

The Official Publication of UFCW Local 135 Jan-Dec 2022

WORKER



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The WORKER

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Daughter of Local 135 Member Awarded Scholarship • Labor Day Solidarity Action
Mental Health Concerns Are Real, Take Care • UFCW Local 135 Financials

NOTICE OF NOMINATIONS FOR DELEGATES TO UFCW CONVENTION

The Worker

*A Magazine for the
Members and Retirees
of UFCW Local 135*



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- Grant Tom**
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Cover photo:

UFCW Local 135 members and staff at San Diego Pride Parade.

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MISSION VALLEY OFFICE

2001 Camino Del Rio South
San Diego, CA. 92108
Monday - Friday
8am-12pm and 1pm-5pm

NORTH COUNTY OFFICE

323A South Rancho Santa Fe Rd.
San Marcos, CA. 92078
Monday, Tuesday, Thursday & Friday
8am-12pm and 1pm-5pm

(619) 298-7772

Membership – Extension 6
Insurance & Pension – Extension 8
Grievance & Contract – Extension 9

WWW.UFCW135.COM

**Facebook, Instagram
& Twitter: @ufcw135**

CLOSED FOR UPCOMING HOLIDAYS

Veterans Day: November 11
Thanksgiving: November 24 & 25
Christmas: December 23 & 26
New Year's Day: January 2

- UFCW LOCAL 135 CORE VALUES -

JUSTICE

*Local 135 is committed to
achieving equity for our members
through fairness and truth.*

INTEGRITY

*Local 135 is dedicated to
doing the right thing with
honesty and accountability.*

SOLIDARITY

*Local 135 stands united with
members in achieving a better life.*

EMPOWERMENT

*Local 135 connects with our
Members through kindness,
compassion, and respect.*

ADVOCACY

*Local 135 uses a powerful
voice in the best interest of
our essential workers.*

- UFCW LOCAL 135 MISSION STATEMENT -

Our Mission is to enhance the lives of our members and to bring justice to the workplace. Local 135 uses its collective voice to advocate for value, added change, and opportunities for our members. We believe the fulfillment of these fundamentals are accomplished through empowerment, negotiation, and being present with our members in a collaborative endeavor. Ultimately, it is through the power of solidarity that we maintain and advance labor standards for all essential workers.

FROM THE PRESIDENT...

A lot has been going on at UFCW Local 135. Here is a summary of just some of things we have been engaged in.

Three and a half years ago years ago we had nine working staff members and a broken Union that needed repair. We put our heads down and never looked back. We have hired sixteen members from our worksites, and they are doing a great job servicing the membership. They care about our members because they know what it's like to do the jobs that they do.

Our San Marcos office was remodeled and is now staffed four days a week. Providing a great asset for our North County members to take advantage of.

The Home Depot has leased the land next door to us and plans to tear down the Scottish Rite Center and build a new store. This will create many problems for us, and we have engaged in litigation with the company. With litigation ongoing, we have started work on finding a potential new location for our Union Hall.

With that stated, our General Fund is in good shape with over \$15,000,000 available. The highest amount that we have ever had. These funds will be used as a potential strike fund as well as to invest in our future with a possible new building and organizing efforts.

The Covid pandemic thrust UFCW members into the spotlight and has shown that you are essential workers. Elected officials, the media, community groups and the public have a newfound respect and admiration for the work you do.

You stood through two and a half years of sickness, disruption, and political drama and fought through it all. Covid recently peaked again in January and July 2022. These were probably the highest numbers of the pandemic. It hasn't been as severe as it was in 2020 but the disruptions are still causing issues. Covid has permanently changed our work sites, industries, communities as well as our personal lives. It forced many changes in how we do business, and we are constantly fighting to protect our members livelihood and keep essential job protections in place. But hopefully, the worse of

the pandemic is over.

Though Covid set us back, it didn't stop us from negotiating and ratifying numerous contracts, including:

- CVS Pharmacy and Rite Aid where our members received one of the highest wage increases ever.
- We also ratified a new contract at Spreckels Sugar Company in the Imperial Valley where they also received one of the largest wage increases in the history of the bargaining unit.
- Our members at Kaiser Permanente were within days of going out on strike late last year in one of the most difficult negotiations in KP bargaining unit history. We had the highest involvement ever from our KP members, setting a new standard for activism in that unit. A proud moment for us at 135.
- Central Meat & Provision members ratified a new contract with highest wage increases, ever.
- Members at Viejas Resort & Casino also received some of their highest wage increases, including longevity pay and wage increases for tipped workers.
- Workers at Albertsons, Pavilions, Vons, Ralphs and Gelson's received the highest raises in the history of the unit, setting the standard for grocery workers across the nation. In addition, they received new contract language that addresses safety issues.
- Like the grocery stores above, Stater Bros members received the highest increase in unit history as well. In addition, Bakery and Deli Clerks were converted to Food Clerks, raising some worker's wages \$7 an hour!
- The last contracts that were finalized before this issue went to print were for the grocery pharmacists at Albertsons, Ralphs, Vons, and Gelson's. They also received some of the highest increases in unit history.

