



**Food 4 Less Members of UFCW with Big Hearts**  
**It's Election Time – Again!**  
**Free College!**  
**The Union Difference**



## The Worker

The Newsletter of the UFCW Local 135  
San Diego, CA

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# The Worker

## April 2018



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## President's Message

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**By Mickey Kasparian**  
President  
International Vice President

**I**n just two months we will be back at the polls. It's amazing how two years has just flown by since our last elections.

So far in 2018, we have had several successful contract negotiations, but there's an area where we need more success – in upcoming elections. We have an important primary election on June 5.

We at the UFCW Western States Council have a process to interview candidates and determine who supports our members' issues and values. We encourage you to vote for these candidates:

### U.S. Senate

Back in February, The UFCW Western States Council began the endorsement process and choose which candidates are best for workers. We chose to endorse Kevin De Leon for U.S. Senate.

Kevin is the only candidate in this race who will protect workers' ability

to stand together in their unions to strengthen our economy.

California's State Senate Leader Kevin de León passed legislation in 2012 to create a first-in-the-nation "Secure Choice" program, to help workers save for retirement. He also supports de-scheduling cannabis at the federal level to legitimize a trillion-dollar industry. He will foster new job creation and to empower unions.

### Governor

We chose Gavin Newsom for governor because he will work to help grocery workers, pharmacists, cannabis workers

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**"We interview candidates to determine which are best for our members, and we encourage you to vote for these candidates..."**

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and other hard-working Californians. Newsom is the strongest candidate on issues that matter to us all, including rebuilding the middle class, achieving universal healthcare, and investing in our children's education.

UFCW members are the people who keep our state's food safe, protect our patients and invest in our communities. We know how to get things done, and we need to elect a true friend of working families.

We aren't afraid to take on powerful interests and Gavin Newsom has proven time and again that he does what's right.

## It's Election Time – Again

### Lt. Governor

We are also proud to endorse Senator Ed Hernandez for California Lieutenant Governor. He's been a warrior for working families, backing California's tough workers' rights laws, healthcare for all efforts, protections for collective bargaining, a \$15 statewide minimum wage, lower prescription drug prices, more investments in job-training as well as retirement benefits for working people. We know Ed will be a champion for working families as our next Lieutenant Governor and that's why he has our full support.

### Superintendent of Public Instruction

For Superintendent of Public instruction we endorsed Assembly Member Tony Thurmond. In the State Assembly, Tony has emerged as a champion on issues that affect working people and our families, from investing in child care and afterschool programs to expanding college access.

With a role encompassing K-12 education policy and curriculum, early education initiatives, and governance of California's higher education systems, the Superintendent is in a position to equip future workers for success. Tony Thurmond will strengthen our schools and open doors of opportunity to our children.

Next month I will discuss local candidates we have endorsed at the San Diego Working Families Council.

Don't forget to vote on June 5 in the primary election. Our future depends on it. ■



## Secretary-Treasurer's Report



**By Richard Barrera**  
Secretary-Treasurer

**U**FCW Western States Council has introduced Senate Bill 1442 in the California State Legislature, which would prohibit grocery stores and large drug stores from leaving pharmacists unattended at any point during a shift. The idea for the bill emerged during 2016 negotiations with the major grocery stores.

The number one issue that Pharmacists wanted addressed in that round of negotiations was severe understaffing, including being left alone during significant portions of the week. The employers refused to agree to sensible safety provisions in the contract, so the union moved forward with the legislative route.

Last fall Senator Josh Newman held a hearing in Orange County in which pharmacists talked about safety risks to themselves and to their patients from being left alone. Senator Newman worked with our States Council to introduce legislation which would prohibit this practice. The legislation

## No Pharmacist Left Alone Legislation Moves Forward In Sacramento



*L to r: Nancy Arellando, Senator Ben Hueso, Seung Oh and Richard Barrera*

has since been picked up and authored by Senator Scott Weiner from San Francisco.

On March 14, UFCW Pharmacists from throughout California went to Sacramento to tell their stories to Legislators. Local 135 was represented by Vons Pharmacists Seung Oh and Nancy Arellando. Seung and Nancy were incredibly articulate in explaining to many Legislators that while pharmacists are being required to take on additional responsibilities, including flu shots and administering contraceptives, etc., they are left alone in the pharmacy up to 70 percent of the time during the week. This results in outrageous safety risks such as mistakes in filling prescriptions and incidents of people jumping the counter to steal opioids or other pharmaceuticals.

