in their next contract with the company. We are gratified that so many of them completed their questionnaires and returned them promptly.

Unfortunately, none of us expects the bargaining process to be easy. It almost never is.

Elsewhere in California and in other parts of the country, Rite Aid has been demanding concessions from its workers, especially in the area of health care.

Should Rite Aid make similar proposals here, we'll need a strong and united membership to defeat them.

When I say "united," I'm not just talking about members of our union who work for Rite Aid. I'm talking about all of the members of UFCW Local 1167.

Those who work in the supermarkets may recall the strong support they received from our drug store members in past negotiations. They



RICK BRUER  
President

backed our grocery members by attending marches and rallies to help them attain a fair contract.

During the supermarket strike and lockouts of 2003-2004, our drug store members honored the UFCW picket lines. They supplied water bottles when the weather was hot and even provided reinforcement by joining the lines themselves.

And when the time comes to bargain with Albertsons, Haggen, Ralphs, Stater Bros. and Vons for a new contract in 2016, we can be sure our members at Rite Aid and CVS will back the grocery workers yet again.

Now it's time for supermarket members to return the favor by standing strong with their union sisters and brothers in the drug stores.

This is how unions work, especially at the UFCW, which



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*When I say 'united,' I'm not just talking about members of our union who work for Rite Aid. I'm talking about all of the members of UFCW Local 1167.*

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represents workers with a variety of employers in a variety of industries. When members in one group are confronted by a challenge, they can rely on the strong support of others who will come to their aid.

We have seen this principle at work not only in supermarkets and drug stores, but in doctor's offices, meat processing plants, factories and hospitals, as well.

The principle also extends outward to our allies in the community, including other labor unions, advocacy groups and our friends in public office.

Standing strong together, united in voice and purpose, we can achieve better contracts in all of the industries we serve, with good pay, excellent health benefits, rights on the job and the ability to look forward to a dignified and secure retirement.

If you have any questions about negotiations with Rite Aid or any other union employer, please don't hesitate to contact your Union Representative.

We're in this together! ■

# What's Happening

## Just Retired

The months of January, February and March brought us several new retirees. **Deanne Solomon** worked for Stater Bros. for eight years. **Linda Vepe** worked for Stater Bros. for 36 years. **Yolanda Lopez** worked for Stater Bros. for 25 years. **Mark Cesak** worked for Stater Bros. for 37 years. **Eddie Mata** worked for Market Basket, Albertsons and Stater Bros. for 33 years. **Raymond Hart** worked for Stater Bros. for 10 years. **Alfred Castro** worked for Ralphs for 44 years. **Arthur Jones** worked for Stater Bros. for 28 years. **Cynthia Huerta** worked for Stater Bros. for 29 years. **Daniel Torrez, Jr.** worked for Stater Bros. for 45 years. **Edward Villalobos** worked for Safeway and Stater Bros. for 34 years. **Richard Espinoza** worked for Ralphs for 11 years. **Tina Kelly** worked for Albertsons and Stater Bros. for 17 years. **David Yax** worked for Stater Bros. for 28 years. **Theresa Nuss** worked for Stater Bros. for 28 years. **Albert Bustamante** worked for Foods Co., Albertsons, and Stater Bros. for 36 years. **Eileen Kay** worked for Stater Bros. for 35 years. Congratulations to all of our new retirees! We wish you many healthy, happy years ahead to enjoy your well-earned retirements.

## Just Married

**Isaac Ruiz**, Stater Bros., married Kimberly Zacharias on Aug. 6, in San Bernardino. **Amanda Whighsil**, Rite Aid., married Jose Bernal on Aug. 9, in Hemet. **Luis Deleon**, Food 4 Less., married Rebecka on Sept. 10 in San Bernardino. The newlyweds honeymooned on a cruise. **Bob Kivrizis**, retired Albertsons member, married Angelic Jimenez on Oct. 4 in Redlands. The couple honeymooned in Jamaica. **Mary Brambila**, Ralphs, married Wendrif Mickens on Oct. 11 in Grand Terrace and celebrated their union on a Mexican cruise. **Brandon Orozco** from Stater Bros. and **Kelsey Miller**, Stater Bros., were married on Oct. 11, and honeymooned in Las Vegas. **Veronica Devine**, Rite Aid, married James Espudo on Nov. 14 in Riverside. The newlyweds honeymooned at the Mission Inn. **Richard Avila**, Rite Aid, wed Edith Davila on Nov. 29 in El Centro and took a cruise to Catalina and Ensenada for their honeymoon. **Jonathan McCartin**, Stater Bros., wed Melissa at Heart's Home Farm on Dec. 14. The newlyweds honeymooned in San Diego. Congratulations to all of our newlyweds!