As you can see, there was a pattern to these negotiations: the highest wage increases, in some cases, ever.

All of that has already taken place. But what does the future hold for our mighty Union?

A lot of obstacles are before us. Amazon, WalMart, and low paying gig jobs are



UFCW Local 135 President Todd Walters

major threats to our market share and membership.

So, our future lies in organizing new bargaining units and training our Union Stewards to be leaders at their worksites and in their communities.

We will continue to put resources into our Organizing Department to help grow the organization. Our cannabis membership has grown considerably over the last couple of years and is the third largest industry member count for us after grocery and retail drug.

We are actively seeking Special Project Union Representatives to help us organize the cannabis industry and other industries within our AFL-CIO jurisdiction. If interested in joining our Organizers, give us a call and we'll send you a SPUR application.

Our Union Stewards form the backbone of our Union. They are the first line of defense and a wealth of information when things happen at the location level. We look forward to continuing to provide them with the tools and trainings necessary to help safeguard their co-workers and lead when called upon. From the recently attended Steward Symposium to the trainings and first ever Steward Handbook, UFCW Local 135 is committed to building up the knowledge of our Stewards.

We have been through the most difficult time of our lives, and you have proven how important you are to our communities. You are essential and appreciated.

UFCW Local 135 is respected across San Diego and Imperial Counties, and I am proud of the work you do and am honored to be your President.

UFCW LOCAL 135 AT SAN DIEGO PRIDE PARADE

UFCW Local 135 participated in the 2022 San Diego Pride Parade alongside our members and our union siblings from the San Di-

ego & Imperial Counties Labor Council. We brought our union proud message, emblazoned in rainbow colors on a specially made, limited edition t-shirt, to attendees along the parade route.

and all workers in their fight for dignity and better working conditions. We believe in the power of love and solidarity.



Regardless of sexual orientation or gender, UFCW Local 135 stands with all of our members



WE BELIEVE IN SOLIDARITY

Whether its picketing in freezing temperatures alongside grocery workers in another state, or standing with newly unionized Top Gun flight instructors at MCAS Miramar, or providing food and drinks to striking hotel workers at the Bayfront San Diego Hilton, UFCW Local 135 believes in solidarity.



EBONY CRANDLE AWARDED SCHOLARSHIP

Daughter of Local 135 member awarded \$10,000 scholarship through SoCal UFCW Unions and Food Employers Joint Benefit Funds Scholarship Award Program!

Ebony is the daughter of thirty-two year UFCW Local 135 member Lili Novarino. Lili, a single parent, is a cashier at Vons 2323 in La Jolla. Lili says that she always told her daughters to "do what makes you happy in life, you are building your future. What are you going to do with it?"

It appears Ebony has the drive and determination to do a lot!

She was accepted to fifteen universities including Georgetown, UCLA, Emory, Syracuse, Loyola Marymount, and Fordham. As you can see in the photo, she chose the University of Southern California, where she will major in Business Administration with a concentration in real estate development.

She chose USC due to many factors, including a generous scholarship offer, its proximity to San Diego (staying close to family is important to her), and because it is one of the top business schools in the country with a great alumni network.

Ebony graduated from La Jolla High with a 4.55 grade point average. In addition to her outstanding academic credentials,



she is also extremely active on her campus.

Ebony runs varsity track and is on the varsity golf team. She also happens to be the Senior Class Vice President and President of two school clubs: Girls Learn International, which engages young ladies on the interconnected issues of social justice and feminism, and Love for Our

Elders, a club that writes letters to elderly folk in long term care facilities.

In addition to being a scholar, athlete, writer, and activist, she also found time to work. She recently held an internship through Bank of America's Leadership Program and was assigned as an intern with the YMCA's development team and worked as a sales associate at the La Jolla Beach and Tennis Club.

When she has spare time outside of school, community activities, and work, she likes to exercise, read and write, and hang out with friends like any teenager.

Ebony is thankful and ecstatic to have received the scholarship from our Trust Fund. It lets her not have to worry too much about the financial aspect of college and allows her to focus solely on academics.

Congratulations, Ebony! You make your mom, and UFCW Local 135, proud. Your dedication and commitment show that you are taking your future in your hands. And we're excited to see where that future may lead!

