



**We always Work for YOU, our Members**  
**May Day: The Fight for the Eight-Hour Work Day**  
**New to the Local: Emma Rodriguez & Jessica Scott**



# The Worker

The Newsletter of the UFCW Local 135  
San Diego, CA

### Notify your union within 30 days of:

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

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# The Worker

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For up-to-date union information  
visit [www.UFCW135.org](http://www.UFCW135.org)



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## President's Message

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**By Mickey Kasparian**  
President  
International Vice President

**O**ur UFCW Local 135 brothers and sisters work very hard whether it be in a grocery store, drug store, hospital or laboratory, and it is our job to work for you. This is your union and we don't forget that.

You take no shortcuts at work, and therefore, you can expect the same from our staff here at Local 135.

We are here for you; it is not the other way around. This is a responsibility that we take very seriously. And, yes, we have high standards.

We are dedicated to protecting members' interests and improving wages, hours and working conditions for all.

Our local has one of the best reputations for being strong and powerful. We have an outstanding tradition of excellence in representing

## We always work for you, our members

our members. The staff here, including myself, are committed to help you with everything from discounted tickets, grievances and arbitration, market share protection and organizing.

We know some of you work for difficult employers. Without your union, you are at your employers' mercy. Your union representatives, led by Grievance Director Todd Walters, are all here for you when you need help.

Our Membership Department continues to sell discounted tickets, signs up new members and helps you with withdrawal cards, address changes, transfers and promotions, to name a few things.

Our Benefits Department is here to answer your health care and pension questions.

Our website is full of information. Please use it to find out when we're having actions and meetings. There are phone numbers for all of our union representatives as well.

Our communications department is looking for new and innovative ways to let you know about events and meetings. You may have received a text message about our May Day event on May 1.

The Organizing Department is busy unionizing new companies and protecting your market share.

We have an incredible staff here, and we continue to stay focused and represent and protect you every single day. If you have any questions, please feel free to contact your Union Representative.

You can be proud that you are an integral part of your union. We care deeply about you, our members.

After all, a Union is made up of workers standing together to bargain for wages, benefits, retirement and safer working

conditions.

Nothing is more important to this union, and to me, than meeting the needs of our amazing members.

We urge you to join your fellow members in a continuing commitment to making our union united and strong.

Our job is always to do the very best for you. Thank you for your continued support and all you've done for our union family. ■

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**"Our job is always to do the very best for you. Thank you for your continued support and all you've done for our union family."**

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If you have a question about membership, insurance benefits or pension, call (619) 298-7772, or come into the office.

At the Mission Valley office, 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.

The North County office is open Tuesday, Thursday and Friday from 8 a.m. to 4:30 p.m. (closed from noon to 1 p.m. for lunch).

## Executive Assistant's Report



By Richard Barrera  
Executive Assistant

**O**n May Day, 1886, workers in the United States went on strike to force employers to accept the eight-hour workday.

Working people had been fighting for an eight-hour workday for more than 20 years. Working conditions were severe

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**"131 years after the Haymarket Affair, working people continue to be under assault by big business and by politicians who are pushing to weaken Unions and workers' rights. We cannot let them do that. We must fight them..."**

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and it was common to work 10- to 16-hour days in unsafe conditions. Death and injury were commonplace at many work places and inspired such books as Upton Sinclair's *The Jungle* and Jack London's *The Iron Heel*.

So, on May 1, more than 300,000 American workers walked off their jobs, which led to the Haymarket Affair.

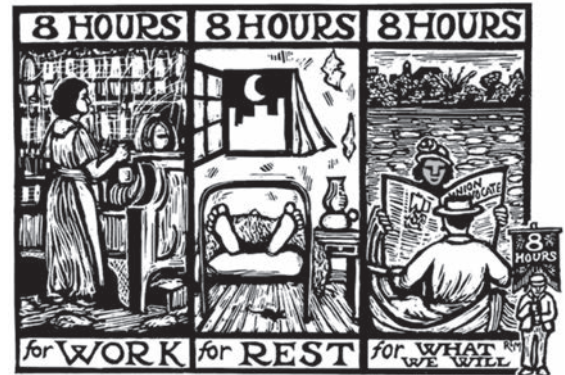
In Chicago, the crowd grew to more than 100,000 strikers by May 3. That day the police beat demonstrators who had joined a steelworker picket line. The strikers began throwing rocks at the police, so the police opened fire on them, killing at least two strikers.

