



Let's become more engaged in our Union than ever before!
UFCW Local 135 and San Diego Working Families Council
support the 30th Annual United Way
Unions United Holiday Food & Toy Drive



The Worker

The Newsletter of the UFCW Local 135
San Diego, CA

Birth Announcements

Renee & Michael Sanders, *Rite Aid*
Addison Michelle, born November 29, 2017



Notify us within 30 days of:

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

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Secretary-Treasurer: Richard Barrera

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For up-to-date union information
visit www.UFCWI35.org



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President's Message



By Mickey Kasparian
President
International Vice President

We have four fights on our hands this year in contract negotiations with Viejas Casino, Rite Aid, Spreckels Sugar and Kaiser Permanente. With that, and all the negativity in politics these days, we enter the most difficult negotiations of all time.

I know I say that every time we go into negotiations, but this time is different. The culture is becoming more and more anti-union all the time.

Our employers are becoming more greedy and don't want to pay you a decent wage and want to cut your benefits despite you making them wealthy.

Federally, it seems legislators would like to destroy unions. More than half of the states in our country are now "Right-to-Work" states. What that means to you

and me is that unions must represent employees who aren't required to join the union.

Fortunately, we are somewhat insulated in California in that we have a democratic majority of legislators who understand what it's like to be one of us—working people supporting our families. When we support a candidate, we make sure that they know what it's like to be one of us, which is why we work so hard at election time.

We need to elect candidates who understand what it's like to be one of us—working people supporting our families. We need member involvement. This year we want you to come out and help us walk precincts and phone bank for candidates we determine to have working people's best interests at heart.

“Our goals remain the same – to protect and serve the members of UFCW Local 135. We will succeed by protecting your health care, retirement and ensuring that you all have good, safe jobs. We will be looking to get you solid pay raises as well.”

Our goals remain the same – to protect and serve the members of UFCW Local 135. We will succeed by protecting your health care, retirement and ensuring that you all have good, safe jobs. We will be looking to get you good, solid pay raises as well.

For your Union Leadership to negotiate the best possible contract, you and your coworkers must be strong and unified. This will send a strong message to management that you support your Union's actions and are willing to take action – if necessary – to obtain a fair and equitable contract.

Our local has one of the best reputations for being strong and powerful. We have an outstanding tradition of excellence in representing our members. The staff here, including myself, are committed to serving your needs.

We want our members to be the beneficiaries of our hard work. But we can't do it without your hard work too. We need everyone to jump in and be available for actions should the need arise.

With this particular set of negotiations, I'm pretty sure we will be calling on you. We will need the help of all of our members, even if you don't work at a particular place of employment,

we want you to come out and fight for your brothers and sisters in the union.

We are dedicated to protecting members' interests and improving wages, hours and working conditions for all. When working people stand together and fight, we win. ■

Secretary- Treasurer's Report



By Richard Barrera
Secretary-Treasurer

2018 will be a big year for UFCW Local 135. We have four major contract negotiations coming up, as well as several important political races. We have already begun the process of negotiating Viejas and Kaiser contracts, and within the next couple of months we will begin negotiating



our Rite Aid contract with our sister locals throughout Southern California. Later this year, we will be negotiating our Spreckels Sugar Plant contract in Imperial County.

2018 will be a big year, let's become more engaged in our union than ever before!

At December's Stewards Conference, we had a workshop about all of the different ways we can contribute to our union this year. We will need members who are ready to participate in actions when and if they are necessary at Viejas, Kaiser, Rite Aid, and Spreckels. And you don't have to work in one of those places to come out. In our Union, we all help each other out when necessary.

We will also need members to get involved in our political program in 2018, which will include important races for local city council candidates all the way up to races for Congress and the Governor of California. Traditionally, when we endorse pro-union worker

candidates, we then walk precincts and phone bank for them. We would love to have new faces join us this year.

