

Official Publication of UFCW 1428, United Food And Commercial Workers Union

Summer 2026

Vol. 12 No. 2

Building better communities!

UFCW Local 1428 scholarship application now available!

SEE PAGE 8



Above: Local 1428 members support Vons pharmacists in their fight for a fair contract among other activities.

Below: Supporting the annual postal workers' Stamp Out Hunger food drive for a 10th consecutive year.





Secretary-Treasurer's Report | By Deliana Speights

Stronger together: Building an inclusive Labor Movement

I was honored to join UFCW members and leadership from across the United States and Canada this past spring at the UFCW Women's Network 16th Biennial Convention.

The theme was "Agents of Change — Voices of Power," which resonates with all of us in the Labor Movement. We celebrated the leadership and impact of women across the two countries. The convention provided valuable opportunities to connect, share ideas, learn new skills, and strengthen leadership abilities.

I look forward to serving my new term as the International President of the UFCW Women's Network, along with the Women's Network Executive Board, regional coordinators, and officers. We are proud of the constitutional amendments and resolutions adopted at the convention, which strengthen the Women's Network and advance equity within UFCW. We look forward to continuing that work through future trainings and development

programs.

One important area where we can all continue to grow is supporting members and coworkers affected by domestic violence.

Recently in Las Vegas, our sisters and brothers were shocked by an act of domestic violence in a supermarket.

“

As union activists, we know that every worker deserves dignity, respect, safety and the freedom to be their authentic selves.

UFCW Local 711 suffered the tragic loss of Amanda Frias Rosas and Victor Frias Rosas, members of our union who were killed in a domestic violence shooting at a Smith's store in south Las Vegas in May.

Both of the victims were beloved members of the community.

We offer our sincerest condolences to their family, friends and coworkers and thank the courageous shoppers who apprehended the shooter and held him until police could arrive.

It saddens everyone to realize this type of horrific affair is becoming all too common. It seems like a mass shooting or violent domestic dispute can happen anywhere at any time with no warning.

Whether you are experiencing domestic violence yourself or want to learn how to support someone who is, together we can help ensure our workplaces are informed, supportive and equipped with resources that can make a difference in someone's life.

Commitment to inclusion

UFCW recently recognized Pride Month and Juneteenth to reflect on the ongoing challenges facing LGBTQ+

Continued on page 4



Messenger

Official publication of Local 1428, United Food and Commercial Workers International Union

Mark Ramos, President | Editor

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100% Union



UFCWLocal1428

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Office Hours

Monday-Friday, 8:30 a.m.-4:30 p.m.

Closed noon-1 p.m. for lunch every day

Rancho Federal Credit Union

(866) 855-9050

Union

office closed

Sept. 7 - Labor Day

Nov. 11 - Veterans' Day

Nov. 26 - 27 Thanksgiving

Dec. 24 - Christmas Eve (1/2 day)

Dec. 25 - Christmas

Dec. 31 - New Year's Eve (1/2 day)

Membership meetings 2026

October 8

Meetings at 6:00 pm

Carlos Soto Auditorium

705 W. Arrow Highway, Claremont



President's Report | By Mark Ramos

Organizing is a key to better jobs

Organizing is always essential. Organizing is one of our union's highest priorities. It is crucial to the survival of the Labor Movement, and it helps build stronger communities.

When we recruit non union workers to work under a union contract and sign-up employees to join the union, that is organizing. It is also the right thing to do.

Non union workers often do the same work union workers do, but they receive lower wages and fewer benefits. They also work under conditions that are usually much worse.

Every non union company where workers do what you do is a direct threat to your job, your future, and the economic security of your family.

The grocery industry has been changing quickly. Through mergers, acquisitions, and aggressive expansion, only a handful of companies now control most of the market. For workers, this means fewer employers, more corporate leverage, and increased pressure on wages, benefits, and working conditions.

