

# MEMBER ALERT

## UFCW Local 135

President: Mickey Kasparian

Secretary-Treasurer: Rosalyn

Vol.4 April 2006



### Important Phone Numbers

**Local 135 Office**  
2001 Camino Del Rio S.  
San Diego Ca. 92108  
**(619) 298-7772**  
**\*(800) 545-0135**

**Membership:** Ext.6  
**Insurance:** Ext.8  
**Grievance:** Ext.9

### \*Outlying Areas

**North County Office**  
323 A South Rancho  
Santa Fe Road,  
San Marcos,  
California 92069

**Hours of Operation:**  
Tues & Thursday  
8am-12pm & 1pm-5pm

For latest info and  
updates visit our  
website .....

[www.UFCW135.org](http://www.UFCW135.org)

### Steward of the Quarter

Our Steward of the Quarter for the 1st Quarter of 2006 is Antonia Lira Duran from Rite Aid. Congratulations Antonia for a job well done! If you would like to nominate your Steward for the Steward of the Quarter, please contact German Ramirez at extension 153. You may also complete the form provided in *The Worker*. The deadline to submit your entry for the 2nd Quarter is June 30, 2006. All stewards are eligible!

### Movie Night at Local 135

On May 10th, we will show the movie Norma Rae (rated PG-13). The movie will be shown at 7:00 pm, upstairs in the meeting hall. If you would like to attend, we ask that you RSVP due to limited space. Please call extension 126.

### Grievance Department Update

The Union Representatives of Local 135 are paid to enforce the collective bargaining agreement and to represent members. During the month of March, our staff was successful in obtaining \$ 121,200.23 in back pay due to the resolution of grievances filed on behalf of our members.

### Attention Vons and Ralphs Members

We are pleased to announce that an arbitrator recently ruled in favor of the Union regarding work in a higher job classification. As a result, employees that were hired before February 29, 2004 but promoted after that and work in a higher classification will be paid according to Appendix A for work performed in a higher job classification, and paid in accordance with Appendix I for work performed on Sunday in a higher classification. All affected members (that were paid incorrectly) that are active employees will receive back pay as a result of the award. Stater Brothers and Albertsons have always paid in this manner.

### **Site Visits by President Kasparian and Secretary-Treasurer Moore**

For the past couple of years, Local 135 President Mickey Kasparian and Secretary-Treasurer Rosalyn Moore have made it a practice to ride with Union Representatives to visit members at their place of employment. It is their intention to visit as many members as possible. The purpose of the visits is to answer questions and to inform the membership regarding any pertinent information that involves Local 135, other UFCW Locals (nationally) and other union organizations (local and nationally).

### **Attention Rite Aid Members**

Your successor contract is now at the printer. Your contract will be mailed to your home. Please make sure that we have your current address on file.

### **Kaiser Members-Partnership Update**

Peter di Cicco Executive Director of Union Coalition has retired and has been replaced by John August. UFCW and the Union Coalition met recently with Bernard Tyson, Kaiser Permanente Senior Vice President to hear his comments regarding the strategic direction of Kaiser Permanente. He outlined KP's commitment to the Labor-Management Partnership and toward the successful implementation of the National Agreement. We wish Peter the very best and thank him for a job well done!

### **Discount Tickets**

Please note that we cannot exchange discounted tickets once they have been purchased. Remember to check the expiration date of tickets prior to your anticipated trip to ensure that the tickets have not expired. Tickets are subject to availability.

### **Attention Stater Brothers, Ralphs, Albertsons And Vons**

If you were hired after March 1, 2004, it is very important that you submit your medical benefit forms by the due date indicated. If you need additional information or need assistance in completing the forms, please contact the insurance department at Ext. 8.

### **No Cash Down Affiliation!**

If you are a new hire, you now have the option of affiliating with Local 135 by going on \*dues deduction immediately, with **NO CASH PAYMENT at the time of affiliation**. New hires **have 30 days from the date of their first letter** to take advantage of the no cash option. After 30 days, you must pay a portion of the dues and initiation fees up front. All new hires must come into one of Local 135's offices to sign up for the program. The "No Cash Down" program may not be offered by mail nor can a Union Representative sign a member up (unless it is during new hire orientation meetings). The program is designed for new hires, if you are a re-hire, please contact the membership department regarding re-instatement. Please be advised that you do not have to wait for a letter from UFCW Local 135 to join the union. In some instances, the new hire information from your employer is not complete (such as apartment numbers). At times

Local 135 is not notified of a new employee until the individual has been employed for quite sometime, which causes the member to be responsible for multiple months of dues. If you need additional information regarding dues, initiation and payment arrangements, please contact our Membership Department at extension 6. \*Initiation Fee will be included in the amount deducted weekly.

