



**Ethnic Supermarkets: A Huge Threat to Market Share**  
**The Minimum Wage Issue**  
**2017 Scholarship Information**





## The Worker

The Newsletter of the UFCW Local 135  
San Diego, CA

### Member of the Future

Jesus Adriana & Luis Dorado, Stater Bros.  
**Christian, 10/7/16**

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

## February 2017



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For up-to-date union information  
visit [www.UFCWI35.org](http://www.UFCWI35.org)



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## President's Message

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**By Mickey Kasparian**  
President  
International Vice President

**T**his year we are turning our focus to ethnic markets. They are often promoted as a fun family shopping experience where even the kids can have some fun. But there is a dark side to these stores.

More and more ethnic grocery stores and chains are popping up – particularly in Hispanic and Asian communities. However, many of these employers are exploiting their workforce.

Very few ethnic stores are union. And more likely than not, they don't offer benefits and wages are low. These workers actually live in poverty.

## Ethnic Supermarkets: A Huge Threat to Market Share

Many of these stores don't even follow state laws. And the laws are not policed so they are rarely enforced, which is a huge reason these workers need a strong union such as UFCW Local 135.

Non-union wages in ethnic markets lag in comparison to unionized markets with the majority of workers earning far less with no benefits. This also cuts into our current members' market share.

In surveys by the UC Berkeley Labor Center, these workers now suffer double the rate of "low" and "very low" food security as the general U.S. population. In other words, workers who sell food in ethnic markets in California, the largest producer of food in the U.S., are twice as likely as the general populace to be unable to afford sufficient quantities of the

of California food retail workers use some form of public assistance according to government data, for a total annual cost to the state of \$662 million.

In 2013, according to an article in the Orange County Register, ethnic supermarkets were still a small piece of the entire grocery industry, but their growth has outpaced the rest of the industry.

Originally most ethnic stores were mom and pop stores. Now they're becoming larger – mostly medium sized chains.

Ethnic markets in the U.S., revenue grew by 25 percent over the past 10 years, to nearly \$28 billion, according to data from IBISWorld. That compares with two percent revenue growth for the supermarket industry as a whole during the same period, to almost \$518 billion.

Revenue for these markets is expected to grow by 3.8 percent annually over the next few

years, which is much faster than the overall industry.

So these stores can afford to treat their workers with dignity and respect. And at UFCW Local 135 we want to make sure they do it. ■

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**"...many of these employers are exploiting their workforce."**

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food they sell or the healthy kinds of food their families need, despite the financial health of the food retail industry.

Other studies indicate that the growth of this low-wage model, similar to Walmart or Target, has created serious downward pressure on wages and working conditions industry-wide, and has shifted substantial costs onto taxpayers. Thirty-six percent

## Executive Assistant's Report



**By Richard Barrera**  
Executive Assistant

UFCW Local 135 is one of the most active advocacy organizations for working families in the region. Over the past few years, we've been fighting for workers all over the county – members of our union and others as well as non-union workers.

One of the most important results of our strong advocacy work is that the city of San Diego increased the minimum wage a full dollar – from \$10.50 an hour to \$11.50 an hour.

So, for nearly 200,000 worker in the City of San Diego, this represents a raise that could be in excess of \$170 a month or more than \$2,000 a year for full-time workers.

For families struggling to make ends meet in an expensive city like San Diego, this raise promises timely relief.

Many of our own members will benefit as a result of the minimum wage increase by receiving a boost in their pay checks. In the contract we

## UFCW Local 135 is Proud of its Minimum Wage Leadership

negotiated a formula that is tied to the progression scale, so as minimum wage goes up, our members will see their wages increase too.

For our members who work outside the city of San Diego, the state minimum wage has also increased from \$10 to \$10.50 an hour, resulting in additional bumps above minimum wage on the progression scale.

These increases came about, particularly in the city of San Diego, from strong advocacy by our local. It started about three years ago when UFCW Local 135 and the San Diego and Imperial Counties Labor Council (Labor Council) approached then Interim Mayor Todd Gloria (who later became our Legislator of the Year for 2016) to put forward a city council resolution to increase the minimum wage.

Working closely with Todd, we were able to persuade the full city council to pass an ordinance. At the time this made San Diego the largest city in the country to raise its own minimum wage.