When one or two companies dominate a region, workers have fewer choices if conditions get worse. Employers know that switching jobs often means moving to another store owned by the same parent company or to a competitor that must follow the labor standards set by the largest players. This creates a race to cut costs instead of a race to create better jobs. Market share matters because it affects the balance of power.

Our union supermarket employers face constant pressure from shareholders, online retailers, warehouse clubs, and discount grocers. Companies respond by automating work, reducing staffing,

consolidating operations, and demanding more productivity from fewer employees. Frontline workers are expected to do more with less while keeping customer service standards high.

These trends make organizing more

A union is more than a contract. It is a democratic institution that gives employees a seat at the table when decisions are made about the future of their work.

important than ever.

Strong unions help restore balance in an industry where individual workers have little bargaining power against multi billion dollar corporations. Collective bargaining gives employees a voice in decisions about scheduling, wages, health care, pensions, safety, staffing, and job security. Instead of accepting changes imposed by management, organized

workers negotiate from a position of strength.

As market consolidation continues, union density becomes even more important. When more grocery workers are organized, companies compete on service, innovation, and customer experience instead of lowering labor standards. Strong contracts set benchmarks that influence the entire industry and raise expectations for union and non union workers.

The challenges ahead will not disappear. AI, self checkout technology, centralized distribution systems, and continued consolidation will reshape retail grocery for years to come. These changes do not have to come at the expense of workers.

History shows that periods of economic concentration are also moments when collective action becomes most necessary. As corporations grow larger, workers must build organizations strong enough to match that scale.

A union is more than a contract. It is a democratic institution that gives employees a seat at the table when decisions are made about the future of their work.

The grocery industry will continue to evolve, and so will we as a union.

The future of our industries depends on workers standing together to protect their livelihoods, strengthen their communities, and ensure progress is shared by everyone who makes the industry possible.

UFCW Local 1428 is committed to organizing non union companies and raising the wages, benefits, and working conditions of those employees to an acceptable level. By organizing, we build better communities.



UFCW Local 1428 Secretary-Treasurer Deliana Speights was elected International President of the UFCW Women's Network at its convention in May. The 2026 convention, held in Montreal, was educational and inspirational for attendees, who discussed strategies for organizing new workers, helping members access mental health benefits and more.

Scan QR Code with your smartphone to get active!



Building an inclusive Labor Movement

Continued from page 2

communities while reaffirming our commitment to solidarity, inclusion, and justice.

Intersectionality reminds us that our identities and experiences are shaped by many factors, including race, ethnicity, gender, sexuality, disability, culture, and socioeconomic background. These diverse perspectives strengthen our communities, our unions, and our Labor Movement.

As union activists, we know that every worker deserves dignity, respect, safety and the freedom to be their authentic selves. Let us continue building workplaces and communities where everyone belongs as we did in June with Pride Month and Juneteenth.

If you are not already a member of Women's Network, UFCW OUTreach, the Minority Coalition and/or United Latinos, consider joining and becoming part of this important work. Log onto UFCWWomensNetwork.com to get active!

Out in force for International Workers' Day



International Workers' Day, also known as May Day, is a global holiday celebrated annually on May 1 to honor the contributions, struggles and historical achievements of the working class. It serves as a major focal point for labor unions, worker rights and social justice movements worldwide.



Members & staff help community at annual food drive

UFCW Local 1428 members, and staff joined by a few members from Local 770, volunteered once again at this year's National Association of Letter Carriers Stamp Out Hunger food drive on May 9.

Local 1428 was sent to the post office in Eagle Rock because of the massive volume of donations. They helped unload food collected by the Letter Carriers during their work routes. Those who weren't able to join the team were able to leave bags of nonperishable items. The food will be distributed to families in need of assistance.

"Together, we can help stamp out hunger as we continue our efforts to build better communities," President Mark Ramos said. "Thank you to all who donated and volunteered their time to help build better communities."



