

UFCW LOCAL 135
a VOICE for working America The WORKER
OFFICIAL PUBLICATION OF UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 135
August 2017



CVS and Food 4 Less Negotiations Continue
Food 4 Less Should Not Mean Work 4 Less
UFCW Local 135 Members save Kaiser \$1.1 Million



The Worker

The Newsletter of the UFCW Local 135
San Diego, CA

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The Worker

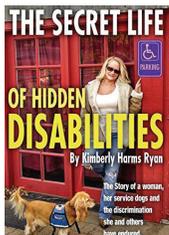
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For up-to-date union information
visit www.UFCW135.org



The Worker (USPS 018-630) is published monthly by UFCW Local 135, 2001 Camino Del Rio South, San Diego, California, 92108-3603. Periodical postage paid at San Diego, California. Postmaster: Send address changes to The Worker, 2001 Camino Del Rio South, San Diego, CA 92108-3603.

President's Message



By Mickey Kasparian
President
International Vice President

Did you know that UFCW Local 135 represents more than 135 Grocery workers? Within the grocery stores we represent everyone from meat cutters to pharmacists and in some stores, fuel station attendants.

Outside of the grocery industry, we represent workers in print shops, shops inside the airport, dental offices, Kaiser pharmacists and pharmacy techs. We are diversified in our representation and negotiate different contracts for a wide-range of workers.

Of course we all know the big three – Albertsons, Ralphs and Vons, in which the contract was ratified last year and will be up for negotiations again in 2019. Other grocery stores include Gelsons, Food 4 Less, Keils Food Store, and Stater Bros. and all have different contracts we negotiate on behalf of the workers.

Every one of these contracts is different for each employer. But all contracts

We Negotiate Contracts for a wide-range of Workers

have many things in common. To the point, our Secretary-Treasurer, Richard Barrera and I are negotiating year round. We are currently working on negotiating Food 4 Less and CVS contracts.

A union contract is a legal document that defines workers' rights and benefits. Contracts are the result of bargaining between the union and the employer. Meetings, discussions, and survey results may be used by us to find out what issues are important to you. After a majority of voting employees approve their contract language, it goes into effect.

We negotiate many things that can and do make it into the contracts; and they are tailored for each industry, shop, factory, store, and depend on what the workers want.

Union contracts contain a no discrimination policy. Employers cannot discriminate against employees because of union membership, age, creed, color, sexual orientation, religion, marital status, etc.

"We negotiate your contracts with your best interests at heart. We fight for you every day."

Union contracts contain a seniority policy, which is intended to reward people who have put the most time into their job. It is often used to determine who gets promotions, but there are usually job classification systems that ensure that people must have a certain level of knowledge to fill a certain position.

The grievance procedure is so important. This keeps your boss from firing you at will. Grievances provide a way for conflicts between management and employees to be resolved fairly. If an employee feels he or she has been wronged and cannot resolve it with management, one of our union representatives will meet with management to try to resolve the matter. If that fails, another attempt is made with upper management. If that fails, a neutral arbitrator may be called in to decide the issue and their word is binding.

Your contract defines your wages, raises, hours and overtime. Usually, 40 hours at 8 hours a day is defined as full time so that any more than 8 hours worked in one day or 40 hours worked in one week require overtime payment.

Work Breaks are defined as well. This provision usually provides two 15 minute breaks per 8 hours worked.

Union stewards are included in your contract. They represent the union at your job. They make sure the contract

is not violated and help employees who have problems with management.

There are provisions for No Strike/No Lockout during the duration of the contract, the

union may not strike and management may not lock employees out of the workplace.

Your contract also defines your health care and pension. We fight hard every time we negotiate to not let the employer cut anything from your benefits. We negotiate your contracts with your best interests at heart. We fight for you every day. ■

Secretary-Treasurer's Report



By **Richard Barrera**
Secretary-Treasurer

Our contract with Food 4 Less expired in early June, and we at Local 135 have been at the bargaining table for a couple of months with the Kroger Company negotiating a new contract.

In some ways, the issues facing our members at Food 4 Less are very similar to the issues facing all of our members. Food 4 Less members struggle to make ends meet because wages are not keeping up with the cost of living and because members struggle to get enough hours per week to pay the bills. On the other hand, Food 4 Less members benefit from great union health care benefits and also from a guaranteed pension that is becoming too rare for workers in today's economy.

