



**Contract Bargaining Success with Viejas Casino!**  
**Congratulations Steward of the Quarter Betty Daoud!**  
**UFCW Local 135 Member Conquers a Half Marathon**  
**after Heart Surgery**



## The Worker

The Newsletter of the UFCW Local 135  
San Diego, CA

### Birth Announcements

**Anthony Jolin & Laura Lynn Dell, Ralphs**  
Aurora Lynn Hope, born January 31, 2018

**Melissa DeHoyos & Ruben Saldano, Vons**  
Scarlett Jane Saldano, born February 3, 2018



Notify us within 30 days of:

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

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# The Worker

## March 2018



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## President's Message

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**By Mickey Kasparian**  
President  
International Vice President

**2**018 will be one of the busiest years we've ever had. After finishing 2017 with a bang, negotiating successful CVS and Food 4 Less contracts. This year is off to a great start as well.

Coming in 2018 we knew we had seven contracts that we would negotiate this year.

In our first quarter, we finalized two contracts. The first one with Keil's Food Store. Keil's is a single-store operator who's owner, Rick Keil, has always been pro-union.

Keil's is a small retailer who wants to make their business a career for their employees, our members.

Keil's operates one store in San Diego, yet provides the same medical coverage and pensions as Albertsons, Ralphs, Vons and Stater Bros.

Keil knows that by keeping his workers happy, he actually keeps the costs of

running a store down. And, without a problem, we were able to negotiate good raises, and keep benefits and pensions in place.

The Keil's contract was ratified by its 35 members at their store on March 1.

The Viejas contract was ratified on February 22. We were able to get a new four-year contract. We believe that this was due to having a solidified and strong membership.

The new contract includes great wage increases, gained two more holidays and workers now have a much

less complex system for requesting days off. I also want to thank our Viejas negotiations committee including Eric Moldenhauer, Rosa Reyes, Betty Daoud and Brian Ringel. They all gave vital input during the process. At Viejas, we have nearly 600 members of the union.

We still have Rite Aid, Kaiser Permanente, Spreckels Sugar, and Paradies and Hudson (members we

represent at the airport) negotiations coming up this year, and as usual, we need all of our brothers and sisters to stand strong for one another – even if you don't work at one of these places.

To get a good contract, we must show our employers how strong we are. We can only do that by standing together – because we all are the union. ■

## 2018 is off to a Great Start!



*Keil's steward Wendy Corley voting on the proposed contract.*

**“To get a good contract, we must show these employers how strong we are and we can only do that by standing together – because we all are the union.”**

## Secretary-Treasurer's Report



**By Richard Barrera**  
Secretary-Treasurer

**A**s President Kasparian wrote about in his article, we're now celebrating a great new four-year contract at Viejas Casino. Six months ago as we started to pull Viejas members together to talk about bargaining a new contract, we anticipated that we would have a major fight on our hands.

We assumed we would have a difficult negotiation.

At those first membership meetings, a small but determined group of Viejas leaders made clear that we could only win a new contract if all of our members were willing to be heard. So we launched an intense campaign that involved three key strategies.

First, the initial group of leaders spent months in the casino talking to their coworkers about what they wanted to see in a new contract. We put together a bargaining survey and our leaders

pushed their coworkers to fill the survey out.

Second, we continued to have monthly membership meetings even though we were still months away from opening negotiations. More and more members attended these meetings, and the key issues that members wanted to fight for in the new contract became clear. These issues included fair wage increases, more holidays, protecting health care and the security of having a strong union in place.

From these meetings we launched our third strategy. A committed team of organizers led by Local 135 Lead

and our organizers about what they prioritized in their new contract.

It was obvious in our first session with the company that Viejas management knew that our members were engaged and unified around our core issues. As a result, Viejas came to the table prepared to bargain in good faith, showed a willingness to listen to and fairly consider our proposals and maybe most importantly, expressed a desire to work together with the union and our members in making Viejas a great place to work. We even won a provision in the new contract that Union members would receive the same bonuses as everyone else in the future – a major point of contention over the last few years.

Great contracts aren't created by magic. We had a skilled team of negotiators including President Kasparian and Viejas members at the bargaining table, but the truth is, the work that we had done outside of the bargaining table and in preparation for negotiations was the real reason we were able to win at the bargaining table.

Congratulations to our Viejas members for being strong and engaged over the past several months, and we look forward to engaging these strong Viejas members in our other upcoming bargaining fights including at Rite Aid this year and at Albertsons, Ralphs and Vons next year. ■

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**“By the time we began negotiations in early February, well over half of our 600 Viejas members had turned in bargaining surveys and had meaningful conversations with their coworkers and our organizers about what they prioritized in their new contract.”**

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Organizer Maribel McKinze, our new organizer Andres Pinzon and a team of organizers from our International Union went door to door and had hundreds of conversations with our Viejas members in their homes.