Kaiser Permanente member to serve on E-Board: 'Mexican immigrant, citizen now, American Dream'

Lorena Luna Costa was born in Mexico and raised in the U.S. She started working for the Kaiser Pharmacy in February of 1994 after abruptly becoming a single mother to two young children. Lorena had to move back in with her parents to start over with her little ones. Both of Lorena's parents held union jobs most of her life.

"You have to get a union job, Lorena! You have to so that you and the kids can have security," her father told her repeatedly.

"When mom came to the U.S. she worked at a sweatshop as a seamstress. My dad helped her get a union job with the school district," said Lorena.

Lorena considered herself lucky that she had secured her first union job at the Kaiser Pharmacy in Inglewood. She worked her way up at the pharmacy, for years commuting sometimes two hours each way with traffic before transferring to Baldwin Park.

After 16 years as a steward, Lorena no longer feels unsure. She speaks up frequently and makes sure her workers are informed and protected.

In 2016, Lorena was offered the Regional Total Health Labor Lead for Kaiser.



Lorena Luna Costa

"This was my first foot in the door on a regional level. This work took me away from my normal pharmacy job for one year as I traveled around Southern California promoting our Total Health program," exclaims Lorena.

Lorena has been a Labor Lead who has helped teams within the area meet certain partnership goals.

"We have a say in the work that we do which is special. Management is forced to come to the table to listen to us. It matters

that our voices are heard," said Lorena.

"We hash out tough conversations, but are willing to hear each other out. I know how important it is for all departments, not just mine.

As a direct voice of the members, it is the highest level of input and working directly with the leaders to get goals accomplished," said Lorena.

Lorena is excited for her work and what she can do for the members and the union and is proud to represent Kaiser on the Local's Executive Board. She also serves as Steward and is a picket captain at Baldwin Park Medical Center.

Being able to show her dad where the union has taken her is one of her proudest accomplishments.

"He is so proud to see the work that I am doing with the union. After all he has given me, I am happy to give this to him as well," said Lorena.

Lorena loves spending her free time with her two young grandchildren, going to the beach, visiting her homeland of Mazatlán, Mexico, and dancing.

Lorena is known to get everyone up and moving at the union meetings. She hopes to inspire other members to get involved and take action.

UFCW takes a stand against anti-union, anti-consumer pricing tech

Earlier this year, the UFCW launched a national campaign to protect union members and grocery shoppers from predatory new technology designed to charge some customers more than others.

The "Affordable Groceries and Good Jobs" campaign is spreading the word about Electronic Shelf Labels (ESLs), digital price tags which companies like Kroger, Walmart and others can use to change product prices instantly.

On July 23, New Jersey Gov. Mikie Sherrill signed the Fair Price Protection Act (A4085/S3612) into law. This is the first-of-its-kind legislation in the United States to ban surveillance pricing and impose a moratorium

on electronic shelf labels (ESLs) in grocery stores across the Garden State. New Jersey is the leader among 12 states that have joined the UFCW's "Affordable Groceries and Good Jobs Campaign" to ban the predatory practice of surveillance pricing, target the encroachment of AI-driven technology in grocery stores, and deliver fair prices for families while preserving good, union grocery jobs.

The technology is already spreading to thousands of stores and, with the help of AI, enables companies to charge customers different prices based on harvested information like race, gender and financial circumstances.

Also known as "surveillance pricing," ESLs also threaten the livelihoods of grocery

workers. These systems could replace the skilled work of grocery clerks or, at the least, leave them to explain a company's actions to rightfully angry shoppers.

In partnership with the UFCW, legislation is being drafted at both the state and federal levels to push for changes. The legislation focuses on three key points:

1. Require stores to use clear, printed shelf prices that everyone can see and trust.
2. Ban "surveillance pricing" so no one is charged more based on who they are.
3. Give state attorneys general the authority to enforce these rules and allow consumers to take legal action if stores break them.

