



**Congratulations to CVS members, on Overwhelmingly Ratifying your Contract!
Food 4 Less Negotiations
What is the value of your contract?**



The Worker

The Newsletter of the UFCW Local 135
San Diego, CA

🎉 Congratulations 🎉

Shawn Tando, CVS (9141)
26 years

Danette Walker, CVS (9141)
26 years

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

September 2017



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For up-to-date union information
visit www.UFCW135.org



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President's Message



By Mickey Kasparian
President
International Vice President

On August 15, UFCW Local 135 CVS Pharmacy members overwhelmingly ratified their new contract.

I'm proud to say that our members lost nothing and gained a lot after nearly four months of extremely complex negotiations which included locals from all over Southern California, the UFCW negotiating team reached a great agreement for our members.

Contract talks are never easy, especially with the continuous changes that go on between us and the company. As usual, we sent out a questionnaire to all of our CVS members to find out how we can make their lives better in negotiations. We keep you all in mind when negotiating and we remained steadfast and stuck to our proposals. CVS ended up taking on a lot of new costs – and we got some nice wage increases and we protected your health care and pension.

CVS: Another Successful Contract Negotiation

CVS Shift Supervisor Debbie Clint has been with the union since 1981 said she is extremely happy that we retained their retirement and medical and she has fewer worries for the future. She's pretty happy with the raises as well.

And just a couple of years ago, we had only seven stores in the Local 135 jurisdiction, and now we have more than 65. So there were a lot of questions coming from our new members as they have never been through contract negotiations.

New members Kelly Dawson (10 years with CVS), Dave Glassner (9 years with CVS) and Frank Perez (15 years with CVS) asked a lot of questions. Since this was their first time, they said, they had

Our members united and demonstrated their strength and solidarity...

nothing to compare it to. They asked about scheduling, about the overnight differential and about medical coverage.

One of the more interesting gains we got is the right to talk to our members during their new employee orientation meetings in the stores. Many new workers don't have a good understanding of unions – and some even had negative impressions, so this



Dave Glassner, Kelly Dawson, and Frank Perez from the newly organized CVS in Mission Valley

contract and our representatives' visits has embraced so many of those members. We will let them know how they can help themselves and what we do for them as well. Of course, everyone loves the discounted tickets we sell here in the office.

Negotiations are never easy but when workers stand together they win together! Our members united and demonstrated their strength and solidarity during the process.

And, after all, unions are working people standing together to bargain for better pay, safer working conditions and decent benefits. When workers stand together, we have power. And that power makes the American Dream more possible for everyone.

And now that all is said and done for CVS workers (for the next four years), we continue to negotiate and fight for a good contract for our Food 4 Less members. As your president, I am proud to represent you at UFCW Local 135. ■

Secretary-Treasurer's Report



By Richard Barrera
Secretary-Treasurer

UFCW Local 135 members fight hard to secure good contracts with all of our union employers. In order to secure strong contracts, we know that we have to stand together. Sometimes standing together means being willing to take strike votes, to talk to our customers about workers needing to make ends meet, to table outside of our stores and even to prepare for strikes when necessary.

When we're willing to take these actions, our experience has been that the employers come to the bargaining table and agree on fair settlements.

But while we generally ratify our contracts by overwhelming margins, we sometimes need to stop and ask ourselves what specifically we gained in this round of contract negotiations. Some of the most important benefits that we win in a union contract are hard

Continued to page 5.

What is the value of our Contracts?

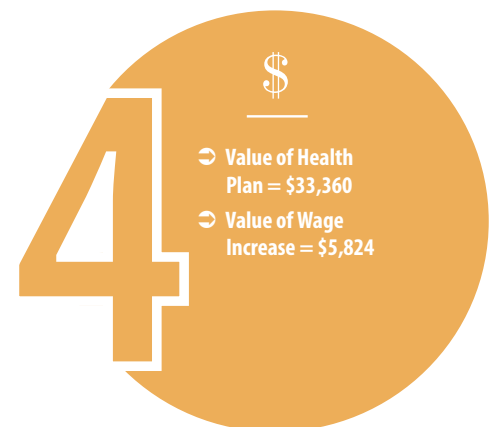
The Value of the new CVS Contract

What's the value of your CVS contract?

Over the four years of the contract everybody will benefit, but depending on your situation, certain benefits will be especially valuable. This chart gives examples of the benefits of the contract to members in different situations.

Scenario 1: Clerk at starting rate at 24 hours a week, with 5 years of experience (company benefitted store). Value of benefits described below of four year contract = \$30,887 (26 x the cost of dues).

Scenario 2: Clerk at top rate at 30 hours a week (company benefitted store). Value of benefits described below of four year contract = \$7,124 (six x the cost of dues).



