



STEWARD HANDBOOK

**UNITED FOOD AND
COMMERCIAL WORKERS
UNION
LOCAL 135**

STEWARDS HANDBOOK



**UNITED FOOD AND
COMMERCIAL WORKERS
UNION
LOCAL 135**

SAN DIEGO, CALIFORNIA



UFCW Local 135

www.ufcw135.com

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FROM THE LEADERSHIP



UFCW Local 135 Stewards -

As a Union Steward you do the important work of making your Union strong. Active members like yourself are what ensures success in negotiating good contracts and protecting your rights in the workplace.

Your workplace activism, every conversation you have with your fellow members, your visibility as a leader, every action and meeting you attend – all of these things make your Union stronger and they guarantee the success and survival of your Union.

This Handbook is a tool to help you become a better Steward. It won't cover every situation, but it will help with common questions and will give you strategies to address those it doesn't. It will also cover the duties you are expected fulfill in your role as Union Steward.

If you or your co-workers have questions this Handbook doesn't answer, or about your contract, benefits, membership status or anything else related to your Union, always reach out your Union Representative.

In Solidarity,



TODD WALTERS

President
since 2019
Union staff since 2005
Worked at Ralphs
for 19 years



GRANT TOM

Secretary-Treasurer
since 2019
Union staff since 2001
Worked at Vons
for 17 years



MARIBEL MCKINZE

Recorder & Organizing/Political
Director since 2019
Union staff since 2011
Worked at Albertsons
for 10 years

THE ROLE OF THE STEWARD



The Shop Steward holds a special place in any union.

At the worksite, the Steward is the Union. You're the Union's link between the members and management.

Stewards are the members' first line of defense when the contract is violated and grievances arise.

Stewards are also responsible for ensuring worksite safety, mobilizing members for contract/political/organizing campaigns, orienting new members to the worksite and the Union, and more.

Your job as a Steward is more than just a list of duties.

Your main responsibility is building an educated, united, organized, and engaged membership at your worksite.

In addition to the Stewards' special responsibilities, you also have a special authority that is protected by law and the Union contract.

As a Steward, you deal with management as an equal.

It is a violation of federal law for your employer to discriminate or retaliate against you for fulfilling your Steward duties.

Because of the importance of Stewards, we are making it a priority to provide you the tools and trainings necessary to fulfill your Union obligations.

STEWARD DUTIES

UFCW Local 135 Stewards are expected to be leaders at their worksites. Union Representatives and leadership are not on the frontlines everyday inside all locations. But our Union Stewards are. You are the eyes and ears of the Union. In addition to the following duties and functions, please share any information about your location that you feel your union should know about.

- **ATTEND MEMBERSHIP MEETINGS, EVENTS, AND TRAININGS.** Your participation is important.
- **FOLLOW AND ENGAGE UFCW LOCAL 135 ON SOCIAL MEDIA:** Facebook, Instagram, and Twitter. Like, share and comment on posts. The more you do so, the more our posts are seen by followers. Social media can be a hive of untruths and misinformation. When able, dispel rumors or falsehoods regarding your union, your contract, or other work related issues, especially during negotiations and contract votes.
- **HELP NEW MEMBERS JOIN THE UNION** by sharing with them the sign up QR code. Most new employees at your workplace must join the union. Help them sign up as soon as possible so there is no upfront cost.
- **NOTIFY NEW MEMBERS TO ATTEND A NEW MEMBER MEETING** to learn about their union. They will receive a \$50 rebate off their initiation fee if they attend.
- **NOTIFY CO-WORKERS OF MEMBERSHIP MEETINGS.** An informed and engaged membership makes a strong union. Please help get your co-workers to attend these quarterly meetings.
- **SHARE UNION NEWS WITH YOUR CO-WORKERS.** Not every member receives the texts or other union information. Please share important info when talking with co-workers. If a co-workers doesn't receive texts, have them contact their Union Rep to update their information.
- **SHARE WITH CO-WORKERS IMPORTANT UNION CONTACTS** such as Union Rep's phone number, Representation & Contract Enforcement Department number to file grievances, Insurance & Pension Department number for health benefits and retirement information, etc.