## Just Born

**Tymarie Esteban Yanez**, Stater Bros., has a new daughter, Adrian Chloe-Marie, who was born on Dec. 6, weighing 8 lbs. 10 oz. Mom says "she is beautiful." ... **Sophy Soy**, Stater Bros., and Ellis Barnes are pleased to announce the birth of Marcel on Dec. 28. Marcel weighed 6 lbs. 15 oz. ... **Nicole Garcia**, Stater Bros, has a daughter, Avahly Wilson, who was born Jan. 17, weighing 5 lbs. 8oz. Mom quotes Winnie the Pooh; "Sometimes the smallest things take up the most room in your heart."... **Chenir Jackson**, Stater Bros., has a new daughter, Ava Marie, born Jan. 5, weighing 9 lbs. 7 oz. and 20" long.... **Ruby Chavez**, Stater Bros., is proud to announce the birth of Roselynn Angel Amezcua, on Dec. 16. Roselynn weighed 3 lbs. ... **Jose & Marisela Ortiz**, both from Ralphs, have a new baby boy, Israel Miguel, born Dec. 3, weighing 7 lbs. 11oz. ... **Stephanie Carretero**, Stater Bros., gave birth on Jan 3. Andrew Jacob ("AJ") weighed 7 lbs. 2oz. ... **Heather Brase**, Ralphs, welcomed Corbin Dean on Jan. 11. Corbin weighed 9 lbs. 9oz. ... **Fernando Cornejo**, Ralphs., has a new little girl, Faith Teresa Caro, born Dec. 7 weighing 7 lbs. 2 oz. ... **Jonathan Aguilar**, Food 4 Less., welcomes her new baby Violet Marie, born Nov. 16, weighing 7 lbs.5 oz. ... **Chuckie Elmore Jr.**, Stater Bros., has a new son, Micheal, born Oct. 29, weighing 7 lbs. 14 oz. ... **Christopher Edgar and Cheryl Blair**, both Stater Bros., welcomed Radley into the world on Sept. 2. Radley weighed 9 lbs. 3 oz. ... **Christal Salgado**, Stater Bros., welcomed "our precious son and fighter" Mason James Knight on Nov. 3. Mason weighed 4 lbs. 3 oz. ... **Jennifer Zumpano**, Stater Bros., welcomed her new baby boy, Brody Steven, on Nov. 24. Brody weighed 7 lbs.11 oz. ... **Rocsana Cuamani**, Stater Bros., has a new son, Ephraim-Yahyel, born Dec. 7. Ephraim weighed 6 lbs. 9 oz. ... **Francisco Barajas**, Von's El Monte Meat Service Center, has a new son, Aaron Nicholas. Aaron was born Nov. 19 and weighed 8 lbs. 13 oz. ... **Raul Montez Jr.**, Stater Bros., is proud to announce the birth of Miguel Angel, born Dec. 24. Miguel weighed 7 lbs. 3 oz. ... **Steve Herrera Garcia**, Ralphs, welcomed his new son, Zachary Herrera, on Dec. 17. Zachary weighed 7 lbs. 7 oz. ... **Ervin Ramirez**, Rite Aid, welcomed Aadan Noel into the world on Dec. 25. Aadan weighed 6 lbs. 12 oz. ... **Steve Mendez**, Stater Bros., has a new baby girl, Everleigh Claire. Everleigh was born Jan. 17 and weighed 6 lbs. 1 oz. ... **Maria Solis**, Stater Bros., welcomed her second baby girl, Annabelle Lynne, on Dec. 10. Annabelle weighed 7 lbs. 8 oz. and was 20" long. Congratulations to all the new mommies and daddies!

## IN MEMORIAM

**Howard Bartels**, a retired food clerk formerly employed by Stater Bros., died on Jan. 21, 2015 at the age of 77. He had been a member since October 1958.

**Darrell Boom**, a retired food clerk formerly employed by Alpha Beta and Ralphs, died on Jan. 10, 2015 at the age of 74. He had been a continuous member since July 1961.

**Jeffery Campbell**, a general merchandise clerk employed by Stater Bros., died on Nov. 19, 2014 at the age of 58. He had been a continuous member since January 2007.

**Patrick Dunn**, a retired food clerk formerly employed by Petro Lane, Alpha Beta and Stater Bros., died on Jan. 14 at the age of 78. He had been a member since September 1955.

**Shirlee Farrell**, a retired general merchandise clerk formerly employed by Albertsons, died on Dec. 1 at the age of 79. She had been a member since October 1977.

**Rock Hamm**, a retired food clerk formerly employed by FedMart, Lucky and Albertsons, died on Nov. 21, 2014 at the age of 55. He had been a member since May 1978.

**William Hart**, a food clerk employed by Stater Bros., died on Dec. 22 at the age of 50. He had been a member since April 1985.

**Ana Hebert**, a retired general merchandise clerk formerly employed by Gemco and Lucky, died on Jan. 18 at the age of 90. She had been a continuous member since September 1974.

**Delna Johnson**, an affiliated member employed by Albertsons, died on Nov. 15 at the age of 58. She had been a member since November 1991.

**Dora Koontz**, a retired drug clerk formerly employed by Sav-on Drug, died on Sept. 4, 2014 at the age of 90. She had been a continuous member since October 1963.