Scenario 3: Pharmacy Tech at starting rate at 24 hours a week with 3 or more years of experience (company benefitted store). Value of benefits described below of four-year contract = \$21,816 (18 x the cost of dues).

Scenario 4: Pharmacy Tech at top rate at 40 hours a week on family health plan (union benefitted store). Value of benefits described below of four year contract = \$39,184 (33 x the cost of dues).

to place a dollar value on. These benefits include having union representation and due process to ensure that we're treated with dignity and respect at the work place. We also benefit from predictable schedules and the principle of seniority.

But other important benefits do directly impact our financial wellbeing. The attached chart demonstrates just how valuable successful contract negotiations can be. Last month, UFCW Local 135, along with our sister UFCW locals throughout Southern California successfully negotiated a new contract with CVS. The stakes were high in this round of negotiations because last year our local alone organized over 50 new CVS stores adding nearly 1,000 new members.

It was critical for our new CVS members, who stood strong during last year's organizing campaign that their strength would result in making the lives of their families better. The new contract did just that. Some of the key financial elements of the new contract include across-the-board wage increases, a faster time period to reach the top wage rate, increased guaranteed hours, and perhaps most importantly, access to more affordable health care. As the chart on page 4 shows, our members in our newly organized CVS stores stand to benefit from several thousand to tens of thousands of dollars over the life of the four-year contract. The value of this contract exceeds the cost of dues anywhere from five times to 25 times for these new union members.

Over the next few months the union will produce similar charts for all of our contracts. So the next time somebody asks you "what do I get out of being in a union?" you will be able to give a specific answer that shows the difference that a strong union makes for our families' bottom line. ■

CVS Members at the Contract Ratification Meeting



Union News Briefs

Lipton Tea now made by UFCW members

On July 24, members of UFCW Local 400 who work at the nation's only Lipton Tea plant in Suffolk, Va., voted overwhelmingly to approve their first union contract. The Lipton plant in Suffolk has operated for more than 60 years and produces nearly all of the Lipton Tea sold in North America.

The ratification represents the first time in the history of the plant when workers were given the opportunity to vote on the terms and conditions of their employment. The four-year contract includes significant improvements to working conditions and health care benefits, and places strict limits on when management can require employees to work overtime. The contract also provides workers with four days per year to opt out of mandatory overtime, in addition to two weekends off each month in which they can't be forced to work overtime.

"Now we have Saturdays and Sundays off when they're scheduled off," worker Philip Surace said after Monday's meeting. "That's a big deal to us." The

new contract saves workers with families almost \$4,000 per year on their health insurance. "That's money in your pocket every month," Surace said.

"It was a long process, but we couldn't be happier with the outcome," said Anita Anderson, an operator at Lipton for 11 years.

"Our new health care plan is a huge weight off my shoulders. Personally, I take medication every day and I can't go without my health insurance. But I'm also a dad, and saving \$4,000 a year goes a long way for me and my family," said Terrell Owens, who has worked as an operating technician at Lipton for the past nine years.

"For the last 10 years, we saw so many of our benefits taken away," said Paul Garrison, a 16-year mechanic. "But now that we have a union, we're getting them back again."

Philip Surace, a mechanic at Lipton, said his first experience with a union was when he called UFCW Local 400



last spring. "I didn't know much about unions, but I knew something had to be done. Enough was enough. I was looking for help and the union sent people right away," he said. Philip quickly pulled together a meeting with his coworkers to learn about their rights to form a union. "Two months later, we had our union. I would encourage anyone who wants to make their workplace better to do the same thing we did."

"As a longtime Virginia resident, I know all too well how decades of regressive legislation and outdated federal labor law have stacked the deck against workers, particularly in the South," said UFCW Local 400 President Mark Federici. "This unfortunate reality only makes me more proud of what the workers at Lipton have accomplished."

UAW Defiant in Mississippi after Loss at Nissan Plant



CANTON, Miss. — Supporters of the United Auto Workers say they're not giving up their fight to

unionize a Nissan auto assembly plant in Mississippi after a stinging defeat.

Voting for union representation were 1,307 workers, or 38 percent.

Amid tears at a union office near the

plant just north of Jackson, UAW supporters called for the election to be rerun after the minimum six-month wait. The union filed charges moments before the polls closed Friday night making new allegations that Nissan had broken federal labor law and intimidated workers into voting "no." If the labor board agrees, it could order a new election at the plant.

"It hurts," said union supporter Phillip White. "We ran against a machine; we ran against a monster; we ran against all the lies."

The UAW has never fully organized an international automaker in the traditionally anti-union South. The UAW's lack of influence among southern auto workers has reduced its bargaining power when Detroit automakers lose market share and close plants.

"The result of the election was a setback for these workers, the UAW and working Americans everywhere, but in no way should it be considered a defeat," UAW President Dennis Williams said in a statement.

