





# The Worker

The Newsletter of the UFCW Local 135  
San Diego, CA

### Happy Birthday

Tony and Michele Quion, March 5, 2017  
Kaiser Permanente Pharmacy Assistant  
UFCW Local 135 Steward

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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Secretary-Treasurer: Richard Barrera

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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 future as a union depends on voting in the upcoming mid-term elections, including the primary June 5. We have attacks coming at us from all angles, including the federal government and the Supreme Court. Therefore, our umbrella group, the San Diego Working Families Council vetted local candidates to determine the best for workers and we hope you will vote like your job depends on it.

Last time I talked about our recommendations for State-wide candidates as determined by the UFCW Western States Council. This month I'm sharing information about the local candidates we've endorsed.

### STATE ASSEMBLY AND SENATE

Todd Gloria serves in the California State Assembly. As a friend of our Local, he represents the 78th Assembly District in San Diego. He currently is Majority Whip. We recommend Todd for re-election because he has always worked well with us for a better future for our members.

## Vote for a Better Future for All

Assemblywoman Shirley Weber chairs the Assembly Budget Subcommittee on Public Safety. She also serves as a member of the Assembly Standing Committees on Education, Higher Education, Elections, Budget, and Banking and Finance. We are backing her for re-election because she understands what's important for our members.

As a State Senator, Ben Hueso serves as Chair of the Senate Committee on Energy, Utilities and Communications. He was reappointed to the Senate Veterans Affairs, Banking and

never met a union she likes. Bryan, on the other hand shows a great understanding of the importance of unions for working people. He is an environmental rights and civil rights attorney. He has taken on public interest cases against large corporations and government agencies. He will protect the interests of workers.

City Council, District 6: We chose Tommy Hough because, as a broadcaster, he wished he had a union. He comes union family. Tommy was affected by growing up in a town where jobs were disappearing and he learned to never cross a picket line. He supports labor and well-paying jobs in San Diego. He will be good for us.

City Council, District 8: Antonio Martinez was the first candidate we chose to endorse. It was a no-brainer. As a current trustee on the San Ysidro School Board, he has stood shoulder to shoulder with teachers and parents in that district to fight for quality public schools. Antonio helped lead the effort to pass an increase to the minimum wage in San Diego. He demonstrated time and again that he has a proven record on behalf of working people and a commitment to fighting for fairness and economic justice for every community in San Diego.

### CHULA VISTA

City Council, District 2: Jill Galvez has been a leader in her community for decades. She is an advocate for transparent government, teachers and workers in general. She will be a great addition to the Chula Vista City Council.

(For additional endorsed candidates, see page 11) ■

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**“We hope you will  
Vote like your job  
depends on it.”**

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Financial Institutions, Insurance, Natural Resources and Water, and Governmental Organization Committees. We support him because he is a friend of UFCW and votes right on issues that affect workers.

### SAN DIEGO COUNTY

We have only one race we've endorsed for, San Diego County Board of Supervisors District 4, and we chose Lori Saldaña as our endorsed candidate. Throughout Lori's career in the State Assembly, her voting record on labor was 98 percent as it was with her question and answer session with us, and she gets it. She will look out for workers and for our communities.

### SAN DIEGO

City Council, District 2: Bryan Pease is running against Lorie Zapf, who has

## Secretary-Treasurer's Report



By Richard Barrera  
Secretary-Treasurer

# UFCW Local 135 Organizes Our First Cannabis Facility



L to r: Larry Fennell, Andres Pinzon, Bryanna Salewsky, Maribel Mckinze, and Richard Barrera

Our 14,000 Local 135 members are proud to welcome workers at the Apothekare Cannabis Dispensary in Mission Valley to our Union family. Last month, Apothekare workers voted unanimously to join our Union, and we have now begun negotiations for a first contract. Our Apothekare workers in San Diego have joined with cannabis workers from Los Angeles and the Inland Empire for joint negotiations with Americann Company, the owner of Apothekare.

In many ways the issues that are important to our Cannabis members are the same as in our grocery stores, drug stores and other employers. Workers want decent wages, affordable health care, predictable schedules and dignity and respect on the job.

But in some ways, the issues facing cannabis workers are unique in that it is

a new and constantly evolving industry. Local 135 members Bryanna Salewsky and Larry Fennell are at the bargaining table in negotiations that will make labor history as entire job classifications and wage scales are being created and defined for the first time.