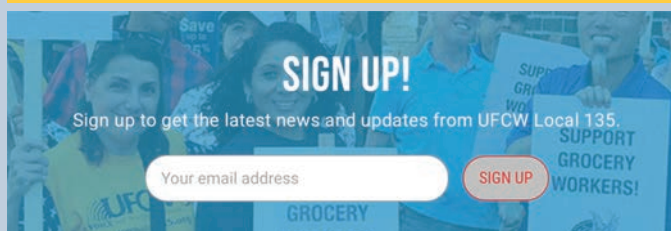
SUBSCRIBE TO THE E-NEWSLETTER: THE WORKING EAGLE



e-Newsletter of UFCW Local 135

Volume 1 - Number 4 - Sept 2021

THE WORKING EAGLE



UFCW Local 135 recently launched an electronic newsletter called The Working Eagle. The Working Eagle is emailed to subscribers the first week of every month.

Through The Working Eagle we hope to keep the membership and public informed of current issues and activities relevant to our mighty union.

Have you signed up yet?

If not, visit www.ufcw135.com and scroll down to the SIGN UP! form.

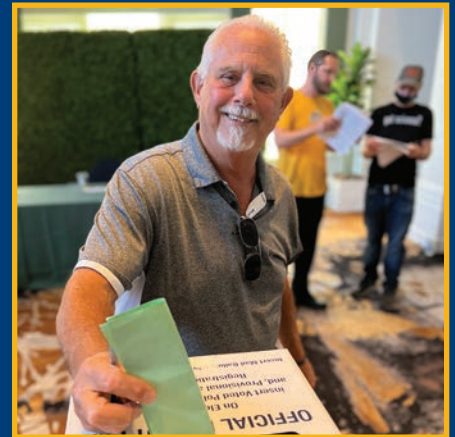
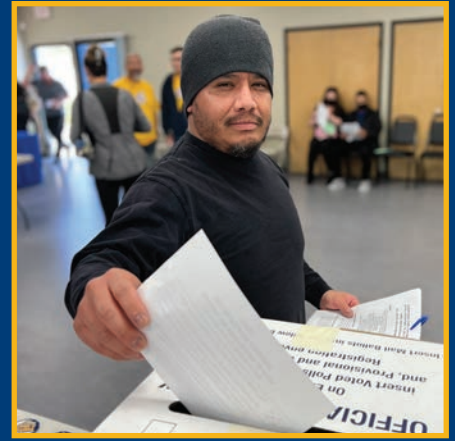
LABOR DAY SOLIDARITY ACTION



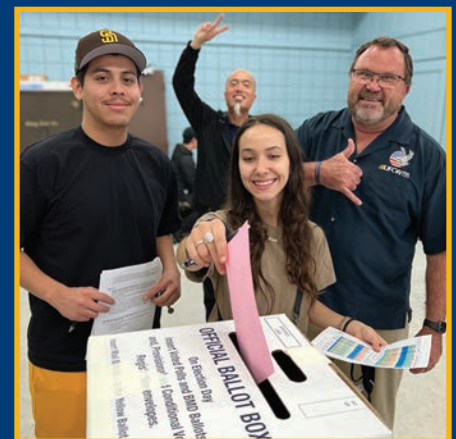
UFCW Local 135 is proud to have participated in this year's Labor Day Action in support of striking IAM auto technicians at Mercedes-Benz of San Diego. We showed up alongside our union siblings from the San Diego and Imperial Counties Labor Council. Though it was a hot day, we weren't going to let the heat stop us from expressing our solidarity with these workers.



YOUR VOTE AS A MEMBER OF



UFCW LOCAL 135 MATTERS!



MENTAL HEALTH CONCERNS ARE REAL, TAKE CARE

By Grant Tom

Over the past year and a half, a lot has happened. We've had supply chain issues, shut-downs, the great resignation, conflict, political strife, and many challenges combined all together causing stress, anxiety, depression, and fear impacting everyone in some way or form. You almost can't get away from it.

How do we even cope with these challenges considering how often we are exposed to the various media outlets constantly bombarding us with it and through social media on your phones? If you don't follow social media or any news media, your peers, family, or people around you are discussing it because they were subjected to it. All of these issues can take a toll on your mental health.

Major studies show in 2020 the rates of depression climbed globally by more than 28% and anxiety disorders raised by 26%. There will always be triggers that will contribute to anxiety and stress, it is important to learn and be proactive on how to cope with the possibility of being impacted from these issues and be able to remain in a better state of positive mental health in consideration of the challenges we face daily.

The only thing in life we can really control is ourselves. The first step in being able to manage our mental health is understanding the issues we are challenged with. It is important to speak to a qualified mental health professional to determine the factors and obtain an accurate diagnosis. Most of the Union contracts covered by our Union have benefits that cover mental health. Be sure to contact our Union benefit and insurance department to find out what benefits you have: 619-298-7772 Ext. 8.