The next day, a public meeting was called to discuss the violence that had occurred. The meeting was held in Haymarket Square, and an otherwise peaceful event was shattered when someone threw a bomb at the police and the police opened fire on the crowd. Both police officers and civilians were killed.

The Haymarket Affair created a lot of

ill will with the public, stirred up by sensationalist media reports, but it also galvanized the labor movement to keep fighting for the eight-hour day.

# The Fight for an Eight-Hour Workday



It wasn't until the late 1880s that organized labor was able to garner enough strength to get employers to agree to the eight-hour workday. This proclamation was demanded by many of the working class.

Today, we remember these martyrs of the labor movement and the bravery of those who fought for working people on May Day, which is now called International Workers' Day.

Today, May Day is celebrated as a holiday from work in 66 countries around the world and it's also known as International Workers' Day.

This year UFCW Local 135 will participate in a May Day march downtown from the Federal building to Chicano Park.

131 years after the Haymarket Affair, working people continue to be under assault by big business and by politicians who are pushing to weaken Unions and workers' rights. We cannot let them do that. We must fight them, and this march was a good way to get inspired. ■

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## From the Grievance Director

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**By Todd Walters**  
Grievance Director

**D**o you qualify for paid mileage? Let's go through your contract and find out...

If you work at Ralphs, Vons, Albertsons, Gelson's and Stater Bros. there are four parts of the contract that may apply to you.

First, you qualify for paid mileage if you are temporarily assigned to a different store. In this case, "temporary" is defined as two weeks or less. If the assignment exceeds two weeks, it is considered a transfer and can be refused. If you happen to be working at more than one store in a day, travel between stores should be on the clock. Lunches and breaks are to be taken at either store, before or after traveling.

For pharmacists, mileage is required for travel between two stores.

Second, if you are assigned to work at a location 40 miles from your home, you

can get paid at the current IRS mileage rate of 53.5 cents per mile for every mile from your home to the store and back.

If your store attempts to transfer you to a store that is more than 25 miles from your home, you are within your rights to refuse the transfer. However, your correct address must be on file with your company, and you must notify the company immediately that you are refusing the transfer or you could be stuck at the new store.

For Rite Aid, clerks and pharmacists, when training and required to drive

more than 25 miles, mileage must be paid from home to location and back. Pharmacists who are required to work more than one store in a day, all travel time is on the clock. Pharmacists who are working at a store that is not considered their home store will be paid at \$20/hr. for travel time, no mileage is required.

If you work at CVS, employees required to travel on behalf of the company get mileage at the 53.5 cents per mile rate.

Kaiser employees required to work at a location other than their home location will be paid for any mileage in excess of the normal commute from their home to their home location. Employees who are required and authorized to travel for Kaiser will be paid for all miles driven. Employees who travel between two locations in one day are on the clock while driving. Lunches and breaks are to be taken when at either location, not while traveling.

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**"...just so you don't get yourself in any trouble, your employer may check mile distances on Google Maps or MapQuest. If you come into the Local and file a grievance, we will check as well."**

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And, just so you don't get yourself in any trouble, your employer may check mile distances on Google Maps or MapQuest. If you come into the Local and file a grievance, we will check as well. ■

# Union News Briefs



## Unions form a Resistance to Fight Layoffs at Central Michigan University

As administrators finalize plans for budget cuts, labor unions at Central Michigan University are forming a resistance to oppose campus-wide layoffs.

Union leaders met Monday as the Joint Union Council, with representation from the Faculty Association, the Union of Teaching Faculty, AFSCME and the UAW representing office professionals. The goal of the meeting was to discuss actions that might sway the university away from layoffs.

Announcements on cuts are expected sometime this month.

The Joint Union Council's next steps include organizing dialogues with key administrators, speaking at upcoming Board of Trustees meetings, and enlisting student groups like Students Advocating Gender Equality (SAGE) and Central Michigan Action to help share their plight.

Administrators are currently mulling over at least nine strategies that would deflate CMU's two-year \$20 million



deficit — a situation President George Ross said was “certain” to include layoffs.

Members of the Joint Union Council are hoping to sway university officials to cut the school's heaviest subsidies — University Athletics and the College of Medicine — before laying off

what they feel are vital faculty members, office professionals and custodial-maintenance staff.

Political science instructor David Jesuit is a member and former president of the Faculty Association. On Monday, Jesuit said the core of the deficit has to do with poor spending choices. He is concerned that while academic colleges are turning steady profits, the university continues to subsidize areas that are known for generating a net loss.

