

The Worker

Albertsons members in all 7 SoCal UFCW unions authorize strike

UFCW members working for Albertsons voted on March 25 to authorize union presidents to call a strike, if necessary. Workers at all seven UFCW local unions in Southern California participated in the vote.

Following the authorization vote, Local 135 President Mickey Kasparian said:

"We have tried to bring Albertsons, Ralphs and Vons to the table to discuss meaningful issues, such as equal pay for equal work, a fair benefit plan and secure retirement for our members. Unfortunately, they have

delayed and refuse to compromise on a fair contract.

"We don't want to strike, but we are forced to speak to them in a language that they understand. If all they are concerned with is the bottom line, then a strike authorization should bring them to the table to negotiate in good faith."

Mickey noted that Albertsons was selected for the strike authorization because the union has been in discussions with that company the longest and has achieved the least amount of progress.



We can get a fair contract.

But we need to stand up to the employers.

Just a few days ago, union grocery workers in New England faced down their employer—and won.

UFCW members at Stop & Shop markets in Connecticut, Massachusetts and Rhode Island just ratified a new contract.

Their employer, the Dutch-owned Ahold, wanted to take away benefits and resisted giving fair wage increases.

But grocery workers held strong, stood up to Ahold and demanded a fair contract.

And they got one.

We can too.

But only if we stand strong, stick together and demand a fair contract.

After all, if Stater Bros., Gelsons and Ahold can do it, so can Ralphs, Vons and Albertsons.

For more information, visit our negotiation website: www.RespectUFCW.com, or text UFCW to 30644 on your cell phone.

President's Message

Employers are warned: Get serious about negotiating a contract

When Albertsons members throughout Southern California voted on March 25 to authorize a possible strike, they delivered a powerful message to all three of the national supermarket companies:

Get serious about negotiating a fair contract or pay the consequences!

More than two months of talks with Albertsons, Ralphs and Vons/Pavilions have produced little of consequence. The federal mediator who

facilitates the negotiations has ordered all parties not to discuss the details, but I can tell you this:

- The employers still refuse to eliminate the two-tier system.
- They still refuse to improve health benefits.
- They still refuse to grant respectable wage increases.

The recent vote by our Albertsons sisters and brothers authorizes the presidents of Southern California's seven UFCW unions to call a strike against the company if it doesn't change its attitude. Similar strike authorizations votes may be asked of Ralphs and Vons/Pavilions members at a later date.

If the three companies aren't already convinced of the potential consequences of their stonewall tactics, they soon will be. The strike and lockout of 2003-2004 resulted in a \$2.5-billion loss for these same companies. The prospect of yet more staggering losses will give them the night sweats.

Nobody wants a strike, but the employers must be convinced of our readiness to use our ultimate weapon if we must. We need that weapon in our arsenal as we continue to press our case in

(Please see page 6)



Mickey Kasparian

12,000!

More than 12,000 consumers have signed a petition supporting grocery workers in their fight for a fair contract.

Details on page 6.

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2001 Camino Del Rio South
San Diego, CA 92108-3603

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Ralphs Settlement Update

Claim forms for participants in the \$50 million

Ralphs restitution program must be postmarked by **April 30**.

Forms can be obtained at www.ralphsrestitutionfund.com. **Don't miss out!**

STEWARD OF THE QUARTER

We've begun to accept nominations for "Steward of the Quarter" for the **SECOND QUARTER of 2007**. The deadline is June 30. The procedure is the same as before. Use the form below to nominate your steward.

You may write a note summarizing the reasons you are submitting your steward's name – why he or she is deserving of this honor. You may include your name if you wish, but you don't have to.

Submit the name to your union representative or call the union office and submit the name to German Ramirez in the Grievance and Contract Department, ext. 153. Or you can mail this form to the Grievance Department, Local 135, 2001 Camino Del Rio South, San Diego, CA 92108.

You can also send us an e-mail by going to our web site, www.ufcw135.org, clicking on "contact us" and sending a message containing the pertinent information.

We will count up all the nominations, and the stewards with the most nominations in each quarter will be honored at a steward seminar. In addition, they will be highlighted with a story and picture in *The Worker*.

No question, Local 135 stewards do an outstanding job. They are our activists. They promote the union. They believe in the union. We couldn't succeed without them. But they don't always get the recognition they so richly deserve, so this is one way we will make sure that they get an extra pat on the back.