STEWARD DUTIES



- **KNOW YOUR CONTRACT.** Help your co-workers answer simple contract questions by having a basic understanding of the contract.
- **SHARE WITH YOUR CO-WORKERS THE LEGAL & COMMUNITY RESOURCE CONTACTS** listed in this Steward Manual.
- **NOTIFY CO-WORKERS OF THEIR WEINGARTEN RIGHTS** when they are being disciplined. You and your co-workers have the right to union representation when being disciplined. Have co-workers contact their Rep when the need arises.
- **NOTIFY UNION REPRESENTATIVE OF POSSIBLE CAL/OSHA VIOLATIONS.** Workplace safety is important. Be on the lookout for any potentially dangerous situations. Conduct safety checks when needed.
- **NOTIFY UNION REPRESENTATIVE OF ANY POTENTIAL UNFAIR LABOR PRACTICES.** Your company must abide by fair labor practices. If they don't, a charge can be filed with the National Labor Relations Board.
- **CONTACT INFORMATION CHANGES.** Remind co-workers to contact their Union Rep if they have any contact info changes (new phone number, address, name change, etc.). It is important that we keep our member database up-to-date in case we need to contact our members.
- **NOTIFY YOUR CO-WORKERS OF THEIR RIGHT TO FILE A GRIEVANCE.** If a co-worker feels the company has done something contractually wrong, notify them that they can file a grievance.

BASIC FUNCTIONS OF A STEWARD



EDUCATOR/COMMUNICATOR

- Explain to co-workers what Unions are and what they are not.
- Answer co-worker questions about Union goals, policies, and procedures.
- Talk and listen to members one-on-one or in small meetings about Union issues, such as contract negotiations and workplace concerns.
- Talk to your Union Rep and leadership about what is going on in the workplace.
- Answer member's questions about Union programs and activities, the contract, and management's work rules.

PROBLEM SOLVER

- Update Union Rep on workplace problems.
- Listen to co-worker's concerns and ideas and relay the information to your Union Rep.
- Speak up to management to defend worker rights and protect working conditions.
- Keep good notes, include date and time, and any relevant information.
- Recommend new language and contract changes for bargaining.
- Keep co-workers safe on the job by reporting unsafe working conditions.

BASIC FUNCTIONS OF A STEWARD



ORGANIZER

- Welcome new co-workers to the Union and introduce them to Union programs and benefits.
- Get new co-workers to join the Union as soon as possible.
- Build a system of key co-workers at your workplace.
- Notify and recruit fellow members to participate in Union activities.
- Mobilize co-workers to support Union issues and to work together to solve common problems.

NEGOTIATOR

- Be aware of issues that will be discussed in negotiations by attending meetings before and during bargaining.
- Help prepare proposals for negotiations by filling out contract surveys.
- Encourage co-workers to learn about the issues being discussed at the bargaining table.
- Get involved in contract solidarity activities like wearing buttons, posing for pictures, and attending rallies.
- Educate co-workers, family, friends, neighbors, and the general public about the important issues we are fighting for during negotiations.
- Help organize and encourage other members to get involved in consumer awareness campaigns in front of your workplace or door-to-door.
- Attend all informational and vote meetings relating to negotiations and encourage co-workers to do the same.

STEWARD SPECIAL STATUS

By its very nature, a Steward's job may require confrontation. Stewards must defend the actions of employees and contest those of management. Sometimes this can be done in a calm, straightforward manner, through "quiet diplomacy." But on certain occasions you may feel compelled to raise your voice, to argue forcefully, to threaten a job action, or to emphasize the Union's position in other vigorous ways.

The problem with vigorous advocacy is that it conflicts with the usual standards of employee conduct that compel employees to show respect for supervisors and managers and to refrain from accusations or strong language. If Stewards had to abide by these standards, they would face an impossible dilemma: either hold back when defending employees or risk almost certain discipline. In recognition of their responsibilities, the NLRB has adopted special rules for Stewards.