Unfortunately, big business interests spent \$1 million to force the increase to a ballot referendum, which cynically took money away from working families for two years.

But we refused to give up. Finally, in June 2016 UFCW Local 135 and the Labor Council led a broad coalition of union and community organizations including the Center on Policy Initiatives, the Interfaith Council for Worker Justice, San Diego Organizing Project and

Alliance San Diego to pass the initiative on the ballot.

Despite opposition from big business, the measure overwhelmingly passed with 62 percent of the vote. The minimum wage increased immediately and the minimum wage jumped from \$10 to \$10.50 an hour.

While we were proud to lead an effort that benefits all workers in the city of San Diego, we then turned to the bargaining table to make sure our own members saw additional benefits above the minimum wage increase.

The employers were extremely reluctant to agree to our proposal that members would see additional increases above minimum wage in cities like San Diego and Los Angeles. The determined activism of our members through leafleting, boycotting and the strike authorization vote we took is what made the difference. In the end, we convinced the employers to agree to our proposal.

The story of the minimum wage increase in the City of San Diego is a historic example of a strong union combining member activism and political power and strength at the bargaining table to improve the lives of our members and of all working families in our community.

This is precisely the type of work that will define our union in 2017 and beyond. ■

# New Report Shows CA Minimum Wage Improving Lives of Working People, Doesn't Come at Cost of Jobs

**D**espite the hysterical rhetoric from Republicans and corporate CEOs, California's minimum wage increase isn't costing our state jobs. In fact, jobs are growing and workers' lives are improving because of the minimum wage hike according to a new report by UC Berkeley economists.

The report, looking at the effects of California's minimum wage increase to \$15 per hour, found no negative impact on jobs, even in economically depressed areas like Fresno County. On the other hand, the increase will have a positive impact on the lives of the 5.26 million California workers that will get a wage increase under the new law. That means working people will have more money in their pockets to spend at local businesses and afford necessities that will improve health and educational achievement.

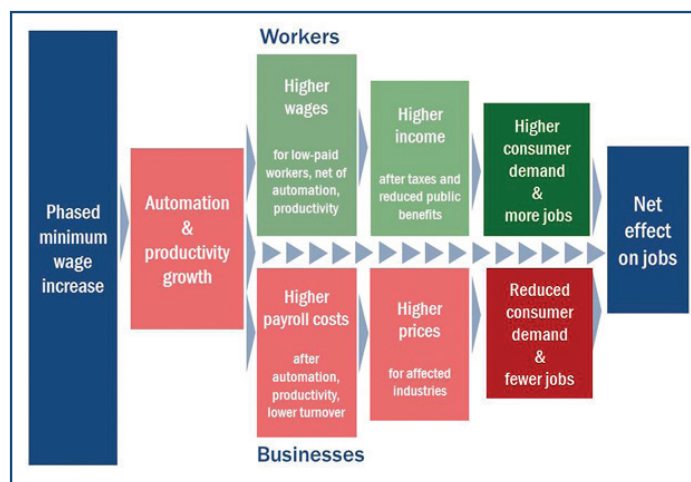
UC Berkeley economist Michael Reich: "Our research in California sheds light on the long-running minimum wage debate nationally: These policies benefit workers and do not reduce employment."

Advocates for working people hailed the findings, which mirror a growing body of research that shows the benefits of increasing the minimum wage far outweigh any drawbacks.

California Labor Federation Executive Secretary-Treasurer Art Pulaski:

"A higher minimum wage means a better life for millions of working people. The labor movement's core mission is to lift up workers and their families. When workers get a raise,

*they spend that money at local businesses in their communities. It helps them afford basic needs and supports a stronger middle class. As this report clearly shows, the benefits of better wages don't come at the expense of jobs. In fact, higher minimum wages simply make jobs better."*



SEIU California President Laphonza Butler noted the movement to raise wages stems from workers' frustration with the current economy and gave credit to the Fight for \$15 workers for helping to secure California's historic wage increase.

"Working people are taking matters into our own hands and are fixing our nation's imbalanced economy through the Fight for \$15. Our nation needs this leadership now more than ever in the face of a Trump Administration that has signaled a war on workers. We will not stop fighting until every worker in America is paid a decent wage."