UFCW Responds to Amazon’s Claim of Creating 50,000 New Jobs



On July 27, UFCW International President Marc Perrone issued a statement in response to Amazon’s claims of hiring 50,000 new warehouse workers. Public filings show that Amazon played a large role in eliminating more than 50,000 jobs in recent years from Staples, Office Depot, and Best Buy. In addition, MarketWatch has estimated that Amazon’s dominant

growth could cause as many as 1.5 million retail jobs to be lost within five years.

Perrone’s statement reads as follows:

“While Amazon claims they’re creating 50,000 new jobs, they conveniently ignore how their business model, in addition to offering brutal working conditions inside their warehouses, will destroy tens of thousands – if not millions – of retail jobs through automation.

“Amazon is a retail monopoly that threatens every corner of our nation’s economy. Left unchecked, it will eradicate jobs, small businesses, and countless American retailers across the nation.

“Sadly, while Jeff Bezos may revel in becoming the richest man in the world, his business and company will be responsible for pushing countless people into poverty. The question now is this: Will America’s leaders have the courage to speak out against the Amazon monopoly, or will they remain silent?” ■

MEMBERS AGREE: EVERYONE DESERVES SAFE, AFFORDABLE HOUSING

NEARLY THREE-FIFTHS OF CALIFORNIA MEMBERS SURVEYED AGREE THAT UFCW SHOULD FIGHT TO PROTECT RENT CONTROL, KEEP RENTAL PRICES AFFORDABLE AND INCREASE THE AVAILABILITY OF AFFORDABLE UNITS TO PURCHASE.



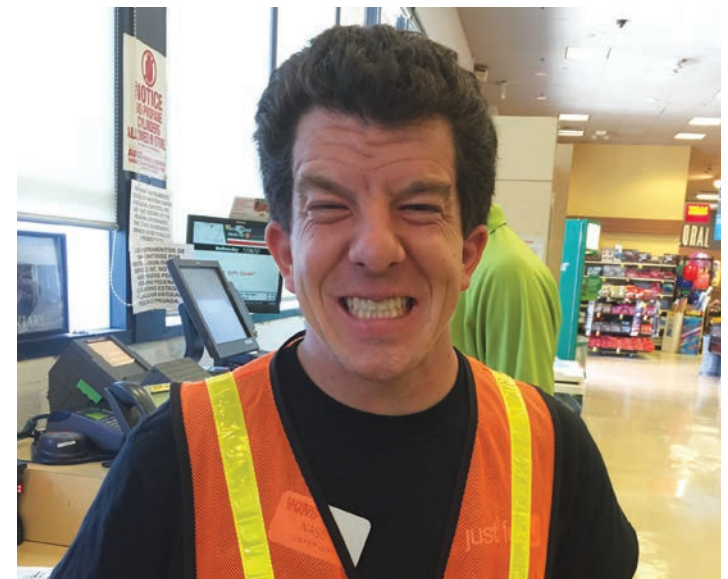
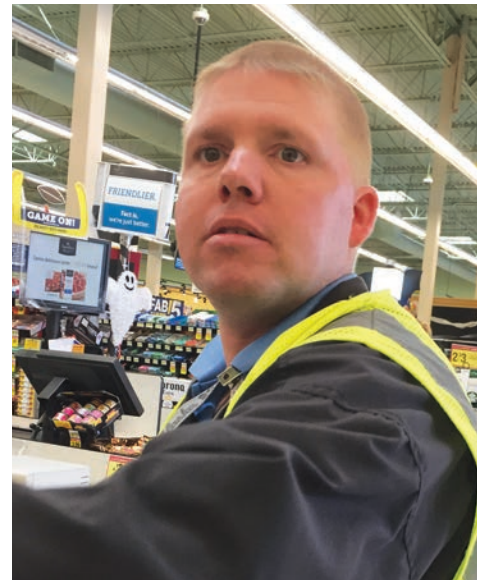
UFCW Local 135

Members At Work

On Union Representative

Grant Tom's Route





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

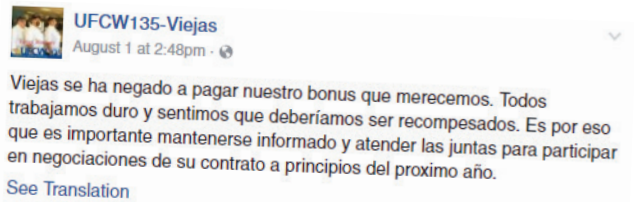
www.rxconsultant.com



Viejas Contract negotiations are coming up. Stay informed. Like your page at: [ufcw135-viejas](https://www.facebook.com/ufcw135-viejas), and join in the conversation!



