



PRESIDENT'S REPORT

**The year is over,
and what have
we done? Lots!**

Another year is over. What have you done? These words from John Lennon's "Happy Christmas (War is Over)," one of my favorite Christmas songs, represent a challenge that is posed to all of us.

What have we accomplished in the past year?

Fortunately, at UFCW Local 1428 we can respond with confidence: "A lot!"

This year we saw more participation from our membership than before.

Most recently, we worked with other union activists across our state to accomplish a clean-sweep election for candidates in California who support working families.

While many such candidates were defeated in the rest of the country, our results in California were much different.

The most significant of our statewide victories was the election of Jerry Brown as governor. Governor-elect Brown has huge challenges before him, but it helps tremendously that he truly understands working people and our needs.

We are certain to see some painful changes in our state until we can dig out of the hole Gov. Schwarzenegger got us into, but Jerry Brown will think about helping workers before he would consider helping wealthy CEOs.

I want to thank each and every member who came out and helped us in this election, working at phone banks, walking precincts and visiting stores. You made the difference!

Now you can make the difference again in 2011 by taking an active role in the Master Food negotiations.

These negotiations will be challenging, but you, our members, have proven in the past that you have the strength and resolve we need to get a fair contract.

So enjoy the holidays with your family and friends. This year is over and we have done much. We'll do it again by making a difference in 2011.



Connie M. Leyva

President, UFCW Local 1428
UFCW International Vice President

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Apply for the UFCW and Food Employers Benefit Fund Scholarship!

The Scholarship Award Program, jointly sponsored by the Employer and Union Trustees of the UFCW and Food Employers Benefit Fund, is one of the best offered to union members anywhere. The Scholarship Award Program can help you or your child earn a degree, certification or license and find new opportunities for prosperity and success.

Members are eligible to apply for an award if they have completed a year of service as of October 2010 and are still actively employed in the Southern California Retail Food Industry when the awards are determined. Dependent children are eligible to apply if they are unmarried and younger than 24 years of age, and if the member has had at least three years of service and has met other Fund qualifications, including employment in the industry when the awards are determined. **The deadline for Scholarship Award applications is Feb. 28, 2011.** Applications must be postmarked by this date. All members should receive an application in the mail. If you did not receive one, please call your union or the Trust Fund office at (714) 220-2297 or (562) 408-2715.

Holiday Office Schedule

Union offices will be closed at noon on Dec. 23 and Dec. 30 and closed all day on Dec. 24 and Dec. 31.

GRIEVANCE SETTLEMENTS

	NOVEMBER 2010	2010 TOTAL
FORMAL GRIEVANCES	50	479
MEMBERS PUT BACK TO WORK	9	93
BACK PAY FOR MEMBERS	\$9,687.49	\$88,061.34



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A WORD FROM YOUR REPS...



There's a downside to the communications revolution

What a great time we live in! Communicating with others couldn't be easier. You can use texting, email, MySpace, Facebook, Twitter and other technological innovations to keep your friends and family up to date about everything you do.

There's no downside to all this communication, right? Wrong! More often than ever before, we are seeing our members get suspended and even terminated because of their activities online.

Let's say you had a bad day at work and wanted to talk to someone about it, but there was no one around to listen. You might be tempted to post something on the web, looking for a little sympathy from others.

You should be extremely careful in any situation like this. If you write disparaging remarks about your employer, manager or co-workers and they find out about it, you might regret it later.

Ranting and raving about your company is not the kind of speech that is protected by the First Amendment. Some companies have people who "phish" the Internet, looking for employees who say negative things about the company. If you are caught, your employer will be happy to let you seek employment elsewhere, where you might be happier.

Did you know that most company policies prohibit taking and making calls on your cell phone unless you are on a break? That goes for texting and tweeting, too.

We know you don't think anyone notices when you're checking a text message or sending one, but trust us, they do.