Steward of the Quarter Nomination

I nominate:

Company/store number:

Job classification:

Why I am nominating my steward:

My name (if desired):

My job class., phone (if desired):



Out of Time: Participants in a class-action lawsuit seeking to hold Albertsons accountable for alleged "off-the-clock" violations have reached an agreement with the company.

Judge Approves Settlement of Class-Action Lawsuit against Albertsons

More than \$50 million will be awarded to past and present employees

Thousands of current and former employees of Albertsons will share \$53.3 million under an agreement between the company and participants in a class-action "off-the-clock" lawsuit.

The agreement concludes 11 years of litigation over allegations that Albertsons coerced employees into working outside their shifts without pay. The UFCW International Union had assisted the workers since the allegations surfaced.

U.S. District Court Judge B. Lynn Winmill approved the settlement in a March 23 hearing in Boise, Idaho.

In the agreement, Albertsons agrees to pay \$53.3 million to be distributed among the claimants, with individual payouts based on information submitted in individual claims, the clarity of that information and the timeliness of its submission.

Payouts could occur by late spring, an attorney who is familiar with the settlement said.

The parties reached a tentative settlement six years ago, but additional litigation over the claims process had delayed the lawsuit's

conclusion.

"While delayed for far too long, this settlement will mean justice for the thousands of workers who were affected by Albertsons' illegal practices," UFCW International President Joe Hansen said. "Albertsons' new owners deserve credit for bringing this long chapter to a close and moving the process forward so that the workers' case could be resolved."

The giant retail grocer was purchased in 2006 by the Minnesota-based SuperValu chain.

Attorneys from the law firm of Webster, Mrak & Blumberg, which represents the workers in the lawsuit, said they will post updates on the settlement and the claims process at www.albsuits.com. Claimants can contact the firm at (888) 222-5729 or wmb@wmbllaw.net.

MEMBERS OF THE FUTURE

Rebecca Muenkel, Food 4 Less
● Brendon James, 1/16/07

Martin Oyoque, Monica Oyoque, Vons
● Luna-Amber G., 1/31/07

Elizabeth Davila & Robert Claybon, Vons
● Ryan Earl Claybon, 02/01/07

Ambyr Towler & Aaron Towler, Albertsons
● Jake Paul, 02/04/07

Felix Limon & Linda Limon
● Vanessa Joy, 2/11/07

Rebecca Gill & Charles Gill, Albertsons
● Gavin James, 2/26/07

Naomi Lynn & Rodney, Food 4 Less
● Kaydence, 3/11/07

SERVICE PINS

- Jack Miller, Albertsons, 30 years
- Donna Wickstrom-Cole, Rite Aid 5631, 30 years

Local 135 Fights for YOU!

BACK PAY AWARDED TO MEMBERS:

February 2007	2007 Total
\$48,546.30	\$57,485.20

MEMBERS REINSTATED AS RESULT OF GRIEVANCES:

February 2007	2007 Total
14	21



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Solidarity exemplified by union reps from around the country

UFCW Local 99's Fred Yamashita, second from left, was one of several union representatives from UFCW local unions around the country, to visit Southern California in March to support workers during negotiations. He's seen here with, from left, Patty Hinzo, Kathy DeBerry, Claudia Arranaga, Jesus Munoz-Mendez and Emilia Becerra of Albertsons 6755. Also visiting the San Diego area from UFCW Local 99 in Arizona were Nancy Mortazvi, Bonita Atkinson, Jay Haulbert and John McCarthy.

Los Angeles Times
Labor deal with Gelson's puts pressure on bigger grocery chains
By Jerry Hirsch, staff writer

If Gelsons and Stater Bros. Can Eliminate the Two Tier Wage... So can Ralphs, Vons and Albertsons.



Gelsons markets just signed a contract eliminating the two tier system and increasing wages and benefits.

They join Stater Bros in rejecting the two tier wage system and treating their employees with fairness and respect.

If they can do it, surely the huge national chains with their skyrocketing stock prices and profits in the billions can do it.

We may not have a contract with Albertsons, Vons and Ralphs by March 5th, but we have the momentum. And the employers know it.

Keep the pressure on. Demand respect and a fair contract.

And stay informed: talk to your union representative, call your local or visit: www.respectUFCW.com for more information about negotiations.

News Briefs

Negotiations: Stay informed!

