



The Worker

The Newsletter of the UFCW Local 135
San Diego, CA

Just Married

Tony and Michele Quion, March 5, 2017
Kaiser Permanente Pharmacy Assistant
UFCW Local 135 Steward

Notify your union within 30 days of:

- Marriage ■ Birth ■ Adoption ■ Divorce ■ Change of Address ■ Death in the Family ■ Change of Guardianship

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The Worker

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visit www.UFCWI35.org



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President's Message



By Mickey Kasparian
President
International Vice President

In May, UFCW Local 135 joined forces with eight other unions to form the San Diego Working Families Council.

Our new council is an association of affiliated unions and organizations. We came together for the purpose of advancing the well-being of working families in the San Diego and Imperial Counties region by advocating for worker friendly public policy, promoting unity and collaboration between unions and community-based organizations, and electing worker friendly candidates to office.

The San Diego Working Families Council is an avenue for local unions to come together as a unified group. Together we represent an estimated 50,000 local working families. This is an opportunity to activate our rank and

Welcome to the San Diego Working Families Council

file members – so everyone can get involved in their union. After all, our members are the union and we work for you.

This new affiliation will benefit you, our members more than ever. To illustrate this, the SEIU Local 221 County bargaining team conducted negotiations at Laborers' Union Local 89 hall to tell the County of San Diego to Invest in San Diego Families. And, in June, the Communications Workers of America went out on strike against AT&T and we were right there with them picketing.

Together we can get much more done for our members as we stand together on every action and support each other in any way we can.

"Together we can get much more done with our members as we stand together on every action and support each other in any way we can."

In the new council, we will continue our relationships with our community partners. Our members will be eligible for the Unions United program, which is for union members who need assistance from United Way of San Diego County, and provides emergency assistance to union members experiencing hardships. The department provides assistance with food, security deposits, prescription drugs, bus tokens and unemployment claims and periodically for rent, mortgage and utilities.

The Center on Policy Initiatives (CPI) brings research and action for economic equality for working people and diverse communities throughout San Diego. CPI works to increase access to good-paying jobs and quality health care, and they work to improve conditions for lower-wage workers and families.

Interfaith Worker Justice – San Diego (IWJ-SD) is a faith based organization that mobilizes religious people for living wages, safe working conditions, a voice on the job, and policies that support working families at work, home, and in our communities. Whenever we ask them for help and they show up.

Now more than ever, we are fortunate to be working with eight of the largest and most powerful unions in San Diego County. Working people are under attack by our government and big business. Therefore, we will continue with our legislative agenda to help working people.

We will continue our work with our community partners on housing issues, eliminating income inequality and immigration reform. These partners include the Employee Rights Center (ERC), the American Civil Liberties Union (ACLU) and Alliance of Californians for Community Empowerment (ACCE).

All of these partnerships will support our union in our contract fights and organizing campaigns. We are stronger today than ever before. ■

Executive Assistant's Report



By Richard Barrera
Executive Assistant

On the national and local levels, our union is responding to several major challenges.

Currently, in 28 states, members can have the benefits of a union without contributing to their union. Some politicians call this “Right to Work.” The more accurate term is “Work for Less.” Work for Less laws weaken unions and both union and non-union workers earn less money, have inferior and more expensive health benefits, and typically have little retirement security.

Donald Trump and Republicans in Congress want national Work for Less. They are currently working on a bill that would include us.

Additionally we have an industry where companies are trying to automate our jobs away – automated checkout, automated delivery and automated inventory. And in our communities, we face a rising cost of living primarily from skyrocketing housing costs.

What we know from experience and history is when working people face threats from politicians, employers and

Preparing Ourselves for the Big Challenges Ahead

face challenges in our communities, the only thing that can push back against these threats is a strong labor movement, and a strong labor movement comes from working people standing together to build our union.

The question for all of us is, what are the key issues that will motivate us to get active?

Our UFCW International and our Western States Council have started to ask our members that question.

In Work for Less states, our International has conducted focus groups asking what motivates members to join and get active in the union. The responses from workers in those states focus on a few clear ideas. First, workers want to know the actual value in dollars and cents that a union contract provides for themselves and their families.

When we compare the wages and benefits that union workers receive to non-union workers doing similar jobs, the difference runs from several thousands of dollars a year for newly hired part-time workers to tens of thousands of dollars per year for experienced full-time workers. Also, union workers retire with guaranteed pensions that can be worth hundreds of thousands of dollars compared to non-union workers who retire with nothing.