Of course, we will continue to have our regular

membership meetings at the local where we need big turnout to make sure we all stay up-to-date on the status of negotiations. And we will be developing an incentive program where

the more you volunteer, the more you can earn great union swag.

Finally, we will be planning social events

"We know that to win good contracts in 2018, to elect worker-friendly candidates to office, and to prepare for our big contract negotiations in 2019 with the major grocery stores, we need to demonstrate the full power of our nearly 14,000 members."

where members and their families can get together and get to know each other outside of work so we can build a closer-knit community.

We know that to win good contracts in 2018, to elect worker-friendly candidates to office, and to prepare for our big contract negotiations in 2019 with the major grocery stores, we need to demonstrate the full power of our nearly 14,000 members.

A union is working people standing together to bargain with their employers for better pay, safer working conditions and decent benefits. When workers stand together, we have power. And that power makes the American Dream more possible for everyone.

How can you get involved? Start by letting your stewards and your rep know how you want to help our union this year and what kind of time you have available. We are stronger together. ■

Union News Briefs

Unions Are Gaining A Foothold At Digital Media Companies

After employees at the online media company Vox Media announced plans to form a union last month, German Lopez, a senior reporter at the company's general news website Vox.com, posted a thread on Twitter that inspired a heated debate more than 1,000 comments in length.

In the first tweet, Mr. Lopez said, "I am against #VoxUnion." He followed that one by arguing that some writers wanted a union "as protection for laziness." He added that Vox was "a generous company" and "some people want to take advantage."

Then a couple of weeks ago, Mr. Lopez changed his mind, swayed by the idea that the company's generosity isn't set in stone and that new management could roll back benefits.

The organizing effort at Vox is part of a growing union movement at more than a dozen digital publishers.

Writers and editors at other digital publications — including The Intercept, Salon, Slate, Thrillist and MTV News — have since affiliated with the Writers Guild of America East, citing a need for better wages and benefits. Their unions have been recognized by the people who run those companies and are negotiating contracts with management.

Kim Kelly, an editor at Noisey, Vice Media, said fair wages had played a central role in Vice Media employees' decision to go union.

"People were fed up and broke and anxious about the future, and the union gave them a way to take control and force things to change," Ms. Kelly said.

That digital players are moving in that direction reflects the broader business troubles in the media industry as a whole. Digital writers and editors live with the uncomfortable possibility that their bosses could enact a sudden change in strategy, resulting in layoffs.



In recent months, 50 employees at Mashable were let go after the digital publisher Ziff Davis bought the website for \$50 million, BuzzFeed fired 100 business and British editorial employees after missing its 2017 revenue targets, and Refinery29 laid off 34 staff members.

Lowell Peterson, the executive director of Writers Guild of America East, denounced the tendency of executives at online media companies to make important decisions concerning company strategy without the input of employees.

"They just open their email inbox and go, 'Oh, dear, what next?'" he said.

Workers walk out as contract negotiations stalled with Golf Channel

Last month, Golf Channel opened its Sony Open coverage by saying, "Folks, we're focusing on the final groups and final holes tonight because some technicians walked out on the job earlier today."

The Golf Channel has been negotiating an agreement for nine months with the International Alliance of Theatrical Stage Employees (IATSE), the union for tournament technicians such as camera and audio crew members. Union workers at Golf Channel events walked out as negotiations for a new contract stalled.

The AP also reported that three dozen IATSE members from Local 665 picketed outside Waialae Country Club on Sunday. John Culleeny, an international representative for the union, said its members wanted Golf Channel to meet industry standards but was not specific on what stalled negotiations. Video and audio crews talked about walking out during the third round Saturday but waited for another meeting. Culleeny said the next meeting is scheduled for Tuesday.

"Golf Channel has been working on negotiating an agreement for nine



months with a union that represents our live tournament technicians," Golf Channel said in a statement. "Those efforts have not yet yielded a resolution, and we look forward to reaching a mutually agreeable contract. However, some technicians have chosen to walk off the job today. We have contingency plans in place, and will continue to deliver coverage. Thank you to our viewers for their patience."