**Dennis McPherron**, a retired meat cutter formerly employed by Lucky, died on Nov. 8 at the age of 65. He had been a member since May 1969.

**William Milstead**, a retired meat cutter formerly employed by Stater Bros., died on Nov. 19, 2014 at the age of 87. He had been a continuous member since August 1960.

**William Mitre**, a retired food clerk formerly employed by Lucky, died on Dec. 15 at the age of 79. He had been a member since November 1964.

**Elizabeth Mott**, a retired food clerk formerly employed by UFCW Local 1167, died on Jan. 17 at the age of 82. She had been a continuous member since September 1972.

Please see page 12

# Meet the New UFCW Local 1167 Benefits Department Staff

## Lisset Baez

**I**'m looking forward to helping members and make sure they're taken care of properly," said Lisset Baez, one of the union's new staffers in the Benefits Department.

Baez worked at Stater Bros. for 13 years in her store's dairy department and as a receiver and customer service representative.

She was also the shop steward for three years at Stater Bros. 175 in Fontana.

"Members would come to me with many questions about the union — especially the new kids," she recalled, "So it was a logical step for me to be a steward.

"I was frequently educating my co-workers on the benefits of union



membership, and now that I'm with the Benefits Department, I'm able to help people on an entirely new level.

"I want to help the members use their benefits to the fullest potential."

Baez is engaged and has twin sons, Brandon and Brian, 12, who are active in the Boy Scouts.

She also has a daughter, Katherine, 9, who wants to be a cheerleader. "She's my girly girl," Baez said. ■

## Shanthal Uribe

**I** went to work for Stater Bros. because I wanted to make it my career," Shanthal Uribe said. For 17 years she worked for the company as a receiver, in the produce department and in the main office.

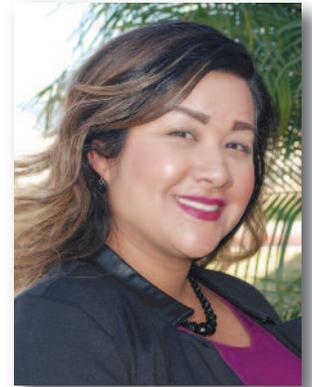
"It was not just a job out of high school but a career with good pay and benefits and room to grow," she said.

"That's what a union job provides."

Uribe is now with the Benefits Department of UFCW Local 1167, assisting members with their needs.

"I want to help members find the answers they're looking for," she said. "We have a good team here to help the members through difficult times.

"We often hear heart-breaking stories as mem-



bers go through some of the most difficult times in their lives. We try to make things easier for them by helping them with their paperwork.

"The info we share has to be accurate," Uribe continued. "We're dealing with people's lives here. They rely on us."

Uribe is married to Andrew, who still works at Stater Bros. in the grocery deli. They met in high school.

Their sons, Andrew, 18, and Jalen, 11, are both into soccer. Aaliyah, 2, tags along to games. ■

## Nick Mitchell

**I** was looking for a job right out of high school and saw a great opportunity in the grocery industry," Nick Mitchell recalls.

He found that job at Stater Bros., where he worked in a variety of capacities over the course of 12 years.

"I knew from my fa-



ther, who worked at Alpha Beta, that a union

gives you a voice at work," Mitchell said.

"Union membership also includes good medical benefits, and I'm glad to be in a position to help people in the union make the most of them."

Mitchell is looking forward to learning more and informing the members who call him about what they are entitled to receiving.

"We're just a phone call away," he said, "and we're happy to help."

Mitchell has been married to Shalena, who works as a school nurse, for a little more than a year, and they have a 2-month old son, Ivan.

"I'm learning to live on no sleep, but completely excited," he said. "It's awesome to be a dad." ■

# Seeking excellence

Steward Rafael Muñoz is a perfectionist who enjoys leading

**W**hen Rafael Muñoz had the opportunity to become a steward two years ago, doubt set in and he wasn't sure he was up to the task.

But the resilience Muñoz used to rise up from his humble beginnings in Mexico also provided the boost he needed to become the leader he is today.

Nearly 30 years ago, Muñoz was a teenager who emigrated from Jalisco, Mexico to join his father in California. After six months he decided to return, feeling unable to adjust to life north of the border.

Muñoz tried to find prosperity in his homeland. He attended the University of Guadalajara briefly before dropping out because he couldn't afford it.

Not one to give up, he crossed the border again, determined to attain the American Dream. He worked odd jobs to get by and at night he took English courses at a local adult school. It was there he met his future wife, Lourdes, and the couple began raising a family.

Soon he found a job cleaning machines at the Vons Perishables distribution center in El Monte. Today, Muñoz works at the same plant and enjoys every day of it.