The UC Berkeley team created a new model to analyze the effects of a \$15 minimum wage, taking into account how workers, businesses and consumers are

affected and how they respond to this type of mandated wage policy. Among their key findings:

- For the 5.26 million California workers getting raises, annual pay would increase more than 25 percent, or about \$3,900 on average.

- Three industries account for almost 40 percent of the private sector workers who would be getting increases in California: retail trade (16.5 percent), restaurants (14.6 percent) and health services (8.2 percent).

- Two percent of restaurant workers would receive a wage increase.

- Employee turnover reduction, automation and increases in worker

productivity would offset some of the payroll cost increases.

- Businesses could absorb the remaining payroll cost increases by increasing prices by 0.6 percent through 2023. This price increase is well below the annual inflation rate of 1.8 percent over the past five years.

- Workers who would get pay increases earn close to half of their family's income and 55 percent of these workers are Latino.

While the numbers are impressive, what California's \$15 minimum wage means to the lives of working people is incalculable.

Check out the full report at <http://irle.berkeley.edu/effects-of-a-15-minimum-wage-in-california-and-fresno/>. ■



## From the Grievance Director



**By Todd Walters**  
Grievance Director

As the New Year rolled in, so did two new minimum wage laws that affect you.

The new State min wage is \$10.50/hr. and this affects all of UFCW Local 135's jurisdiction with the exception of City of San Diego. The California min wage will be going up \$1 a year, every year, until 2022. And at one point it will outpace the City of San Diego.

- **Ralphs, Vons, Albertsons, Stater Bros and Gelsons** contracts have a wage accelerator built in to the wage progressions. The majority of the progression steps will have raises built in to compensate for the increase. This accelerator was factored into the wage rates for 2017 and 2018. Most of the members who are not at the journeyman rate of pay will receive raises as a result of the minimum wage increase.

## How the New Minimum Wage Affects You

- The **Food4Less** contract says that the starting pay rate must be 20 cents (10 cents for Utility Clerks) higher than minimum wage and all the progressions after that must be 10 cents higher than the previous pay rate.
- The **Rite Aid** contract also states that the starting pay rate must be 20 cents higher than minimum wage and associates who are PACs, supervisors, RX techs, beauty advisors and wellness ambassadors will also get a classification premium.
- The **CVS** contract states the starting pay rate must be 20 cents higher than minimum wage and there is a six month raise for new hires at 45 cents above the minimum start rate.
- The **Viejas** contract states that the casino must pay the state minimum wage or a 35-cent raise, whichever is greater. Without this contract language Viejas does not have to abide by the state law.

As for any of the contracts listed above in the City of San Diego, the minimum wage is now \$11.50/hr (next year it will be tied to the consumer price index) and the same conditions would apply.

If you are at the journeyman rate or topped out in pay, does the increased minimum wage affect you?

The answer is yes. By increasing the minimum wage we are forcing the non-union competitors to pay more and therefore level the playing field for your companies. This helps to protect your union market share! ■

**Protect your union  
market share by  
shopping in union  
grocery stores  
and drug stores  
only!**

- **Albertsons**
- **CVS**
- **Food4Less**
- **Gelsons**
- **Ralphs**
- **Rite Aid**
- **Stater Bros.**
- **Vons**

**By shopping in  
these stores, you  
support your own  
jobs as well as the  
jobs of your union  
brothers and  
sisters!**

# Union News Briefs



## **Penn State Libraries awarded \$239,000 grant to digitize three U.S. labor union collections**

In January, Penn State University Libraries was selected for one of 17 Andrew W. Mellon Foundation grants nationwide to make available online several of its special collections that document the historical connections among three important American labor organizations.



## **PennState**

The grant will fund the two-year digitization project. Penn State's project, "Beneath the Surface and Cast in Steel: Forging the American Industrial Union Movement Digital Project." It was selected from among 144 proposals submitted in 2016.

Penn State is focusing on unique collections of high scholarly and public value to expose voices from collections that may not otherwise be heard in contemporary dialogues. These collections represent a vital piece of Pennsylvania historic, economic and social structures.

The project's goals are to greatly increase the discoverability and accessibility of these historical materials and to further document this important intersection of labor and social history.

The project's materials are from the United Mine Workers of America (UMWA), UMWA's Presidents' Districts Correspondence and Steelworkers Organizing Committee (SWOC) collections, as well as additional related collections that provide context to the labor movement in Pennsylvania.