Stay up to date on the latest negotiations news by visiting these websites:

RespectUFCW.com is geared toward UFCW members. The site features negotiations updates, a list of goals for the upcoming contract and a way to share your experiences as a grocery worker with others.

Respectworkers.com is designed to engage the public in our struggle for a fair contract.

Telephone hotline

A hotline has been created to keep members informed about negotiations.

Call (619) 298-7772, ext. 171, for regular updates from the bargaining table. Members in North County can call (800) 545-0135, ext. 171.

Class-Action lawsuit against Wal-Mart upheld

In a Feb. 6 decision, the United States Court of Appeals for the 9th Circuit affirmed the class-action status of the largest gender discrimination case in U.S. history, *Dukes v. Wal-Mart*.

More than two million former and current female employees of Wal-Mart are suing the company for gender discrimination.

In its ruling, the court cited "significant proof of a corporate policy of discrimination and ... that female employees nationwide were subjected to a common pattern and practice of discrimination."

President Mickey Kasparian said the ruling was "a huge victory not only for the women who work at Wal-Mart, but for all Americans who care about equal rights and a discrimination-free workplace."

He added: "With more than 57 wage and hour lawsuits against Wal-Mart, it appears more obvious every day that Wal-Mart suffers from a systemic pattern of ignoring labor laws that has resulted in the mistreatment and exploitation of its employees."

Survey: Shoppers prefer meat from grocery stores

According to a recent survey, food shoppers prefer to buy their meat from grocery stores rather than supercenters or other retailers.

The Food Marketing Institute states in its 2007 "Power of Meat" research report that nearly 90 percent of shoppers purchase their meat from supermarket locations because of price and value, and supercenter shoppers often visit local grocers specifically for meat and poultry purchases.

WakeUpWalMart.com campaign

WakeUpWalMart.com has launched a new initiative calling on Wal-Mart, America's top importer of port containers, to stop opposing 100 percent scanning of port containers and publicly support legislation and security measures that will strengthen our nation's port security.

The "Wal-Mart, Put America's Security First" campaign is in response to an aggressive lobbying campaign launched by Wal-Mart and the Retail Industry Leaders Association (RILA) to thwart improvements to our nation's port security.

Tesco plans non-union expansion in U.S.

UK retailer targets the Southwest for its Fresh & Easy food chain

Tesco, the British supermarket giant, is coming to the United States.

The British chain plans to open its first U.S. stores in Phoenix, Southern California and Las Vegas.

Industry analysts say the selection of Southern California, Arizona and Las Vegas is due in part to the affluence and the growing populations in those markets.

Although Tesco employees are represented by a union overseas, Tesco officials have said that the chain will not use a unionized workforce in the U.S.

“Tesco’s resistance to giving its workers the benefits of union representation and a voice on the job is unac-

ceptable,” Local 135 President Mickey Kasparian said. “As we have with Wal-Mart, we plan to educate the community about the threat non-union employers pose to everyone’s standard of living.”

Global Presence

Ranked 59th on Forbes magazine’s list of the 500 largest international companies, Tesco has grown into the world’s fifth-largest grocery retailer with stores in such diverse countries as Poland, Turkey and China.

Overall, the company has annual sales of more than \$80 billion and about 2,800 stores in 13 countries.

It is searching for existing buildings and vacant land where it could open the stores



A Tesco location in the UK. The company’s stores will likely be called “Fresh and Easy” in the U.S.

that it is expected to call Fresh & Easy. The goal is to cater to time-pressed shoppers by offering fresh produce and prepared food that can be grabbed on the go.

Tim Mason, CEO of Tesco USA, said the company has looked at as many as 600 locations and is in the process of

closing deals on a number of sites.

Tesco is considered by industry observers to be the Wal-Mart of the United Kingdom in terms of its size and management style. In the U.S., the company will not concentrate on big box stores but rather on smaller 15,000 sq. ft.

markets, about the size of a Trader Joe’s.

Tesco said its concept for the U.S. will be based on its Express format, which has more than 1,000 stores around the world. It plans to spend \$400 million annually over the next five years to launch its U.S. operation.

No longer ‘made in the U.S.A.’

Iconic American brands flee U.S. as low-cost rivals muscle in

When one thinks of American products, names like Levi Strauss, Black & Decker, Etch-a-Sketch and Radio Flyer jump to mind.

Unfortunately, consumers who support American manufacturers and workers are now likely to associate those names with disappointment and loss.