Working Families United Protests Termination of Salvadorian TPS

On Jan. 8, Working Families United protested the termination of Temporary Protective Status (TPS) for 200,000

to keep the fight to save TPS up at the congressional level, including with a nearly one million dollar advocacy budget.

The announcement is the latest step by the administration to cut the number of foreigners living in the United States — by squeezing the flow of legal immigration and intensifying efforts to expel those who arrived illegally.

The efforts span nearly every facet of the American immigration system. Arrests by immigration enforcement agents have increased 40 percent. Trump has slashed the number of refugees accepted by the United States to the lowest level since 1980.



Salvadorans currently working and living in the U.S. The UFCW is one of five unions that form the Working Families United immigration campaign, which also includes UNITE HERE, IUPAT, Iron Workers, and Bricklayers. All five unions represent tens of thousands of TPS union workers in hospitality, construction, meat processing and trades.

“Hundreds of thousands of hard-working families who pay taxes and contribute to our communities will now be forced to upend their lives and settle into a dangerous country they no longer know,” said UFCW International President Marc Perrone. “From working in meatpacking and food processing plants to retail shops to other sectors, people with TPS hold key roles in our economy that make America stronger and safer.”

Maria Elena Durazo, general vice president of UNITE HERE, echoed that sentiment. “Today Trump’s DHS is taking nearly 200,000 law-abiding American immigrants and turning them from legal workers into targets for deportation,” Durazo said.

Looking forward, Working Families United member unions are pledging

and deserve,” said Kenneth E. Rigmaiden, general president of IUPAT. “As a union family, we are committed to helping people who work hard build better lives — especially when they’ve been forced to flee their home countries due to unimaginable violence. We will amplify those voices and stand steadfast, shoulder to shoulder, until a just solution is reached.”

The administration said it will give the Salvadorans until Sept. 9, 2019, to leave the United States or find a way to obtain a green card, according to a statement from the Department of Homeland Security. After earthquakes hit the country in 2001, Salvadorans were granted what is known as Temporary Protected Status, or TPS, and their permits have been renewed on an 18-month basis since then.



The 200,000 Salvadorans are among the nearly 1 million immigrants whose lives in the United States have been upended and set to a deadline under President Trump. The largest group, nearly 700,000 undocumented immigrants who were protected under the Obama-era Deferred Action for Childhood Arrivals (DACA) program, are set to begin losing their temporary work permits in March at the rate of nearly 1,000 per day. ■

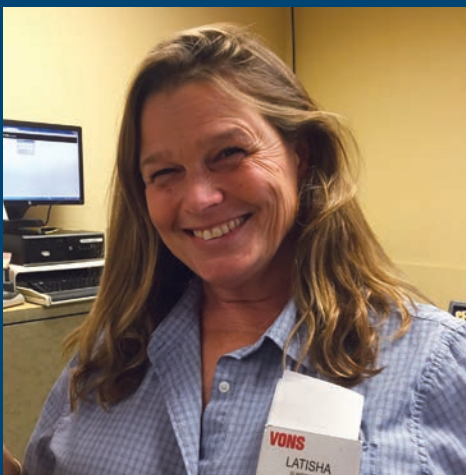
UFCW Local 135 and San Diego Working Families Council support the 30th Annual United Way Unions United Holiday Food & Toy Drive

A few days before Christmas, 350 union families drove through food and toy stations at the 30th Annual United Way Unions United Holiday Food & Toy Drive where they received a turkey and all the trimmings for a holiday dinner and toys for their children. Thanks to the 150 union and community volunteers, including our own UFCW Local 135 members and staff, for helping with setup and distribution. Join us next December!





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







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
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
www.ufcwdrugtrust.org/office-info.html

Did you know?

You Don't Have to Go it Alone

NOTICE!