But Food 4 Less workers face conditions that in many ways are more difficult than conditions faced in stores like Albertsons, Ralphs and Vons. Food 4 Less claims to be a "warehouse store" which means workers generally are paid

Food 4 Less Should not mean Work 4 Less

20 percent less than their counterparts at the major grocery stores, and struggle even more for adequate hours in a work week. Anyone visiting a Food 4 Less store quickly realizes how understaffed these stores are and how overworked our members are.

At the negotiating table, we are trying to achieve a fair contract for our Food 4 Less members that raises wages, increases hours and protects health care and pension benefits.

Despite the fact that we were able to achieve such a contract last year with the Kroger Company for our Ralphs members, so far these same Kroger executives have refused to be open to a fair contract for Food 4 Less members. In fact, Kroger continues to make proposals that would actually reduce wages and hours for Food 4 Less members.

"Last year the CEO of Kroger alone made over \$12 million. These huge corporate salaries are made possible on the backs of our Food 4 Less members."

These Kroger executives claim that Food 4 Less can't compete with stores like Walmart and El Super, and therefore they need to cut labor costs. In fact, UFCW International researchers have found that the Kroger Company yields the highest return for its shareholders of any grocery chain in the country. One of the primary reasons for these high returns is that stores like Food 4 Less turn over product faster than other

stores. What that translates to is that the very same Food 4 Less members who are struggling to make ends meet are, through their hard work, producing billions of dollars in returns for Kroger corporate executives.

Last year the CEO of Kroger alone made over \$12 million. These huge corporate salaries are made possible on the backs of our Food 4 Less members.

We know that we only achieve a fair contract when we're willing to fight.

Over the last week our Food 4 Less members, supported by their UFCW Sisters and Brothers from other stores and industries, have been out in front of their stores speaking to Food 4 Less customers about the need for a fair contract.

When Food 4 Less customers realize that the workers who have served them well for so many years are now in need of support, they have responded.

Thousands of customers have signed a petition demanding that Kroger executives do the right thing for their neighborhood grocery workers and have pledged, if necessary, to boycott Food 4 Less until we achieve a fair contract. This fight will likely need to intensify over the next several weeks.

We ask all of you to pay attention to the website, UFCW135.org, and to our Food 4 Less Facebook & Twitter pages for updates on how you can support your Sisters and Brothers in this fight. ■

UFCW Local 135 Members Collaborate over Pharmaceutical Inventory, saving Kaiser Permanente \$1.1 Million

The UFCW Local 135 members at the outpatient pharmacy at the Kaiser Permanente Zion Hospital saved their employer more than \$1 million over a five-month period by doing two things: buying drugs in large quantities and managing specialty medications better.

Our members are part of Kaiser's Labor Management Partnership, which allows all workers to participate in making working conditions better and allows them to have a voice in how they can improve things for their workplace.

Now the pharmacy is neither overstocked, nor understocked by having the right quantities of each medication on hand.

In order to accomplish this feat, they set a goal of reducing inventory costs from \$3.2 million down to \$2.6 million a year.

The first step was to review the pharmacy's ordering and inventory practices. They realized they were overstocking oral chemotherapy, Hepatitis C and antiviral medications. At \$10,000 a bottle, some rarely used pharmaceuticals would sit on shelves — wasting money. To add to the waste, if they weren't used or returned to the manufacturer before they expire, they're a costly mistake.

To understand better what drugs are needed, members reached out to ambulatory care pharmacists who collaborate with physicians to treat patients. That way they were able to figure out what drugs might be needed and in what quantities.



L to R: Pharmacist Supervisor Nate Close, Pharmacy Assistant Wesley Frani and Pharmacy Technician Jane Corby

Pharmacy Assistant and UFCW Local 135 member Wesley Frani said, "Once we know what patients are going to need, we make sure that we have that in stock."

Jane Corby, an inventory control assistant and a recently retired UFCW Local 135 member, said she carefully monitored stock levels to ensure that when patients present their prescriptions, the right medications are available.

They adopted a practice of purchasing and keeping just the right amount—no more, no less—of high-cost meds in stock. Managing costs helps keep expenses down for patients, and the team's improved communication means better service for patients, whose medications are there when they need them.

"We realized that we needed to do something," says Nathan Close, outpatient pharmacy supervisor. "Our

idea behind bulk purchasing was the Costco theory," says Close. "If we buy something in large quantity, we can save some money."