“We're not in the business of making money, we're about education,” Jesuit said. “We understand that we need a healthy financial system to have a healthy university financially to share knowledge. My questions are why are (our subsidies) growing and where does our money go?”

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## Journalists in New York Agree to Join Labor Union

Reporters and editors at two New York online news organizations, DNAinfo and Gothamist, have agreed to unionize after the two companies merged last month.

An “overwhelming” majority of the 26-member newsroom staff of both websites signed cards agreeing to be represented by the Writers Guild of America East, according to organizers and staff members.

The union push comes at a time of uncertainty caused by the purchase of Gothamist by DNAinfo last month and layoffs at DNAinfo, which has cut about a quarter of its editorial staff since February. And it is part of a wave of union organizing in recent years that has swept through many of New York's digital media companies, including the Gizmodo Media Group, The Intercept, Vice, The Huffington Post, MTV News and The Root.

“In light of our recent merger, we think that this is the moment to determine fair policies regarding compensation, benefits, termination, severance and editorial standards,” said a letter to the owner from the Writers Guild of America East announcing the staff's decision.

“This will make the newsroom stronger by preserving our unique editorial voices and allowing the company to attract and retain quality journalists.”

The sale of Gothamist to DNAinfo was a surprising development. The two websites both focus on local news but have distinct personalities. DNAinfo has flourished with its straight coverage of neighborhood news, while Gothamist has blended original reporting, aggregation and blogging and focused on issues that appealed to New York's liberal-leaning population. The questions raised by the merging of the two sites' operations helped prompt the union push, employees said.

The employees union will now see if management will voluntarily recognize their unit. If the company does not recognize the union, it could lead to a vote whose success would obligate the company to recognize and collectively bargain with the union, union officials said.

Lowell Peterson, the executive director of the Writers Guild of America East, said in a statement, “We are very pleased to welcome the editorial employees at Gothamist and DNAinfo to our community of creative professionals.”

# New to the Local: Emma Rodriguez & Jessica Scott



Emma and Eva volunteering with the Border Angels

UFCW Local 135 acquired a new activist when we hired Emma Rodriguez in the Benefits Department in February. The daughter of an ironworker, Emma was raised on picket lines and she wants all of our members to get active in the union and in the community.

She grew up in a union family and in the second grade, she and her adopted

father walked a picket line supporting striking teachers. Her father wouldn't let her go to class because he wanted teachers to be treated better and he didn't want her crossing a picket line.

"That's where I got my passion," she said. "My adopted dad, ever since I can remember, taught me that the working class is the back bone of our country – of everything."

Her adoption led her to activism. Back in 1988, her mother went to the Border Angels to seek counsel in bringing Emma to the United States from Mexico to become their daughter.

"I've always known about the Border Angels my whole life, but then I saw them on a suggested Facebook page. I told my mom they sounded familiar and she told me about them."

Now she volunteers with the Border Angels two to three Saturdays a month. They do outreach to day laborers outside of Home Depot stores, and they help people at the border by distributing food and water along with basic legal information.

"We try to make conversation and let them know they're not alone," she said. "Many of them are homeless, and they get stiffed on their paychecks. Sometimes people tell them they will call ICE on them. It's awful but it's very common."

Emma's husband Fernando and her daughter, Eva volunteer alongside Emma. Eva is 3½, bilingual and tiny.

Emma leads by example. Emma worked at Vons twice – once when she was 16 and again when she was 23 and later discovered Gelsons, where she worked when she was hired at the Local.



Jessica and Juliana at Christmas Time 2016

Jessica Scott's first and only job was working at Rite Aid until she came to work at UFCW Local 135 in February. She worked there for two-and-a-half years

Jessica has overcome a lot in her 21-year-old life to get to where she is now.

At the age of 15, Jessica became pregnant with her daughter, Juliana, now 4. At the time she

didn't understand the importance of education and she quit school in the 10th grade to raise her daughter. Now she has returned to school to earn her GED and will graduate this year. She's even considering college in the future.

"Darryl Fountain, my union representative, told me that the local had an opening and told me to go and apply and see what happens," she said. "I was a steward for about 4 months and I attended the union steward meeting that we just had in December," she said. "It opened my eyes and I knew I wanted to get more involved in the union."

As a Steward, her coworkers asked her about work problems, whether it was contract questions or issues with the manager.