Seung and Nancy explained that if they need to leave the pharmacy to simply administer a flu shot or counsel a patient in a private room, they often

don't have time to even lock down the pharmacy, exposing drugs to sometimes sophisticated theft rings.

Seung and Nancy, along with their colleagues from other UFCW Locals, were extremely well received by Legislators who wondered aloud how such legislation does not already exist in California and across the country. San Diego legislators Todd Gloria and Ben Hueso took time out of previously scheduled meetings to listen to Seung and Nancy tell their stories.

The bill is making its way through committee hearings and we hope to pass the legislation through the Senate and Assembly and send it to Governor Brown for his signature this year. To keep track of the progress of SB 1442 please go to <https://ufcwrx.org/>.

Local 135 and pharmacy patients throughout California are lucky to have active and articulate leaders like Nancy and Seung fighting for us. ■

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# Union News Briefs

## The Happiest Place on Earth isn't Happy for its Workers

A group of workers from the Disneyland Resort waved signs, chanted and demonstrated outside Walt Disney Co.'s shareholders meeting in Houston last month, demanding the company provide a "living wage."

The demonstration was the latest effort by a coalition of unions at the Anaheim theme parks that is pushing Disney executives to raise wages for the resort's 30,000 workers during a profitable period for the Burbank media giant. Three of those unions are currently negotiating contracts.

Standing in front of the Hobby Center for the Performing Arts, the demonstrators held up signs reading "#stopdisneypoverty" among other slogans.

As part of its initiative, the labor groups released an online survey last month that found that 73% of employees questioned don't earn enough to pay for such expenses as rent, food and gas.

In addition, 11% of employees at Disneyland and California Adventure Park who responded to the survey said they have been homeless or have not had a place of their own in the last two years.

One of the authors of the survey said he couldn't get into the meeting to ask Disney Chief Executive Bob Iger about the findings.

"They refused to admit me to the shareholder meetings so I'm out here with the workers," said Dan Fleming, president of the Economic Roundtable, a nonprofit research organization in Los Angeles, in a Twitter video shot outside of the meeting.

The online study was paid for by the coalition and conducted by the Economic Roundtable and the Urban & Environmental Policy Institute at Occidental College.

Disney officials have blasted the survey, saying it is inaccurate because it was answered by only a limited number of union workers. The company also said that the average hourly resort worker earns \$37,000 a year, which calculates to nearly \$18 per hour.

During the meeting, Iger fielded no questions about the survey or about providing hourly wage workers a boost in pay.



## Millennials, White-Collar Workers Bringing New Life To Unions

The ranks of organized labor have been shrinking for decades, but recently signs of life are flashing. Millennials and professionals are bringing new energy to the movement, especially in New England, where more than half of union members are doctors, lawyers, teachers, architects, and other white-collar employees.

Last year, a third of the 262,000 new union members nationwide were in professional or technical occupations, mostly in the public sector. And more than three-quarters of new members were under age 35, part of a five-year trend of growth among younger workers, according to the Center for Economic and Policy Research.

Workers across many industries are increasingly banding together and standing up against management as part-time

and contract work grows, automation amps up, and wages barely budge, labor observers say. Silicon Valley tech workers have started a coalition to unite. Journalists from the *HuffPost* to the *Los Angeles Times* have organized for the first time. And campaign workers with several congressional campaigns are newly unionized in what may be a first for national politics.

In Boston, graduate students at Harvard and Northeastern are seeking to unionize — following recent success at other schools — as are teachers at two Roxbury charter schools. Language teachers at EF Education First in Boston just approved the firm's first US contract, staffers at Emerson College are working out details of their inaugural agreement, and public defenders are holding rallies to demand collective bargaining rights.



# UFCW Local 135 Members with Big Hearts Help their Co-Worker join the Union

UFCW Local 135 Shop Steward Bea Durruthy introduces herself and gives all new hires at Food 4 Less union information. She lets them know that it's important to come in and join the union.

But recently there was one new employee, who couldn't afford to pay dues. She overheard the managers saying he hasn't paid his dues. He was going through a difficult financial situation, with a young son and living a long distance from work. All of the money he makes goes to him and into the gas tank to get to and from work.