Workers also want to understand how their involvement in the union can make a difference.

The simple answer is that when more of us join together by coming to union meetings, paying attention to contract negotiations, attending rallies and walking picket lines when necessary, we get stronger contracts.

In Southern California, we have the strongest UFCW contracts anywhere in the nation, which is a direct result of the activism we have demonstrated since the 2003-2004 strike all the way through last year’s contract negotiations with the major grocery stores.

The more we engage, the better off our families are. It’s that simple.

At the political and community level, our UFCW Western States Council recently conducted a telephone survey asking members, “What are the issues that will motivate us to vote, and to come out and walk precincts and volunteer for phone banks?”

According to the survey, UFCW members care most about affordable health care for everybody (what some people call single-payer health care), more affordable housing, more protection for immigrant families and policies that strengthen unions.

For now, most of us enjoy a welcome relief from elections, but UFCW Local 135 will be back at it in force in 2018 when we will elect a new governor of California. We will have a chance to elect members of congress who support workers – not corporations, and we will have a number of important state and local elections, and ballot initiatives.

We will soon reach out to you to ask you what you care about most and how you can get involved to make a difference on the issues that most affect you and your families and then engage each other in understanding how we build a stronger union together.

It’s true that we face big challenges, even threats, but it’s also true that we can flip these challenges into opportunities. ■

From the Grievance Director



By Todd Walters
Grievance Director

I'm often asked about vacation pay, how it works—how much you qualify for and how is pay calculated. The grocery stores listed below calculate vacation pay as follows:

Forty hours a week is considered full time no matter where you work. Forty hours a week for 52 weeks equals 2080 hours. If a full-time employee works less than 2000 hours a year, their vacation pay will be prorated.

Part-time vacation pay is calculated by averaging all hours worked in the previous 12 months. For example: Say you worked 1,780 hours in last 12 months, 1,780 hours is divided by 52 weeks (the number of weeks per year), which equals 34.23 hours of vacation for each week owed. (See charts.)

Here's how each store pays you:

- Ralphs and Albertsons pay out all vacation pay the week after the employee's anniversary date.

Vacation Pay: How it Works

- Vons pays vacation when it is taken and any unused vacation will get paid out the following anniversary date.
- Stater Bros and Gelsons allows the employees to choose whether to get paid on their anniversary date or to be paid when they take vacation.

Albertsons, Ralphs and Vons employees hired prior to March 2004

Years of Service	Weeks of Vacation
After completing 1 year	1 week
After completing 2 years	2 weeks
After completing 5 years	3 weeks
After completing 15 years	4 weeks
20 years or more	5 weeks

Albertsons, Ralphs and Vons employees hired after March 2004

Years of Service	Weeks of Vacation
After completing 1 year	1 week
After completing 3 years	2 weeks
7 years or more	3 weeks

Stater Bros and Gelsons employees hired prior to March 2004

Years of Service	Weeks of Vacation
After completing 1 year	1 week
After completing 2 years	2 weeks
After completing 5 years	3 weeks
After completing 15 years	4 weeks
20 years or more	5 weeks

Stater Bros and Gelsons employees hired after March 2004

Years of Service	Weeks of Vacation
After completing 1 year	1 week
After completing 2 years	2 weeks
After completing 5 years	3 weeks
After completing 15 years	4 weeks
20 years or more	5 weeks

Continued on page 14

Union News Briefs



Harley-Davidson to build a new plant in Thailand

Milwaukee-based Harley-Davidson said it will build a plant in Thailand's Rayong province, southeast of Bangkok, in order to serve the Southeast Asian market.

The United Steelworkers (USW), which represents members at Harley's plants in Wisconsin and Missouri, criticized the decision, saying it "puts in jeopardy one of the few remaining genuine U.S. brands."

"Offshoring production is the wrong path to prosperity. It puts in jeopardy the success that has propelled Harley over the years: It is a brand of excellence that enables riders to confidently know that they are joining a special community of enthusiasts," the union said in a statement. "Harley-Davidson should abandon their offshoring plans and expand their operations here in America."

Recent workforce changes for Harley within the United States have included laying off 118 workers in York, Pa., and shifting work to its Kansas City, Mo. plant, and eliminating another 200 jobs, none of which were at the company's Menomonee Falls facility. In 2015, the company did eliminate some jobs at the Menomonee Falls plant as part of cutting 250 jobs.