Do you realize statistically one in six people will experience depression during some point in their lives? Being able to identify it may be difficult for some and here are some common symptoms:

- Low energy levels
- Inability to sleep and get rest
- Excessive sleeping
- Loss of appetite or emotional eating
- Suicidal thoughts
- Memory loss and difficulty with thinking clearly
- Isolation and withdrawal
- Constant feelings of sadness, or grief

It is normal to experience sadness and other symptoms of depression in response to dif-



Grant Tom speaking to Union Stewards at a Safety and Self-Care in the Workplace training.

ficult circumstances, but if these symptoms persist, it may be a sign of a higher level of severity within depression. Depression can be mild to severe depending on the person and circumstance.

Anxiety disorders are more common than depression and affect approximately one in five people in this country every year. Here are some of the symptoms of anxiety:

- Inability to sleep, insomnia
- Physical signs of increased heart rate, indigestion, sweating, very short breath, loss of motor control
- Difficulty concentrating
- Intense nervousness
- Unwarranted sense of possible dangers

It is easy to misunderstand anxiety as just normal fear. The symptoms and experience of anxious feelings are normal. You know it may be an issue when you are not able to identify what is causing the symptoms and feelings, or if they are disproportionate to the root cause.

What can we do to help ourselves in this time and age considering getting bombarded over and over again with these adverse social issues?

Self-Care is very important, take care of your mind and body. There is a connection with our minds to our physical health. Many techniques of Self-Care can improve our mental health. Here are a few examples of Self-Care:

- Get sleep, commit to a healthy reasonable schedule
- Exercise anything that increases the heart rate
- Yoga, Tai Chi or some physical discipline
- Engaging in the hobbies you enjoy
- Meditation or Prayer

- Hiking and spending time outdoors in nature
- Deep breathing methods

These examples can quiet and ease your mind, bringing on relief and balance when you are triggered into a crisis mindset. Practicing them every day can have a profound effect transforming your capabilities to deal with extreme issues.

The stigma of mental health in our cultures keeps all of us small. Do you know that according to the Centers for Disease Control and Prevention, mental illness is the most common health condition in the United States? You figure more than 50% of U.S. adults will need mental health treatment at some point during their lifetime and 1 out of 25 people are living with serious mental illness of some form.

It is important to understand the symptoms affecting your peers and others. When we notice the possible symptoms of mental illness, instead of shaming, judging, bullying, or even worse taking advantage of their mental condition possibly causing that person to cause harm to themselves or others, be supportive of them.

Being a union representative for over two decades, I have referred thousands of members to EAP (Employee Assistance Program) and EMAP (Employee Member Assistance Program). These are mental health care benefits under certain contracts we represent. I was there to support them and give them courage to reach out to experts and professionals for guidance, coaching and help. I love when they report back and share with me their treatment and progress, I was able to learn and be aware of what happens.

I've seen so many successes and wins and I am so proud of them, these wins are one step towards overcoming the stigma tied to mental health. We are all professionals in life and career. In professional sports the coaches pull the player off of the field for a coaching and provide treatment and adjustments when they are off their game. Who pulls you off the field when you are off your game in real life? It has to be yourself and we have to have courage and awareness to do so, please take this to mind and share with your peers.

Together in solidarity, we can transform us, and then from there transform the world for a better harmonious future.

**Are you a retired or soon-to-be
retired member of UFCW Local 135?**

JOIN THE UFCW 135 RETIREES CLUB!



The UFCW 135 Retirees Club is made up of retired union members from Local 135 bargaining units. The club, founded in 1973 as the Retail Clerks Local 1222 Retirees Club, is separate from the union with its own governing board that holds annual elections.

The Retirees Club hosts a monthly luncheon every first Wednesday that is open to all retirees, as well as current UFCW members, where they discuss club business, get updates direct from union leadership, hold raffles, socialize, and play bingo. The club also plans day outings and volunteers to help with union activities when called upon.