Rising for justice



UFCW Local 1428 once again participated in Pomona's Annual Rising For Justice And Human Rights March on April 27. It started off of Mission Boulevard at The Pomona Pride Center and they marched down to Tony Cerda Park on Grand Avenue where a full days festivities took place. The UFCW work force development booth was set up and run by Marvin Larios and Alondra Torres from Local 1428, who gave out lots of valuable information about workers rights to the community in attendance. "Together we continue our ongoing efforts of building better communities!" President Mark Ramos said.



Local 1428 member **Rob O'Connell** (pictured with balloons) retired on May 22 from Vons in Glendora. He was presented with a Certificate of Achievement and praised for being an exemplary union member. He served as a steward in his store as well as an elected Executive Board vice president for Local 1428. O'Connell was honored by the union and his fellow members as a hard worker and reliable source of information, friendship and support.

Members stand together to support Vons pharmacists' contract fight



In June, UFCW Local 1428 staff, members and activists teamed up with UFCW Locals 770, 1167 and 324 to educate shoppers at Vons 2681 in the city of Upland. The locals joined forces for an informational customer engagement action where customers were asked to sign a petition in support of pharmacists as negotiations continue for a fair contract.

"We had tons of support from customers," President Mark Ramos said. "It was nice to know the support is there and the customers have our backs."

Also in June, Local 1428 staff, members and activists joined Locals 324 and 770 at the Albertsons/Vons corporate office in Fullerton. After a rally in front of the building, the labor activists marched to the front doors where company executives met with the delegation to hear their concerns.

The labor group shared the pharmacists' concerns with the executives and also presented them with customer and patient comments which focused on the frustrations customers are having.

"We hope when we return to the bargaining table the companies get serious and negotiate a fair contract that respects and values the work our pharmacists do day in and day out to contribute to the success of these employers," Ramos said.

As bargaining continues, members have overwhelmingly voted to approve a ULP Strike Authorization sending a strong message to the company.

UFCW LOCAL 1428 SCHOLARSHIP PROGRAM

UFCW Local 1428 is proud to announce its Annual Scholarship Program, designed especially to benefit eligible Local 1428 members and their eligible family members.

Your union recognizes the need to constantly provide high standards of benefits and services to its members and their families. It also acknowledges the importance of a good education in today's complex and demanding society.

The scholarship program, administered by Local 1428 and using proceeds from the annual UFCW Inland Empire Charity Foundation Golf Tournament, awards scholarships to eligible members, spouses, or children of active members in good standing.

APPLICATION GUIDELINES FOR UFCW LOCAL 1428 2026 SCHOLARSHIP PROGRAM

I wish to participate in UFCW Local 1428's Scholarship Program for the 2026/27 school year.

I understand that:

- I must have been a member in continuous good standing with Local 1428 for at least 12 months prior to September 1 of this year, or have been the spouse/child of an active Local 1428 member in good standing for at least 12 months prior to August 1, 2026. I am enrolled for a minimum of 12 units in an accredited school.
- I have been accepted or I am enrolled as a student in an accredited college or vocational school.
- I must submit my proof of enrollment at an accredited college/institute for the upcoming fall school term.
- I must submit my most recent transcripts or grade records with at least a 2.5 GPA.
- I must submit a one-page typed essay on **"How the union has personally impacted my life."** Also, I will include hobbies, scholastic awards, notable accomplishments and community services or activities.

Please complete this application and mail, with grade transcripts, proof of enrollment and the one-page typed essay, to: UFCW Local 1428, P. O. Box 9000, Claremont, CA 91711-9000 — Attention Scholarship Committee. For inquiries, email info@ufcw1428.org or call (909) 626-3333, ext. 225.

Applications, as well as grade transcripts, proof of enrollment and essay must be received or postmarked no later than Sept. 25, 2026.