**“Thank you to Bryanna, Larry and your co-workers at Apothekare for being pioneers in the next wave of our labor movement.”**

The contract that will emerge from these negotiations will lay the foundation for the entire cannabis industry moving forward, which could eventually include thousands of Union workers. Bryanna and Larry represented our Union well in grappling with their sisters and brothers from Locals 770

and 1167 in determining what would be a fair and safe workplace in their industry.

The fact that workers have a voice in these negotiations demonstrates how important it is that cannabis facilities are Unionized. With a Union, cannabis

workers can create well-run facilities that are safe for themselves, their customers and the community. Without a Union, workers, customers and communities are left vulnerable to a dangerous and exploitative illicit market.

We hope to conclude negotiations this month and then move forward with organizing many more workers in the cannabis industry over the next few years.

Thank you to Bryanna and Larry and your co-workers at Apothekare for being pioneers in the next wave of our labor movement. ■

# Union News Briefs

## Carolyn Jacobson, labor activist who promoted women's health care, dies at 67

Carolyn Jacobson, a labor activist who was credited with advancing women's health care coverage during her 40-year career in the union movement, died March 23 at her home in Washington. She was 67.

The cause was uterine cancer, said her niece, Clarice Jacobson.

Ms. Jacobson spent much of her career at the Bakery, Confectionery and Tobacco Workers & Grain Millers union, where she became communications director. She was also a founding member, in 1974, of the Coalition of Labor Union Women, a national organization representing women in unions; in retirement, she was a consultant and special assistant to the group's president.

Her creation in 2001 of a contraceptive equity project at the coalition educated female union members about their right to demand contraceptive coverage after the Equal Employment Opportunity Commission ruled a year earlier that employers must cover contraceptives if other preventive care for medical conditions are included in health plans.

Coalition President Elise Bryant said Ms. Jacobson was "kind of a one-woman show" who originated and directed the

contraceptive project. "It was her vision, and she executed it."

Carolyn Judith Jacobson was born in Mineola, N.Y., on June 2, 1950. Her father was a lawyer, and her mother taught at a Jewish religious school.

She graduated in 1972 from Cornell University's School of Industrial and Labor Relations, now known as the ILR School. She moved to Washington that year for an internship with the AFL-CIO and received a master's degree in public information and administration from American University in 1979.

Ms. Jacobson worked at the bakers union from 1973 until she retired in 2001. In 1996, she helped establish a scholarship fund to support female labor leaders. That fund became the Berger-Marks Foundation the following year and closed in 2017.



## AFSCME Local 3299, to strike UC system



AFSCME Local 3299, went on a three-day strike from May 7 to May 9,

AFSCME Local 3299 is the UC system's largest labor union, representing more than 25,000 people at ten UC campuses, five medical centers, and numerous clinics and labs. Membership includes maintenance

and service workers on all ten UC campuses, including the workers for Housing Dining Hospitality (HDH), hospital workers, and career staff.

The union also called for UC San Diego Commencement speaker House Representative John Lewis and UC Berkeley

Commencement speaker Senator Kamala Harris to boycott their respective events until the dispute has been resolved.

The labor union voted to authorize a strike on April 18 in response to the results of the Pioneering Inequality study released this April, which analyzed previously unreleased wage data about the UC system. It shows an increasing wage gap between top wage earners, such as administrators, and workers. Women of color earn significantly less than other workers.

"Women of color earn 21 percent less than men for starting wages," AFSCME #3299 Communications Director John de los Angeles said in a phone call. "[Shrinking of the workforce] driven by the UC's desire to outsource jobs to low wage contractors that don't receive benefits. Actually, what we're finding is that displaced workers pop up as contractors, which puts a downward pressure on workers."

# UFCW International Eighth Regular Convention

## Local 135 President, Mickey Kasparian, Unanimously Re-Elected International Vice-President



More than 1,300 delegates from local unions across the U.S. and Canada, as well as alternates and overseas guests, attended the UFCW International Eighth Regular Convention in Las Vegas in April. The convention was organized around four key pillars – “Unity, Family, Community, and Worth” – and featured exciting guest speakers ranging from elected officials to civil rights leaders, as well as interesting workshops and panels.

UFCW Local 135 was in attendance. We helped make changes to the International constitution. We also passed many resolutions that will make our union stronger.

UFCW Local 135 President, Mickey Kasparian, was unanimously re-elected International Vice President and

Marc Perrone was unanimously re-elected President of the International Union, both five year terms.