**TO JOIN THE RETIREES CLUB, CALL
PRESIDENT JACK MILLER AT 619.246.1040.**

**For more info, follow the Retirees Club
on Facebook: /UFCW135Retirees**



2021 UNAUDITED INTERNAL FINANCIAL STATEMENTS

UFCW 135 Balance Sheet Comparison As of December 31, 2021

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
100-100 Cash on hand	1,150.00
101-100 General Fund (8295) - PWB	5,360,214.80
102-001 ADP P/R Clearing	0.00
102-100 Payroll (8303) - PWB	368.12
103-200 Strike Holding Account (3052)	9,333,298.43
104-100 PAC (8311) - PWB	50,632.57
105-100 Member Assistance (8329) - PWB	6,428.79
106-100 Holding Account (6143) -PWB	231,200.46
110-100 General Fund - CB&T	0.00
140-100 Money Market - ML	311,449.87
142-100 Money Market MS - ML	201.18
Total Bank Accounts	\$ 15,294,944.22
Accounts Receivable	
200-100 Accounts Receivable (A/R)	0.00
Total Accounts Receivable	\$ 0.00
Other Current Assets	
150-100 Certificate of Deposits - GF	400,000.00
205-100 Due From Charity Golf Classic	0.00
Total Other Current Assets	\$ 400,000.00
Total Current Assets	\$ 15,694,944.22
Fixed Assets	
300-100 Fixed Asset Furniture, Fixtures & Equipment	476,383.56
305-100 Land Improvements	38,049.21
310-100 Buildings	894,730.57
330-100 Land	11,202.00
350-100 Accum. Deprec. - FFE	-368,079.48
355-100 Accum. Deprec. - Land Improve	-38,049.21
360-100 Accum. Deprec. - Buidling	-590,742.95
Total Fixed Assets	\$ 423,493.70
Other Assets	
155-100 Social Awareness Account - MS	324,517.66
Total Other Assets	\$ 324,517.66
TOTAL ASSETS	\$ 16,442,955.58

These 2021 Financial Statements are currently being audited by Miller Kaplan & Arase as per our bylaws. We expect Miller Kaplan & Arase to complete their audit soon.

2021 UNAUDITED INTERNAL FINANCIAL STATEMENTS

UFCW 135 Balance Sheet Comparison As of December 31, 2021

	<u>Total</u>
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
400-100 Accounts Payable (A/P)	0.00
Total Accounts Payable	<u>\$ 0.00</u>
Credit Cards	
440-100 Credit Card	6,568.15
441-100 Credit Card	907.69
442-100 Credit Card	95.33
443-100 Credit Card	738.68
447-100 Credit Card Amex	8,735.85
448-100 Credit Card Amex	0.00
Total Credit Cards	<u>\$ 17,045.70</u>
Other Current Liabilities	
425-100 Federal Income Tax Payable	0.00
426-100 FICA Withholding	0.00
427-100 State Income Tax Payable	0.00
429-100 Pension Deductions W/H	7,743.15
430-100 Dues W/H - Fair	384.10
431-100 Dues W/H - Local 135	0.50
433-100 401K Loan W/H	507.37
434-100 401K Deductions W/H	10,804.98
435-100 ABC Contributions W/H	438.00
436-100 UFCW ABC Members Exchange	35,032.46
437-100 Miscellaneous Deductions W/H	0.00
438-100 H&W Premiums	1,794.00
Total Other Current Liabilities	<u>\$ 56,704.56</u>
Total Current Liabilities	<u>\$ 73,750.26</u>
Long-Term Liabilities	
450-100 PPP Loan	0.00
Total Long-Term Liabilities	<u>\$ 0.00</u>
Total Liabilities	<u>\$ 73,750.26</u>
Equity	
580-100 Fund Balance	13,991,145.78
585-100 PAC Fund Balance	18,095.61
590-100 Retained Earnings	940,062.66
Net Income	1,419,901.27
Total Equity	<u>\$ 16,369,205.32</u>
TOTAL LIABILITIES AND EQUITY	<u>\$ 16,442,955.58</u>

2021 UNAUDITED INTERNAL FINANCIAL STATEMENTS

UFCW 135 Profit and Loss January - December 2021

	Total	
	Jan - Dec 2021	% of Income
Income		
600-100 Dues	7,181,039.82	84.32%
601-100 Initiation Fees	514,940.92	6.05%
602-100 Reinstatement Fees	5,146.00	0.06%
640-300 Dividends - Mutual Funds	10,447.26	0.12%
641-100 Trust Fund Reimbursements	383,126.02	4.50%
642-100 Other Income	371,223.00	4.36%
644-100 Jetro Income	24,423.36	0.29%
649-100 Ticket Sales Receipts	25,630.39	0.30%
Total Income	\$ 8,515,976.77	100.00%
Expenses		
800-100 Payroll Expenses	2,181,622.45	25.62%
802-100 Payroll Taxes	150,980.94	1.77%
804-100 Reimbursed Field Expenses	22,614.61	0.27%
804-200 Executive Board Reimbursement	6,900.00	0.08%
806-100 Per Capita - UFCW	2,313,128.27	27.16%
806-200 Per Capita - Region 8 Professional	11,560.00	0.14%
806-300 Per Capital Region 8 Organizing	89,951.82	1.06%
806-400 PCT Region 8 States Council	154,835.10	1.82%
808-100 Per Capita - Labor Council	128,802.75	1.51%
808-200 Per Capita - Cal Fed	49,700.00	0.58%
815-100 Health & Welfare	343,988.62	4.04%
816-100 Pension	150,752.36	1.77%
817-100 401K Matching	60,765.66	0.71%
818-200 Insurance - Fiduciary	200.00	0.00%
818-300 Insurance - Workers Comp	20,000.00	0.23%
818-400 Insurance - AD&D	2,232.75	0.03%
818-500 Insurance - Union Liability	47,298.57	0.56%
818-600 Insurance - Building	7,369.00	0.09%
820-100 Dues Refunds	98,894.28	1.16%
820-200 Initiation Fees Refund	11,368.57	0.13%
821-100 Office Supplies & Expenses	44,740.91	0.53%
821-200 Drinking Water	627.85	0.01%
821-300 TV Cable Provider	1,916.30	0.02%
821-400 Office Equipment To Be Cap	8,038.73	0.09%
822-100 Postage & Shipping	37,292.61	0.44%
823-200 Building - Janitorial	35,706.76	0.42%
823-300 Building - Security & Fire	8,740.76	0.10%
823-400 Building - Repair & Maintenance	13,822.29	0.16%
823-600 Building - Landscaping	6,648.00	0.08%
824-200 Taxes - Property Taxes	14,769.30	0.17%
826-100 Staff Education	22,342.00	0.26%
827-200 Steward Expense - 174D	450.00	0.01%