The bulk purchasing had an unexpected side benefit: Team members also reduced stress on their wrists, because they were twisting off fewer bottle caps.

"Instead of opening 30 small bottles, we're opening one large bottle," Close explains.

With the new protocol, the pharmacy had saved \$1.1 million—nearly twice as much as its original goal. In the months since, team members have continued their streamlined ordering and inventory practices by communicating with each other frequently.

Without the Labor Management Partnership, the team would not have been able to achieve the same results. Congratulations to all involved in this project. ■

Union News Briefs



UFCW Statement on Amazon Buying Whole Foods

Marc Perrone, President of the United Food and Commercial Workers (UFCW) International Union, made the following statement about Amazon buying Whole Foods.

“Amazon’s brutal vision for retail is one where automation replaces good jobs. That is the reality today at Amazon, and it will no doubt become the reality at Whole Foods.

“Sadly, the hard-working men and women who work at Whole Foods now face an uncertain future because the Amazon model for grocery stores ultimately leads to fewer jobs, worse benefits, and more automation. Make no mistake, these are not the values most Americans believe in nor the ones embraced by many Whole Foods customers.

“While Amazon may prefer a path that treats Americans as if they are just faceless workers, the employees of Whole Foods deserve better and should realize they’ve earned the right to a better life.”

The future of the grocery industry is changing: From how people shop to no longer shopping and opting for pre-prepped meal delivery. What isn’t changing is the treatment of workers. Workers’ labor expectations continue to increase to benefit the company’s bottom line. To employers, cutting down on labor cost influences the bottom line but it directly affects the workers and consumer safety. Changes are shifting at such a fast rate that policy and regulations aren’t able to keep up or are being overlooked.

Jim Araby, Executive Director for UFCW Western States Council stated, “UFCW fights inequality each and every day. UFCW has been committed to advocating on behalf of worker and consumer safety as well as for prosperity and growth in our economy. Companies like Amazon are exploding into a vast array of industries and are not advocating or promoting quality but rather quantity.

Change is evident and automation is evident. We are not opposed to the growth and evolution of technology. However, workers and consumer rights and safety have to stay at the forefront above the bottom line.”

UFCW Receives Elite Volunteer Award from the Leukemia & Lymphoma Society

WASHINGTON, D.C. — The world’s largest voluntary health agency dedicated to finding cures for blood cancers, The Leukemia & Lymphoma Society (LLS), recently awarded its longstanding partner, The United Food and Commercial Workers (UFCW) with the National Corporate Leadership Award at LLS’s Volunteer Leadership Conference awards dinner held in Washington, D.C., on May 2, 2017.

The UFCW is one of North America’s largest labor organizations with more than 1.3 million members, and has been a powerful voice for LLS since the partnership began in 1982. The organization has raised more than \$82 million for LLS’s goal to find cures and ensure access to treatments for blood cancer patients. In 2016 alone, the UFCW generated \$1.9 million in the United States and more than \$2.4 million in Canada, through a variety of fundraising efforts ranging from golf outings to dinners.

When Marc Perrone, UFCW’s International president, learned that the UFCW was the recipient of LLS’s National Corporate Leadership Award, he was humbled. “The UFCW union family prides itself on giving back to the communities we call home and doing our part to bring hard working families a better life. We are honored to help The Leukemia & Lymphoma Society lead the way to a world without blood cancers. Our partnership is proof that the best way to make a difference is to stand together.”

The National Corporate Leadership Award honors an organization with fundamental alignment to LLS’s goal to cure blood cancers and commitment to improving the lives of patients. Nominees for this award support and advance LLS through leadership, executive and employee involvement in various LLS volunteer driven initiatives, and through financial support for LLS’s research, patient services and advocacy initiatives.

“LLS is very proud of our partnership with the UFCW, whose members have supported LLS relentlessly by raising essential funds needed to fight blood cancer,” said Louis J. DeGennaro, Ph.D., LLS’s president and CEO. “The UFCW is helping LLS make it possible to accomplish more than any other cancer nonprofit to advance cutting-edge research and cures for patients.”

Union News Briefs



Local 99 Welcomes New Members from the Marijuana Industry

The marijuana industry is slowly coming out of the shadows and into the light. The labor movement has an opportunity to ensure that the workers in this multi-billion-dollar industry are safe, well trained and well compensated. UFCW locals across the Western States are committing resources to organize workers in the union. The latest example of this success, was on June 3rd when UFCW Local 99 welcomed 30 new members from Natural Rx.

