

# SAPPHIRE C



## 2017 Steward Conference: Preparing for the Future is NOW!

## 2018: Good Things Come to Those Who Prepare

# Is Amazon good for San Diego?

## Buy Union: Keep your Share Strong!





## The Worker

The Newsletter of the UFCW Local 135  
San Diego, CA

### Birth Announcements

**MacKenzie Flood, Rite Aid**

Antonio Garcia, born September 8, 2017

**Maria Gurrero & Francisco Hernandez,  
Rite Aid**

Victoria Angelique, born September 30, 2017

Notify us within 30 days of:

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

### OFFICERS

**President:** Mickey Kasparian

**Secretary-Treasurer:** Richard Barrera

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# The Worker

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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

**I**n mid-December, we kick started the new year off with our 2017 Steward Conference: Preparing for the Future is NOW. And that's exactly what we are doing. We are planning for a win in 2018 and 2019, although three contracts expire around the same time early this year.

We will be headed into contract negotiations with Rite Aid, Spreckels Sugar and Viejas Casino shortly. These may prove to be the most difficult negotiations in UFCW Local 135 history.

These contracts are literally expiring close to the same time. Given that time frame, the strength of our members will be imperative in each of these campaigns. As always, these negotiations will be difficult.

## 2018: Good Things Come to Those Who Prepare

We may need our members from other stores and industries to come out and help us show our Local 135 solidarity, like we did last year with Food 4 Less. It's showing them the strength of our membership that gets us our good contracts. We will keep you posted as to whether we will need you.

This month, recreational cannabis became legal in California and the next wave for UFCW Local 135 is cannabis workers. Retail operations and banking are complex at this time, but regulations and licensing will eliminate the black

members at our local, and offers local communities jobs with strong wages and benefits that can't be outsourced.

We will also be spending a large amount of our time preparing for 2019 grocery negotiations with Albertsons, Ralphs and Vons. In addition, we also will have contract negotiations separately with Stater Bros. The 2019 negotiations may be the most difficult ones we've ever had. We will only be successful in these negotiations by being prepared months in advance.

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**“Our union family is proud to help lead the development and stabilization of the emerging cannabis sector. UFCW represents tens of thousands of cannabis workers across multiple states and the legalization gives us the potential for thousands more members at our local, and offers local communities jobs with strong wages and benefits that can't be outsourced.”**

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market, adding an extra layer of safety for the workers.

Our union family is proud to help lead the development and stabilization of the emerging cannabis sector. UFCW represents tens of thousands of cannabis workers across multiple states and the legalization gives us the potential for thousands more

So you can see that we have a busy year ahead and we must all remember, that **YOU** are the union. Unions are workers standing together to bargain with their bosses for better pay, safer working conditions and decent benefits. Let's stand together closely this year. ■

## Secretary-Treasurer's Report



By Richard Barrera  
Secretary-Treasurer

Recently Amazon, the world's largest online retailer, issued a request for proposals to cities across the country encouraging them to compete for the honor of landing the company's second headquarters. In response, more than 200 cities have submitted proposals, falling all over each other by offering public subsidies and tax breaks to lure Amazon.

In San Diego, the Regional Economic Development Corporation, a coalition of the largest employers in the county, put together San Diego's proposal. It combined giveaways to Amazon from multiple cities in the county including San Diego and Chula Vista.

We should all be asking ourselves two questions: Is Amazon actually good for our community? And why do they need tax payer subsidies?

We know that these types of taxpayer giveaways to large corporations have often resulted in nothing more than

## Is Amazon Good for San Diego?

increasing corporate profits while doing very little for local communities. Amazon's business model actually cuts jobs in grocery stores, while Amazon's corporate leaders make billions of dollars in the process.

We know that Amazon Fresh threatens grocery jobs by discouraging customers from coming to our stores. We know that Amazon Go, a prototype store in Seattle, eliminates altogether many grocery jobs including checkers and the people who stock shelves. And we know that Amazon intends to expand its model of replacing grocery store workers with robots through its large purchase of the anti-union Whole Foods chain.

**“We should all be asking ourselves two questions: Is Amazon actually good for our community? And why do they need tax payer subsidies?”**

In addition to the impact that Amazon has on jobs in the retail sector, the presence in a community of large high-tech corporations like Amazon drives local housing prices up and makes it increasingly difficult for most of us to afford to live in communities like Seattle, the SF Bay Area and now San Diego.