2021 UNAUDITED INTERNAL FINANCIAL STATEMENTS

UFCW 135 Profit and Loss January - December 2021

	Total	
	Jan - Dec 2021	% of Income
828-100 Election Expense	5,281.91	0.06%
829-100 Member Welfare	5,663.54	0.07%
830-100 Legal & Professional Services	269,162.77	3.16%
831-100 Other Professional Fee	13,531.00	0.16%
831-200 Professional - Auditing	10,855.00	0.13%
831-300 Professional - Political Reporting Fees	5,453.30	0.06%
831-400 Professional - LM-2 Service Fee	35,060.00	0.41%
831-500 Professional Service - Tax Prep	6,000.00	0.07%
831-700 Gaming Business License	750.00	0.01%
832-100 Picket Supplies	2,013.45	0.02%
833-100 Computer Network / Website	44,953.82	0.53%
834-100 Computer Software & Subscriptions	4,860.23	0.06%
840-100 Office Equipment Maintenance	17,223.56	0.20%
840-200 Equipment Leases	33,707.91	0.40%
842-100 Utilities	43,506.40	0.51%
844-100 Telephone	45,732.48	0.54%
845-100 Interest Paid	11.50	0.00%
850-100 Bank Charges & Fees	535.47	0.01%
850-101 Bank Charges & Fees MS	125.00	0.00%
850-200 Bank Fee - Credit Cards	7,276.21	0.09%
850-300 Bank Fees - Payroll	5,205.14	0.06%
852-100 Printing	65,939.26	0.77%
855-100 Negotiations	9,220.25	0.11%
856-100 Arbitration Expense	12,760.21	0.15%
857-100 Member Involvement	4,200.00	0.05%
859-100 Travel	7,993.58	0.09%
859-200 Gas And Wash	25,741.87	0.30%
859-300 Parking and Tolls	865.59	0.01%
860-100 Meetings & Conferences	33,072.05	0.39%
860-200 Meals & Entertainment	11,278.52	0.13%
861-100 Rent & Lease	30,605.03	0.36%
862-100 Tickets for Resale	22,205.50	0.26%
864-100 Charitable Contributions / Donations	201,485.70	2.37%
865-100 Hardship Expense / Members Assitance	39,759.45	0.47%
867-100 Political Activity	1,522.32	0.02%
867-200 Political Activity - PAC	20,850.00	0.24%
870-100 Regional Programs	3,606.22	0.04%
Total Expenses	\$ 7,096,075.50	83.33%
Surplus \ (Deficit)	\$ 1,419,901.27	16.67%

OFFICIAL NOTICE OF NOMINATIONS FOR UFCW INTERNATIONAL CONVENTION DELEGATES FROM UFCW LOCAL 135

NOMINATIONS WILL BE CONDUCTED BY NOMINATIONS MEETING ONLY

The Nominations Meeting will be held at 12:00 p.m. on December 7, 2022, simultaneously at three locations, with the locations linked together via videoconference. Members wishing to nominate candidates and/or be nominated must attend the Nominations Meeting in person at one of the three following locations: 2001 Camino Del Rio South, San Diego, CA 92108; 323A South Rancho Santa Fe Road, San Marcos, CA 92078; or 1562 Main St., Suite 506, Brawley, CA 92227.

Nominated candidates must be present at the Nominations Meeting to accept or decline their nomination.

UFCW INTERNATIONAL CONSTITUTION ELIGIBILITY PROVISIONS

15(H)1.