The UMWA and SWOC were among eight international unions that forged the Congress of Industrial Organizations industrial union movement in the 1930s and a precursor to today's AFL-CIO.

By summer 2019, an estimated 311,600 pages of manuscripts and printed items of mixed material, 5,000 photographs, 22 scrapbooks and 200 other artifacts will be accessible online through the University Libraries' website, the Digital Public Library of America and the WorldCat's ArchiveGrid, part of the world's largest library catalog.

## **U.S. Women's National Team Fires its Union Leader**

The union for the United States women's national team abruptly dismissed its general counsel on Wednesday, announcing the decision in a curt news release three days before its collective bargaining agreement with U.S. Soccer was scheduled to end.

No replacement was named for the lawyer, Rich Nichols, and a representative for the players' union declined further comment. U.S. Soccer declined to comment on the leadership change.

"Rich Nichols will no longer serve as counsel to the U.S.W.N.T. Players Association," the union said in its statement, adding, "We are focused on productive conversations with U.S. Soccer regarding our future."

Nichols had led the women's national team's union since late 2014. It was unclear what his departure would mean for the team's contract talks with U.S. Soccer; the current collective bargaining agreement, which the players argue pays them far less than what their counterparts on the men's team earn, runs through Dec. 31.

Nichols had been the point person in the team's negotiations with U.S. Soccer and a fierce advocate for the women in their equal pay dispute with the federation. The sides had scheduled — and then canceled — about a half-dozen negotiating sessions this month, and the departure of Nichols could signal that the labor fight will extend into 2017.

It does not mean, however, that the players will go unpaid. A U.S. Soccer official, who spoke on the condition of anonymity to discuss continuing negotiations, said that the C.B.A. could be ended only with 60 days' notice of termination and that such a notice had not been received as of this week. (The federation is bound by the same 60-day notice requirement if it wants to end the agreement.)

The federation's plan, then, is to continue to pay the players under the terms of the current deal until a new one is reached, the official said, or at least until one side gives notice that it will walk away from the current one.

In their statement, the players seemed to signal that they had no intention of beginning a work stoppage in January, either.



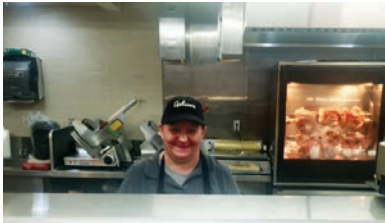


UFCW Local 135

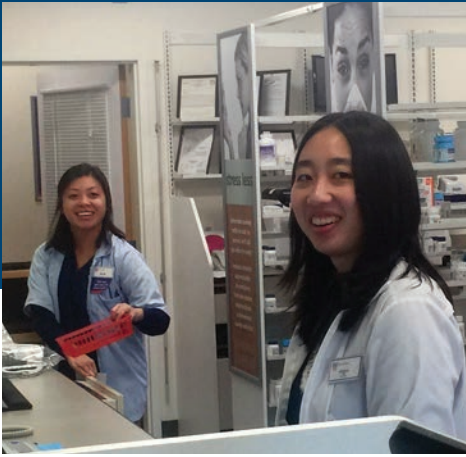
# Members At Work

On Union Representative

## Darryl Fountain's Route









# New Year, New Laws to Help Working Families

By Rachel Warino  
*California Labor Federation*

**T**he victories won by working people standing together in 2016 are already benefitting millions across the state. From raising the minimum wage to stronger workplace protections, California continues to lead the nation in championing laws and policies that raise standards for all.

On January 1, 2017, California's minimum wage rose to \$10.50 per hour from \$10 for companies with more than 25 workers. There's also several city-wide and regional minimum wage increases kicking in this year. As reported in the Orange County Register:

"However, some cities, citing the high cost of housing, already have boosted their minimums to \$10.50, including Los Angeles, Malibu, Pasadena and Santa Monica. So has Los Angeles County, in its unincorporated areas.

In July, the rate will rise to \$12 an hour for companies with more than 25 workers. Smaller businesses have an extra year to comply.

"If you live paycheck to paycheck, a 50-cent increase is a thousand dollars a year," said Ada Briceño, secretary-

treasurer of UniteHere Local 11, which represents 22,000 Los Angeles and Orange County hotel and restaurant employees.