Workers voted on their first contract. In their contract, they gained wage increases, seniority rights, healthcare package, pension, paid holidays, vacation and personal days. Workers represented are Patient Consultants, Garden Assistant, Budtenders, Edible Specialists, Security, Cashier, Compliance Specialists, Trimmers, Store Managers and Assistant Managers.

Owner Trevor Reed wants to operate as a union operator because he knows what a union provides for its workers since he was an Ironworker himself. He decided to sign a labor neutrality agreement and agreed to let his workers choose whether they wanted to unionize. Trevor owns shops in Albuquerque, Rio Rancho and Los Lunas in New Mexico. This is the first Cannabis business that UFCW local 99 has organized.

Senator Newman Targeted in Misguided Recall

California's roads and bridges are falling apart. Anyone who has driven down the 880 in the bay area or has taken the 55 to Newport Beach, knows that our infrastructure needs to be improved. Earlier this year the California legislature made a decision to raise money by increasing the gas tax by twelve cents.

Last November California's 29th Senate district, located in Northern Orange County elected retired Lieutenant Colonel Josh Newman. Senator Newman was one of 27 senators who voted for the gas tax. Chevron did not like this and placed a \$500,000 bet that they could deceive California's voters into a recall election.

The anti-tax forces in California, primarily funded by big oil, are positioning themselves to be the saviors of the working-class. Chevron's strategy is to recall Senator Newman and fund an initiative on the ballot to rescind the gas tax in 2018.

The recall petition is a costly power grab by out-of-district special interests that won't save taxpayers a dime and won't solve any problem voters care about. What it will do is cost up to \$3 million in tax dollars that would be better spent on our schools and public safety.

UFCW members are going to focus on helping Senator Newman stay in office. Members who live in communities across California need elected officials who care about keeping California working, moving and prepared for the 21st century.

Supreme Court Sides with Macy's Workers

On June 19, the U.S. Supreme Court rejected Macy's challenge to the 5th U.S. Circuit Court of Appeals regarding cosmetics and fragrances workers at a Macy's store in Saugus, Mass., who are members of UFCW Local 1445. The Supreme Court decision recognizes that the Macy's departments are appropriate bargaining units under well-established legal standards, and is a victory for the UFCW and other labor unions who organize segments of workers at companies, rather than the entire company.

The Macy's cosmetics and fragrances workers joined UFCW Local 1445 in 2014 after the National Labor Relations Board (NLRB) issued a 3-1 ruling that the group of over 40 workers was large enough to unionize. The NLRB's ruling was upheld by the 5th U.S. Circuit Court of Appeals in 2016. The Macy's store in Saugus employs over 100 workers.

"We are thrilled with the decision by the Supreme Court, and it is about time the workers in Saugus prevailed," said Local 1445 President Jeff Bollen. "Our intention is to bring them a contract and use this victory as a tool to organize more workers at Macy's."



UFCW Local 135 Members At Work On Union Representative Sarah Saez's Route





UFCW Local 135 Disabled Retiree gives a voice to people living with hidden disabilities

Former Albertsons worker, Kimberly Harms-Ryan looks healthy, but the old saying applies to her – you can't judge a book by its cover.

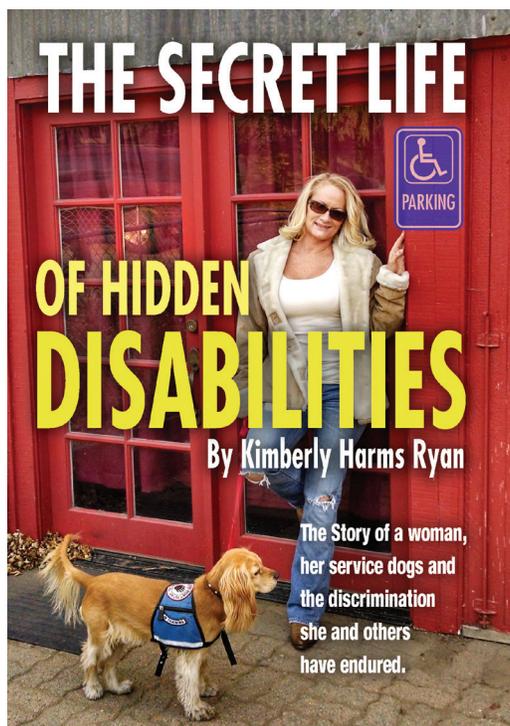
Kimberly became disabled in her 30s. Her disability started with hand surgeries while in her 30s – she suffered nerve damage. Over time she was diagnosed with Fibromyalgia and more until her disabilities extended to walking with a cane to being bedridden for a year at one time.