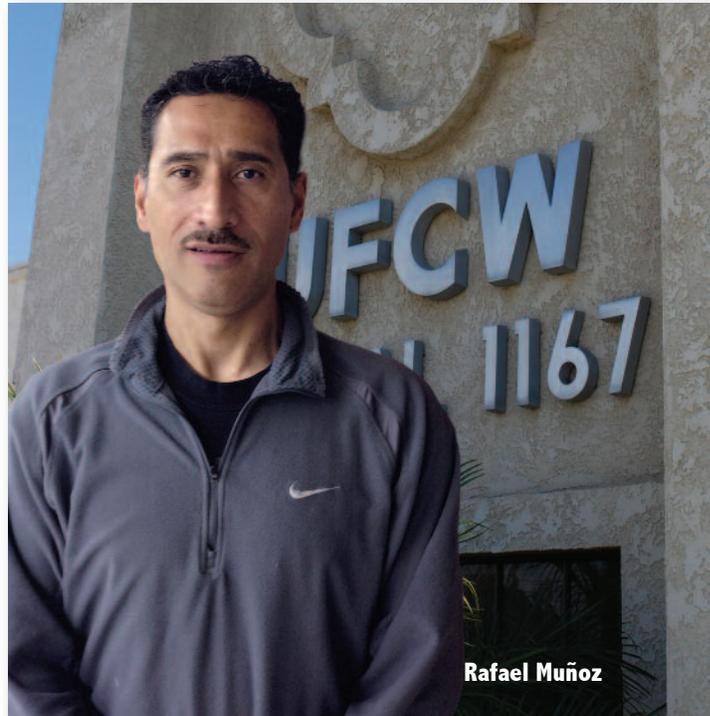
"I love my job," he said. "Every time I go to work, I give it my 100 percent effort. I want to make the company proud and I like making my co-workers happy."

He especially enjoys the physical part of his job.

"I feel like I get paid to work out," he said. "There are days when work gets really hard, but at the end of the day, I'm providing for my family and keeping my blood moving."

Throughout the 141-day strike and lockouts in 2003-04, Muñoz walked picket lines every day, and when the financial toll forced him to take a job at Stater Bros., he made sure to join the picket lines after his shifts.

Muñoz's Union Representative, Matt Bruno, noticed his work ethic early on. Two years ago, when a steward position opened up at the plant, Bruno immediately thought of Muñoz.



"I wondered, 'Will I be good in this role? Can I really do this?'" he recalled. "But I knew I couldn't let an opportunity like this slip away, so I said yes."

### The perfectionist

Now two years into his role as a steward, Muñoz has embraced the opportunity to help others become better union members and get the most of their work experience.

"I'm a perfectionist," he said. "I like doing the right thing and I don't believe in lying."

"I feel the responsibility of representing the union isn't something people should take lightly," he continued. "The union has given me a lot to be thankful for and I want to return the favor by being a good steward."

Muñoz is described by

others as a "sponge" for information. He asks detailed questions to ensure he's clear on everything pertaining to the contract.

When he isn't fulfilling store orders at the plant and making his co-workers happy, Muñoz enjoys time with his family. Their favorite activity together is Muñoz's soccer league.

"The league meets every Friday and I coach one of the teams," he said. "My sons are on my team and my wife and my daughter cheer us on."

Muñoz feels a great debt of gratitude to the union for helping him achieve the happiness he has found in his job and his personal life.

"My kids don't have to worry about going to the doctor and I have a great salary," he said. "It's all because of the union." ■

# A sendoff from peers

## 2014 Food & Drug Conference salutes two retiring labor leaders

**B**ill Lathrop, retired president of UFCW Local 1167 and the Central Labor Council of San Bernardino and Riverside Counties, was recognized as “a true friend of working people” during the 2014 Food & Drug Conference in December.

The award states: “On the occasion of your retirement, we thank you for your decades of commitment, passion and hard work on behalf of all who work in the industries we serve. We honor your inspiring leadership and your friendship. We are privileged to know you, to work with you and to call you a friend.”

“It was a great pleasure to have Bill honored before so many of his colleagues and friends in the industries we serve,” commented Rick Bruer, who succeeded Lathrop as president of UFCW Local 1167.

The event also honored Paul Rubin, retiring secretary-treasurer of UFCW Local 99 in Arizona.

Building on past successes, the 2014 Food & Conference attracted industry representatives from across North America to a solid two-day program of topical updates and dialogues intended to inform, connect and inspire.

The December event featured an array of leaders and expert observers of the food and drug industries, including retail executives, union activists, regulators and manufacturers.

Among the industry leaders addressing the conference was George Frahm, a senior executive at Stater Bros., who explained how his company has succeeded by building employee satisfaction. ■



George Frahm of Stater Bros.



Retired UFCW 1167 President Bill Lathrop, right, stands with UFCW Local 99 Secretary-Treasurer Paul Rubin, who is also retiring, and Food & Drug Conference Director Ellen Anreder.

## Haggen acquiring divested Albertsons and Vons stores

**H**aggen Food & Pharmacy, a union-affiliated supermarket chain based in the Pacific Northwest, announced in January it is acquiring 146 divested Albertsons and Vons/Safeway stores in California, Arizona and Nevada.

The Federal Trade Commission is overseeing the divestment to preserve local competition as Albertsons and Vons/Safeway proceed with their merger.