*The sooner the better, you will be contacted via mail.**

Please print clearly

Student's Name _____

Phone # (Home or Cell) _____

Address _____

City _____ **Zip** _____

Email _____

I am currently (circle one) Graduated High School Senior College Freshman

College Sophomore College Junior College Senior Post Grad

College/vocational school/accepted to _____

Course of study _____

Full-Time ___ **Part-Time** ___ **Units Taken:** _____

I am eligible to participate because:

___ I am a member of Local 1428 ___ My parent is a member of Local 1428

___ My spouse is a member of Local 1428

Member's Name _____ **Member's Last 4 SS #** _____

Address _____ **City** _____ **Zip** _____

Phone (Home/Cell) _____ **Company Name & Location** _____

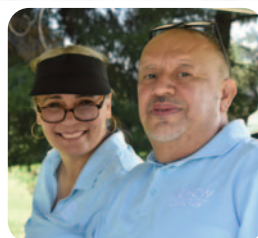
Email _____

Signature _____ **Date** _____

*** Submit application ASAP. Applicants will be notified via mail when scholarships will be awarded.**

Inland Empire Golf Tournament raises money for charity and scholarships

UFCW Locals 1428 and 1167 hosted their annual Inland Empire Charity Golf Tournament on July 28, raising more than \$215,000 for the March of Dimes, local scholarships and food pantries. Thank you to all the sponsors, participants, volunteers and staff who make this such a successful event! Local 1428 awarded \$30,000 in scholarships to students last year. See application for scholarship awards on page 8.





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Union Representatives' Column

Get paid correctly!

Are you sure you're being paid correctly? Some members find themselves saying "What happened to my overtime pay for last week?"

Is your vacation pay correct? What about your holiday pay you are entitled to?

We're happy to help with these questions and make sure you were paid correctly for the work performed. Usually, we can clear up any problems quickly.

Don't assume your company will pay you correctly. And don't rely on automation. Just because you clocked in and worked a certain amount of hours in a week, it doesn't necessarily mean you will be paid for those hours.

Nothing is certain or perfect in our world. A technical glitch or other mistake could affect how you are paid.

Check your stubs!

The smart policy is to check your pay stub every week to ensure you are paid for all of the hours you worked. Did you get your sick pay? Did you get your night premium? Overtime Premium? Is it all being applied correctly? And is the information correct for your tax forms? Most companies have gone to paperless pay records, but you still can get a weekly copy for yourself. If you have opted out of receiving your pay stub, speak with your manager or bookkeeper and let him or her know you want to begin receiving your pay stubs again.

Filing away your pay stubs might seem meaningless if you receive your pay

through direct deposit or you've already deposited your check at your bank, but those little pieces of paper can be critical if you ever have to file a grievance.

Keep track of all of the hours you worked and check your pay stubs on every payday. If you see any discrepancies that you can't easily correct, contact your Union Rep right away



Members at Work

Stater Bros. 184



Retirees' Corner

Join the Retirees' Club!

We are doing our best to stay healthy and safe this summer as we enjoy the sunshine while also looking for ways to stay cool! We hope you are as well.

Come join our club! Our meetings are held the first Thursday of the month. They are generally club business, potluck lunch and bingo.

We are always happy to have new members! Dues are \$25 per year. We also have drawings and a 50/50 in addition to bingo at \$1 per card. Come out and play!

We try to arrange outings that accommodate everyone. A favorite is the California Botanical Garden in Claremont, where we take the tram and go to lunch in the village. Who knows what we'll be up to, but it will be a fun get-together. So come join us at Local 1428's Auditorium!

Please make your check out to UFCW 1428 Retirees' Club for your yearly dues and mail back as soon as possible to:

UFCW 1428 Retirees' Club

705 W. Arrow Highway

P. O. Box 9000

Claremont, CA 91711-9000

Check out our Facebook page and/or email comments to:
Info@ufcw1428.org

Summer heat safety tips

Heat exhaustion and heatstroke cause more deaths in the U.S. than all other natural disasters combined. Scientists expect more frequent and intense heat waves because of climate change, so it's vital members take caution and protect themselves during the summer months.

Hydrate to stay protected

It is critical to stay hydrated. Drink water and other cool fluids consistently and increase the amounts during rigorous activity. Avoid beverages with high sugar content.