Weingarten Rights

In the Weingarten case, the Supreme Court ruled that Union-represented workers have the right to Union representation during all meetings or discussions with supervisors or managers that the member reasonably believes might lead to discipline. These meetings or discussions include discussions on the work floor, in work areas, offices and even outside the facility.

Nine times out of ten, stewards are the representatives who attend these meetings with workers. At the beginning of the meeting, this law requires the supervisor or manager to disclose all meeting topics and to give the member a chance to ask for a representative. Members can demand the presence of any on-duty steward. If none is available, the supervisor or manager must postpone the meeting until a steward is available. Companies may not punish members for exercising their Weingarten rights.

Encourage all members to exercise their Weingarten rights.

This is important because a member waives the right to a witness if the member does not speak up and expressly request a witness.

The role of stewards in disciplinary meetings is to hear everything that is said, and to ensure that supervisors and managers do not question the member unfairly by, for example, putting words in the member's mouth or by bullying members into agreeing to things they otherwise would not agree to.

When supervisors or managers ask unfair questions, stewards should interrupt and demand that the supervisor or manager ask questions clearly and fairly. If they ask an awkward, run-on or confusing question, the steward can jump in and ask them to rephrase the question. Similarly, the steward can jump in if the supervisor or manager tries to trick the member into agreeing to something.

Stewards can insist that supervisors and managers permit members to tell their side of the story and present their case, and can ask for meeting breaks to confer with members.

Important!!!

If you are enrolled in **Blue Cross** and have dependents on your insurance, or, if you, (the member) have been involved in an accident with third party involvement, you will receive a letter from the trust fund.
Please do not ignore it.

The trust fund needs more information before it can process the payment.

If it goes unpaid, you will end up in collections, because the trust fund does not pay until the letter is answered.

Pass the word to your co-workers!



Weingarten Rights

Read Word for Word to Your Supervisor

If this discussion, meeting or telephone call could in any way be related to my being disciplined or terminated or affect any of my working conditions, I exercise my federal rights and hereby request that my union representative be present. Without their presence, I choose not to participate in this discussion or meeting. Please do not request that I waive this right.

USDA Eliminates Speed Limits at Pork Plants

WASHINGTON, D.C. — Marc Perrone, president of the United Food and Commercial Workers International Union (UFCW), released the following statement regarding the U.S. Department of Agriculture's (USDA) decision to eliminate line speed limits at pork plants.

"This desire to increase line speeds is being driven entirely by corporate greed and defies common sense.

"Jobs inside pork plants are some of the most dangerous and difficult in America. We're only putting workers at greater risk of injury and consumers at greater risk of consuming unsafe meat by asking everyone who labors inside one to work faster.

"For the sake of keeping millions of hard-working families safe, this decision deserves immediate reconsideration."

The UFCW union family represents hard-working men and women in pork plants that have already had their line speed limits eliminated as part of a trial program, as well as people who are in plants that run profitably with line speed limits in place.

According to a 2013 report from the USDA OIG, the existing trial program did not result in better food safety.

Injury rates in the meatpacking industry are already twice as high as the national average and workplace illness rates are 20 times as high.

This latest announcement follows the recent regulatory effort to remove line speed limits for the poultry industry.

The UFCW is the largest private sector union in the United States, representing 1.3 million professionals and their families in grocery stores, meatpacking, food processing, retail shops and other industries.

Our members help put food on our nation's tables and serve customers in all 50 states, Canada and Puerto Rico. Learn more about the UFCW at www.ufcw.org.



UFCW International President
Marc Perrone

California's New Marijuana Law Will Ignite Job Growth



UFCW Local 135 President
Mickey Kasparian

UFCW Local 135 President, Mickey Kasparian discussed at the General Membership meeting January 24, that recreational adult use or medical cannabis workers fall under the jurisdiction of the UFCW.