Attention, Courtesy Clerks and Utility Clerks! Talking or texting on your cell phone in the parking lot isn't acceptable, either. Customers are only too happy to let management know that they saw you on your phone when you should be working.

It's called stealing time, and people do get fired for it. Use technology to your advantage. Email your union representative, on your own time, if you are having a problem at work!

The 2010 UFCW International Scholarship will be available in January 2011. Go to www.ufcw.org/scholarship for details and apply!

SECRETARY TREASURER'S REPORT

Pay attention to open enrollment and HRQ

As we approach the conclusion of 2010, I have two important and timely reminders for our members:

1. Our eligible Food Trust Fund members who are enrolled for benefits recently received their Open Enrollment forms in the mail. If you wish to make any changes in your health benefits, you must return your form with those changes by Dec. 31.

The Drug Trust Fund enrollment materials will be sent in the near future.

Always, always, *always* open these materials that you receive from your respective trust funds. The information contained in these mailings are certain to assist you in a greater understanding of the benefits that are available to you and your dependents.

2. I also want to remind you that your Health Risk Questionnaire (HRQ) will arrive in the mail soon.

After you complete and return your HRQ, your Health Reimbursement Account will receive as much as \$250 in credits to help you pay for medical deductibles, co-payments and other costs.

Those who neglect to return the completed questionnaire are exposing themselves to potentially higher expenses. No one needs that!

It only takes a little effort to increase the value of what you have so rightly earned: your union-negotiated health benefits.

You can submit your completed HRQ by return mail or you can complete the form online. If you don't have a computer, you can stop by the Local 1428 office and use one of our

computers to fill it out online.

The HRQ is an important tool that can help you improve your quality of life — and get paid for it!

With the HRQ, you can make a comprehensive assessment of your overall health and, in the process, identify health risks that you should address.

After you have completed the HRQ and sent it in, you will receive a personalized wellness plan, as well as information tailored to your situation that will guide you in making healthy changes for life.

The information contained in your HRQ and wellness plan are completely confidential, and — as part of the New Indemnity Medical Plan — there is no cost to you.

The HRQ is one of the best items to come from negotiations with your em-



Diane L. Sedor

Secretary Treasurer

ployers. But it serves no purpose if you don't take an active role in your wellness and send it in.



Back to basics: Ten reasons not to shop at Walmart

The UFCW has been at odds with Walmart and its subsidiary companies for so long, it's easy to forget sometimes why the union is upset with the mega-retailer.

So, for both new members and veterans who have been worn down by Walmart "outrage fatigue," here are the top ten reasons the union still has a big beef with the company:

1. Walmart is the most anti-union, anti-worker company in the world today.
2. Walmart doesn't pay for health care for employees, dependents and retirees (so taxpayers and union employers foot the bill).
3. Walmart discriminates against women and repeatedly fails to curb racial discrimination in its stores.
4. Walmart pays substandard wages and forces employees to work "off the clock."
5. Walmart Supercenters destroy good union jobs.
6. Walmart destroys competition and lowers community economic standards.
7. Without the protections of a union contract, employees work "at will" and can be fired without just cause.
8. Walmart stores are environmental and aesthetic blights.
9. Walmart destroys "mom and pop" shops and other small businesses.
10. Walmart knowingly sells products made by sweatshop and child labor. In fact, 70 percent of the products sold in Walmart stores are made in China.

College and trade school grants available to members

The Union Plus Scholarship Program offers \$150,000 in scholarships annually to union members, their spouses, and dependents. The awards range from \$500 to \$4,000.

Students who are beginning or continuing their post-secondary or graduate-level education are eligible.

Awards are based on academic achievement, union statements and financial need.

This is a one-time cash award sent to individual winners for study beginning in the Fall of the same year at a two or four-year college, a graduate school or a recognized technical or trade school.

The deadline to return a completed application is Jan. 31, 2011. Application packets with postmarks later than Jan. 31 will not be eligible for review.