EQUALITY RULE

When Stewards are engaged in representational activities, they are considered equals with management. Vigorous advocacy and other behavior which would otherwise warrant discipline must be tolerated.

The Equality Rule allows a Steward to speak forcefully, gesture, use salty language, challenge management's truthfulness, threaten legal action, or raise the possibility of group protest. Vigorous advocacy may not always be necessary or even appropriate (please use your best judgement when advocating), but when it occurs an employer may not label it as insubordination and impose discipline.

WHEN DOES THE EQUALITY RULE APPLY

The Equality Rule applies when a Steward acts in their representational capacity. You are acting in your representational capacity when you investigate a complaint, request information, or otherwise represent employees. You are acting in your individual capacity when you talk with a supervisor about your own work assignment, job performance, or compliance with work rules. Being a Steward does not allow you to tell off management at all times and places.

Even when it applies, the Equality Rule does not provide 100% immunity. A Steward may not use unrestrained profanity, utter racial, religious or gender based epithets, or threaten violence. Nor may a Steward cause a work slowdown, obstruct a legitimate investigation, or disobey a lawful order from a supervisor.

STEWARD SPECIAL STATUS



NO-REPRISAL RULE

An employer may not retaliate against a Steward because of the way the Steward carries out their Union duties, although the employer may discipline a Steward for the same performance issues it disciplines other employees. A Steward cannot be punished or threatened with punishment even if management considers the Steward's grievance related activities to be overly frequent or petty. Nor may management threaten a Steward with adverse consequences for bringing a grievance to a higher step.

An employer violates the National Labor Relations Act if, in retaliation for grievance activity, the employer:

- Orders a Steward to perform more difficult or unpleasant work;
- Gives Steward an unfavorable evaluation;
- Issues a warning to a Steward for failing to meet production standards;
- Denies a Steward pay opportunities;
- Segregates a Steward from other employees;
- Deprives a Steward of overtime and other benefits;
- Threatens a Steward with physical harm or strikes a Steward;
- Increases supervision of a Steward;
- Transfers a Steward to a different job or shift, or;
- Gives Steward a poor reference.

SAME STANDARD RULE

Some employers take the attitude that Stewards can be held to higher standards than other employees. Under the NLRA, an employer must apply the same standards to Stewards as it does toward other employees. An employer commits an Unfair Labor Practice if it holds a Steward to a higher standard or imposes greater discipline. It is unlawful even to tell a Steward that they are expected to set an example for other workers.

WORKER RIGHTS

UNION WORKERS HAVE THE RIGHT

TO ENGAGE IN “PROTECTED, CONCERTED ACTIVITY”

CONCERTED: acting with or on behalf of other employees
i.e., about issues that other employees are concerned about
(not just a single worker's grudge against a supervisor).

- Almost always when you're doing something on behalf of the Union, like investigating a potential grievance.

PROTECTED: related to wages, hours, and working conditions.

Examples:

- Talking to co-workers or supervisors/managers about wages, hours, and working conditions.
- Wearing the Union logo, like on a button, lanyard, or t-shirt.
- Going on strike.
- Investigating and/or filing a grievance or Unfair Labor Practice.

STEWARDS' RIGHTS

- Speak up for your co-workers who are engaging in protected, concerted activity.
- Attend and participate in disciplinary meetings with the employer, including asking questions or making comments during the meeting.
- Keep your conversations and notes from investigating grievances confidential from the employer (some exceptions apply, and employer can ask stewards about incidents they themselves witnessed).
- Talk to your Union rep and to employees about grievances and when to file a grievance.

STEWARDS SHOULD NOT

- Scream or use inappropriate language when performing Steward duties or while at work;
- Criticize the employer if it's not related to wages and working conditions (e.g., saying that the employer's products aren't good and customers shouldn't spend their money there);
- Engage in any violent action;
- Do anything to shut down the employer or have many employees stop working, unless a strike has been sanctioned by the Union.

WEINGARTEN RIGHTS



YOU HAVE RIGHTS WHEN BEING DISCIPLINED ON THE JOB!

WEINGARTEN RIGHTS ARE FEDERAL RIGHTS FOR UNION WORKERS.