Any active member of the International Union, as defined in Article 4(B) of this Constitution, who has been an active member of the International Union, or who had been a member of another organization merged with or chartered by the International Union or merged into a Local Union of the United Food and Commercial Workers International Union, for a continuous aggregate of at least 12 months preceding the month in which the Convention Call is issued, shall be eligible to be a delegate to the Convention from the Local Union through which the individual holds membership at the time of nominations, provided that said member maintains continuous active membership in said Local Union during the interval between the election and the commencement of the Convention.

4(B)1.

An individual is eligible to be an active member if the individual is: employed within a collective bargaining unit represented by the International Union or any of its chartered bodies; an employee or salaried officer of the International Union or any of its chartered bodies or of any organization approved by the International Executive Board with which the International Union or any of its chartered bodies has affiliated; a member of the International Union through a Local Union or a division of a Local Union which was a professional or other association

that has been chartered by or merged with the International Union or any of its chartered bodies; or working as a barber, cosmetologist, or independent insurance agent; except that, at the request of the Executive Board of a Local Union, the International President may extend the active membership of any member in that Local Union during a period of unemployment, if the International President determines that exceptional circumstances warrant such extension, subject to an appeal to the International Executive Committee. Receipt by the Local Union of the current dues and the required initiation or reinstatement fee, or any installment established by the Local Union for payment of such fee, is required for an eligible individual to become an active member. Continued payment of dues, and, if applicable, any remaining installments of the required initiation or reinstatement fee, is required to maintain active membership.

4(B)2.

An active member who is not actively working due to layoff, illness, disability, or a contractually provided leave of absence, and has applicable recall or reemployment rights which have not expired under the collective bargaining agreement, or who has been discharged and has a grievance pending under the collective bargaining agreement, may elect (1) to continue to pay dues and maintain active membership for the temporary period for which said recall or reemployment rights are val-

id or said grievance is pending, but in neither event for longer than two years, (2) to apply for another classification of membership provided for in this Article, if eligible, or (3) to apply for a withdrawal status pursuant to the provisions of Article 6. The provisions of this paragraph shall not apply in the case of an active member in a Canadian chartered body who has been discharged and has a grievance pending under a collective bargaining agreement pursuant to which the member is represented by a union other than the International Union or one of its chartered bodies.

15(E).

Each Local Union President shall be a delegate to the regular Convention by virtue of election to office. Where a Local Union is entitled to more than one delegate to the Convention, the Local Union Secretary-Treasurer shall be a delegate by virtue of election to office. . . . [I]f a Local Union is entitled to only one delegate and decides to have an alternate in addition to that delegate, the alternate shall be the Local Union Secretary-Treasurer. . . . As provided in this paragraph, the Local Union President or Secretary-Treasurer shall be a delegate or alternate to the Convention without separate nomination and election as a delegate or alternate, provided that the President or Secretary-Treasurer was elected by the Local Union membership in the Local Union's election of officers.

WELCOME TO

employee Savings TICKETS

Your Source for Savings

UFCW Local 135 is happy to introduce our members to **Employee Savings Tickets!** EST provides discount tickets to theme parks, movies, hotels, car rentals, concerts, and more, including venues such as **Disney Theme Parks, Aquarium of the Pacific, Universal Studios, K1 Speed, Knott's Berry Farm,** and others!



To receive this members-only benefit call your Membership Department at (619) 298-7772 ext 6 for the **UFCW Local 135 Access Code** and follow the directions below:

1. Go to **www.est.us.com** and enter your UFCW Local 135 Access Code.
2. Hover over "Account" on top right page on purple header.
3. Click on "Login"
4. Enter personal information.
5. Enter your email address, set up password and click submit. You will receive a confirmation email. Once you receive confirmation, you can log in using your email and the password you created.
6. You're ready to purchase tickets and have fun!



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est.us.com

- UFCW LOCAL 135 FIGHTS FOR THE MEMBERSHIP! -

23 MEMBERS of Local 135 were **RETURNED TO WORK** so far in 2022!
\$70,426 in **BACK PAY AWARDED** to **MEMBERS!**

UNION WORKERS HAVE RIGHTS! WEINGARTEN RIGHTS



*Weingarten Rights are federal rights for union workers.
Protect yourself! Call for your union representative!*

Read to Your Supervisor or Just Ask for Your Union Rep

If this discussion, meeting or telephone call could in any way be related to my being disciplined or terminated or affect any of my working conditions, I exercise my federal rights and hereby request that my union representative be present. Without their presence, I choose not to participate in this discussion or meeting. Please do not request that I waive this right.

YOU HAVE THE RIGHT TO BE SAFE IN THE WORKPLACE!

If you have questions about your contract or have issues at your worksite, call your Union Rep or the Representation & Contract Enforcement Department at:

(619) 298-7772 Ext. 9

Grievances **MUST** be filed in person at either union office. Please do **NOT** email or contact the union on social media for grievances or member issues.