By the time we began negotiations in early February, well over half of our 600 Viejas members had turned in bargaining surveys and had meaningful conversations with their coworkers

# Union News Briefs



## Union membership rises, but rate at all-time low

The number of Americans who belong to a labor union rose by about a quarter of a million in 2017, though the overall percentage of the workforce represented by a union remained at an all-time low.

New figures released by the Bureau of Labor Statistics on Friday show 10.7 percent of American workers are members of a labor union, unchanged from a year before.

That share represents 14.8 million, up 262,000 from 2016. The share did not change despite the increase because the economy added so many new jobs over the course of the year.

Since 1983, the first year in which the Bureau collected labor union data as part of its Current Population Survey, union membership has declined by

almost half. That year, 20.1 percent of American workers were members of a union.

Today, just over a third of public-sector workers are union members, compared with just 6.5 percent of private sector workers. Public sector union membership has fallen by only two percentage points in the last 35 years, while private sector membership is down 10 points over the same period.

Unions and labor union opponents took very different messages from the annual government report. The AFL-CIO touted the quarter million new union members, while the pro-business Center for Union Facts spotlighted the decline in private-sector membership.

New York has the highest percentage of workers who belong to unions, at

23.8 percent. Hawaii also had a union membership rate above 20 percent, while more than 15 percent of workers in Alaska, California, Connecticut, Illinois, Michigan, Minnesota, New Jersey, Rhode Island and Washington are union members.

South Carolina has the smallest percentage of union members, at 2.6 percent. North Carolina and Utah both have membership rates below 4 percent, BLS said.

Union members have significantly higher median incomes than full-time employees who are not members of unions. The median usual weekly earnings of a union member was \$1,041 in 2017, compared with \$829 for non-union members.

## Construction Groups Mull Opposing Hotel-Tax Hike in San Diego

San Diego's Associated General Contractors chapter and the Coalition for Fair Employment in Construction fear that a hotel-tax measure includes a backdoor attempt to allow a controversial project labor agreement – and that could spell trouble for the tourism and labor coalition behind the measure.

Two lobbying groups hostile to union-friendly construction agreements are seizing on language in a hotel-tax hike and Convention Center-expansion proposal, claiming backers may be quietly paving the way for a controversial deal.

A coalition of labor unions and pro-business groups earlier this month

unveiled a citizens' initiative that would increase hotel taxes to expand the Convention and pay for homelessness programs and road repairs. The initiative cites legislation pushed by Assemblyman Todd Gloria allowing city officials to pursue a contracting method, known as "construction manager at risk," that they believe could shave at least \$25 million off the tab to expand the Convention Center.

But leaders of San Diego's Associated General Contractors chapter and the Coalition for Fair Employment in Construction fear language included in both the initiative and the Gloria bill, which was signed into law last fall, eases the path for a project labor agreement.



A project labor agreement is a contract in which a labor union guarantees a construction effort will have the workers it needs, in exchange for contractors hiring workers through the union and paying into union benefit systems.

Now construction groups are weighing their options on a tax increase measure that could be imperiled by any well-funded opposition.



# Steward of the Quarter: Betty Daoud

**F**our years ago, in the beginning of UFCW Local 135's relationship with Viejas workers, Martha "Betty" Daoud, was apathetic about the union. After talking with her co-workers, she saw the potential in making her workplace better, and so she got involved in the original organizing campaign. Betty collected signatures for the campaign and fought publicly against the "anti-union guys."

Betty has worked at Viejas Casino for nearly 19 years now. She started as a prep food handler and is now a Cook I.

Because she wants to continue to improve her workplace for herself and her coworkers, during recent negotiations, she talked with her union brothers and sisters, explained and coached them on why it's important to have a union.

She knows how important the benefits alone are important to her family. "Mucho," she said. "I can go without eating, but not without insurance."

"Betty has been a leader at Viejas for several years, but she took her leadership to new heights during this contract campaign," said UFCW Local 135 Secretary-Treasurer Richard



Barrera. "She motivated her coworkers to attend meetings and to make their voices heard. Then she carried the concerns of her coworkers to the bargaining table by being a critical voice for her union brothers and sisters."

She was chosen to attend the bargaining sessions as part of the committee because she wanted to benefit the rest of the bargaining unit. She wants good wage increases, and better benefits for all.

This time around Betty sat on the negotiating committee. She was

active, asking questions and telling the negotiators what the workers wanted.