For details or to download an application, visit www.UnionPlus.org/Scholarship.

www.ufcw1428.org



AFL-CIO: 3 million jobs sent overseas

New figures released by the AFL-CIO estimate that 3 million manufacturing jobs and 850,000 professional service and information jobs have been lost due overseas outsourcing since 2001.

Commerce Department figures show that U.S. multinational firms employed about 730,000 more workers overseas in 2008 than they did in 2006.

The AFL-CIO observed that the threat of moving jobs overseas has helped keep a lid on wages at home. Inflation-adjusted average weekly earnings have been down or stagnant since the last recession began in December 2007.

Members gather at Pre-Retirement Seminar to prepare for their Golden Years



President Connie M. Leyva, right, addressed UFCW Local 1428's Pre-Retirement Seminar on Nov. 15. The members were briefed on pensions, health care and other retirement-related issues.



What are the motives behind Ralphs' new 'Culture Council'?

Do you remember "Meals with Dave?" Four years ago, shortly before the UFCW unions in Southern California sat down with the supermarket companies to negotiate our current contract, Ralphs President Dave Hirz started buying meals for his employees.

At these breakfasts, lunches and dinners, he took the opportunity to ask our members about their hopes and dreams.

What a nice thing to do, right?

Actually, it was a transparent stunt to build loyalty to his company while undermining solidarity with our union.

Dave Hirz's gimmick failed to make anyone forget that his company, Ralphs, was the same company that, during the labor dispute of 2003-04, illegally locked out thousands of union members in an effort to crush the UFCW in Southern California.

This was the same company that was also indicted on 53 felony counts for actions that extended the duration of that illegal lockout, causing enormous suffering for tens of thousands of supermarket workers.

New 'Dave,' same tactics

Now it is 2010, and as we prepare for our next round of contract talks, a different Dave — Kroger CEO David Dillon — is employing yet another gimmick to win the affections of forgetful employees.

Union members who work for Ralphs are being called on to participate in a company-sponsored program called the Ralphs Culture Council, which has the stated purpose of boosting employee morale and public outreach.

The program enlists Ralphs employees to care for the homeless and clean public areas in their communities.

What could be wrong with that?

Maybe there isn't anything wrong with it, but the timing of this initiative is awfully suspicious.

Why are Ralphs managers now being required to recruit people from all grocery departments? Why are they now asking for employees' cell phone numbers? Why are they doing these things just before contract negotiations begin?

Your union has good reason to be skeptical about Ralphs' motivations. Our members need to be on their guard against attempts by Ralphs management to exploit this project to spread pro-corporate, anti-union propaganda.

The Ralphs Culture Council may be a genuine public outreach program with an honest mission statement. Time will tell if it serves another, more sinister purpose.

We ask you to carefully consider the role of a company-sponsored organization like the Culture Council as we approach the expiration of our current Master Food Agreement in March 2011.

In the coming months, we can expect to see company propaganda in many forms, both obvious and subtle. The employers will use every trick in the book can to create divisiveness in our ranks and undercut our negotiators. For them, it's all about holding on to as much of their profits as they possibly can.

Just remember that there is only one organization that has your interests on its mind and in its heart: your union!

"We ask you to carefully consider the role of a company-sponsored organization like the Culture Council as we approach the expiration of our current Master Food Agreement in March 2011."



Sign here!

Local 1428 members reach out to public in preparation for contract negotiations





At locations throughout Local 1428's jurisdiction, union members and activists asked shoppers to sign cards, pledging their support to the UFCW in the event of a labor dispute. Each person who signed a card received a reusable shopping bag with the UFCW logo and the names of all of the UFCW locals in Southern California.




"Members, when you see a customer with one of these yellow UFCW bags, thank them for supporting you in your fight to get a fair contract," President Connie M. Leyva said.