Recently, UFCW International President Marc Perrone wrote a scathing editorial laying out the threat that Amazon poses to our jobs and to our

communities. You can read it at: <http://thehill.com/blogs/pundits-blog/economy-budget/347338-walmart-on-steroids-beware-of-amazons-growing-monopoly>.

A coalition of union and community organizations through the National Partnership for Working Families has laid out a detailed list of benefits Amazon should make available to local communities in return for taxpayer subsidies. The list of demands includes that Amazon respects the rights of workers to organize unions, that Amazon pays a living wage to its workers, that Amazon invests in affordable housing, and that Amazon pays its fair share of taxes to maintain schools and important community services. For more information on the National Partnership for Working Families list, go to: <https://docs.google.com/document/d/10nHurU4hdfldEVCZC0aXzhX85MtSEf2vbO3Vmzans/edit?ts=5a00e9a7>

UFCW Local 135, working with our union and community partners, will be leading the way in San Diego

to protect our community against those politicians and corporate elites who would like to turn our town over to Amazon. This is an issue that we will continue to monitor and to discuss with our members over the coming year.

For a light-hearted look at the story of city governments giving away the store to Amazon, please look at this link from John Oliver: <https://www.geekwire.com/2017/watch-john-oliver-roast-amazon-jeff-bezos-local-governments-hq2-incentives/>. ■

# Union News Briefs

## Senate confirms Peter Robb as Trump's top labor law enforcer

President Donald Trump's pick for general counsel of the National Labor Relations Board (NLRB) is positioned to roll back eight years of progressive labor union regulation under former President Barack Obama, The Washington Free Beacon reports.

The NLRB came under GOP control for the first time in a decade. With the Nov. 8 confirmation of management-side attorney Peter Robb as general counsel, the NLRB is set to issue rulings that reverse the pro-big labor decisions of Obama General Counsel Richard Griffin, one of the most progressive top labor prosecutors in recent history.

The general counsel of the NLRB has nearly unlimited authority to set the

agenda for the organization. The lead prosecutor selects the complaints and cases that come before the counsel.

Democratic Sen. Gary Peters of Michigan believes Robb's history of fighting unions in court is an indicator of how he will perform as general counsel, according to The New York Times.

"Let's be clear about how Mr. Robb has chosen to spend his professional life: Helping management close plants and cut jobs, suing unions, delaying workers' rights to collectively bargain and defending companies that violate workplace safety and fair pay laws," Peters told TheNYT.

Republican Reps. Virginia Foxx and Tim Walberg both praised Robb's



confirmation and the chance to roll back Griffin's "partisan agenda."

"After years of a partisan agenda advanced by his activist predecessor, we know Peter Robb has an important job ahead of him," the lawmakers said in a statement. "We look forward to having a more objective NLRB General Counsel that puts the rights of workers and job creators before powerful special interests."

## Labor Unions lead fight against NY Constitutional Convention



Labor unions led and won the fight against a New York ballot measure to hold a state constitutional convention, arguing that it's just too risky to tinker with the state's governing document and threaten existing protections for worker's compensation, unemployment benefits and collective bargaining.

"We have some of the strongest labor protections in our state constitution of any state in the country," said state AFL-CIO President Mario Cilento, whose organization is using bumper stickers,

yard signs and social media to get their message out. "We're treating this like any other political campaign."

Supporters of a convention say unions are just looking to protect the status quo.

"If Albany is working for you then you should definitely not support a constitutional convention," said Al Benninghoff, campaign director for New York Says Yes, a group advocating for a convention. "But if you're like the rest of us ... does anyone think it's going to get better on its own?"

New York voters are automatically asked every 20 years whether they want to call a convention, where elected delegates would consider changes to the governmental blueprint. If a convention is approved, it would be held in 2019 and any recommended changes

would have to be ratified by voters.

This year, about \$1 million has been spent on signs, bumper stickers, ads and get-out-the-vote efforts by both sides, according to state campaign finance filings.

According to state records, opponents outspent supporters. New Yorkers Against Corruption, the main coalition of unions and special interest groups opposing a convention, has spent more than \$700,000. Two groups supporting a convention spent just under \$300,000.

Much of the spending by organized labor may never show up on disclosures because much of their campaign material is considered member-to-member union communications, not political speech meant for a broad audience.