It is each member's responsibility to review and understand your company's employment policies.

PLEASE READ YOUR EMPLOYEE HANDBOOK.

UFCW LOCAL 135 REPRESENTATIVES ARE HERE TO HELP YOU!

WHAT IS THE GRIEVANCE PROCEDURE?

- 1) If you think your rights under the contract have been violated, the first step is to discuss the matter with your union representative and file a grievance if necessary.
- 2) Your union representative will mediate and investigate on your behalf to help remedy your situation.
- 3) After a resolution has been reached all parties move forward to work together in enforcing the conduct and provisions of the contract.

MEMBERSHIP DEPARTMENT

UFCW Local 135's Membership Department focuses on day-to-day union operations for our members. Contact them for joining the union, withdrawal cards, promotions, address changes, transfers, and discount tickets.

~ Membership Department (619) 298-7772, Ext. 6 ~

DISCOUNTED THEME PARK AND MOVIE TICKETS

As a courtesy to members, Local 135 provides discounts to the following:

**SAN DIEGO ZOO, SAFARI PARK, SEA WORLD,
AMC THEATRES & REGAL THEATRES**

As well as tickets through www.est.us.com.

Plus an exclusive discount on pre-packed items from SEE'S CANDY at 3751 Rosecrans St.

Call the Membership Department for availability, cost, and EST password.

NEXT

MEMBERSHIP MEETINGS

October 19 at 6pm

NEW MEMBER MEETINGS

November 2

9am and 6pm

**\$50 rebate off initiation fee to
new member meeting attendees.**

New Member Meetings last about an hour
and take place online with Zoom.

For Zoom links, email info@ufcw135.com.

DO YOU KNOW ANY RECENT HIRES AT YOUR COMPANY THAT HAVE NOT JOINED UFCW LOCAL 135 YET?

If so, let them know that if they've been hired within the last 30 days they can easily join via text link. By joining through a text link, they avoid coming into the office and there's no money down on their initiation fee. They can check to see if they qualify to receive a personal text-to-join link by calling UFCW Local 135's Membership Department.

Have you recently gotten married, divorced or had kids?

If so, you may want to change your **DEATH BENEFIT BENEFICIARY DESIGNATION**.

Call (619) 298-7772, Ext. 8 to find out who your beneficiary is. To make changes, a form can be mailed to your address or you can download it at scufcwfunds.com. Just go to Health Care, click on Forms and Documents, and then click Death Benefits.

Keep Your Info Current

- Have you changed your last name or phone number recently?
- Do you have a new address?
- Are you going on leave or moving out of the state?

Call the Membership Dept. to make any changes to your contact info or employment status.

INSURANCE & PENSION DEPARTMENT

As a member of UFCW Local 135, you may be eligible for benefits provided through the UFCW Trust Funds. There are different eligibility requirements depending on which benefit program you fall under. Your eligible dependents may also be covered as they meet the Fund requirements for eligibility. The Trust Funds provide health & welfare benefits including medical, prescription drug, dental, vision, chiropractic, mental health, pension, death benefits & COBRA continuation of benefits.

**Southern California UFCW Unions and
Food Employers Joint Benefit Fund
(Food Trust)**

(877) 284-2320 www.scufcwfunds.com

**Southern California UFCW Unions and
Drug & General Sales Employers
(Drug & General Sales Trust)**

(877) 999-8329 www.ufcwdrugtrust.org

If you have questions regarding your insurance benefits or pension, call UFCW Local 135's **Insurance & Pension Department at: (619) 298-7772 Ext. 8**

POSTMASTER, send address changes to:
UFCW Local 135 - The Worker
2001 Camino Del Rio South
San Diego, CA 92108-3603

UFCW LOCAL 135 has a membership of close to **12,500 WORKERS** and nearly **7,000 RETIREES** throughout **SAN DIEGO** and **IMPERIAL COUNTIES**.

52% OF OUR MEMBERS ARE WOMEN AND 48% ARE MEN

UFCW LOCAL 135 is part of America's **LARGEST FOOD AND RETAIL UNION**, **UNITED FOOD AND COMMERCIAL WORKERS** which represents over **1.3 MILLION WORKERS** across the U.S.



UFCW LOCAL 135 members consist of workers in various fields, including **GROCERY & RETAIL, HEALTH, PHARMACY & DENTAL, MEAT & SUGAR PROCESSING, CASINO, and CANNABIS.**

UFCW LOCAL 135's REPRESENTED COMPANIES



UFCW LOCAL 135 is a **PROUD MEMBER** of the **SAN DIEGO & IMPERIAL COUNTIES LABOR COUNCIL** and the **CALIFORNIA LABOR FEDERATION**