Go online and fill out the negotiations survey!
www.ufcw1428.org

UFCW Locals 135, 324, 770, 1167, 1428 & 1442



**GROCERY WORKERS UNITED
 FOR GOOD JOBS & A FAIR CONTRACT**

Southern California UFCW Food Negotiations

Thank you for visiting the Southern California UFCW Food Negotiations Website. Negotiations will begin shortly for a new agreement which will determine your pay, benefits, and working conditions. These negotiations will be the most important we have ever faced as we battle to maintain living wage jobs, retirement with dignity, and affordable health care for all.

Cynthia Ramirez joins Dues Department staff

Cynthia Ramirez has joined the staff of Local 1428, working in the Dues Department.

Ramirez formerly worked at Rancho Federal Credit Union.

“As part of my duties with the credit union, I attended all of the local’s general membership meetings,” Ramirez said. “I learned how much the union does for its members and for the community, and I wanted to be a part of it.”

A Los Angeles native, Ramirez was raised in a union family.

“My mom worked for a UFCW local and my dad was a member of the meat division,” she said. “So I grew up knowing about the benefits of union membership.”

Ramirez likes the family atmosphere at Local 1428.

“It feels as if the staff and the members are part of one big family,” she said. “We always look out for one another and want to do the best we can to be of service.”

Ramirez and her husband, Edward, have been married for six years and have a 5-year-old son, Matthew.

She looks forward to helping the members.

“I feel as if I’ve come home,” Ramirez said. “Local 1428 is an innovative union and I am proud to be a part of it.”



Cynthia Ramirez

UFCW Local 1428 2010 Scholarship Recipients

\$1,200 Richard Garcia Memorial Scholarship

Adam Rodriguez, son of Joe Rodriguez, Stater Bros. 184

\$1,000 Award

Trevor Pascoe, son of Babette Pascoe, Vons 155

\$500 Scholarship

- Angelica Alvarez, daughter of Sergio Alvarez, Albertsons 6536
- Kacper Checinski, son of Iwona Checinski, Vons 123
- Kristen Danhour, daughter of Darren Danhour, Ralphs 182
- Jaclyn Gold, daughter of Rita Gold, Vons 155
- Donald Hampton, Rite Aid 6318
- Meilana Khawaja, Kaiser Permanente
- Dillon Lee, son of Teri Lee, Dr. Edelson Optometry, Chino
- Dora Lopez, Albertsons 6590
- Ashley Parker, daughter of Theresa Parker, Mintz Family Optometry
- Babette Pascoe, Vons 155
- Eric Perez, son of Denise Perez, Albertsons 6590
- Alyssa Ramirez, daughter of Juan Ramirez, Ralphs 613
- Julianna Ramirez, daughter of Juan Ramirez, Ralphs 613
- Alexis Robles, daughter of Toni Robles, CVS 9629
- Daniel Rodriguez, son of Elsa Rodriguez, Dr. Edelson Optometry, Rancho Cucamonga
- Anthony Rosales, son of Martha Barragan, Stater Bros. 106
- Dean Sadler, son of Emelda Sadler, Albertsons 6601
- David Severin, son of Heidi Severin, Albertsons 6536
- Atipul James Srithongrun, Kaiser Permanente
- Ronald Sweet, son of Catherine Sweet, Rite Aid 5579
- Dominique Sedillo, Food4Less 396
- Dhaval Dan Vithalani, Vons 2597
- Raider Villalobos, Stater Bros. 184
- Travis Wood, son of Denise Wood, Albertsons 6554
- Stephanie Young, Rite Aid 5604
- Jacqueline Martinez, Kaiser Permanente