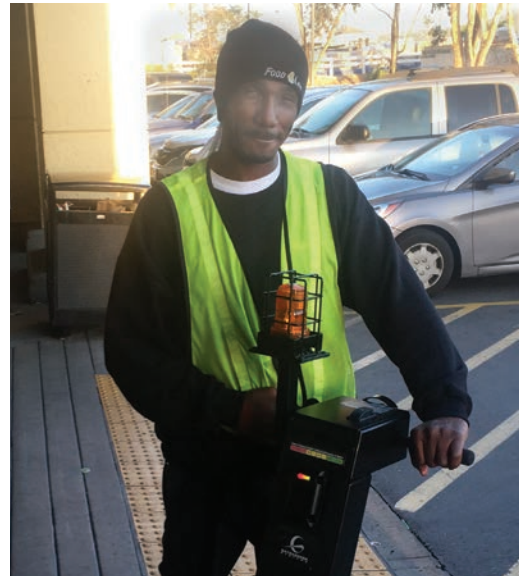
"I was able to explain how to handle things the best way," Jessica said. "It opened my eyes to things and gave me a better understanding of standing together. A lot of people end up getting stepped on. They don't know what the manager can and cannot do."

Jessica's mom has worked for Rite Aid for 25 years and has been actively involved in the union, so she set the example for Jessica, and she helps out with Juliana four days a week after day care while Jessica is in school.

"I've attended every member meeting we've had here (at the local). When we were in negotiations for a new contract in 2016, I was down for picketing if necessary.

"It's so surreal to me to be working here," she said. "I told my GED teacher what we're doing and she told me that I'm in a great position to change lives. I'm bilingual too."

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







## UFCW Local 135 Brother retires after 46 years

**A**fter 46 years in the grocery business, Jack Harris retired from Albertsons (6757) Chula Vista last month. He worked as a produce manager. But he says he may look for a part-time job.

"I have to do something," he said. "I'm one of those who likes work, and I like the people I work with."

Over the years, I worked for Safeway Vons, Advantage, and they eventually went union. From there I went to the Point Loma store and that closed three months after I was there, they sent me to El Cajon and that store closed. Then went to Lake Murray.

He said he always had a good crew, good people. He even had good rapport with upper management. "They respect me and respect my opinions."



Jack was a strike captain during the 2003–2004 strike. It was the hardest time in his life, he said.

"The only thing that got me through it was the support from my family. I was

bitter about the whole thing. But happy with how things turned out."

Jack says his career was good and being in the Union helped to provide for his family.

And, he and his wife of 40 years, Julie, like to travel and will continue to go places. First on their list is New York for a week. They went there a year after the September 11 bombing and now want to go back to see the new memorial. Ireland may be next on their list.

Jack and Julie have a daughter, Nicole, who works for a law firm as a paralegal. They have a good life, he said.

"My wife and I have traveled a lot and seen a lot. We have a nice house, and I've been fortunate to have good managers."

## STAMP OUT HUNGER



We know better than anyone how hard UFCW members work to put food on the table for America's families – and our union family also believes that no hardworking man or woman should struggle alone. Which is why we work hard for those in need, supporting our brothers and sisters at the National Association of Letter Carriers (NALC) in their "Stamp Out Hunger" food drive.

This year is the 25th anniversary of the food drive, and we want to make this a year for the history books. We hope to top last year's Guinness World Record—80 million pounds of food collected for the largest single-day food drive in world history. Together, we know we

can do it, one bag at a time. **Here's how:**

1. **FILL A BAG** with non-perishable food items.
2. **TAKE A PIC AND POST IT!** Please Tweet it or put it on Facebook with the hashtag #StampOutHunger – and please tag @UFCW, @UFCW135 and @NALC.
3. **PUT OUT YOUR BAG** on May 13th before your letter carrier's normal pick-up time.

That's it! It's so easy – please help us Stamp Out Hunger and put food on shelves in our local food banks.

# International Workers' Day

Thank you to all of our UFCW Local 135 members and staff who came out with us on International Workers' Day to march. We celebrated and stood up against injustice against working people by marching from the Federal Building downtown to Chicano Park in Barrio Logan. The day is also known as May Day and celebrates how unions in the U.S. fought for and won the eight-hour work day.





## MEMBERSHIP DEPARTMENT

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

**We are here to serve you with:**

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

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

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

## BENEFITS & PENSION DEPARTMENT

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

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

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

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

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

# 2017

## General Membership Meetings:

6 p.m.

July 19  
October 24

## New Member Meetings:

9 a.m. & 6 p.m.