We are fortunate to have progressive leadership. Following the re-election, Perrone gave a fiery speech:

“The days of the UFCW being on the defensive are over. Today we go on the offensive,” Perrone declared to a standing ovation.

The convention was an opportunity for attendees from a diverse range of industries and backgrounds to connect and collaborate with each other, and share experiences and best practices. We will be stronger for it.



Newly re-elected UFCW International President Marc Perrone has committed four decades to fighting for hard working families. He has long fought to organize members, bargain the best contracts possible, and hold irresponsible corporations accountable. His values as a labor leader have been defined by the belief that every worker has the right to a decent living, a reliable schedule, quality affordable health care, and respect on the job.



Esther López was re-elected UFCW International Secretary-Treasurer during the convention. She is a leading champion of hard-working men and women, and has worked tirelessly for decades on behalf of immigrants and families seeking a better life. López has helped lead the UFCW's groundbreaking outreach effort to the Latino and immigrant communities, and is a recognized national leader for immigration reform, as well as civil, human, and labor rights.



Swearing in the UFCW Executive Vice Presidents & International Vice Presidents including our own Local 135 President Mickey Kasparian (third row back on the left).



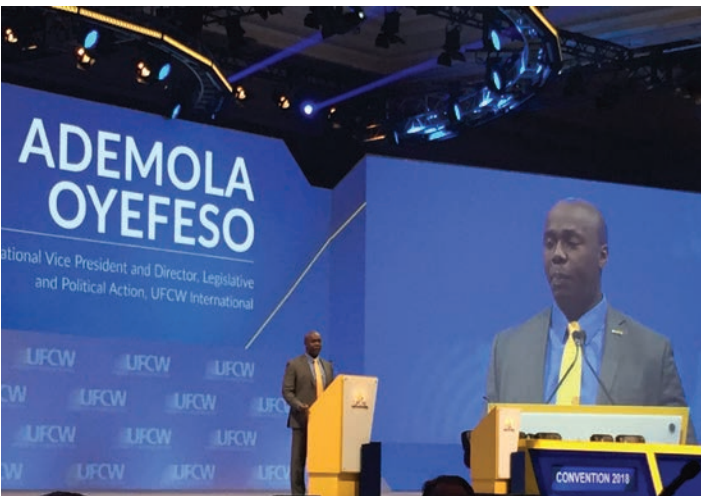
As one of the 20th century's most respected and influential people, Tennis Champion Billy Jean King has continued to champion for social justice and equality. At the convention she spoke with International Secretary-Treasurer Esther López about organizing professional women tennis players in the 1970s.



Reverend William J. Barber, is president of Repairers of the Breach, national co-chair of the 2018 Poor People's Campaign, and leads an alliance of more than 200 progressive organizations best known as Moral Monday. Moral Monday is a multi-racial, multi-faith movement fighting for voting rights, public education, universal health care, environmental protection, women's rights, labor, immigrants and member of the LGBTQ community. (More about Barber on Page 10.)



International Vice President and Director, National Bargaining Department UFCW International Union, Kevin Williamson discussed organizing for the future of our union. We have a strong union and we can grow larger.



Ademola Oyefeso is International Vice President and Director of Legislative and Political Action for UFCW International, spoke on current and future legislation.



Chesley B. "Sully" Sullenberger, III has been dedicated to the pursuit of safety for his entire adult life. While he is best known for landing a commercial jetliner on the Hudson River, he is a union man who currently serves on the U.S. Department of Transportation's Advisory Committee for Automation in Transportation.



UFCW Local 135

# Members At Work

On Union Representative

## Mike Bracamontes' Route







# UFCW International News

## UFCW Endorses Poor People's Campaign Revival



Reverend Barber joined us at the UFCW International Convention in April. He is a powerful, justice-seeking advocate for the poor.

Marc Perrone, president of the UFCW International, released the following statement regarding the endorsement:

“The Poor People’s Campaign believes, as our union family does, that our economy can and should work better for everyone.

“Telling the millions of people who are struggling alone, to work harder, complain less, or pray more

won’t work.

“Wage inequality, the assault on voting rights, underemployment, and the attacks on immigrant and refugee communities are all part of a systemic effort to disenfranchise poor communities.

“We’re proud to support The Poor People’s Campaign because, if successful, it will bring hard-working families more power to build better lives.”