As Head Steward at Viejas Casino, Betty talks to her coworkers and coaches them. She teaches them about the contract and lets them know how important it is to have union representation. A lot of the coworkers and managers don't know company policies or the contract either.

She is grateful to the company to have her job, but when she fights, it's for benefits and good working conditions. As a steward, she has protections (as do all union members), but she doesn't feel she needs them because she has good relationships with managers. She's never been against the company. She's a hard worker, and she's helpful and solves issues at the department level.

"Without Betty's leadership we could never have secured victories in our contract, like increased holidays, fewer blackout days, fair wage increases and more affordable health care," Barrera said.

She is Viejas's Head Steward because she earned it. She was pretty much right there whenever the union needed her as well. She earned that.

Betty and her daughter Stephanie have both come out to help UFCW Local members at other workplaces. She was out on the lines at the Food 4 Less and Albertsons boycotts. She is always there since becoming aware of how important the union is. ■

# Albertsons Member Conquers a Half Marathon after Triple Bypass Surgery



L to R: Taylor, Daniel & Champ, Danielle, and Lauren at the hospital

Lucky 13 in training

Daniel at the finishing line

**O**n December 23, 2016, just before Christmas, Daniel Fencyk, 70, found himself out of breath while climbing the stairs at home. Daniel thought he was good health until that point. This proud disabled Air Force Vet and decade-long Albertsons (3797) employee ended up in the hospital.

"It wasn't a heart attack, but I couldn't breathe," he said.

He has three daughters, Taylor, Lauren and Danielle, and his dog Champ. One of his daughters was home when it happened and she took him to the hospital where they found his arteries were almost completely blocked. They kept him in the hospital over Christmas and on December 28 he underwent triple bypass surgery.

"I didn't expect it," he said. "I thought it was something minor, and thought they could do an angioplasty, but they did the surgery. They took a vein out of my arm and put it in my heart, afterwards I went to the Intensive Care Unit. The doctor said I got the Rolls Royce of operations."

After going home a few weeks post-surgery, a visiting nurse went to the house to check up on him and found his



Back at work, looking healthy and feeling great!

ankles were swelling and he went into atrial fibrillation. She made him go back to the hospital, and shortly thereafter Daniel ended up in a rehabilitation facility.

"My daughter was going back to college, so I went into a nursing home, and Taylor took Champ back to college with her."

This time when he came home, he needed more rehab from visiting nurses. He checked around and found that Tri-City Wellness had a cardio rehab gym where they monitor your blood pressure and heart rate while you work out. To get stronger and more independent.

Daniel's exercise routine consisted of

walking sometimes and intermittently hitting the gym. Never one to exercise too much before his scare, Daniel joined

Tri-City Wellness and Fitness Center in Carlsbad where he was introduced to a program called "Lucky 13." They chose him from applicants who have had or are currently overcoming health obstacles to achieve their fitness goals.

The Lucky 13 receive specialized training led by coaches from Tri-City Wellness Center.

"They pick 13 people every year and they train them to do a half marathon. "It's a fantastic gym. To be one of the Lucky 13 you must commit to working out twice during the week and every Saturday morning at 7 a.m. We started with a mile and worked our way up, adding one mile a week.

"I feel like a new person. I took six months off of work. After continuation of the training Daniel completed the half-marathon in January of this year. It took me four hours and I mostly walked, but I finished it and got the medal.

"I have another chance now so I'm going to make the best out of it." ■





UFCW Local 135  
**Members At Work**  
On Union Representative  
**Joe Kabler's Route**









# UFCW International Statement on White House Request to Test Harvest Box Plan



WASHINGTON, D.C. — Marc Perrone, president of the United Food and Commercial Workers (UFCW) International Union, issued the following statement regarding the White House

asking Congress for \$30 million this year to test the “America’s Harvest Box” proposal in President Trump’s fiscal 2019 budget. This proposal would significantly change the Supplemental Nutrition Assistance Program (SNAP, formerly Food Stamps).

“Whether you are Republican or Democrat, pro-union or not, shop at a big grocery store or a small local co-op, ‘America’s Harvest Box’ is one of the worst policy proposals ever made to address hunger and poverty. It will further worsen the economic divide across the country and must be stopped for the sake of the better America we all believe in.

“The harvest box proposal punishes the poor; removes significant sales from local grocery stores, and needlessly puts millions of good grocery store jobs at risk of being eliminated.



“The grocery stores our members work in are often the largest employers in their communities, and provide the wages and benefits necessary for hard-working families to build and live better lives.”