After facing years of discrimination from neighbors and nurses (among others), Kimberly decided to write a book.

Some of her neighbors tried to get her evicted and nurses would not let her service dog, Chloe, into the emergency room when she needed to see a doctor. So, she wrote, *The Secret Life of Hidden Disabilities: The story of a woman and her service dogs and the discrimination she and others have endured.*

Not one to feel sorry for herself, Kimberly realized that if she was treated badly by the public for parking in a handicapped spot (for example), surely others must be too.

"My book gives a voice to those of us who are living with hidden disabilities, and the discrimination we face, with or without a service dog," she said. "Have you ever gotten out of your car because you parked in a handicap space and you don't look disabled? Maybe you have even been chased down while someone



is yelling at you because they assume you are abusing the parking space?"

Or perhaps you were the chaser. Patrons have chased her down in stores because they want to know why she has the service dog and has been told, "You are not disabled." However, if they have handicapped credentials hanging from their mirror or on their license plate, most likely they are disabled.

Life is full of complications for those with hidden disabilities. Until she wrote this book, no one has broached the subject, she said. People ask her for Chloe's papers, but the city where she lives doesn't issue papers. She has been harassed relentlessly while eating a meal in a restaurant. She has been denied service too.

"This book may open your eyes and heart for those living with hidden disabilities" Kimberly said. "My hope is to educate those people around us; so that people living with hidden disabilities don't have to endure discrimination and can live in peace in a sometimes tough world."

The Hayliegh Project

Kimberly gives back to the community by way of volunteering for her own organization that she created, The Hayliegh Project, in which she advocates for civil rights for others with hidden disabilities. Hayliegh was her first service dog.

She gets calls from all over the country. Recently a Minnesota woman who wanted to learn to train her dog to become a service dog, so Kimberly counseled her on what to do. The same woman recently called her back saying she got a parking ticket, despite having a handicapped placard. So Kimberly called the court and got the ticket dismissed for her. The woman only brings in \$250 a month and could not afford to pay.

"It feels good to help others," Kimberly said. ■

The Secret Life of Hidden Disabilities can be purchased on Amazon.com.

Kimberly started her grocery career by riding her bike to Food Basket in Point Loma, then it became Lucky's and then Albertsons. She was healthy and always worked out. She still works out when she can. She worked in the stores for years before she became too incapacitated to work.



What's Your HRA Activity?

If you're an Active Indemnity PPO Medical Plan Participant, it's easy to earn hundreds of dollars for your Health Reimbursement Account (HRA) every year by doing these simple Healthy Activities:

Got a few minutes? No matter where you are, if you can connect to the internet, you can earn \$375/\$450* just by:

- Completing an online Health Risk Questionnaire (HRQ),
- Viewing the My Health/My Choices Incentive Program video, and
- Downloading, completing and mailing a Contact Information form.



Got 15-30 minutes? Go to a store with a participating in-store pharmacy—not only can you pick up groceries, but you can also earn \$250/\$300* by:

- Getting preventive health care services, like a flu shot, and
- Getting a health screening.

Get credit for what you're already doing! You can also earn HRA dollars if you:

- Belong to a gym/fitness center, take yoga/Pilates, participate in a 5K (or longer) run/walk/bike event, etc.
- Get preventive care services such as your annual physical, a mammogram/PAP test (for women), PSA test (for men), colonoscopy, etc.

REMEMBER...

- **Complete as many Healthy Activities as you can every year** so you can earn the maximum HRA rewards: Even if you watched the Fund's health video, completed a Contact Information form, etc. last year, **do it again this year to earn more HRA rewards!**
- **Double your HRA rewards** if your covered spouse/ domestic partner does Healthy Activities too.



For more information on Healthy Activities, scan this QR Code or visit: scufcwfundslarning.com/do-healthy-activities.aspx

*Each Healthy Activity earns \$125 for Silver & Gold benefits, or \$150 for Platinum & Platinum Plus benefits. Healthy Activities completed June 1, 2017, through May 31, 2018, will be added to your HRA for 2018.