All of these companies, which once represented pride in American enterprise, have moved their manufacturing operations to China.

Under growing pressure from retailers such as Wal-Mart to ship higher quantities at lower costs, America’s industrial icons have joined the stampede to exploit low-cost labor in the Far East.

Chevrolet’s subcompact Aveo is actually a Korean

Daewoo with a golden bowtie slapped on its grille. Most of Ford’s new models are re-bodied cars from Ford’s Japanese subsidiary, Mazda.

In this age of globalization, any product still wearing the “Made in America” label is fast becoming an endangered species.

The ‘Wal-Mart effect’

In 2004, Levi Strauss declared that it could no longer keep pace with its low-cost overseas rivals. So Levi fired its unionized American work force, closed its 60 factories in the United States and broke ground on a new manufacturing facility in China.

Similar stories are told about countless other companies including Sunbeam Products and Stanley Tools, both former strongholds of domestic manufacturing. The only remaining presence of these firms on U.S. soil is their corporate offices.



Pushed Out? The corporations behind many famous American brand names are saying that pressure from low-cost rivals such as Wal-Mart is forcing them to move their manufacturing operations overseas.



Telephone hotline

A hotline has been created to keep members informed about negotiations. Call **(619) 298-7772, ext. 171**, for regular updates from the bargaining table. Members in North County can call **(800) 545-0135, ext. 171**.

Visit these websites

UFCW members across the country can visit www.groceryworkersunited.org for industry updates. For information specific to the Southern California contract negotiations, members can visit www.RespectUFCW.com. The public can get involved at www.Respectworkers.com.

WITHDRAWAL CARD REQUEST

If you are no longer working in the trade, are transferring to another local, or will be off work for one or more calendar months and would like to request a withdrawal card, please complete this form and mail it to the union office immediately.

There is no charge for a withdrawal card. However, your dues and assessments must be paid for the month in which the card is requested.

If you have any questions regarding the amount you may owe or need additional information regarding this procedure, contact the Local 135 office. Please give this matter your immediate attention in order to avoid paying dues for months in which you do not work or to avoid being suspended.

Name _____ S.S.No. _____

Current Address _____

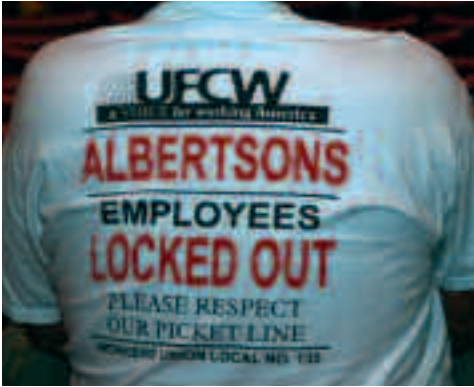
City _____ State _____ Zip _____

Employed at _____ # _____ Last Day Worked _____

Reason for Leaving _____ Phone () _____

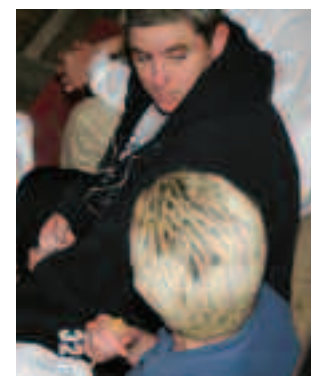
Mail to:

UFCW Local 135
2001 Camino Del Rio South
San Diego, CA 92108



Albertsons members vote to authorize possible strike

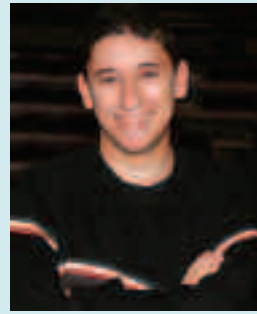
Albertsons members convened in San Diego State University's Cox Arena on Sunday, March 25, to give President Mickey Kasparian authority to call a strike against Albertsons if current negotiations fail. For details about the vote, see story on front page.