The Supreme Court of the United States of America has ruled in *NLRB v. Weingarten*, that a Union worker has the right to Union representation during any employer interview which may result in discipline.

**PROTECT YOURSELF AND YOUR CO-WORKERS BY
HAVING YOUR UNION REPRESENTATIVE PRESENT!**

**Read This 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."

Call your Union Rep on their mobile phone or the Rep-On-Duty at

619.298.7772 EXTENSION 9

and let them know you need a Union Rep present for a Weingarten.

UNFAIR LABOR PRACTICE (ULP)

WHAT IS AN UNFAIR LABOR PRACTICE?

A ULP is when the employer violates the National Labor Relations Act, which:

- Gives employees the right to engage in “protected, concerted activity” (see handbook section on Worker Rights) and forbids employers from retaliating against or threatening employees who do;
- Forbids the employer from unilaterally changing working conditions without bargaining;
- Requires the employer to bargain with and give information to the Union when the Union requests.

COMMON ULP’S INCLUDE

- Disciplining or otherwise retaliating against workers who speak up in a meeting to voice concerns about issues that affect all or many employees.
- Telling employees they can’t talk about the Union or other work concerns, or can’t wear the Union logo (some exceptions apply).
- Asking employees about who supports the Union or otherwise spying on Union activity.
- Violation of Weingarten rights: the employer refusing to allow an employee to have a union steward or representative at a disciplinary meeting.
- Changing work policies that are not in the contract but affect employee’s working conditions, without bargaining with the Union (like if the contract doesn’t say anything about work attire, but all of a sudden the employer changes what employees are allowed to wear at work).

REMEMBER: VIOLATIONS OF POLICIES IN THE CONTRACT MAY BE A GRIEVANCE

WHAT SHOULD A STEWARD DO IF THEY COME ACROSS A POSSIBLE ULP?

GET THE FACTS

- What happened and when did it happen?
- Full names, job titles, and contact info of who the witnesses were (speak directly to the people who saw, heard, or experienced what happened).
- Was anything in writing? Get copies of any emails, texts, and documents.

Inform your Union Rep in writing (via text or email) of the facts.

- Do this soon: ULP’s have to be filed within 6 months of when they occur.

If the Union decides to file the ULP, the Union Representative, officers, or attorney might contact you to help prepare for the ULP – be ready to talk to them and to talk to the witnesses about the NLRB process.

TERMINABLE OFFENSES

Depending on the company, some offenses may terminate employment. Notify your co-workers that they may be fired if they do any of the following:

- CHASE OR CONFRONT SHOPLIFTERS
 - NO CALL, NO SHOW TO WORK
- SEXUAL HARRASSMENT OR OTHER IMPROPER CONDUCT
 - INSUBORDINATION/YELL OR CUSS AT SUPERVISOR
 - SWEATHEARTING/IMPROPER PRICE CHANGES
 - STEAL PRODUCT
 - STEAL TIME
 - SCAN YOUR OWN ITEMS
- IMPROPERLY USE REWARD CARDS
 - PROVEN DISHONESTY
- BREAK THE LAW WHILE ON THE JOB
- UNDER THE INFLUENCE OF ALCOHOL OR DRUGS
- SELL OR PROVIDE ALCOHOL/TOBACCO TO MINORS
- ACCEPT GRATUITIES FROM CUSTOMERS OR VENDORS

CAL/OSHA VIOLATIONS



Be aware of unsafe working conditions. The Division of Occupational Safety and Health (DOSH), better known as Cal/OSHA, protects and improves the health and safety of working people in California – through setting and enforcing standards; providing outreach, education, and assistance; and issuing permits, licenses, certifications, registrations, and approvals.

To keep the workplace safe, your company must abide by all Cal/OSHA safety standards. Be on the lookout for violations that may cause serious harm to you and your co-workers.