\$250 Scholarship

- Sophia Bacio, daughter of Luz Bacio, UFCW 1428
- Yvonne Bacio, daughter of Luz Bacio, UFCW 1428
- Jordan Duncan, son of Maryann Radigan, UFCW 1428
- Stephanie Gutansky, daughter of Suzanna Barcelo, Albertsons 6554
- George Karatorosyan, son of Narine Gevorkain, Albertsons 6589
- Corinne Kikkawa, daughter of Vincent Kikkawa, Albertsons 6580
- Wyatt Killian, son of Frank Killian, Albertsons 6544
- David Oda, son of Robert Oda, Kaiser Permanente
- Robert Ramos, son of Mark Ramos, UFCW 1428
- Sara Reitan, Stater Bros. 106
- Matthew Solis, son of Lourdes Solis, Vons 147
- Denise Taira, Rite Aid 5608
- Alexis Torres, daughter of Connie Chestnut, UFCW 1428
- Jennifer Wann, Stater Bros. 184

DEAR SANTA

...help my credit union grow

and get our holiday off to a **Sweet Start!**

I promise to reward my members with **See's Candies Gift Certificates!**

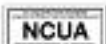
Refer an eligible co-worker or family member to open a **NEW** account with direct deposit or payroll deduction, and we will reward each of you with a sweet treat – a 1lb. See's Candies Gift Certificate!

Hurry before they are all gone!



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located in the
UFCW Local 1428 Headquarters
705 W. Arrow Highway!



STEWARDS OF THE MONTH

December

Lynn Pitts



Lynn Pitts, a shift supervisor and steward at Rite Aid 5600 in Ontario, has seen a lot of changes during her 31 years in the industry.

"When I started, we used Sweda mechanical cash registers," Pitts recalled. "There were no scanners back then and every item had to be entered individually."

Pitts said the process was even more time consuming than it might appear.

"You had to make sure you rang up the taxable items first," she said, "then calculate the tax and ring up the other items."

"Technology has sure made our jobs easier."

Being in a union also made a significant impact on her job and her life, Pitts said.

"I would not have been able to make a career in this industry without the pay and benefits of a union job," she said.

"When I began, I had only a vague idea of what the union means to us. Now, because I am more involved, I know how important it is to be in a union."

Pitts became active in the union 10 years ago because it was the right thing to do.

"I started to attend union meetings to learn more," she said. "I learned that the members are the union and it's up to us all to get involved so we can make our union stronger."

Pitts believes her most important role as a steward is to provide information to her co-workers about what the union does for its members.

"As we go through the day at work, being in a union becomes kind of an afterthought. My goal is to keep it in the forefront."

Pitts is an avid social networker in her spare time.

"I love being on Facebook," Pitts said. "It's a great way to keep in touch with the family, especially when they're spread out all over the place."

Pitts met her husband, Robert, in high school. They have been married for 31 years and have one adult daughter.

"We grew up together," she said. "We've been at each other's side ever since and plan to keep it that way forever."

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January

Kristy Garcia



Kristy Garcia, a steward at Vons 2007 in Glendora, believes in family traditions.

"My mom, Kim, has been a steward at Local 1428 for eight years," Garcia said. "I was raised in a union home. My mom always emphasized the importance of supporting the union."

Kristy's mom, Kim Garcia, works at Albertsons in Glendora. She has been a union member for 30 years and sits on Local 1428's Executive Board.

"Our family depended on her health benefits," Kristy said. "My dad works as a mechanic and has no health insurance."

"Because we had those benefits, I never hesitated to go to the dentist or doctor for anything. That's one of the best things of being in a union."

Even though she is in her early 30s, Garcia knows the importance of having a pension waiting for her when the time comes to retire.

"This is my life and my career," Garcia said. "I'm not going anywhere. It's never too early to think about the future."

Job security is another reason Garcia values her union membership.

"Being a union member gives you peace of mind," she said. "You can't lose your job for just any reason, and if there are layoffs the company has to take seniority into consideration. If you are treated unfairly at work, you have the union to back you."

Garcia takes her role as a steward seriously.

"I have read the entire contract," Garcia said. "It's important that we know our rights."