In UFCW Local 1167’s jurisdiction, Vons stores in Palm Desert and Rancho Mirage, along with Vons and Albertsons meat departments in Rancho Cucamonga, Upland, Chino Hills and Diamond Bar, will convert to the Haggen banner over the next few months.

Haggen (pronounced HAY-gen) has its headquarters in Bellingham, Wash., and currently operates 18 stores. After the merger, Haggen will become an important regional player with 164 outlets.

“We are encouraged to know that Haggen is a union-affiliated chain in the Pacific Northwest,” UFCW Local 1167 President Rick Bruer said.

“We expect Haggen will honor all of its employees’ current union contracts and will work with us constructively in negotiating new contracts in the future.” ■

# Leading by example

Bill Lathrop steps down after guiding Local 1167 through an era of change



**U**FCW Local 1167 emerged from a transformative era on Dec. 31, 2014, when Bill Lathrop retired as president of the union.

A new era began as Rick Bruer, former secretary-treasurer, took the presidential oath of office on Jan. 28, 2015.

“It was an honor to serve side-by-side with Bill,” President Bruer said. “He is the sort of leader who leads by example, providing a model of humility, optimism and a relentless pursuit of excellence for everyone else to admire and follow.”

In retirement, Bill Lathrop caps a long career that began as an apprentice meat cutter and concluded as one of the most honored and respected coalition builders in the history of Southern California’s Labor Movement.

Bill Lathrop grew up in Bell Gardens, one of seven children born to Joe and Phyllis Lathrop. He served in the Army National Guard and graduated from East Los Angeles College in 1971.

That also was the year Lathrop was hired at a Lucky store in West Covina,

launching his career in the supermarket industry.

“I knew a meat cutter at the store who informed me about a position as an apprentice meat cutter, so I gave it a try,” Lathrop recalled.

The head meat cutter at the store was Dale Harnack, an executive board member of Meat Cutters Union Local 439.



Bill Lathrop, far right, with family, in the 1970s.

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

By 1973, Lathrop was involved in his first strike as a member of Local

439. He served as a picket captain during the five-week labor dispute.

“Things happened on that strike in 1973 that you don’t run into nowadays,” he remembered.

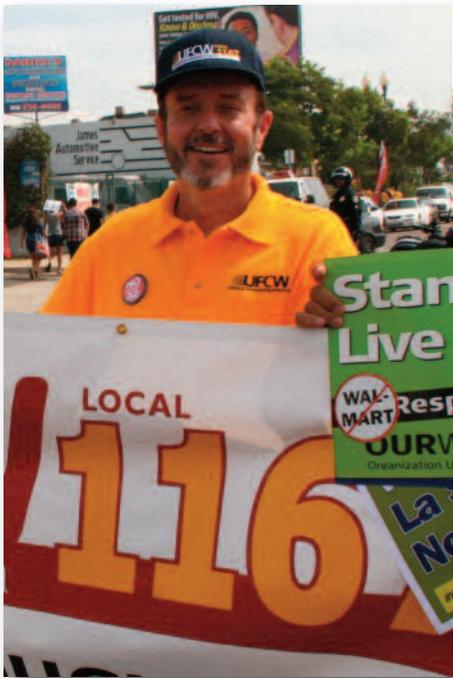
“Off-duty police were hired by the company to pose as security guards. They even pulled guns on us. It was a big learning experience.”

Lathrop “dove into the Labor Movement head-first.” He attended union meetings regularly and became a delegate to the Los Angeles Federation of Labor and the San Bernardino/Riverside Central Labor Council.

In 1981, Local 439 hired Lathrop as a Union Representative. Subsequently, he served as secretary-treasurer of the union until 1985, when it merged with the Retail Clerks union to form UFCW Local 1167.

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

Lathrop served Local 1167 as a Union Representative and as director of Political and Community Affairs. In



Lathrop leads a delegation in a “Respect for Walmart Workers” rally.

the latter capacity he led the union’s efforts in many political campaigns and educated members about issues affecting working people.

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

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



Lathrop, second from right, at a Legislative Conference in 1995.

*‘The merger to form Local 1167 was one of the smartest things us meat cutters ever did.’*

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

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

In 2008, Lathrop was elected president of the UFCW Western States Council, an organization dedicated to united action for working people and advocacy of pro-worker legislation. Also in 2008, the organization hailed him as its Labor Warrior of the Year.

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

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

come. It’s a winning formula.”

Lathrop said he is leaving the union in good hands.

“Rick Bruer is an outstanding choice to lead UFCW Local 1167 as it confronts the many challenges of our day and age,” he said. “He has the intelligence, smarts and wisdom needed to make the best decisions for our union.”