Harley has, however, been growing its international footprint. In response to some corporate confusion caused by President

Trump's mention of Harley-Davidson at his speech to the joint session of Congress, the company reiterated its commitment to growing its brand internationally.

"The biggest opportunity for Harley-Davidson, growth-wise, is in international markets," said Katie Whitmore, Harley-Davidson spokeswoman.



International growth was a bright spot in Harley-Davidson's 2016 financial results. In 2016, sales outside the U.S. grew 2.3 percent.

"The global competitive environment remains intense, but our 2016 results demonstrate that our increased investments to drive demand and bring impactful new products to market are working," said Harley CEO Matt Levatich in a news release. "We are energized by our resolve to compete and win in the U.S. and in major international markets. Our market share performance gives us great confidence in the strength of our long-term strategy."

Harley-Davidson and Levatich have been somewhat close with the Trump administration. In addition to visiting the president at the White House on Feb. 2, less than two weeks after Trump's inauguration, Levatich has also said the company will "continue to be involved" with the administration.

Kentucky Labor Unions file Suit to Block "Work for Less" Law

In Frankfort Kentucky, Teamsters Local 89 and the AFL-CIO filed a lawsuit last month to strike down Kentucky's new right-to-work (work for less) law, which bans the requirement that workers join a union or pay union dues as a condition for holding a job in a union workplace.

"It is a law that directly targets unions to weaken our ability to represent our workers and obtain good collective bargaining agreements and maintain good wage rates," Kentucky State AFL-CIO President Bill Londrigan said at a news conference. "It's part of that low-wage model of economic development that has been brought in by Gov. (Matt) Bevin and his cronies."

The lawsuit names Bevin and Labor Secretary Derrick Ramsey as the defendants.

Irwin Cutler, a Louisville attorney representing the AFL-CIO, said the law unconstitutionally forces unions to provide benefits of its collective bargaining to "free riders."

Cutler said, "These are people who are getting the benefits of the contract – the wages, the benefits, the protection against unjust termination – and they don't pay anything for it. That constitutes, under the Kentucky Constitution, an unlawful taking of the services, the property of the labor unions."

Cutler also said the law discriminates against unions because other organizations are permitted to require dues from all those who benefit from their services.

UFCW Local 135 says Goodbye Alex Ojeda

August 17, 1969 ~ April 16, 2017



Alejandro “Monchie” Ojeda (Alex) worked at Spreckels Sugar since 1983 as a boiler operator. He is credited for making the working conditions safer and better.

He was a Shop Steward since Spreckels affiliated with the union, and a devoted Union worker. And he was a warrior for his members – always active and eager to help other workers at Spreckels.

Alex was involved in a car accident while leaving work and died on April 16, 2017.

"He was a great human being," Union Representative Beatriz Nuñez said. "I knew him only a short time, but he always took care of his co-workers. When he called, it was never about

him, it was always to fix issues and help others. He was a smart person. Very knowledgeable of the contract. Even the company said he was a good employee and good for the Union."

Besides being a great steward, Alex was "beyond helpful and responsible," said his wife Yarida (Yady) "He always left the house an hour-and-a-half early for work because one day he got a flat tire on his way and did not want to be late ever again."

Alex was always quietly helpful whether at work or at home, she said. He was the kind of guy who would go to a party and take a look around, notice that there weren't any chips, disappear for a few minutes and come back with chips – without saying a word about it to anyone.

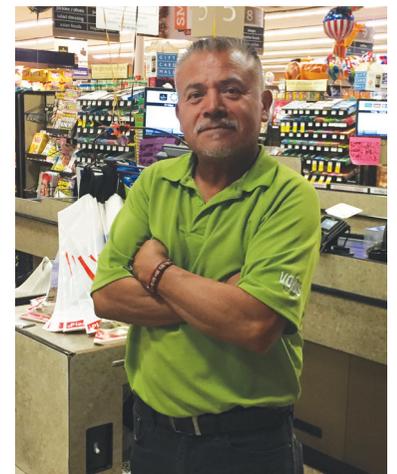
"He didn't smile a lot, but when he did it was contagious," she said. "He loved his friends and family."

In his spare time, he enjoyed fishing, going to Costco and hanging out at home with friends and family. He relaxed by watching YouTube and reading Consumer Reports.

"If you ever had a question about anything or wanted to purchase something he would research it and give you a full report," she said.