"I constantly keep my eyes open to see if there are any violations, and if I spot any, I bring it to the attention of our union representative, Pete Zimmer."

In addition to her duties as a steward, Garcia volunteered to work for labor-friendly candidates in the recent election.

"I worked on phone banks and put door hangers on homes throughout the area," she said.

"I know union support was critical to Jerry Brown winning the governor's race. It gave me a lot of satisfaction when he and the other candidates who support working people won."

Garcia also has volunteered outside stores and at the Los Angeles County Fair to get community members to sign cards pledging support for the union in the upcoming negotiations.

"It's vital the companies know we have the community's support," Garcia said. "I'm prepared to do whatever it takes to help my union."

"Solidarity is the key. If we remain united and demonstrate our solidarity at every opportunity, we will succeed."

When she is not at work, Garcia likes to spend time with her nieces, Raylee, 10, and 6-year old twins, Camryn and Taylor.

"I enjoy taking Raylee to a movie and to dinner," Garcia said, "and playing with the younger ones. Family is important to me and this gives me a chance to stay close to them."

Shop union in the New Year!



Thank you to everyone who got out the vote! You made the difference in California.

Companies shifting health costs to workers

Employers nationwide are devising new ways to shift health care costs to their workers. According to The Kiplinger Letter, health care premiums have increased 27 percent over the past five years. But while wages have risen only 18 percent, employee-paid health care costs have increased 47 percent. The trend is continuing, with the employees' share of overall costs climbing by 14 percent each year. Many employers are forcing

their employees to rely on health savings accounts (HSAs). Not to be confused with employer-funded health reimbursement accounts (HRAs), HSAs are "tax-favorable" accounts that are accessible in times of catastrophic medical need. Companies frequently offer two account styles, one with high deductibles and lower employee premiums and another with a low deductibles and higher employee premiums. Some employers are requiring better-paid employees to

pay higher premiums and copays to subsidize costs for lower-paid employees. Other methods used by employers include setting premiums based on dependents (larger families pay higher premiums), discouraging unhealthy behavior by lowering premiums for employees who begin and complete health care programs to lose weight, stop smoking or lower cholesterol, and charging higher copays for visits to medical specialists and out-of-network providers.

The power of one

One is an amazing number! One person, one place, one moment in time can change history.

One man: Al Brown stopped his streetcar on an Oakland street to support a picket line of retail clerks and 100,000 people joined him. The ladies won the right to form a union!

One place: A little town named Boron in California relies on a single mine for its sustenance. Earlier this year, union members arrived in a caravan of 150 cars and trucks to deliver food and other supplies to locked-out miners.

One moment in time: The assassination of Martin Luther King Jr. brought people together to end the strike of Memphis sanitation workers, leading to living wages and improved safety on the job.

Each and every one of us is a single person. One amazing person. Yes, one is an amazing number! Diane Hacker Vons 155

Messenger wins two ILCA journalism awards

The UFCW Local 1428 Messenger won two awards in a recent journalism competition sponsored by the International Labor Communications Association. The ILCA is the professional organization for trade union publications and media production departments of national, regional and local labor unions. The ILCA's annual awards competition judges thousands of entries from hundreds of unions. On Nov. 19, the ILCA honored the Messenger with its Second Award for Best Publication Design in the category of Newspapers and Newsletters of Local Unions and a Second Award went to President Connie M. Leyva for her editorial, "Health Care System Wasteful and Costly."



Wear your button!

The following are suggested responses to customers' questions regarding your "March 2011" button:



- March 2011 is when my current contract expires.
- This button reminds me that customers like you helped protect my job so I can provide for my family and keep my health care coverage.
- Thank you for supporting us during our last contract negotiations. Without your support, we might have lost our entire health care coverage.
- We may need your support again when our contract expires in March 2011.
- If a customer wants to help, they can send a letter to the company or tell the store manager that they will support the workers in the event of a labor dispute.