## 2017 Legislative Victories for California Workers



Upon the conclusion of the 2017 legislative session, Governor Jerry Brown signed historic bills that will

impact the lives of California's immigrant, working and middle-class families. This is why we work to elect candidates who will help working families:

The passage of SB 54, otherwise known as the Sanctuary State Bill, will limit communication between local law enforcement and federal immigration officials. A major accomplishment in response to the Trump Administration's relentless immigration actions and policies.

In order to combat and alleviate problems associated with California's housing crisis, Governor Jerry Brown signed 15 housing bills that together will pave the way for a housing-first policy in California. The housing package will allow for the development of new homes for low-income residents, homeless, and farmworkers as the state put increasing pressure on developers to build and preserve housing for more low-income families.

As more women enter the workforce and are faced with the struggle of balancing work and family responsibilities, the women's movement made great strides for our working families this year. Governor Jerry Brown signed bills that would expand the eligibility criteria for subsidized child care services to parents taking English as a second language or high school equivalency courses and increasing workplace protections by providing 12 weeks of unpaid maternity and paternity leave (for employees working in business with 20 to 49 employees) without losing their jobs and health care benefits.

2017 was a year full of historic victories for immigrants, low-income families, and women. UFCW continues to be on the forefront of these legislative battles to ensure a better quality of life for our working families in California.



## UFCW Continues to Fight for Fair Scheduling

On Nov. 14, UFCW members went to Capitol Hill to meet with Rep. Rosa DeLauro (D-Conn.) and other members of Congress to support the Schedules That Work Act and continue the march towards more stable schedules for hard-working families. Just a few weeks ago, members of the UFCW Women's Network from 11 different states also raised this issue with their representatives and senators with the goal of building a better life for not just our union family, but for all workers who have earned and deserve to be treated with dignity on the job.

The Schedules That Work Act provides retail, food service and cleaning workers with two weeks advanced notice of their schedules, helping them plan their day-to-day lives as parents, students, and caretakers.

James, a Walmart associate from Dallas and advocate for Making Change at Walmart, spoke at a press conference with Rep. DeLauro in support of the Schedules That Work Act. James talked about the high turnover rate at his nonunion, retail store, and made the point that by fighting for fair and predictable schedules, workers can better cultivate a working environment that feels welcoming and empowering.

### **PROTECT your UNION MARKET SHARE by shopping in union grocery stores and drug stores only!**

- **Albertsons**
- **CVS**
- **Food4Less**
- **Gelsons**
- **Keils**
- **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!**

# Buy Union: Keep your Share Strong!

The new year is here! As a reminder to buy union-made products, here is an updated list of union-made goods, from candies and cakes, to clothes, games, sports equipment and more! Buying union strengthens our middle class. These are made by proud members of **UNITE HERE**, **Boilermakers (IBB)**, **Machinists (IAM)**, **United Steelworkers (USW)**, **Teamsters (IBT)**, **UAW**, **United Food and Commercial Workers (UFCW)**, the **Retail, Wholesale and Department Store Union/UFCW (RWDSU/UFCW)** and **United Farm Workers (UFW)**:

## Apparel and Accessories

Brooks Brothers (UNITE HERE)  
Joseph Abboud (UNITE HERE)  
Majestic Athletic (UNITE HERE)  
Timex watches (IAM)  
Naturalizer shoes (UFCW)  
Nunn Bush shoes (UFCW)  
Red Wing Shoes (UFCW)

## Beauty Products

Avon (UFCW)  
Caress skin care (UFCW)  
ChapStick (USW)  
Dove beauty products (UFCW)  
Revlon (UAW)  
Old Spice (UFCW)

## Sports Equipment

American Athletic (Russell Brands) (UAW)  
Louisville Slugger (USW)  
MacGregor golf clubs (IBT)  
Standard Golf (IAM)  
Top-Flite golf balls (IBB)

## Cars and Trucks

Jeep  
Ford Mustang  
Cadillac

## Games (All made by RWDSU/UFCW)

Barrel of Monkeys  
Battleship  
Candy Land  
Chutes and Ladders

Clue  
Connect 4  
The Game of Life  
Hi Ho Cherry-O  
Monopoly  
Mouse Trap  
Operation  
Pictionary  
Risk  
Scrabble  
Sorry  
Taboo  
Twister  
Yahtzee  
Tootsie Roll Pops (BCTGM)