On Tuesday, April 10, 2018, the Institute for Policy Studies (IPS) released *The Souls of Poor Folk*, an audit of America 50 years after Dr. King and many others launched the original Poor People’s



Campaign to challenge racism, poverty, and a host of other intersected issues.

The report, which was presented at the National Press Club by IPS with support from the Urban Institute, shows that, in many ways, we are worse off than in 1968. Legislative actions and legal decisions have gutted the Voting Rights Act and severely restricted the ability of people of color, women, and young people to vote. There are 15 million more people living in poverty and nearly eight times as many inmates in state and federal prisons.

### More About The Poor People’s Campaign:

Over the last few months, the Revs. Barber and Theoharis have traveled across the country, shining a spotlight on both America’s harsh, persistent poverty and the powerful organizers working to combat it. They’ve visited Lowndes County, Ala.; Detroit and Highland Park, Mich.; Marks, Miss., Harlan County, Kent.; and South Charleston, W.Va.

The trips have also helped prepare organizers in the states for the upcoming 40 days of action, which will conclude with a mass mobilization at the U.S. Capitol on Saturday, June 23.

**T**he United Food and Commercial Workers International Union (UFCW), one of the largest private sector unions in America, endorsed the revival of The Poor People’s Campaign: A National Call for Moral Revival.

Founded by Rev. Dr. William Barber II and Rev. Liz Theoharis, the Kairos Center for Religions, Rights and Social Justice at Union Theological Seminary, and hundreds of local and national grassroots groups, this campaign is uniting tens of thousands of people across the country to challenge systemic racism, poverty, the war economy, ecological devastation, and the nation’s distorted morality.

# Vote June 5!



## 2018 Primary Election Endorsements

### STATE OF CALIFORNIA

☑ Governor: **Gavin Newsom**

[goo.gl/qtIQXA](https://goo.gl/qtIQXA)

☑ Lt. Governor: **Ed Hernandez**

<https://goo.gl/m3iVfL>

☑ Superintendent of Public Instruction: **Tony Thurmond**

<https://goo.gl/QvoSbU>

### SENATE AND ASSEMBLY

☑ Senate District 40: **Ben Hueso**

☑ Assembly District 78: **Todd Gloria**

<http://www.toddgloriaforassembly.com/>

☑ Assembly District 79: **Shirley Weber**

<https://www.drweberforassembly.com/>

### SAN DIEGO COUNTY BOARD OF SUPERVISORS

☑ County Board of Supervisors, District 4: **Lori Saldana**

<https://loriforsupervisor.com/>

### CITY COUNCILS:

#### SAN DIEGO

☑ San Diego City Council, District 2: **Bryan Pease**

<http://www.bryanpease.com/>

☑ City Council, District 6:

**Tommy Hough**

<http://www.tommyhough.com/>

☑ City Council, District 8:

**Antonio Martinez**

<https://www.antoniomartinezsd.com/>

#### CHULA VISTA

☑ Mayor: **Mary Salas**

☑ City Council, District 2: **Jill Galvez**

<https://www.jillgalvez.com/>

### BOARDS OF EDUCATION

☑ San Diego County Board of Education, District 3: **Alicia Munoz**

<http://www.sdcoe.net/Board/Pages/munoz-bio.aspx>

☑ San Diego County Board of Education, District 5: **Rick Shea**

<http://www.sdcoe.net/Board/Pages/shea-bio.aspx>

☑ San Diego Unified, District B: **Kevin Beiser**

<https://www.sandiegounified.org/kevin-beiser>

☑ San Diego Unified, District C: **Michael McQuary**

<https://www.sandiegounified.org/michael-mcquary>

☑ Chula Vista Elementary School District: **Francisco Tamayo**

[https://www.cvesd.org/board\\_of\\_education/board\\_members/francisco\\_tamayo](https://www.cvesd.org/board_of_education/board_members/francisco_tamayo)

# FREE COLLEGE BENEFIT



## AN OPPORTUNITY FOR YOU AND YOUR FAMILY

### You Work Hard For A Better Future. Strengthen it with UFCW **Free College**

- You can earn a college degree – FOR FREE
- For UFCW members AND families
- Eastern Gateway Community College is a public, nonprofit, regionally accredited school
- Credits you earn transfer to other schools
- Don't pay out of your own pocket for tuition, fees, or books
- Save thousands of dollars
- Advising and tutoring to support and guide you
- For you, your spouse, children, grandchildren and dependents