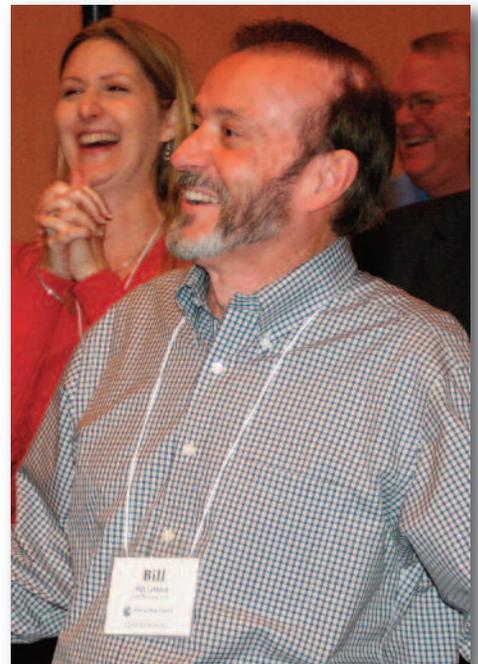
He added: “We had good times and accomplished a lot of good things over the years, and I’m grateful to my friends and colleagues at UFCW Local 1167 and other labor organizations for making this possible.

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

The Lathrops have been married for 43 years and have two sons, four grandchildren and one great-granddaughter.

In retirement, Bill Lathrop said he and Sheri will be frequenting swap meets and cruising the local mall.

“I imagine I’ll be mowing the lawn a lot, too,” he said. ■



Conference attendees enjoy Lathrop’s humor.

# Stephanie McKiernan rescues raptors



Stephanie McKiernan prepares and releases an owl back to the wild.



**W**hen Stephanie McKiernan was a little girl on her grandfather's ranch, she saw three juvenile hawks fall out of a nest.

Two of the raptors flew off, but one was injured, so she took it upon herself to revitalize the bird. She tried everything she could think of, but the hawk died.

"It was horrible," McKiernan remembered. "I made up my mind then and there that I would learn how to rehabilitate these beautiful birds of prey."

These days, McKiernan is a steward and meat cutter at Stater Bros. 191 in Redlands, but she never forgot the vow she made as a young girl.

About 16 years ago, a customer named Kandy Cassler purchased a package of beef hearts at McKiernan's meat counter. Curious, McKiernan asked what they were for.

Cassler replied that the beef hearts were for her birds of prey rescue facility at Bear Paw Ranch in the San Bernardino Mountains.

Was it coincidence? Destiny? Whatever it was, McKiernan took it as a sign it was time to transform her promise into action.

"I asked as many questions as I could and told her what I wanted to do — to rescue hawks. She hooked me up with training classes and took me on as an apprentice."

McKiernan completed two years of training at Bear Paw Ranch, and in the past 14 years she has been rehabilitating birds of prey at her own rescue operation in Cherry Valley.

Licensed with the California Fish and Wildlife Department and California Nature Wildlife Stations, she treats and rehabilitates all kinds of wildlife while specializing in raptors.

All of the area's fish and wildlife rangers, animal control personnel and emergency vets have her cell phone number on speed dial, she said.



“You never know what’s around the corner,” McKiernan said. “Night hawks, bobcats... it could be anything. “I see a lot of raccoons because they get into a lot of mischief.”

The birds she cares for are federally protected, so the good Samaritans who find them are required to turn them over to a licensed specialist like McKiernan within 48 hours.

“Some of the people want to keep the birds as pets — more than we’re aware of,” she said.

At one time, the Department of Fish and Wildlife handed to McKiernan a hawk that had been kept illegally as a pet by a man who was fined more than \$3,500.

“I feel so bad if a bird can’t fly, but when they recover it’s the greatest feeling in the world to set them free,” she said.

“It’s always wonderful to rescue a raptor,” she continued. “It never gets old. It’s like the first time, every time.”

Most of her rehabilitation work is with raptors that ingest poison through rodents they had eaten.

“I do a procedure called gavage, which involves a liquid mix of charcoal, vitamin K and Pedialyte,” she said. The gavage is administered through a tube down the sick raptor’s throat.

“It’s a quick procedure and we have a



Stephanie McKiernan, pictured behind the meat counter at Stater Bros. 191 in Redlands, helps her coworkers as a union steward.



98 percent release rate with it. The gavage absorbs the poison and I’m able to set the birds free in a few days.”

**Above:** A red-tailed hawk is in rehabilitation for release back to Fontana. This was the only red-tailed hawk known to attend a UFCW Local 1167 membership meeting.

It takes more time to heal fractures and broken wings, McKiernan said. Babies also require more work because they have to be hand-fed.

“When I release birds, they must be taken back to where they were found,” she said. “Raptors not only mate for life, they are territorial for life.”

On her way to a regular membership meeting in Bloomington, the 33-year member of UFCW Local 1167 got a call to pick up a red-tailed hawk in Fontana. She took the bird with her to the meeting.

“They’re usually quiet when I cover them up, but this one was bouncing around in the box more than usual,” she recalled.

“[UFCW Local 1167 President] Bill Lathrop noticed the commotion and commented during the meeting that he hoped the bird wouldn’t eat his way out of the box.

“I think it was the first time a union meeting for UFCW Local 1167 has been disrupted by a red-tailed hawk.