'Why I voted to authorize a possible strike'



"For the last 10 years, the companies have been taking and taking and taking from us. We want something in return."
— Manuel Medina



"There's power in numbers. It also sets an example for the younger employees and retirees."
— Griffen Stapp



"We're not here for a strike vote. We'd rather be here for a ratification. Our message needs to be clear. If we come through with a strong strike authorization, it'll send waves through California and the other states. Right now, everybody's watching us."
— Iggy Ponce de Leon



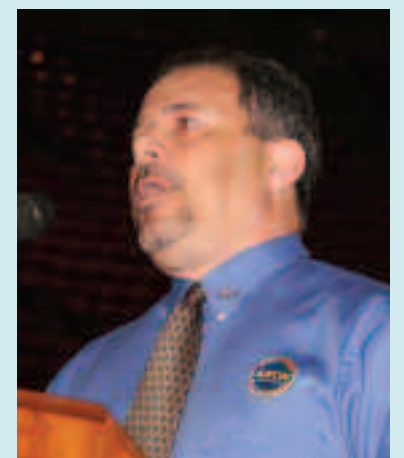
"We want a fair contract, but right now it's not fair to everyone. Over 18 years at this job, my needs have changed. Our union is constantly trying to meet the needs of its members."
— Bobbie Lloyd



"I've spent 20 years in this industry, and the only way to get through to [the companies] is to show them what we're made of. You have to put pressure on them to get things done."
— Jeff Stapp



"The union has to have tools at the bargaining table. We're united here and the companies know exactly what we're asking for. Give us a fair contract. Gelson's and Stater Bros. did."
— Suzanne Castro



"Ultimately, we know the companies were going to test our strength. This is the ultimate test. With a 'yes' vote, we can send a message that we are strong, united and deserve a fair contract."
— UFCW Local 135 President Mickey Kasparian

Protect the union market share! Support the right to organize! Remember not to patronize these non-union stores that compete with ours:

- 97 Super Market
- 99 Cent & More Market
- 99 Ranch
- Barons
- Best Buy Foods
- Boneys
- Bristol Farms
- Daniels Market
- El Tigre
- Fiesta
- Fiesta Food
- Foodland
- Food Giant
- Food Mart
- Food Palace
- Grocery Outlet
- Henry's
- Hometown
- Jensens
- Jimbos
- Jons Market
- King Ranch
- Kmart
- Longs Drugs
- Lucky Seafood
- Mercado Vallarta
- Mexicana
- Natural Foods
- Notricas
- Payless Foods
- Plaza Market
- R Ranch Market
- Sam's Club
- Sav-A-Lot
- Sav-U-Foods
- Seafood City
- Smart & Final
- Solo Cup (Products)
- Sprouts
- Super K-Mart
- Superior/Frontier
- Supreme Market
- Target stores
- The Marketplace
- Top Valu/Valu Plus
- Trader Joe's
- Tresierras
- Valley Foods
- Vine Ripe Market
- Wal-Mart
- Walgreens
- Whole Foods
- Wild Oats
- Windmill Farms

10,000th supporter signs petition in customer support campaign

Over the past several weeks, thousands of consumers signed petitions of support for grocery workers in their fight for a new contract from Albertsons market.

Earlier this month, the 10,000th consumer signed the petition and was thanked for their support with a gift from grocery workers — a gift certificate to Stater Bros. or Gelson's Markets, which recently eliminated the two-tier wage system and gave grocery workers a contract that treats them with dignity and respect. At press time, more than 12,000 signatures have been gathered.

"The overwhelming response to the petition, gathered over only six Saturdays around the Southland, is nothing short of remarkable. It proves without a doubt where

the customers are in this fight - on the side of grocery workers and a fair contract that includes equal pay for equal work, fair benefits and wages," President Mickey Kasparian said.

We encourage consumers to shop at all union markets, including Albertsons, he continued. But we would especially like to encourage customers that support grocery workers to patronize stores that give us the respect we deserve. Locally, that means places like Stater Bros markets, which signed a contract eliminating the two-tier wage system giving employees fair wages and benefits.

After the 10,000th signature, volunteers presented the signatures to Albertsons management.

Employers must get serious about negotiating a fair contract

(Continued from front page)

contract negotiations.

On March 19, negotiators for the seven UFCW unions in Southern California agreed with Albertsons, Ralphs and Vons/Pavilions to extend the current contract for another three weeks.

If we don't agree on a new contract by the time those three weeks are up at midnight on April 9, the extension will continue on a day-to-day basis. Either party — the unions or the employers — will be able to cancel the extension by giving 72 hours notice.

This is the second extension since the contract's original expiration date on March 5. Extensions aren't the usual practice in Southern California's grocery industry, though they are increasingly common in negotiations in North America.

We agreed to these extensions in hopes that the employers will finally move on our core demands. As long as the current contract

remains in effect, our members will continue to work at their jobs under the same terms as before.