FOR MORE INFORMATION VISIT:

WWW.DIR.CA.GOV/DOSH/

GRIEVANCE PROCEDURE

A GRIEVANCE IS A UNION MEMBER'S RIGHT TO FILE A FORMAL WRITTEN COMPLAINT INVOLVING THE UNION AGAINST THEIR COMPANY

A grievance must have an end goal in mind that the member would like to achieve. The grievance must be filed in person at one of our offices for any issue that the member would like a Union Representative to resolve on their behalf. Grievances can be filed for many reasons, but if something happens on the job, members should reach out right away to their Union Rep.

A member can file a grievance against their employer if there is a violation of: THEIR CONTRACT, PAST PRACTICES, FAIR TREATMENT, CERTAIN FEDERAL AND STATE LAWS, AND PERSONNEL RULES OR OTHER MANAGEMENT RULES.

WHY DO MEMBERS NEED TO FILE A GRIEVANCE?

Some issues are out of your manager's hands and they need to be resolved through your company's Labor Relations Department and the union. Your Union Rep will manage your grievance and fight on your behalf to fulfill your remedy.

HOW LONG DOES A GRIEVANCE TAKE?

There is no specific time frame. There is a two-way correspondence between both the employer and the Union. There is no guarantee on how long it will take, but if the grievance does not get resolved it could go to the next level.

GRIEVANCES MUST BE FILED IN A TIMELY MANNER

Please make sure that grievances are filed in a timely matter. For instance, some contracts only allow you to go back six months on pay issues. A grievance regarding back pay would only be allowed to work within the parameters of the contract. Members should get ahold of their Union Rep right away so their grievance can be filed on time.

BURDEN OF PROOF

- For a disciplinary grievance, the burden of proof is with management.
- For a contract violation, the burden of proof is with the Union.

IF YOU THINK THAT A CONTRACT VIOLATION HAS OCCURRED AT YOUR WORKPLACE, CALL YOUR UNION REPRESENTATIVE IMMEDIATELY.

SEVEN ELEMENTS OF JUST CAUSE

THE SEVEN ELEMENTS OF JUST CAUSE APPLY WHEN MEMBERS CHALLENGE DISCIPLINARY ACTION OR TERMINATION

ONE

**Was the employee adequately notified
or warned of the consequences of their conduct?**

TWO

**Was the company's rule or order
reasonably related to efficient and safe operations?**

THREE

Did management investigate before administering the discipline?

FOUR

Was the investigation fair and objective?

FIVE

Did the investigation produce substantial evidence or proof of guilt?

SIX

**Were the rules, order, and penalties applied evenhandedly and
without discrimination? If enforcement has been lax in the past,
management can't suddenly reverse its course and begin cracking
down without first warning employees of its intent.**

SEVEN

**Was the penalty reasonably related to
the seriousness of the offense and the past record?**

EXECUTIVE BOARD

The Executive Board (aka the E-Board) of UFCW Local 135 is the official body that oversees the work of the union. It consists of leadership, staff, and union members elected every three years by a vote of the membership. The fully seated E-Board meets monthly and has twelve members. Their many duties include approving the budget, signing off on large expenditures, and providing guidance to the elected leadership team.



LISA HOFFMAN
UFCW Vice President
With Kaiser Permanente
since 1994



GABRIEL JIMENEZ
UFCW Vice President
With Stater Bros since 1990



TAMARA LONG
UFCW Vice President
With Vons since 1996



CHRIS LOPEZ
UFCW Vice President
Union Representative



MICHAEL MCGEE
UFCW Vice President
With CVS since 2015

EXECUTIVE BOARD



MARIBEL MCKINZE
Recorder
Political/Organizing Director



BETHYL MITCHELL
UFCW Vice President
With Vons since 1989



CHRISTINA PALMIERI
UFCW Vice President
With Ralphs since 2004



GRANT TOM
Secretary-Treasurer



TODD WALTERS
President

UNION REPRESENTATIVES



TIM BRUGGER

619.887.8530 619.298.7772 x138

Union Representative since 2020

Worked at Albertsons, Haggen & Vons for 24 years

REP LOCATIONS

Albertsons: 733, 740, 2767 - CVS: 8866, 9187, 9549, 9585 - Gelsons: 27 - Hudson - Kaiser Permanente: Oceanside, Carlsbad, Carmel Valley - Ocean Ranch Family Dental - Paradies - Pavilions: 2119 - Ralphs: 54, 167, 168 - Rite Aid: 5627, 5634, 5635, 5666, 6465, 6711 - Stater Bros: 150, 151, 158 - Stiiizy - Vons: 1797, 2144, 2327, 2348, 2360, 2859, 3323