So, Bea, being the good union steward let it be known that Brandon Scales needed help and began collecting small donations from co-workers to help him.

"He's a good worker and I didn't want to lose him," she said. "He said he was going through a very difficult financial situation. One of the night crew guys gave me \$20 and several people gave \$10 and we accumulated \$141.

"You know you see someone and you can see through their eyes and facial expression, they need help and I sensed that. I saw that in Brandon."

Then on February 28, they came in to the union hall together and introduced him to Lindsey Bensinger and Vicki



L to r: Arturo, Mike, Bea, Gabe, Alberto, Diana, Liz, Ana, Alex, Ruben, Ricardo, Mario and Beto (missing: Olivia and Ruben)



Bea and Brandon

Miller in the Membership Department and he paid his dues.

"It was very touching," Brandon said. "It surprised me. For them to come together for me – I didn't know they felt this way."

Part of the problem is that Brandon was only working part time but now they're [the managers] giving him more hours.

But the story doesn't end there. Bea made a list of everyone who donated and the amount they gave.

"I wrote down the dollar amount and

the name of my coworkers," she said. "Every dollar that they gave me, I handed it to the union for dues."

Then she and Brandon wrote thank-you notes.

"I think it made everybody happy. I asked him to write something from the heart," she said. "We

work for an awesome company – the managers work with us and support us. I really want him to stay working with us.

"There are two things I wanted to make sure everyone knows when they work for Food 4 Less: First, it's a great company; and second, it's great to be a union member. We have a great president (Mickey Kasparian). He's really smart.

And the story doesn't end here either, Brandon is being promoted to the meat department, Bea said. He was working 20 hours, and now he's working 35 hours.

"Bruce Lawrence and Mike Russell are very good managers and we are very lucky to have them," she said. "Our District Director is always supportive of our union activities. We have an awesome union rep too—Sarah Saez.

"Hopefully if people read this they will motivate others to help people and to be more active with the union." ■





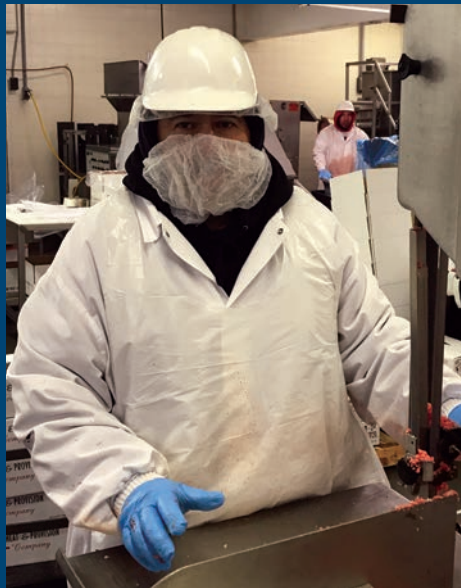
UFCW Local 135  
**Members At Work**  
On Union Representative  
**Tom Elbert's Route**

**Members @ Kaiser Pharmacy, Clairemont**





## Members @ Central Meat



# News Briefs from UFCW International

## UFCW Advocates COOL During Seventh Round of NAFTA Talks

As renegotiations for the North American Free Trade Agreement (NAFTA) reached their seventh round, in March, UFCW International President Marc Perrone issued a statement regarding the importance of reinstating Country of Origin Labeling (COOL) in any final agreement.

*Perrone's statement reads as follows:*

"Right now, consumers have no way of knowing which country their meat is from and it puts them at risk of purchasing less safe products.

"The return of COOL would ensure families are able to see exactly where their food comes from and bring hard-

working farmers, ranchers, meat processing workers, and communities the better life they've earned and deserve.

"Reinstating COOL would immediately make NAFTA better for hard-working families across the continent and we urge negotiators to include it in any agreement."

## Local 338 CVS Workers in New York Rally for a Fair Contract

Members of RWDSU/UFCW Local 338 who work at CVS in Brooklyn, New York, called on CVS to negotiate a fair and equitable contract at a community rally on March 15.

The Local 338 RWDSU/UFCW members there have been in



negotiations for their first contract since March 2017, but the company has repeatedly rejected reasonable proposals. The CVS in Brooklyn is the first unionized CVS store on the East Coast, and workers there voted to join RWDSU/UFCW Local 338 in August of 2015. The company initially attempted to overturn the results from the union election, but the National Labor Relations Board overruled the appeal and recognized RWDSU/UFCW Local 338 as the workers' bargaining representative last year.