**GET YOUR QUESTIONS ANSWERED AND GET STARTED TODAY!**  
**[www.UFCWFreeCollege.org](http://www.UFCWFreeCollege.org) or call 888-590-9009**



**Call 888-590-9009  
or visit [UFCWFreeCollege.org](http://UFCWFreeCollege.org)**

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COMMUNITY COLLEGE**  
Part of the University System of Ohio



## 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.scufcfwunds.com](http://www.scufcfwunds.com)  
[www.scufcfwunds.com/contact-us](http://www.scufcfwunds.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)

# Did You Know???

## That you can designate a doctor in case you get injured at work.

### UFCW, LOCAL 135 MEMBERS

#### NOTICE OF PRE-DESIGNATION OF PERSONAL PHYSICIAN

##### EMPLOYER:

The California Labor Code Section 4600 (d) and Title 8, California Code of Regulations, section 9780.1(a)(3) allows an employee to Pre-designate a "personal physician" at any time prior to a work-related injury or illness. This is to advise that in the event I am injured in the course and scope of my employment, I wish to be treated by my personal physician.

##### EMPLOYEE SECTION:

Employee's Name: \_\_\_\_\_

Address: \_\_\_\_\_

Home Telephone Number: \_\_\_\_\_

Work Telephone Number: \_\_\_\_\_

Name of insurance company, plan or fund providing health coverage for non-occupational injuries or illnesses: \_\_\_\_\_

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

##### PHYSICIAN CERTIFICATION:

Physician's Or Medical Group's Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Tax ID Number: \_\_\_\_\_

License Number: \_\_\_\_\_

Physician's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

I am the Primary Physician named above, and am licensed as a Physician in the State of California. I agree to treat the above named individual should he or she suffer a work-related injury or illness and I have previously directed medical treatment for the employee listed above and retain his or her medical records (including medical history).

WITNESSED BY: \_\_\_\_\_ Date: \_\_\_\_\_

\*NOTE: UNION MEMBER, RETAIN A COPY OF THIS FORM FOR YOUR RECORDS. This Pre-designation form was prepared by Union Attorney, Michael Rott of Hiden, Rott & Oertle, LLP. If you have any questions about this form or your workers' compensation claim, please contact him at: 619-296-5884 or at: mrott@hroip.com. (This is a modified DWC Form 9783 (7/2014))

It is important to designate the doctor of your choice before you are injured. That way, in the event you receive an injury or become ill due to employment, you may receive treatment from your personal doctor.

You **MUST** designate your doctor or medical group **BEFORE** you are injured. Despite all the changes in the work comp laws, this legal exception still protects you from your employer dictating your medical treatment.

If you fail to designate your doctor before you are injured or ill, your employer will force you to choose a doctor from a list of handpicked physicians that are company friendly. It is easy to fill out the form and takes only a few minutes to complete.

For more information, or to get the form, call (619) 252-2248.

## Grievance Highlights:

April 2018

- ★ A Vons member had a wage correction and received \$1,526 in back pay.
- ★ A CVS pharmacy tech received \$345 in back wages for being a lead tech.
- ★ Food4Less member received a wage correction in the amount of \$1,160 in back pay for working as a lead.
- ★ A CVS member was unjustly suspended and returned to work with full back pay in the amount of \$2,734.
- ★ A CVS member was not scheduled their minimum hours and received full back pay in the amount of \$595.
- ★ An Albertsons member received department head back pay in the amount of \$1,197.
- ★ A Ralphs member was unjustly suspended and returned to work with full back pay, \$561.

# Discount Tickets!

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



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

Adult or Child \$43.00  
Available 3/17/18 – 9/03/18



**Six Flags**®  
MAGIC MOUNTAIN  
Adult or Child:  
\$54.00 each

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

Adult: \$47.00  
Child (3-11): \$38.00



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

Adult:..... \$80.00  
Child: (ages 3 - 12).... \$75.00

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

Adult:..... 85.00  
Child: (ages 3 - 12).... \$81.00



**SeaWorld**

Adult or Child: \$62.00

Fun Cards: \$80.00

## 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.

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**

<b>April 2018:</b>	<b>.....</b>	<b>\$8,691.70</b>
<b>YTD (2018):</b>	<b>.....</b>	<b>\$31,580.59</b>

**Members Reinstated as Result of Grievances**

<b>April 2018:</b>	<b>.....</b>	<b>11</b>
<b>YTD (2018):</b>	<b>.....</b>	<b>26</b>

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CO

LocalLife.com

CYMER



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



CYME