- ➔ Improve your Contract
- ➔ Get involved
- ➔ Come to meetings
- ➔ Check the bulletin board for dates & times!



¿Qué es el sindicato?

¡USTED ES LA UNIÓN!

Un sindicato son los trabajadores que se unen para negociar con su empleador mejores salarios, condiciones de trabajo más seguras y beneficios decentes. Cuando los trabajadores están unidos, tienen el poder. Ese poder hace que el Sueño Americano sea posible para todos.

Luchamos por nuestros bonos en el arbitraje y ganamos dos veces. El casino se niega a pagarnos, así que Debemos Seguir Luchando!

¿HAS ESCUCHADO LA ACTUALIZACIÓN?

<https://www.facebook.com/ufcw135Viejas/>



Attention UFCW Local 135 Members!

You are Invited to participate in the 10th Annual UFCW Local 135 Charity Golf Classic 2017



Proceeds to benefit the Leukemia/Lymphoma Society

Wednesday, October 18th 2017
Riverwalk Golf Club
1150 Fashion Valley Rd.
San Diego, CA
9 am Registration/Breakfast

Union Members Golf for \$99 per person

Includes golf, golf cart, breakfast, lunch and dinner, beverage tickets and goodie bag

To reserve your spot on the course simply fill out this portion, detach and mail with a check payable to UFCW Local 135 Charity Golf Classic. Mail to 2001 Camino Del Rio S., San Diego CA 92108, attention Lindsey Bensinger. We look forward to seeing you!

Name _____

Address _____


Contact Number _____

Company you work for _____

How many golfers in your group _____


Mickey Kasparian
President

Lindsey Bensinger
Event Director, 619-298-7772 ext. 167



Your union can help you go to college for free (Really!)

Visit www.UFCW.org/College to learn more





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

2017 General Membership Meetings:

6 p.m.

October 24

New Member Meetings:

9 a.m. & 6 p.m.

November 1

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

2001 Camino Del Rio South, San Diego, CA 92108

For more information, go to www.ufcw.org

Grievance Highlights:

July 2017

- ★ A Ralphs meatcutter received journeyman on-duty back pay in the amount of \$6,602.
- ★ A CVS member received a wage correction with \$537 in back pay.
- ★ A Ralphs member received a wage correction with \$548 in back pay.
- ★ A Vons member received a wage correction with \$2,282 in back pay.

FOOD 4 LESS WORKERS GIVE STRIKE VOTE AUTHORIZATION

Last month UFCW Local 135's Food 4 Less workers resoundingly voted to authorize a strike. Their contract expired on June 4 and the company is not bargaining in good faith.

According to UFCW Local 135 President, Mickey Kasparian, workers would suffer major cuts to their current contract and receive no wage increases.

The Food 4 Less negotiators claim the company is not profiting. But according to Kasparian, there are two stores in the UFCW Local 135 jurisdiction that gross over \$1 million a week. Both Ralphs and Food 4 Less are owned by Kroger.

The company also wants to eliminate warehouse clerks, and lengthen progressions, which amounts to a pay cut. They also want to lower the weekly guarantee of hours. All the while, they refused to address any of the Union's proposals, which includes wage increases, requiring schedules to be posted earlier and increasing the minimum hours guarantee.

One of the biggest points of contention is that they want service clerks to perform the job of meat cutters. To the group of workers in the strike authorization meetings, Kasparian pointed out scars on his hands, which includes nerve damage, he said—even though he went to school for



two years to become a meat cutter.

"It isn't safe and I will not let Food 4 Less put our members' safety at risk," he said.

California gubernatorial candidate John Chaing came to the evening meeting and talked about his support of grocery workers during the 2003 strike. He said his mom wouldn't shop in her usual Ralphs because she knew the workers inside and wanted to support them in their fight. He wanted to let the workers know that the people who shop in their stores will support them because they know them.

Chaing's example is the reason UFCW

Local 135 Representatives and volunteers held four days of informational tabling outside of several Food 4 Less stores at the end of August.

Although our plans may change after publication, as of this writing, it looks now like there will be actions in front of some stores during the next few weeks. Food 4 Less employees' need the strength and determination to stand together and be strong.

And so, the fight continues. ■

Discount Tickets!

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



Knott's
BERRY FARM®
AMERICA'S 1ST 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



AQUATICA
SeaWorld's WATERPARK™

SAN DIEGO

Adult or Child \$41.00
June 5 ~ October 8



SAN DIEGO ZOO
SAN DIEGO ZOO SAFARI PARK

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



SeaWorld

Adult or Child: \$66.00
Fun Cards: \$86.00

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.



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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

July 2017:	\$12,284.15
YTD (2017):	\$71,954.04

Members Reinstated as Result of Grievances

July 2017:	6
YTD (2017):	46

U
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CO

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