"Many of these people perform backbreaking work."

California is home to the strongest equal pay legislation in the nation and two bills passed in 2016 continue to

practice that has been on the rise and causing severe financial burdens for far too many working people.

California is also preparing to enact historic legislation to put an end to rampant abuses against janitorial workers, signed into law last year after women in the industry banded together and held a hunger strike to

call attention to the risk of sexual assault women face when working alone at night in these industries. The bill to end rape on the night shift – AB 1978 (Gonzalez) – also protects janitorial workers from fly-by-night contractors who routinely dodged workplace protections and laws.



build on that progress. It is now illegal for a boss to pay a woman less than her male coworkers based on her prior salaries thanks to AB 1676 (Campos & Gonzalez). SB 1063 (Hall) has also gone into effect, strengthening protections against discrimination by making it illegal for employers to pay workers doing substantially similar work different wages based on their race or ethnicity.

Another game-changing piece of legislation passed in 2016 will go into effect in July 2017. AB 72 will protect families against surprise medical bills, a

Another bill, SB 1167 (Mendoza) addressed the growing need for new health safety standards to protect workers from excessive heat while working indoors. Previous standards only applied to outdoor workers and Cal/OSHA is now working to expand the regulations to apply to indoor workers, as well.

As we've seen in California, when working people stand together, we win huge victories for all. Onward to 2017!

Other notable bills signed into law last year include:



**Farmworker Overtime – AB 1066** (Gonzalez). For 80 years, farmworkers have been among the only workers in California for whom the 8-hour day did not apply. This bill will phase in the 8-hour day over several years to finally give farmworkers the same protections as everyone else.

**Worker Retention in Solid Waste Contracts – AB 1669** (Hernandez). When contracts change at the local level, workers lose their jobs and their union. This bill requires contractors to retain the existing workforce for at least 90 days after the contract changes hands.

**Greater Security for Part-Time Faculty – AB 1690** (Medina) and **SB 1379** (Mendoza). This bill will create guidelines to provide greater security to part-time faculty who are otherwise treated as contingent workers with no guarantee of future employment.

**Restrict Age Discrimination – AB 1687** (Calderon). This bill prohibits a commercial online entertainment employment service provider from publishing information about the subscriber's age in an online profile of the subscriber to prevent the use of age information in hiring decisions.

**Ease Voting Restrictions – AB 1921** (Gonzalez). This bill will improve voter turnout by allowing voters to designate anyone to return their absentee ballot, rather than just a family member.

**Tuition Waivers for Survivors – AB 2164** (O'Donnell). This bill clarifies that the existing tuition waiver for survivors of fallen firefighters and peace officers applies to job related illnesses

like cancer, heart disease, blood borne pathogens and other illnesses.

**Promote Women in Pre-Apprenticeship Programs – AB 2288** (Burke). This bill requires pre-apprenticeship programs in the building and construction trades applying for funding from the Workforce Investment and Opportunity Act (WIOA), to include a plan for outreach, recruitment and retention of women,



and to incorporate the use of the Multi-Craft Core Curriculum.

**Parental Leave for Classified – AB 2393** (Campos). Classified school employees are not covered by State Disability Insurance (SDI) and cannot access paid parental leave under that program. This bill will allow them to use "differential pay" so they can take parental leave.

**Climate Change Policy that Create Good Jobs – SB 32** (Pavley) and **AB 197** (Garcia). Against major industry opposition, Labor stood with environmentalists and communities activists to extend landmark climate change laws that have created hundreds of thousands of jobs.

**Build Infrastructure with Good Union Jobs – SB 831** (Budget Committee). In 2014, legislation authorized the Monterey County Water Resources Agency to construct a water transfer pipeline/tunnel between two lakes utilizing the design-build construction

method with a Project Labor Agreement. This bill appropriates \$10 million to the Monterey County Water Resources Agency to complete this critically needed project.

**Add Skilled Workforce Requirements for Design-Build – SB 957** (Hueso). This bill provides healthcare districts with the authorization to use design-build so long as contractors and subcontractors

at every tier hire a skilled and trained workforce to ensure maximum value for publicly funded infrastructure projects.