## Wine and Beer

Chateau Ste. Michelle (IBT)  
Columbia Crest (UFW)  
St. Supéry (UFW)  
Charles Krug (UFW)  
C.K. Mondavi (UFW)  
Gallo of Sonoma (UFW)  
Miller Beer (UAW and IBT)  
Miller High Life

Miller Genuine Draft  
Miller Lite  
Milwaukee's Best  
Icehouse  
Red Dog  
Anheuser-Busch (IBT and IAM)  
Budweiser  
Budweiser American Ale  
Bud Light  
Michelob  
Shock Top  
Busch  
Rolling Rock  
O'Doul's

## Other

Rayovac batteries (IBT and UAW)  
Bic lighters (USW)  
Ghirardelli chocolates (BCTGM)  
Jelly Belly (BCTGM)  
Laffy Taffy (BCTGM)







UFCW Local 135  
**Members At Work**  
On Union Representative  
**Darryl Fountain's Route**









# UFCW Local 135 2017 Steward Conference

## Preparing for the Future is NOW!



UFCW Local 135 President Mickey Kasparian welcoming the Shop Stewards to the 2017 Steward Conference: "Preparing for the Future is now!" He said preparing now will help us win in 2018 and 2019 contract negotiations.



UFCW Local 135 Secretary-Treasurer Richard Barrera emceed the 2017 Steward Conference, and spoke about how this is a year where we need to turn the influence of our 200 stewards into engaging our 14,000 members.



UFCW Regional Director Bryan Wynn spoke about the critical role that Local 135 and President Mickey Kasparian plays for UFCW members throughout Southern California and nationally.



San Diego Working Families Council Secretary-Treasurer Dale Kelly Bankhead emphasized the importance of working with other unions to enhance our power against employers during negotiations. We all must stick together.



UFCW Western States Council Executive Director Jim Araby spoke about progress we have made politically over the past several years and our political plans for the future.



UFCW members asked questions about negotiations, grievances and benefits. L to r: President Mickey Kasparian, Grievance Director Todd Walters, Regional Director Bryan Wynn and Benefits Department Head Marie Incrocci.







## UFCW Statement on Senate Democrats' Better Deal Proposal on Collective Bargaining

WASHINGTON, D.C. — Marc Perrone, president of the United Food and Commercial Workers (UFCW) International Union, made the following statement regarding Senate Democrats' Better Deal Proposal on Collective Bargaining.

"We must build an economy that works for all — not just those at the top. By strengthening the collective voice and negotiating rights of workers, the better deal proposal on collective bargaining begins to do just that.

"Our hope is that every member of Congress will support these more modern workplace policies because this is about more than unions, this is about helping their constituents and all hard-working men and women who have earned the right to a better life."

The Better Deal Proposal on Collective Bargaining seeks to:

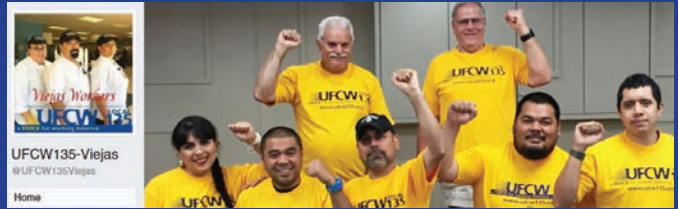
- Create a mandatory mediation and arbitration process to ensure corporations and newly formed unions reach a first contract.
- Strengthen penalties on predatory corporations that violate workers' rights, and combat misclassification of workers as supervisors and independent contractors.
- Strengthen workers' right to strike for basic workplace improvements, including higher wages and better working conditions.
- Ban state laws that undermine worker freedoms to join together and negotiate.
- Provide millions of public employees with the freedom to join a union and collectively bargain with their employers.
- Streamline the National Labor Relation Board's (NLRB) procedures to secure worker freedoms and effectively prevent violations.
- Protect the integrity of union elections against coercive captive audience meetings.
- Use federal purchasing power and policy to help expand opportunities to negotiate.