But our patience isn't limitless. If it turns out that the employers aren't serious and are just trying to string us along, we'll have to move to the next step.

Our goals in these talks have been consistent. We want a fair and equitable contract that respects the dignity and rights of all of our members. We want a contract that acknowledges the principle of equal compensation for equal work. We want a contract with real wage increases and enhanced health benefits.

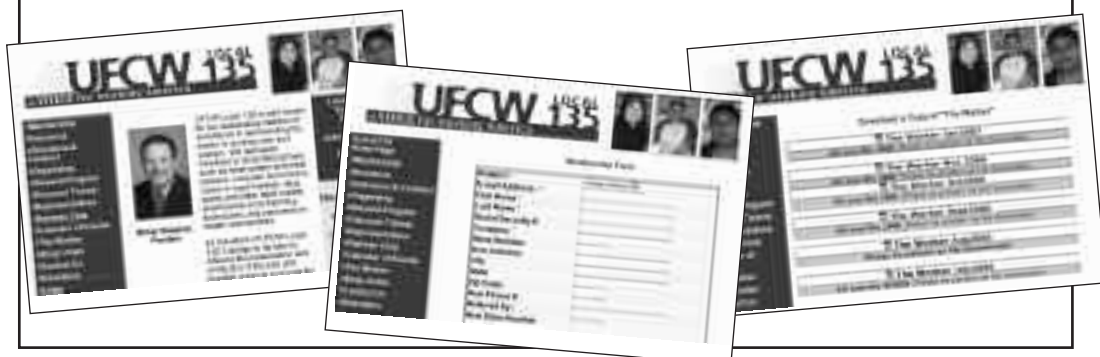
We achieved those goals in our recently-ratified contracts with Stater Bros. and Gelson's. If these regional chains can afford to compensate their workers fairly, so can the national companies, each of which averages nearly \$3 billion in annual profits.

Ralphs, Albertsons and Vons/Pavilions — you have enough money. Let your workers have their fair share of your success.

Local 135 website now bigger & better

UFCW135.org now sports a new look designed to make it easier for members to navigate the site.

The cleaner, more spacious layout allows visitors to quickly access content such as the calendar of events, discount ticket information and updates on the Retiree's Club and Stewards program. Visit today, and tell us what you think!



Working for you

New union representative Darryl Fountain leads by example

The 2003-04 strike/lockout had unintended consequences for both the companies and the union. Chief among them was that it spurred a number of members like Darryl Fountain to become more active.

Darryl is Local 135's newest union representative. A 21-year veteran with Vons, his last position was as a Front End Supervisor at Vons 2064 in El Cajon.

"During the strike, my feelings for the company

'The more active members we have, the better we can demonstrate our unity and our strength...'

changed," Darryl said. "I could see that it was the union that really cared about its members. I wanted to be more involved."

Darryl credits Frank Spinalli, the steward at his store, for motivating him.

"Frank was a rock on the picket lines," Darryl said. "We worked together to organize the lines. He was always there to encourage us and led by example."

Getting involved

"As the weeks went on, I understood why all members should take an active interest in the union. The more active members we have, the better we can

demonstrate our unity and our strength to the companies."

Darryl became a steward immediately after the strike.

"It was my calling to fight for our members," he said. "I've never been a follower. When I believe in something, I lead the way."

Darryl said being a union rep offers many challenges.

"A lot of members need help and advice," he said. "My job is to counsel them and, when necessary, fight for them to get their jobs back or to receive back pay. It can be a constant battle."

Black belts and bowling balls

Darryl has experience fighting battles of a different sort. He holds a black belt in judo and, along with his two brothers and a sister, has participated in many competitions over the years.

"I've retired from competition," he said. "I enjoyed it when I did it. We were all pretty good and have a room full of trophies to prove it."

Darryl and his wife, Diann, have three children Darryl Jr., 19, Jimmine, 18, and Solomon, 7.

He likes to bowl, but finds it difficult to find a place to do it.

"Five nearby lanes have shut down over the past



Darryl Fountain

couple of years," Darryl said. "Maybe I'll have to find a new hobby."



Briefing for store coordinators/picket captains

President Mickey Kasparian led a briefing and training session for store coordinators/picket captains on Thursday, March 22. The session at union headquarters talked about the importance of solidarity during negotiations and the participants' potential responsibilities in the event of a labor action. "We don't predict a strike, but we must be prepared," Mickey said.