## Welcome New Brothers and Sisters to your Union!





# **Congratulations Viejas Workers on your new Contract!**

**The Contract was overwhelmingly ratified on February 22. Our Viejas Brothers and Sisters stood strong and came through for one another!**







Southern California United Food & Commercial Workers Unions  
and Food Employers Joint Benefit Funds Administration, LLC

# 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.

**EARN IT!**  
**\$HRA**

**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: [scufcwfundslarning.com/do-healthy-activities.aspx](http://scufcwfundslarning.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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## Continuing Education for nationally licensed Pharmacy Technicians Brought to you by UFCW Local 135

At UFCW Local 135, we remain committed to providing the best possible servicing and programs for our members in the field of Pharmacy. We continue to remain focused on our pharmacy members in a variety of ways, including using political lobbyists at both the State and Federal levels to make sure our members voices are heard with regard to legislation. In addition, the UFCW has had at least one seat on the Board of Pharmacy for many years.

Aside from our representation nationally, regionally and locally, we strive to make sure that our members in the Pharmacy remain up-to-date with regard to Pharmacy laws, regulations and practices. We do so by providing continuing education to our members. We have had an online/mail Continuing Education Program for our Pharmacists for decades.

And now, we are pleased to announce that we have expanded our online/mail Continuing Education Program to our Pharmacy Technicians that are licensed nationally that require continuing education. We would like to extend a personal invitation to you to sign up to be included in continuing education provided by UFCW Local 135.

Please contact our office at (619) 298-7772, ext. 167 if you would like to take part in this opportunity. This invitation is only for those that are nationally licensed Pharmacy Technicians who require continuing education courses to renew their licenses and is paid for by UFCW Local 135.



The Updates, Advice and CE That Pharmacists & Pharmacy Technicians Need

[www.rxconsultant.com](http://www.rxconsultant.com)

# Discount Tickets!

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



AMERICA'S 1<sup>ST</sup> THEME PARK

Adult or Child: \$39.00  
1/1/18 to 3/16/18

**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:.....\$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: \$54.00 each

## Movie Theater Tickets

AMC Theaters: \$10.25

Reading Theaters: \$7.50

Regal Theaters: \$8.50



**SeaWorld**

Adult or Child: \$62.00

Fun Cards: Adult or Child: \$80.00



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



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.



# Elections Are Coming Up in June and you can Make a Difference: Join Active Ballot Club!

## Let's put our elected officials to work for us – working families!

The Active Ballot Club (ABC) is the engine that supports the issues that matter the most to UFCW members. From advocating for higher wages to passing paid sick leave legislation

– every dollar helps to ensure hardworking families see laws passed that will help them enjoy better economic stability.

It's simple, you and your family deserve better. By contributing \$1 per week to ABC, you'll be joining a team that helps every UFCW member enjoy a better life.

Our elected officials and laws should focus on the needs of working families. You can help make that happen by joining the Active Ballot Club today!

## What is the Active Ballot Club?

The Active Ballot Club is the UFCW's Political Action Committee. The ABC PAC supports candidates, organizations, and ballot initiatives that will improve the lives of working families. ABC is our voice in the political arena and it is

essential to our success in organizing and at the bargaining table. You know how hard we all work to protect our health insurance and to stop the invasion of non-union Wal-Mart Supercenters and other non-union or anti-union companies.

From advocating for higher wages and passing paid sick leave legislation, every dollar helps to ensure hardworking families see laws passed that will help them enjoy more economic stability.

We need labor laws that protect the worker not the management. We can do this by being a stronger voice through ABC. Our success depends on members like you!

## One Union! One Voice!

For just a small amount of money, \$1 per week, you can join the Active Ballot Club and put the government to work on issues that matter most to you. Your contribution will automatically be deducted each week, and you can stop your contribution at any time.

Come in to either of our offices and fill out an authorization form. You could win a \$250 American Express gift card!

For more information about how you can get involved with ABC, contact the UFCW Local 135 Membership Department at (619) 298-7772, ext. 2002.

## Grievance Highlights January 2018

- ★ A Vons store paid \$971 to members for violating courtesy clerk/combo hours.
- ★ A Vons store paid \$851 to members for violating courtesy clerk/combo hours.
- ★ An Albertsons member received \$1,601 in back pay for industry experience.
- ★ A CVS member received \$713 for Lead Tech back pay.
- ★ A Ralphs member received \$1,547 in department head back pay.
- ★ A Rite Aid member received \$582 in back pay for minimum hour guarantee.
- ★ A Rite Aid member received \$5,396 in pharmacy tech back pay.
- ★ A CVS member received a wage correction and \$590 in back pay.

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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

January 2018: . . . . . \$14,135.14

YTD (2018): . . . . . \$14,135.14

### Members Reinstated as Result of Grievances

January 2018: . . . . . 8

YTD (2018): . . . . . 8

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LocalLife.com

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