STACIE CORDEIRO

619.885.5414 619.298.7772 x125

Union Representative since 2019

Worked at Ralphs, Vons & Stater Bros for 23 years

REP LOCATIONS

Albertsons: 3179, 3201, 3797 - CVS: 3914, 6368, 8836, 8857, 9111, 9131, 9197, 9479, 9528, 9574 - Food4Less: 300 - Gelsons: 26 - Kaiser Permanente: Escondido, SD Mission Rd, Vista, San Marcos, Rancho Bernardo - March and Ash: Vista - Ralphs: 175, 105 - Rite Aid: 5621, 5622, 5642 - Stater Bros: 157, 186 - Vons: 2065, 2081, 2142, 2343, 2724, 3330



RICARDO CORONA

619.887.8367 619.298.7772 x149

Union Representative since 2020

Worked at Ralphs for 30 years

REP LOCATIONS

Albertsons: 708, 711, 725, 750, 1705, 4713, 4786 - CVS: 9103, 9104, 9108, 9194, 9558, 9959 - Food 4 Less: 345 - Ralphs: 19, 90, 683 - Restaurant Depot San Marcos - Rite Aid: 5629, 5631, 5638, 5662, 6750 - Stater Bros: 140, 152, 156, 163, 167 - Vons: 2049, 2079, 2156, 2344, 2345



JOE KABLER

619.548.0404 619.298.7772 x134

Union Representative since 2014

Worked at Vons for 18 years

REP LOCATIONS

Albertsons: 745 - CVS: 1018, 4768, 7962, 9165, 9922, 9963 - Food4less: 333, 347 - Gelsons: 30 - Kaiser Permanente: La Mesa, Point Loma, Vandever - Ralphs: 77, 108, 123, 201, 207, 212 - Restaurant Depot San Diego - Rite Aid: 5647, 5649, 5653, 5655, 6466, 6795 - Vons: 2040, 2053, 2116, 2323, 2364, 2735

UNION REPRESENTATIVES



CHRIS LOPEZ

619.866.8409 619.298.7772 x168
Union Representative since 2019
Worked at Vons for 20 years

REP LOCATIONS

Albertsons: 704, 2783, 3202 - CVS: 3025, 8842, 9137, 9167, 9818 - Food4less: 394, 774, 781 - Kaiser Permanente: Travelodge, Bostonia, SDMC (Lab and Outpatient Pharmacy) - Keils: 2 - March and Ash: Imperial - Ralphs: 57 - Rite Aid: 5623, 5625, 6225 - Spreckels Sugar - Viejas Casino - Vons: 1767, 2406, 3044



ANDRES PINZON

619.246.4431 619.298.7772 x146
Union Representative since 2019
Organizer from 2017-19

REP LOCATIONS

Albertsons: 707, 723, 758 - Central Meat - CVS: 9109, 9112, 9121, 9141, 9148, 9169, 9193, 9665 - Eaze - Food4less: 318, 346, 374, 763, 780 - March and Ash: City Heights - MedMen: 1, 2 - Ralphs: 51, 159, 220 - Rite Aid: 5618, 5620, 5644, 5646, 5651, 5652, 5657 - San Diego Dental - Vons: 2352, 2355, 2358, 2359, 2784



OSCAR SUMABAT

619.581.0080 619.298.7772 x147
Union Representative since 2019
Worked at Ralphs for 22 years

REP LOCATIONS

Albertsons: 710, 738, 2785 - CVS: 3068, 8833, 9102, 9105, 9145, 9162, 9173, 9175, 9177 - Food4Less: 349 - Restaurant Depot Miramar - Rite Aid: 5632, 5654, 5658, 5660, 5661 - Sorrento Valley Perfect Smile - Stater Bros: 162 - Vons: 1897, 2012, 2093, 2107, 2118, 2120, 2134, 2136, 2370, 3327, 4018