### **Change to Win**

The UFCW and (6) other International Unions founded the organization Change to Win in 2005. The purpose of Change to Win is to enlist the assistance of our fellow Unions such as Teamsters, SEIU, UNITE HERE, Carpenters, Laborers and United Farm Workers. The UFCW along with the other (6) Unions are collaborating to make each Local successful. In addition to Change to Win, UFCW Locals are still active participants of their respective Labor Councils. In the month of April, we will be enlisting the aid of our members for a Change to Win activity.

### **Don't forget to pay before you consume or leave the premises!**

We have seen an increase in the number of grievances that involve members failing to pay for items prior to consuming product, or removing product. Not all instances are intentional, we all forget things from time to time. However, we must caution you that employers aren't too forgiving when our memories fail us. Remember, you are held to a higher level as a patron than the patrons you serve.

### **A word of caution for Albertsons checkers**

It has recently come to our attention that Albertsons has a new Airline voucher program. Similar to the Catalina coupon system, a voucher is triggered once a customer meets certain criteria upon checkout. Please make sure that you are familiar with company policy regarding Airline vouchers.

### **New Member Meetings**

Local 135 has had New Member Meetings for the last few years. The program has been quite a success. New Members attend a one hour meeting to learn more about what a Union does, contract information and helpful pointers on how to remain a good employee. We now have New Member Meetings in North County as well. \*Participants receive a \$25.00 rebate off their initiation for attending. Members will receive the rebate by mail once the initiation is paid in full. Participants must attend the entire meeting and we ask that you arrive on time. The next New Member Meeting will be held on May 3rd at the Mission Valley Office (Upstairs meeting hall). We will also have a New Member Meeting on May 23rd at 5:00 p.m. in North County (location TBA) Please call our Membership Department at extension 6 to RSVP.

### **General Membership Meetings**

Our General Membership meetings are held at 7 pm, usually the fourth Tuesday of every other month. The locations alternate between Mission Valley and North County: **The next Membership meeting will be held May 23, 2006 in North County (location to be announced).**

### **Regional Meetings-Master Food Agreement Members**

Local 135 President Mickey Kasparian created Regional Meetings to educate our members that work at Vons, Ralphs, Albertsons and Stater Brothers. You will be notified when a Regional Meeting is scheduled in your area. Once meetings have been held throughout the county, we will repeat the cycle with updated information. New members are encouraged to attend.

### **Has Your Information Changed?**

If you have moved, changed your phone number, changed employers or location, or if you were recently promoted-please contact our Membership Department right away to update your information. Don't forget to complete a new voter's registration form if you change your address. **Please remember to give your employer your change of address as well.**

### **Withdrawal Card**

If you are going to leave the industry, or are planning on taking a leave of absence (for an extended amount of time), please be sure to contact our membership department to find out how and when to obtain a withdrawal card. A withdrawal card is for internal UFCW purposes only, and relates to the cessation of dues while you are not in the industry. The withdrawal card also insures that you are not charged an initiation fee when you return to the industry. Withdrawal cards are given to members in good standing. Please remember to touch base with our Insurance Department regarding benefits as well (if applicable).

#### **DON'T FORGET TO CHECK OUR WEBSITE!**

**www.UFCW135.org**

You will find the latest information regarding negotiations, interesting articles, job opportunities at UFCW Local 135 and much more.

**-NEW SO-CAL PHARMACISTS Website: www.ufcwsocalrx.org**

**Informational Hotline:** (619) 298-7772 extension 171  
(updated as new information becomes available, for entire membership when not used for negotiation purposes)

**Toll Free Number:** (800) 545-0135  
(For North County and Imperial Valley Residents)

#### **Office Hours:**

**-Mission Valley** M-F (Except Certain Holidays) 8am-12pm & 1pm-5pm

**-North County** Tues & Thurs (Except Certain Holidays) 8am-12pm & 1pm-5pm