**Preserve Overtime for Domestic Workers – SB 1015** (Leyva). Like farmworkers, domestic workers have been historically excluded from overtime, but won new protections

in 2012. That law was set to end this year but this bill eliminated the sunset, making the protection permanent.

**Improved Medical Care for Injured Workers – SB 1160** (Mendoza). Unnecessary utilization review, when an insurer reviews a doctor's recommendation for treatment, has prevented many workers from accessing timely treatment. This bill removes delays to ensure prompt treatment for injured workers.

**Retirement for All – SB 1234** (de Leon). This bill will allow more than 7 million private sector workers to participate in a state-run retirement savings program.

**Resolution Against Epi-Pen Price Surge – SJR 29** (Hernandez). The cost of the lifesaving medication Epi-Pen has gone up over 600%, making it unaffordable for too many families. This resolution urges the FDA to approve generic alternatives and calls on the state and federal government to do more to keep down prescription drug costs.

# UFCW Scholarship Award Program

It's time to apply for a UFCW Unions and Food Employers Benefit Fund Scholarship!

Eligible Plan A Participants, and dependent children who will be full-time students during the next academic year can receive awards of \$2,500, \$5,000 or \$10,000 to cover college tuition or the cost of post-high school technical/vocational training.



## Who is Eligible?

You are eligible to apply for an award if you have completed a year of service as of October 2016 and you are still actively employed in the Southern California Retail Food Industry when the awards are determined.

Your dependent children are eligible to apply if you have at least three years of service, provided they are unmarried, and meet other fund qualifications, including the requirement that you be employed in the industry when the awards are determined.

Watch your mail for a packet including eligibility rules, application forms and tips on preparing a great application. Applications are also available from UFCW Local 135 or at the Fund Office at (714) 220-2297, Ext. 322, or online at [scufcwffunds.com](http://scufcwffunds.com).

## Tuition Assistance Program

For those who may be able to attend school only part time, or who may not qualify for a scholarship award, the Fund offers the Tuition Assistance Program. Information about this program is also available from UFCW Local 135, the Fund Office or the Fund's website at [scufcwffunds.com](http://scufcwffunds.com).

Application Deadline: February 28. Don't miss out on this great opportunity for you and your family.

Es tiempo de aplicar para una Beca de UFCW Union and Food Employers Benefit Fund!

Participantes elegibles del Plan A y sus hijos dependientes estudiantes de tiempo completo durante el próximo año académico pueden recibir fondos de \$2,500, \$5,000, o \$10,000 para cubrir la inscripción del colegio o el costo de entrenamiento técnico/

vocacional después de la preparatoria.

## ¿Quién es elegible?

Usted mismo es elegible para aplicar para una beca si ha completado un año de servicio antes de Octubre del 2016 y aun está empleado en la industria de Southern California Retail Food cuando las becas sean determinadas.

Sus hijo/a(s) dependientes son elegibles para aplicar por una beca si usted tiene por lo menos tres años de servicio, y proviendo que el/ella sea soltero/a, menor de 24 años de edad, y cumplan los requisitos del Fondo, incluyendo el requisito de que usted aun está empleado en la industria cuando las becas sean determinadas.

Busque un paquete en su buzón que incluye las Reglas de Elegibilidad, Aplicaciones, y sugerencias para preparar una gran aplicación. Las aplicaciones también están disponibles en el Local de la Union o en la oficina del Fondo al (714) 220-2297, Ext. 322, o en la página de web del Fondo [scufcwffunds.com](http://scufcwffunds.com).

## Programa de asistencia de matrícula

Para Quienes puedan asistir a la escuela solo por medio tiempo, o quienes no califiquen para una beca, el Fondo ofrece el Programa de asistencia de matrícula. La información de este programa también está disponible en su Sindicato Local, la Oficina del Fondo o la página de web del Fondo [Scufcwffunds.com](http://Scufcwffunds.com).

Fecha Límite para las aplicaciones: Febrero 28. No deje perder esta gran oportunidad para usted y su familia!