## Did you know UFCW offers discounted child care?

Raising a family and working is no easy task, and we understand caring for your loved ones is a top priority. To help make things a little easier, the UFCW is excited to announce new discounts on child care services available to all UFCW members and their families.

To take advantage of the child care discounts and to see what other savings are available to UFCW members, register for the UFCW discount program by going to <http://myufcw.org/>



Check out other discounts and coupons at <http://myufcw.org/>



# The UNION Difference

## Union Advantage by the Numbers

### It pays to be union!

**Nationally, private sector union workers get more benefits and earn higher wages than workers who don't have a voice on the job.**

Union workers participating in job-provided health insurance	<b>79%</b>
Non-Union workers participating in job-provided health insurance	<b>46%</b>
Union workers with paid sick leave	<b>79%</b>
Non-Union workers with paid sick leave	<b>67%</b>
Union workers participating in guaranteed (defined-benefit) pension plans	<b>90%</b>
Non-Union workers participating in guaranteed (defined-benefit) pension plans	<b>73%</b>
Union workers with paid personal leave	<b>89%</b>
Non-Union workers with paid personal leave	<b>75%</b>
Union workers' median weekly earnings	<b>\$1,041.00</b>
Non-Union workers' median weekly earnings	<b>\$829.00</b>
Union women's median weekly earnings	<b>\$970.00</b>
Non-Union women's median weekly earnings	<b>\$746.00</b>
African American union workers' median weekly earnings	<b>\$823.00</b>
African American non-union workers' median weekly earnings	<b>\$659.00</b>
Latino union workers' median weekly earnings	<b>\$897.00</b>
Latino non-union workers' median weekly earnings	<b>\$629.00</b>
Asian American union workers' median weekly earnings	<b>\$1,112.00</b>
Asian American non-union workers' median weekly earnings	<b>\$1,034.00</b>

\*From the U.S Bureau of Labor Statistics and are subject to error. Information about the reliability of data is available at <https://www.bls.gov/cps/documentation.htm#reliability>

\*Median earnings – The median is the amount which divides an earnings distribution into equal groups, one having earnings above the median and the other having earnings below the median. This differs from an average.

# Rick Keil, Small Grocer with Great Benefits

**R**ick Keil is the kind of business owner unions like. He's pro-union and wants his workers to have a career with him, not just a job.

"I was a long-time union member as a meat cutter, my parents owned a chain of markets in Oregon and Washington," he said. "Pretty much everyone was a union operator, we didn't even have a 7-Eleven that wasn't union. I come from a strong labor town."

When Keil opened his own two stores in San Diego, it was natural for him to approach UFCW Local 135. He wanted to be taken seriously.

"From there it was really easy," Keil said. "Before we opened we thought no one would work for us because they didn't think we would stay in business for more than a couple of months, so to make it more attractive and credible, we wanted to be union."

He opened his first two stores in 1990, and after five years, he closed one down and bought the store on Jackson Drive in the San Carlos area. After his lease agreement was up a few years ago, the Clairemont store closed down, but Keil still operates the San Carlos location.

About the Clairemont store, he says, "It was a straight business decision (to close it), but they had a major expansion and they had to get a bigger tenant. We had a wonderful time there for 26 years. It was an amazing run."

He has always wanted what's best for his workers. Keil's Food Store, is a place where his employees can have a career.

UFCW Local 135 President Mickey Kasparian said, "Rick Keil operates one store in San Diego, yet he provides the same medical coverage and pensions as Albertsons, Ralphs, Vons and Stater Bros. He's a great guy. He knows that by keeping his



UFCW Local 135 members and Keil's employees with deep respect for their boss, Rick Keil – l to r: Christy Rogers, Velma Cabanas, Leslie Nye, Lilah Clark, Catherine Nye

workers happy, he actually keeps the costs of running a store down. And, without a problem, we were able to negotiate good raises, and keep benefits and pensions in place."

In early February, a new four-year

contract was finalized and ratified overwhelmingly by its 35 members on March 1.

"My relationship with Mickey and the union is a good working relationship," Keil said. "He understands we are a little pipsqueak, and he doesn't have to do battle with us like he probably does with the bigger markets."

"I'm on the side of my workers," he said.

Keil views the workers at the store as part of the family.