UFCW International President  
Marc Perrone

## Viejas Workers

**UFCW LOCAL 135**  
a VOICE for working America



**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/UFCW135Viejas/), 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/>



*Viejas Workers*

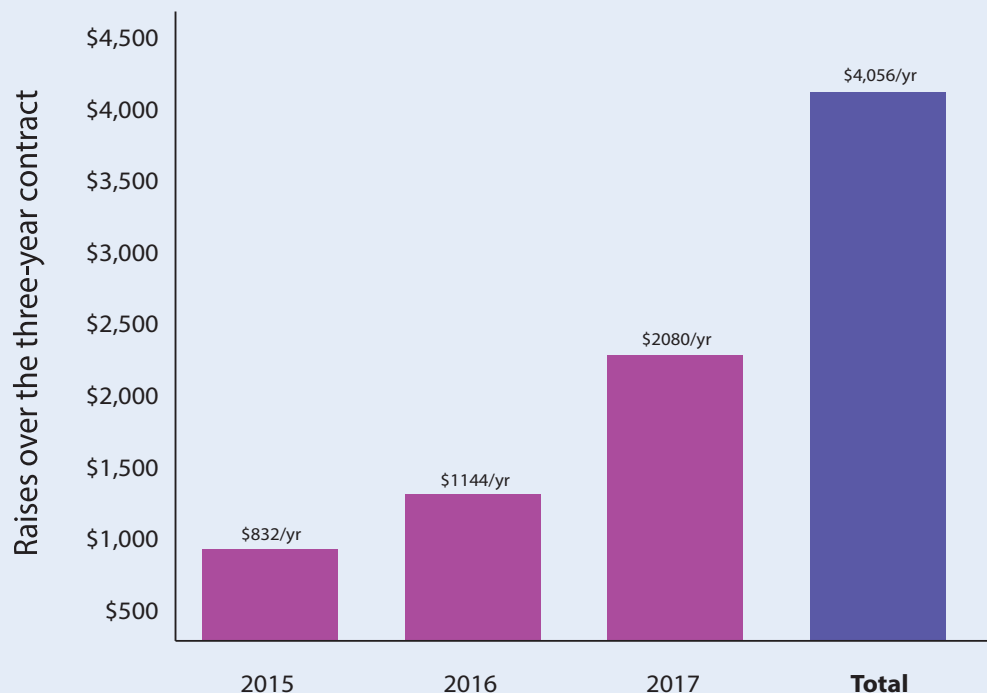


## What is your Union Contract Worth?

Your contract is worth  
**\*\$4,056** in wages.

### THE FACTS AT VIEJAS CASINO

Union workers make more \$\$\$ yearly than non-union workers



\* Based on minimum wage for full-time work over the three-year agreement. The number is higher if you make a higher wage and even higher if you include your benefits.

# 2018

## General Membership Meetings:

6 p.m.

January 24

April 25

July 25

October 17

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## New Member Meetings:

9 a.m. & 6 p.m.

February 7

May 2

August 1

November 7

**All meetings are  
held at UFCW Local  
135 in Mission Valley**

2001 Camino Del Rio South, San Diego,  
CA 92108

**Add these dates to your calendar!**

## Grievance Highlights: November 2017

- ★ Four members were returned to work from suspension or termination.
- ★ A Vons store was penalized for using too many combo clerks and paid out \$1,077 to members.
- ★ A Vons store was penalized for using too many combo clerks and paid out \$645 to members.
- ★ An Albertsons/Haggen member was not promoted per the Haggen agreement. It was arbitrated and our member won reinstatement/transfer and received \$19,520 in back pay.
- ★ A Ralphs member received back pay for mileage in the amount of \$1,180.
- ★ A CVS member received a corrected vacation pay out in the amount of \$4,800.
- ★ A Ralphs meat cutter received journeyman-on-duty pay of \$2,566.



**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**

## Correction:

The December 2017 *Worker* incorrectly stated information regarding the number of days you have to file a grievance. The correct information is: **If you are unfairly disciplined, you have 7 days to file a grievance.**



# 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



## SeaWorld

Single Day Adult & Child: \$62.00

Fun Cards Adult & 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

November 2017: . . . . . \$30,839.54  
YTD (2017): . . . . . \$139,951.00

### Members Reinstated as Result of Grievances

November 2017: . . . . . 4  
YTD (2017): . . . . . 71

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LocalLife.com

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at&t Exclusive Wireless Partner of the Padres at&t Exclusive Wireless Partner of the Padres at&t



CYMER