Landmark: President Mickey Kasparian congratulates Greg McLaughlin for his more than 40 years of service to Stater Bros.

McLaughlin says union benefits are the key to his long career

Greg McLaughlin has seen many changes in the 41 years he has worked in the industry. One thing, he says, has remained constant through those years: the union.

"That's the main reason I'm still working," Greg said. "The union enabled me to have job security, great pay and great benefits. What more could you want?"

Greg works as a back door receiver at Stater Bros. 158 in Encinitas. He began his career as a courtesy clerk at Alpha Beta in Temple City in 1966.

"I work with great people," he said. "I like my job and I'm in good health. Because of our union-negotiated retirement plan, you don't see a lot of older people working in the stores, so I sometimes feel like a dinosaur."

Among the changes that Greg has observed over the years, the increased use of technology stands out.

"Before scanners, we had to put price stickers on every item," he said. "I remember when we went from the old National Cash Registers to scanners. We had some anxiety at first, because it was so revolutionary, but it proved to be a godsend."

Greg noted that technology has helped him stay on the job.

"I used to do a lot of lifting and used my hands quite a bit," he said. "Now we have electric jacks and fork lifts."

Greg has seen the size of stores increase significantly during his career.

"I remember when a store had only eight aisles," he said. "Now, we sell a variety of merchandise and have departments such as service delis and bakeries. There are so many brands of every item, that they've had to build bigger stores just to stock them."

Greg said that the caliber of people working in the stores hasn't changed over the years.

"We have a lot of good people here," he said. "With the elimination of the two-tier system at Stater Bros., I believe that more members will stay on and make a career in the industry. That will lead to better customer service and be positive for business."

Pedaling onward

Greg and his wife, Linda, have been married for 26 years. They have three adult children and two grandchildren. They live in Oceanside.

"Because of our union-negotiated pay and benefits, my wife was able to be a stay-at-home mom and devote her time to raising our children," Greg said. "She wouldn't have been able to do that if I had a non-union job."

In his free time, Greg likes to putter in his garden. He and his wife recently purchased new bicycles and regularly ride them on a nearby bike path.

"My youngest daughter, Bethany, is a junior at U.C. Riverside and wants to become a doctor," Greg said. "So I think I'll stick around and work for a few more years to help her get closer to that goal."

Secretary-Treasurer's Report

Talks continue through media blackout

The public is unaware of many details about our ongoing contract negotiations with the national supermarket companies. That's because a federal mediator has instructed all parties not to talk about them in the media.

The important fact is that we are talking — and we will continue to talk as long as hope remains that they will produce results that we can accept.

In the meantime, we'll keep applying pressure on the employers through a sophisticated and far-reaching campaign that explains our needs and goals to the public. This campaign includes mass-mailings, telephone banks, petition-gathering events, pro-worker websites and mobilizations through e-mail and text-messages.

Over a handful of weekends at Albertsons stores, our petition-gatherers have acquired more than 11,000 signatures from customers who support our goals. A website,

www.respectworkers.com, offers the public an honest look at the facts and faces behind the supermarket negotiations.

Of course, our members are our most important asset at this critical time. Our strength at the bargaining table depends on the solidarity that you exhibit in the stores.

I can't emphasize this point enough. Company executives and store managers are trying to weaken your loyalty to your union with a campaign of spin and lies. Don't let them succeed!

Talk to your Steward or Union Rep

To get the facts, talk to your steward or union representative, read this newspaper and visit www.respectufcw.com, which posts updates to the members and answers their questions about the negotiations.

We can't talk about some of the details, but we can say that the big causes for which we stand as a labor union — dignity, equality and fair compensation — are causes we will fight for with everything we've got.



Rosalyn Hackworth

'Our strength at the bargaining table depends on the solidarity that you exhibit in the stores.'



Our San Diego branch is located inside UFCW Local 135 headquarters:

2001 Camino Del Rio S
San Diego CA 92108

619-298-7772, x4

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We're Union members too!

Call or come in for free information



Telephone hotline

A hotline has been created to keep members informed about negotiations. Call (619) 298-7772, ext. 171, for regular updates from the bargaining table. Members in North County can call (800) 545-0135, ext. 171.

Visit:

www.groceryworkersunited.org

Members: visit www.RespectUFCW.com

General Public: visit www.Respectworkers.com