# 2017

## General Membership Meetings:

6 p.m.  
April 19  
July 19  
October 24

## New Member Meetings:

9 a.m. & 6 p.m.  
Feb 1  
May 3  
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



**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**

### Grievance Highlights: February 2017

- ★ A Ralphs member received department head back pay in the amount of \$3,000.
- ★ A CVS RX Tech received a wage increase with back pay in the amount of \$434.
- ★ A Vons employee received corrected vacation back pay in the amount of \$804.
- ★ A Vons/Haggen member received crossover hours back pay of \$3,743.18.
- ★ A Ralphs member received back pay in the amount of \$1,152.90 for being scheduled less than their minimum required hours.
- ★ A CVS member received a wage correction with back pay of \$835.90.

**UFCW Local 135 welcomes these CVS stores to our Union.  
We encourage everyone to shop in these stores.**

**SUPPORT OUR UNION MEMBERS!**



**Shop CVS**

**SOUTH SAN DIEGO**

444 E. San Ysidro Blvd., San Ysidro 92173  
645 Saturn Blvd., San Diego 92154  
3350 Palm Ave., San Diego 92154  
1376 3rd Ave., Chula Vista 91911  
645 E. Palomar St., Chula Vista 91911  
880 3rd Ave., Chula Vista 91911  
380 E. H St., Chula Vista 91910  
16 3rd Ave., Chula Vista 91910  
1730 Sweetwater Rd., National City 91950  
1201 E. Plaza Blvd, National City 91950  
1380 43rd St., San Diego 92113  
71 Horton Plaza, San Diego 92101  
510 C St., San Diego 92101

**CENTRAL SAN DIEGO**

3950 W. Point Loma Blvd., San Diego 92110  
5644 Mission Center Rd., San Diego 92108  
4404 El Cajon Blvd., San Diego 92115  
313 Washington St., San Diego 92103  
6265 El Cajon Blvd., San Diego 92115  
7100 Broadway, Lemon Grove 91945  
3332 Sandrock Rd., San Diego 92123  
5685 Balboa Ave., San Diego 92111  
4829 Clairemont Dr., San Diego 92117

**EAST COUNTY**

3749 Avocado Blvd., La Mesa 91941  
5500 Grossmont Center Bldg P., La Mesa 91942

426 E. Chase Ave., El Cajon 92019  
1385 Tavern Rd., Alpine 91901  
572 Fletcher Pkwy., El Cajon 92020  
2760 Fletcher Pkwy., El Cajon 92020  
790 Jamacha Rd., El Cajon 92019  
9730 Mission Gorge Rd., Santee 92071

**NORTH COUNTY**

8260 Mira Mesa Blvd., San Diego 92126  
10776 Westview Pkwy., San Diego 92126  
10575 Scripps Poway Pkwy., San Diego 92131  
9225 Twin Trails Dr., San Diego 92129  
12358 Poway Rd., Poway 92064  
16773 Bernardo Center Dr., San Diego 92128  
10560 4s Common Dr., San Diego 92127  
11655 Duenda Rd., San Diego 92127  
1810 Main St., Ramona 92065  
1560 W. Valley Pkwy., Escondido 92029  
1655 S. Centre City Pkwy., Escondido 92025  
1665 E. Valley Pkwy., Escondido 92027  
2427 E. Valley Pkwy., Escondido 92027  
320 S. Twin Oaks Valley Rd., San Marcos 92078  
883 S. Santa Fe Ave., Vista 92083  
635 S. Melrose Dr., Vista 92081  
1631 S. Melrose Dr., Vista 92083  
3925 North River Rd., Oceanside 92054  
1970 College Blvd., Oceanside 92056  
1706 Oceanside Blvd., Oceanside 92054  
1441 N. Santa Fe Rd., Vista 92084



# Discount Tickets!

<http://ufcw135.com/discount-tickets>  
Available for Active members and Retirees only.  
(ID required)



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



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

**Annual Pass**  
Adult & Children \$109.00



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



Adult:.....\$77.00  
Child:.....\$71.00



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

## Movie Theater Tickets



Members must be present to purchase tickets. All ticket prices subject to  
change, tickets subject to availability, credit cards accepted. NO CHECKS. ALL  
SALES FINAL. NO REFUNDS.

All Disney and Universal Studios ticket sales are credit card only. Disney tickets are limited  
to 8 per person per month, 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. Purchases must be made in person.



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

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

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YTD (2016): . . . . . \$217,999.33

Members Reinstated as Result of Grievances

December 2016: . . . . . 1

YTD (2016): . . . . . 61

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