August 2  
November 1

All meetings  
will be held at  
**UFCW Local  
135 in Mission  
Valley**

2001 Camino Del Rio  
South, San Diego, CA  
92108



**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:

April 2017

- ★ A Rite Aid member was performing work at a higher classification and not getting paid for it and received a promotion and back pay totaling \$1,295.66.
- ★ A CVS member received corrected vacation pay in the amount of \$716.98.
- ★ A CVS member didn't receive a contract increase, and was given the wage increase with back pay totaling \$872.65.
- ★ An Albertsons meat cutter received back wages for "journeyman on duty" totaling \$937.44.
- ★ A Vons member received corrected vacation pay in the amount of \$1,208.42.
- ★ A Vons member received a wage correction with back pay of \$2,205.
- ★ A CVS member received corrected vacation pay in the amount of \$668.
- ★ A Vons member received corrected vacation pay in the amount of \$1,427.
- ★ A Ralphs member was not placed on the schedule and received full back pay of \$604.
- ★ A Ralphs member was wrongly terminated after making probation and received full back pay of \$5,961.
- ★ A Vons/Haggen member received corrected sick pay in the amount of \$513.
- ★ A CVS member received full-time status with back pay in the amount of \$919.



# What's Your HRAActivity?

If you're an Active Indemnity PPO Medical Plan Participant, it's easy to earn hundreds of dollars for your Health Reimbursement Account (HRA) every year by doing these simple Healthy Activities:

**Got a few minutes?** No matter where you are, if you can connect to the internet, you can earn \$375/\$450\* just by:

- Completing an online Health Risk Questionnaire (HRQ),
- Viewing the My Health/My Choices Incentive Program video, and
- Downloading, completing and mailing a Contact Information form.



**Got 15-30 minutes?** Go to a store with a participating in-store pharmacy—not only can you pick up groceries, but you can also earn \$250/\$300\* by:

- Getting preventive health care services, like a flu shot, and
- Getting a health screening.

**Get credit for what you're already doing!** You can also earn HRA dollars if you:

- Belong to a gym/fitness center, take yoga/Pilates, participate in a 5K (or longer) run/walk/bike event, etc.
- Get preventive care services such as your annual physical, a mammogram/PAP test (for women), PSA test (for men), colonoscopy, etc.

#### REMEMBER...

- **Complete as many Healthy Activities as you can every year** so you can earn the maximum HRA rewards: Even if you watched the Fund's health video, completed a Contact Information form, etc. last year, **do it again this year to earn more HRA rewards!**
- **Double your HRA rewards** if your covered spouse/ domestic partner does Healthy Activities too.



For more information on Healthy Activities, scan this QR Code or visit: [scufcwfundsllearning.com/do-healthy-activities.aspx](http://scufcwfundsllearning.com/do-healthy-activities.aspx)

\*Each Healthy Activity earns \$125 for Silver & Gold benefits, or \$150 for Platinum & Platinum Plus benefits. Healthy Activities completed June 1, 2017, through May 31, 2018, will be added to your HRA for 2018.

The UFCW Unions and Food Employers Benefit Fund (the "Plan") does not discriminate on the basis of race, color, national origin, sex, age, or disability.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 877-284-2320.

注意: 如果您使用繁體中文, 您可以免費獲得語言援助服務。請致電 877-284-2320。

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# Discount Tickets!

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



**Knott's**  
BERRY FARM®  
AMERICA'S 1<sup>ST</sup> THEME PARK

Adult: \$42.00  
Child: \$39.00  
(3-11 years old)



**Six Flags**®  
MAGIC MOUNTAIN

Adult or Child: \$50.00 each



**LEGOLAND**  
CALIFORNIA RESORT

**Buy 1 day, get the 2nd day FREE**

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

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

Adult .....\$82.00  
Child.....\$77.00



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

**Annual Pass**

Adult & Children \$109.00

## Movie Theater Tickets



AMC Theaters: \$10.25  
Reading Theaters: \$7.50  
Edwards, Regal and United Artists Theaters: \$8.50



**SeaWorld**

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

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.




**SAN DIEGO ZOO**  
SAN DIEGO ZOO  
**SAFARI PARK**

Adult: \$45.00  
Child (3-11): \$36.00

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**

<b>April 2017:</b>	<b>.....</b>	<b>\$14,621.73</b>
<b>YTD (2017):</b>	<b>.....</b>	<b>\$35,585.80</b>

**Members Reinstated as Result of Grievances**

<b>April 2017:</b>	<b>.....</b>	<b>4</b>
<b>YTD (2017):</b>	<b>.....</b>	<b>28</b>

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LocalLife.com

CYMER



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CYME