“I felt so bad I interrupted the meeting, but it felt really good when I released the bird back to Fontana,” she said. ■

# Anthem security breach update

Anthem Inc., the country's second-largest health insurer, recently announced that one of its databases was compromised by a sophisticated data breach. The stolen data includes millions of names, Social Security numbers and birth dates, among other personal information. Anthem believes that no private medical information was taken.

Current or former members of one of Anthem's affiliated health plans or other independent Blue Cross and Blue Shield plans may be impacted, and Anthem is providing identity protection services to them. For a listing of potentially impacted Anthem affiliated health plans and other Blue Cross and Blue Shield companies for which Anthem is providing this service, visit AnthemFacts.com. Anthem is a service provider to other group health plans and Blue Cross and Blue Shield plans across the country.

Anthem will mail notices to those whose information was stored in the hacked database. For more information, visit [www.AnthemFacts.com](http://www.AnthemFacts.com) or call (877) 263-7995.

Please be cautious if you receive calls or emails that appear to come from Anthem. These may be bogus communications from "phishers" looking to grab even more information.

Look for further communications from the Trust Fund regarding this breach.

IT PAYS TO BE UNION		
	DEC-FEB	2015 TOTAL
BACK PAY AND BENEFITS RESTORED TO MEMBERS	\$14,020.98	\$14,020.98
MEMBERS REINSTATED	84	84
GRIEVANCES SETTLED	174	174

## IN MEMORIAM

continued from page 4

**Gloria Nason**, a retired meat wrapper formerly employed by Vons, died on Oct. 29 at the age of 71. She had been a member since June 1973.

**Horacio Ramirez**, a retired pharmacist formerly employed by Albertsons, Ralphs and Stater Bros., died on Jan. 18 at the age of 70. He had been a member since July 1996.

**Enrique Ramirez**, a retired food clerk formerly employed by Safeway and Vons, died on Dec. 12 at the age of 80. He had been a continuous member since February 1973.

**Kenneth Roberts**, a retired food clerk formerly employed by A.M. Lewis Inc., Orange Empire Corp, Vons and Stater Bros., died on Nov. 25 at the age

of 85. He had been a member since March 1957.

**Gary Sharp**, a retired food clerk formerly employed by Stater Bros., died on Dec. 10 at the age of 70. He had been a member since June 1974.

**Lloyd Sims**, a retired meat cutter formerly employed by Safeway, died on Jan. 19 at the age of 94. He had been a member since February 1947.

**Ray Snow**, a retired meat cutter formerly employed by Albertsons, died on Oct. 28 at the age of 71. He had been a member since September 1962.

**Dick Southerland**, a retired food clerk formerly employed by Safeway and Vons, died on Dec. 12 at the age of 75. He had been a continuous member since December 1958.

Our condolences go to the families of these deceased members.

## Union Representative's Report

**Alan Kontra**

# Protect your job: Always check IDs

**W**e recently made our way through one of the most active days in the calendar year for alcohol sales: Super Bowl Sunday.

Whether your team won or not, if you are a checker who consistently looks at the IDs of customers who bring alcoholic beverages to your lane — you are a winner!

Unfortunately, some people in the stores were losers if they did not check the identification of every young-appearing lad or lady who put booze on the conveyor belt.



**Alan Kontra**  
Union Representative

Those who fail to ask for identification are putting their jobs and even people's lives at risk.

Checking ID is a must, even if a would-be purchaser appears to be well over the age of 21. A good rule is to scrutinize everyone who appears to

be younger than 35, as many major employers require. It's a practical policy and good advice.

A busy checker might unintentionally let someone slip by if there's a long line of impatient shoppers. Don't let this happen to you!

Regulators are aggressive in their efforts to crack down on the sale of alcohol to minors. Huge fines can be levied against the company and the individual checker as well.

The only sure way to keep out of trouble is to follow the rules faithfully.

Checking for IDs can have an extra benefit. Think about how flattered a customer will feel if he or she is older than 30 but you ask for ID anyway! You'll probably be rewarded with a smile and a thank you.

Don't fumble the ball. Follow the playbook and make a shopper's day... and perhaps save your job in the process. ■

# Marc Perrone elected to lead International Union

In December, Marc Perrone was elected president of the 1.3 million-member UFCW International Union.

Perrone has committed four decades to fighting for hard working families.

As a proud leader and member of the UFCW, Perrone has long fought to organize more members, bargain the best contracts possible, and hold irresponsible corporations accountable.

His values have been defined by the belief that every worker has the right to a decent living, a reliable schedule, quality affordable health care, and respect on the job. ■



Marc Perrone

**13th Annual Leukemia & Lymphoma Golf Tournament**  
**May 5, 2015**  
 Sierra Lakes Golf Club  
 Call (909) 877-5000 for details and reservations. Members receive a discounted rate!