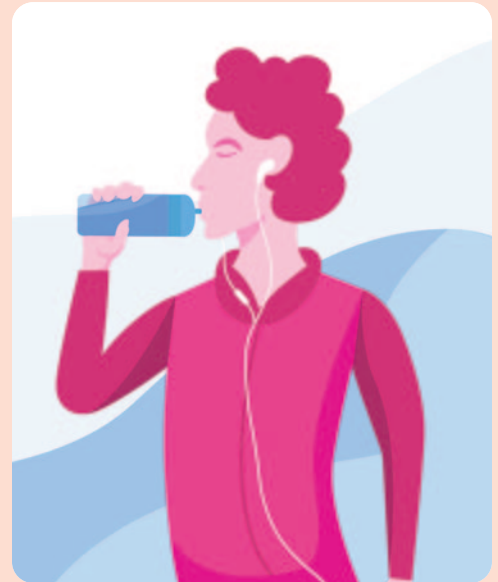
There are many good reasons to drink a lot of water every day:

- Drinking water can have a positive effect on your skin and can even clear your complexion.
- Water helps you lose weight. It has no fat, calories, carbohydrates or sugar. It's also a great appetite suppressant, because when we think we're hungry, sometimes we're actually thirsty.
- It energizes you. Even mild dehydration can lead to fatigue, muscle weakness, dizziness and other symptoms.
- Dehydration is also a common cause of headaches. In fact, when we have headaches, it's often a matter of not drinking enough water.
- It can lower your risks of a heart attack. A six-year study published in the *American Journal of Epidemiology* found that those who drink more than five glasses of water a day are more than 40 percent less likely to die from a heart attack during the study period

than those who drink less than two glasses.

- Water cleanses the body by flushing out toxins and other waste products.
- Our digestive systems need a good amount of water to digest food properly. Often, water can help cure stomach acid problems. Water along with fiber can cure constipation.
- Drinking a healthy amount of water can reduce the risk of colon cancer by 45 percent. It can also reduce the risk of bladder cancer by 50 percent and could even reduce the risk of breast cancer.
- If you exercise regularly, be sure to drink additional water before, during and after exercise to replenish fluids that you lost through perspiration.

Always check with your doctor before making any significant changes in your



diet or water-drinking habits, especially if you have a chronic medical condition.

If you experience or witness the symptoms of heat stroke; such as rapid heart-beat, dizziness or headache; move out of the sun into a shady or air-conditioned environment and call 9-1-1.



Training and staying prepared

UFCW 1428 work force department in partnership with UFCW Women's Network and Project Sister hosted a self-defense class on April 7. Participants learned spatial awareness, empowerment skills and how to defend themselves if needed.



705 West Arrow Highway
P.O.Box 9000
Claremont, CA 91711

Return Service Requested

Notary services available to members

UFCW Local 1428 offers free Notary service by appointment only.

For appointment call Cathy Moreno at (909) 626-6800, ext. 236

To All Local 1428 Members

If you have any "Important Moments" occurring in your life, update your information with Local 1428's Membership Department. If you've changed your name, moved or had a beneficiary change, call Cathy Moreno at (909) 626-3333, ext. 236.

Has your address or
phone number
changed?

Notify
UFCW

Local 1428!



Call (909) 626-3333 or
email info@ufcw1428.org

**MADE
IN
AMERICA**



**MADE
IN
AMERICA**

TEXT MADE TO 235246

UFCW^{LOCAL} 1428
A VOICE For Working America

**It pays
to be union!**

2026 Year Totals through June

Total Grievances

113

Total Back to Work

11

Total Amount Back Pay

\$30,461.73

UFCW Local 1428 life events

Retired

Laura Michel, Albertsons

Luis Salazar, Food 4 Less

Alcuyn Pitts, Vons

Yvonne Johnson, Vons

Carlos Chion, Vons

Keeva Rice, Vons

Latanya Hunter, Albertsons

Lourdes Sifuentes, Albertsons

Connie Baxley, UFCW Local 1428

Michelle Oropallo, Albertsons