Alex is truly missed by everyone who came into contact with him. We lost a warrior leader, a member of our union family. Alex will never be replaced. ■

UFCW Local 135
Members At Work
On Union Representative
Beatriz Nuñez





Steward of the Quarter: Ignacio (Iggy) Ponce De Leon

When UFCW Local 135 has an action in front of the store, you can hear him over the loudspeaker in Albertsons 758 announcing “Attention all UFCW Members, make sure you go outside and sign the petition!”

Or sometimes when the union representative enters, he will announce, “Attention all UFCW members, Sarah Saez is in the house.”

Iggy became a steward in the early-to mid-80s – he doesn’t remember exactly, but he’s loved every minute of it. In the beginning, he went to all the meetings and listened to “the very best stewards” who were his mentors. Now



he mentors younger members and continues attending union meetings.

Iggy graduated high school in 1968 and went off to fight in Vietnam. When he got home, he got his first grocery job in Los Angeles in a small grocery store. He loved the business and he had saved a boat load of money from his time in Vietnam.

“I saved my money in Vietnam and came back with \$20,000,” he said. “Cal Vet

matched another \$20,000 and I bought a bunch of equipment and opened a grocery store of my own in Los Angeles. It was called Iggy’s Market and I was the youngest person with a liquor license in the state. I had to be bonded and certified because I was only 20. No one that young had a liquor license.

He bought bologna from Oscar Mayer and sliced it up in the store. They didn’t have pre-packaged bologna back then. He bought giant slabs of bacon from Farmer John and he bought his produce and eggs from local farmers.

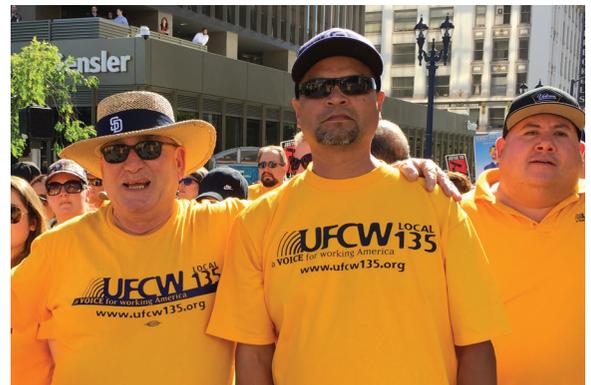
Iggy ran his store for 13 hours a day, seven days a week for 13 years. He had six employees. He sold five loaves of bread for \$1.

“I got held up three times and the third time I sold the store to a family from Detroit. All my life I’ve been very lucky to have the right people give me advice.”

So, he invested the money from the sale of Iggy’s Market and moved on to Alpha Beta. Over the years he has worked at Big Bear, Food Basket, Lucky’s and currently is working at Albertsons in Spring Valley.

“I got involved immediately with the union because I had health insurance for the first time. I’m so happy with my union. It gives me great pleasure every time I go to a union meeting and someone recognizes me and says hi!

“I love the thrill of being side by side with other unions, and I want to talk about Mickey (Kasparian). Mickey took us in the best direction. We started getting involved in the city council. I saw



L to R: Iggy Ponce De Leon and friends

the importance – we set the pace with the politicians.”

During the 2003/2004 strike, “Juan Vargas (now a congressman) walked beside me. He stood next to me inside a store with a bullhorn. It was intense and exciting – my adrenaline was sky high!”

Iggy is now 66 years old and is planning to retire at the end of 2017. He has a lot of plans for his future.

“The first thing I’m going to do is join the Retirees’ Club and get my other retiree friends to join too. I look forward to Traveling to the Vatican and to Ireland. I’m going to rent a car and enjoy the countryside.”

Iggy is a Eucharistic Minister at St. Charles Catholic Church in Imperial Beach, and the priest is looking forward to him starting a food bank.

He also has a large family—35 members and growing, so he continues to be busy with them as well as his friends, hang out at his house, watch sports and drink “ice cold Coronas.”

“I’m having a tough time retiring because of my customers, my union and my friendships and my love for my job,” he said. ■

Latino Food Industry Association Cinco de Mayo Celebration UFCW Local 135 was there!

UFCW Local 135 organizers Maribel Mckinze and Jerry Singh celebrated and worked to strengthen our membership at the Latino Food Industry Association's Cinco de Mayo Festival de Musica (on May 21st, due to rain) in Chula Vista. They showed that we are leaders and align to tackle issues in



the Latino community on worker rights and immigrant rights.