**New Member Meetings**  
**10:00 a.m. or 5:30 p.m.**  
**Outlying Area Informational Membership Meetings 7:00 p.m.**

<p><b>Lake Elsinore</b>          Monday, March 16          Holiday Inn Express &amp; Suites          31573 Canyon Estates Dr.</p>	<p><b>Palm Desert</b>          Wednesday, March 18          Residence Inn          38305 Cook St.          Mariposa Lilly Room</p>
<p><b>Victorville</b>          Tuesday, March 17          Hilton Garden Inn          12603 Mariposa Rd.          Mojave Room</p>	<p><b>El Centro</b>          Thursday, March 19          Holiday Inn Express          350 Smoketree Dr., Conf. Room B</p>

**Bloomington**, Wednesday, March 25  
 UFCW Local 1167, 855 W. San Bernardino Ave. Auditorium

## Union Representative's Report Matt Bruno

# Changes in vacation payouts for those who stay with Haggen

As the Albertsons/Vons merger nears its completion, members who work at divested stores in the process of becoming Haggen outlets have asked us many questions about what to expect down the road.

Some of these questions concern vacation payouts.



Matt Bruno  
 Union Representative  
 Grievance Coordinator

Once it completes its acquisition of these stores, Haggen is obliged to assume full vacation responsibilities, without limits, for all employees who stay on at those stores.

For example, if a former Vons or Albertsons employee accrued five weeks of vacation, Haggen is expected to honor the contractual commitments made by the previous owner. Some changes will affect the way vacation time is paid out, however.

Albertsons employees, for example, have accrued their vacation time on their employment anniversaries will not change. So, if an Albertsons employee started working in January 2015, he or she would expect the accrued vacation time to be available in January 2016.

Over the next year or so, Vons employees who are accustomed to accruing their vacation time on a "pay as you go" basis and are not affected by the divested stores will transition to the Albertsons method, with vacation payouts occurring on their employment anniversaries.

For a detailed explanation of how this would affect the timing of your vacation payouts, please get in touch with your Union Representative. ■

# UFCW Local 1167's Scholarship Awards Competition

**U**FCW Local 1167 is proud to announce the launch of its scholarship program for the academic school year 2015-2016.

Scholarships will be awarded to winners chosen from among qualified applicants.

**Food contract members, Stater Bros. Meat Distribution Center members and Vons Meat Service 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.scufcwffunds.com](http://www.scufcwffunds.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 Friday, May 8, 2015.**

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.

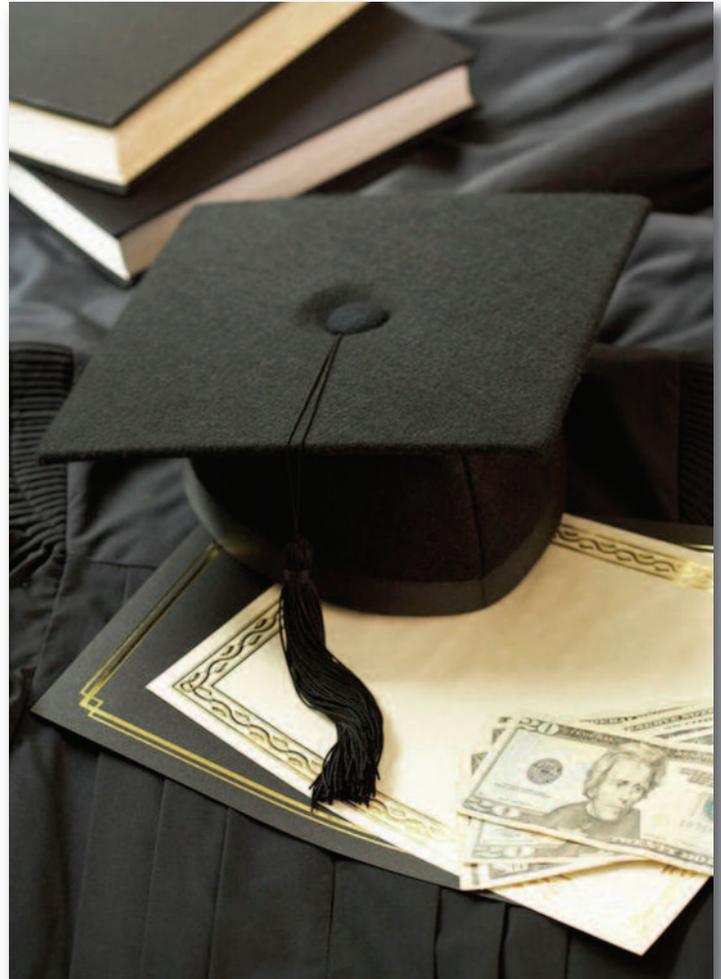
3. Applicants must be at least seniors in high school.

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 June 30, 2015. 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 of higher learning. **Trade schools are not included.**

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 May 8, 2015.  
Refer any questions to Shaelyn (909) 877-5000 ext. 3**

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

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 June 30, 2015. This means the member cannot be suspended, take a withdrawal or transfer to another local prior to June 30, 2015.
- 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)

**(please print)**

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 2015

\_\_\_\_\_  
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 May 8 to UFCW Local 1167, PO Box 1167, Bloomington CA 92316, ATTN: Shaelyn.

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:** **New Stater Bros. 194, Covina**