Other locals have started the process of organizing cannabis workers, and we in San Diego, are working closely in several

cities in San Diego County.

Legal marijuana sales are welcome news for the state of California that began January 1 this year. California attorney general, Xavier Becerra, defends this law, with good reason. Legal marijuana is a major jobs creator and tax generator.

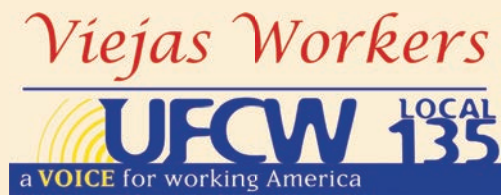
The recently released *Green Market Report* predicts that legalization will create 160,000 new jobs in the state, including new government jobs, new retail jobs, new manufacturing jobs. Many of these jobs will pay well and that will be the best part of this green rush for the state of California.

As of November 2017, California had a record low 4.6 percent unemployment rate, compared to Colorado's unemployment rate of 2.9 percent.

In 2012 Colorado suffered from a whopping 8 percent unemployment rate, before legalization. Colorado has since reaped the job benefits of the marijuana industry. Its biggest problem now is managing the massive growth of Denver.

Legalization brought high achieving scientists, chemists, retailers, horticulturalists and tech entrepreneurs to the state ready to solve the industries challenges. This should follow in California as well.

Marijuana jobs are also a boon to workers that other industries overlook. Older women, people with multiple visible tattoos and people that don't fit into the traditional corporate cubicle are welcome in the industry. Someone with a neck tattoo might not be the best choice for a bank job, but this industry doesn't bat an eye at neck ink or ear gauges.



Viejas Workers! Would you like to improve
your **Wages, Benefits** and **Working
Conditions?**

- ▶ Your current Contract is worth **\$4,056.**
- ▶ What will your **next Contract** be worth?

**come to your union membership
MEETINGS!**



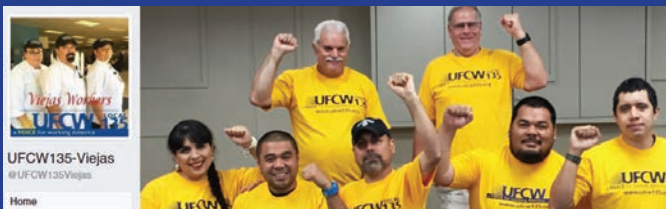
Meetings are held monthly. You will receive a post card and if we have your cell number, we will text you a message notifying you of date, time and place.

If you need transportation or information,
call Maribel at (619) 298-7772, ext. 133,
or Andres at (619) 298-7772, ext. 146.



To get updates, go to your Facebook page at facebook.com/UFCW135Viejas/

Viejas Workers



Viejas Contract negotiations are coming up. Let us know how we can make your work better. Stay informed by liking your page at: [ufcw135-viejas](https://www.facebook.com/UFCW135-viejas), and join in the conversation!

Ways to improve your contract:

- ➔ Get involved
- ➔ Come to meetings
- ➔ Check the bulletin board in the lunch room for important information, dates & times!

**What is
your contract
worth?**

(See next page)



<https://www.facebook.com/UFCW135Viejas/>

Grievance Highlights December 2017

- ★ A Vons store was penalized for using too many combo hours and paid \$906 in back pay.
- ★ A Vons store was penalized for using too many combo hours and paid \$738 in back pay.
- ★ An Albertsons Pharmacy Tech received a wage correction (Industry Experience) with back pay in the amount of \$1,601.
- ★ A Ralphs member received back pay in the amount of \$799 for not being scheduled his minimum hours.



**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



Adult or Child: \$66.00
Fun Cards: Adult or Child: \$80.00

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.

POSTMASTER, send address changes to:
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

December 2017: \$6,913.35
YTD (2017): \$146,864.35

Members Reinstated as Result of Grievances

December 2017: 2
YTD (2017): 73

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LocalLife.com

CYMER



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CYMER