"They're amazing folks. Some of them have been with us since we first opened. It's an expensive proposition to provide good benefits, but we do it because it's good for all of us. I'm proud of those guys and gals."

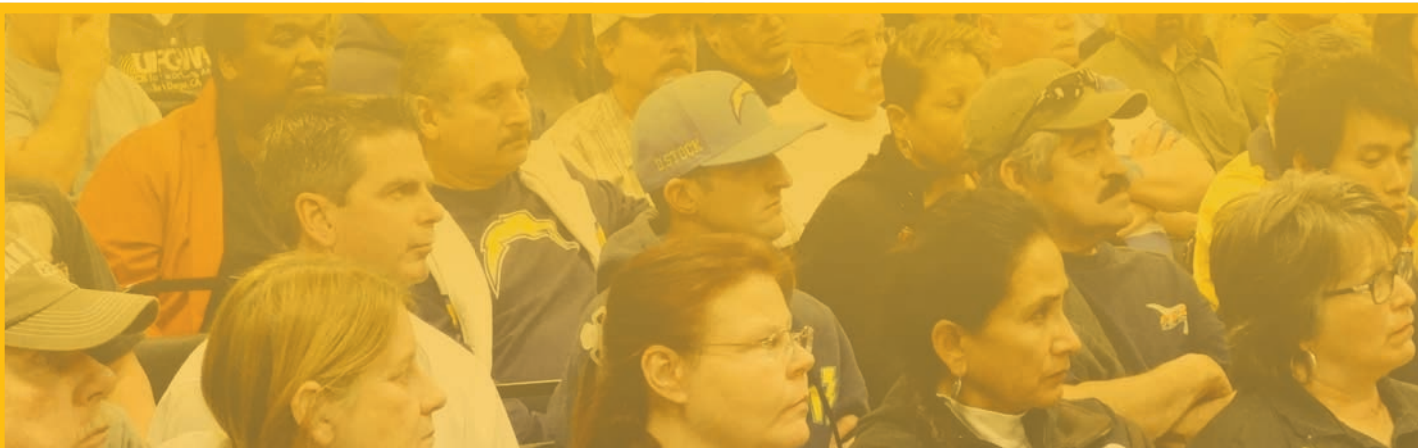
Cashier Wendy Corley, agreed with him, Keil does treat his workers like family.

"I've been an employee since he opened in Clairemont. Rick treats us very well," she said. "He brought me and others to the San Carlos store when the Clairemont store closed."

Keil moved to San Diego prior to buying his two stores. He had lived in Orange County prior so it was an easy transition, he said. "We had been looking for a store, and Vons and Safeway were looking to merge so we were happy to buy their old stores."

"Partnering with the UFCW Local 135 has been a wonderful fit for us." ■





## 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.scufcwffunds.com](http://www.scufcwffunds.com)  
[www.scufcwffunds.com/contact-us](http://www.scufcwffunds.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](http://www.ufcwdrugtrust.org)  
[www.ufcwdrugtrust.org/office-info.html](http://www.ufcwdrugtrust.org/office-info.html)

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goo.gl/jGnkCJ](https://goo.gl/jGnkCJ) and watch  
your home mail for your  
program kit.

## Grievance Highlights:

February 2018

- ★ A Ralphs member received \$1,017 in assistant department manager back pay.
- ★ A Von member received a wage correction with \$1,279 in back pay.
- ★ An Albertsons/Haggen member received \$1,656 in corrected vacation pay.



**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**



# Discount Tickets!

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



Ticket prices vary according to the day you plan to visit the park – see Membership Department.



Buy 1 day, get the 2nd day FREE

Adult:.....\$77.00

Child: (ages 3 - 12).... \$71.00

Hopper, buy 1 day, get the 2nd day FREE

Adult:..... 82.00

Child: (ages 3 - 12).... \$77.00



SAN DIEGO ZOO

SAN DIEGO ZOO SAFARI PARK

Adult: \$47.00

Child (3-11): \$38.00

## 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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San Diego, CA 92108-3603

PERIODICALS



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a  
Question?

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(619)

298

7772

## Your Union Fights For You!

### Back Pay Awarded to Members

February 2018: . . . . . \$4,791.47

YTD (2018): . . . . . \$18,926.61

### Members Reinstated as Result of Grievances

February 2018: . . . . . 2

YTD (2018): . . . . . 10

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