The UFCW Unions and Food Employers Benefit Fund (the "Plan") does not discriminate on the basis of race, color, national origin, sex, age, or disability.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 877-284-2320.

注意: 如果您使用繁體中文, 您可以免費獲得語言援助服務。請致電 877-284-2320。



2017

General Membership Meetings:

6 p.m.

October 24

New Member Meetings:

9 a.m. & 6 p.m.

November 1

All meetings will be held at **UFCW Local 135** in
Mission Valley

2001 Camino Del Rio South, San Diego, CA 92108

For more information, go to www.ufcw.org

Grievance Highlights:

June 2017

- ✱ A Vons member received \$455 in back pay for a stolen paycheck
- ✱ A Ralphs member received \$548 in back pay for working as an assistant manager
- ✱ A Kaiser member received a wage correction with back pay in the amount of \$2070.
- ✱ A Vons member received a corrected termination payout in the amount of \$2549.
- ✱ Ralphs paid \$298 for violating Article 6-J, courtesy clerk combos.
- ✱ Albertsons paid \$350 for violating Article 6-J, courtesy clerk combos.
- ✱ Vons paid \$5,137 for violating Article 6-J, courtesy clerk combos.



If you have moved
or will move soon,
please change your
address with us. Call
in your new address
to the membership
department at (619)
298-7772, ext. 6



Let's put the government to work for us – working families!

Our elected officials and laws should focus on the needs of working families. You can help make that happen by joining the Active Ballot Club today!

What is the Active Ballot Club?

The Active Ballot Club is the UFCWs Political Action Committee. The ABC PAC supports candidates, organizations, and ballot initiatives that will improve the lives of working families. ABC is our voice in the political arena and it is essential to our success in organizing and at the bargaining table. You know how hard we all work to protect our health insurance and to stop the invasion of non-union Wal-Mart Supercenters and other non-union or anti-union companies.

From advocating for higher wages and passing paid sick leave legislation, every dollar helps to ensure hardworking families see laws passed that will help them enjoy more economic stability.

We need labor laws that protect the worker not the management. We can do this by being a stronger voice through ABC. Our success depends on members like you!

ONE UNION! ONE VOICE!

For just a small amount of money, you can join the Active Ballot Club and put the government to work on issues that matter most to you. Your contribution will automatically be deducted each week, and you can stop your contribution at any time.

Come in to either of our offices and fill out an authorization form. You could win a \$250 American Express gift card!

Discount Tickets!

<http://ufcw135.com/discount-tickets>



Knott's
BERRY FARM®
AMERICA'S 1ST THEME PARK
Adult: \$42.00
Child: \$39.00
(3-11 years old)



Six Flags
MAGIC MOUNTAIN
Adult or Child: \$50.00 each



Buy 1 day, get the 2nd day FREE
Adult:.....\$77.00
Child:.....\$71.00
Hopper, buy 1 day, get the 2nd day FREE
Adult\$82.00
Child.....\$77.00



Ticket prices vary according to the day you plan to visit the park – see Membership Department.
Annual Pass
Adult & Children \$119.00



AQUATICA
SeaWorld's WATERPARK.
SAN DIEGO
Adult or Child \$41.00
June 5 ~ October 8



SAN DIEGO ZOO
SAN DIEGO ZOO
SAFARI PARK
Adult: \$45.00
Child (3-11): \$36.00



SeaWorld
Adult or Child: \$65.00
Fun Cards: \$77.00

Movie Theater Tickets
AMC Theaters: \$10.25
Reading Theaters: \$7.50
Regal Theaters: \$8.50



All tickets are subject to availability and are available to Local 135 active members and retirees only (ID is required). Prices are subject to change and supplies are limited. Purchases must be made in person by the member/retiree at UFCW Local 135. We accept cash or credit/debit card. NO CHECKS.

Universal Studios ticket sales are CREDIT CARD ONLY. Magic Mountain tickets are limited to 10 per person per month and all other theme park tickets are limited to 12 per person, per month. All movie theater tickets are limited to 20 per person, per month.

Please call the Membership Department to verify availability and to confirm pricing. ALL SALES ARE FINAL, NO REFUNDS.



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

PERIODICALS



**Have
a
Question?
Call
your
UNION!
(619)
298
7772**

Your Union Fights For You!

Back Pay Awarded to Members

June 2017:	\$12,267.12
YTD (2017):	\$59,669.89

Members Reinstated as Result of Grievances

June 2017:	7
YTD (2017):	40

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