UFCW Local 135 Retirees do Viejas Casino

The retirees partied last month at the only union casino (UFCW Local 135 membership) in San Diego County –Viejas Casino. A number of Retirees' Club members joined in the fun and they even had some winners! The club will announce more casino days soon. For information on upcoming events, go to <http://ufcw135.com/retirees-club/>.



Grievance Highlights:

May 2017

- ★ A Haggen/Vons member got promoted and a wage correction, and received back pay in the amount of \$1,302.
- ★ A Haggen/Vons member received a wage correction with back pay in the amount of \$1,748.
- ★ A Vons member received a wage correction with back pay in the amount of \$2,223.
- ★ A CVS member received corrected vacation payout in the amount of \$668.
- ★ A Ralphs member received department head back pay of \$889.
- ★ A Haggen/Vons member got promoted with a wage correction and back pay in the amount of \$3,450.



MEMBERSHIP DEPARTMENT

With your membership you get the benefit of a union that will fight for you in every way we can: collective bargaining, support from our Union Representatives for grievances and support from our Benefits Department for Health and Welfare, plus our membership department offers you extra perks.

We are here to serve you with:

- **Address Changes**
- **Transfers**
- **Promotions**
- **Withdrawal Cards**
- **Discounted Tickets**

We are open Monday through Friday from 8 a.m. to 5 p.m. (closed from noon to 1 p.m. for lunch), and we are closed holidays.

Contact us at (619)298-7772, Ext. 6 or (800)545-0135, Ext. 6

BENEFITS & PENSION DEPARTMENT

If you have a question regarding insurance benefits or pension, call our benefits department at (619) 298-7772, Ext. 8. We are open from 8 a.m. to 5 p.m. (closed from noon to 1 p.m. for lunch), Monday through Friday except holidays. If you would like to read a list of frequently asked questions or would like to download a form, please go to one of the links below:

**UFCW Food Employers Joint Trust Fund
(Southern California United Food &
Commercial Workers Unions and Food
Employers Joint Benefit Fund) (Food Trust)**

Contact the Food Trust at, (877) 284-2320
www.scufcwfund.com
www.scufcwfund.com/contact-us

**Drug and General Sales Trust Fund
Southern California United Food &
Commercial Workers Unions and Drug &
General Sales Employers (Drug & General
Sales Trust)**

Contact information for Drug Trust:
1 (877) 999-8329
www.ufcwdrugtrust.org
www.ufcwdrugtrust.org/office-info.html

For our non-grocery members, see the charts below:

Kaiser full-time employees will be paid eight hours a day for vacation. Part time employees will be paid their average daily hours using the two weeks preceding the vacation.

Years of Service	Hours per Month	Days per Month	Days per Year
0-4 years	6.67	083	10
5-8 years	10	1.25	15
9-10 years	13.33	1.66	20
11 years or more	16.67	2.08	25

CVS and Rite Aid both companies pay vacation when it is taken and any unused vacation will be paid out the following anniversary date.

Years of Service	Weeks of Vacation
After completing 1 year	1 week
After completing 2 years	2 weeks
After completing 5 years	3 weeks
After completing 15 years	4 weeks
20 years or more	5 weeks

Spreckles – Vacation is accrued the following way:

Years of Continuous Service	Paid Vacation Time
1 year	5 Working Days
2 Years	10 Working Days
5 Years	12 Working Days
10 Years	14 Working Days
12 Years	15 Working Days
15 Years	17 Working Days
20 Years	20 Working Days
25 Years	25 Working Days

Viejas vacation pay is calculated using this formula:

Length of Service	Amount of PTO accrual
0 months but less than 5 years	Hours worked x .0577
Five years but less than 10 years	Hours worked x .0770
Ten years or more	Hours worked x .0962

This formula gives full-time employees 120 hours (3 weeks), 160 hours (4 weeks) or 200 hours (5 weeks) of vacation pay.



2017 General Membership Meetings:

6 p.m.

July 19
October 24

New Member Meetings:

9 a.m. & 6 p.m.

August 2
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**

Discount Tickets!

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



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BERRY FARM®
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Child: \$39.00
(3-11 years old)



Six Flags®
MAGIC MOUNTAIN

Adult or Child: \$50.00 each



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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 \$109.00



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
Edwards, Regal and United Artists 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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UFCW Local 135 – The Worker
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

May 2017:	\$11,816.97
YTD (2017):	\$47,402.77

Members Reinstated as Result of Grievances

May 2017:	5
YTD (2017):	33

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