JON TAATJES

619.866.8409 619.298.7772 x168
Union Representative since 2019
Worked at Albertsons, Haggen & Vons for 16 years

REP LOCATIONS

Albertsons: 757 - Bonita Dental - CVS: 8859, 9240, 9140, 9115, 9113, 9138, 9196, 9524, 9632, 9783 - Kaiser Permanente: Bonita, Zion, Clairemont Mesa, Otay Mesa, Garfield, Rancho San Diego, SDMC (Inpatient Pharmacy) - March and Ash: Telegraph, H Street, Imperial Beach - Pacabob - Ralphs: 75, 235 - Rite Aid: 5613, 5614, 5615, 5617, 5668 - Vons: 2071, 2115, 2130, 2338, 2826

REPRESENTATION & CONTRACT ENFORCEMENT DEPARTMENT

UFCW Local 135's Representation & Contract Enforcement Department, aka the Grievance Department, handles all contractual issues between the members and the company. This includes: protection on the job, the grievance procedure (the right to file a formal complaint regarding pay issues or violations of your contract), weekly guarantee of hours, seniority rights, Weingarten rights (the right to union representation when disciplined), bereavement pay, paid vacation, holiday pay, and more.

619.298.7772 EXTENSION 9



KELLY TANAKA

Representation & Contract Enforcement
DIRECTOR

Union staff since 2005
Worked at Vons for 10 years



VERONICA CHAVEZ

Representation & Contract Enforcement
ADMINISTRATOR

Union staff since 2008
Worked at Rite Aid for 11 years

ORGANIZING DEPARTMENT

MARIBEL MCKINZE
ORGANIZING DIRECTOR



619.298.7772 Extension 144
organizing@ufcw135.com

UFCW Local 135 is always looking to grow our union family.

If you have family or friends that are interested in organizing a union at their worksite, have them reach out to Organizing Director Maribel McKinze. She'll gladly talk with them and provide insight on how to get started.

For more info on How to Start a Union,
visit: WWW.UFCW.ORG/START-A-UNION/
or scan the QR code:



MEMBERSHIP DEPARTMENT

UFCW Local 135's Membership Department provides many services to our members. Have your co-workers talk to one of our Member Specialists to help them join the union, withdraw, find out how much their dues are, make payments, buy movie and theme park tickets, and to have them update their name, address, phone numbers, and email.

619.298.7772 EXTENSION 6



CARL RAPP
MEMBERSHIP SPECIALIST
Union staff since 2005
Worked at Albertsons
for 18 years



LINDSEY BENSINGER
MEMBERSHIP DIRECTOR
Union staff since 2002
Worked at Ralphs for 5 years



ELYSE SHATTUCK
MEMBERSHIP SPECIALIST
Union staff since 2019
Worked at Albertsons
for 10 years



KATIA ROCHA
MEMBERSHIP SPECIALIST
Union staff since 2019
Worked at Vons
for 31 years

OTHER STAFF



BRIAN KELLY
FINANCIAL AND FACILITIES OFFICER
Union staff since 2001



BRENT BELTRAN
COMMUNICATIONS DIRECTOR
Union staff since 2019

United Food and Commercial Workers Union Local 135
INSURANCE & PENSION DEPARTMENT

UFCW Local 135's Insurance & Pension Department provides services related to health care and retirement to our members. Contact one of our Insurance Specialists to, if eligible, enroll in health and welfare, dental, orthodontic, vision, and chiropractic benefits, as well as pension benefits.

Call the Insurance & Pension Department at:
619.298.7772 EXTENSION 8



EHILEEN LOPEZ

INSURANCE & PENSION DIRECTOR

Union staff since 2019

Worked at Vons for 14 years



GABRIELA CARDOSO

INSURANCE SPECIALIST

Union staff since 2021

Worked at Ralphs
for 36 years



LESLIE CERVANTES

INSURANCE SPECIALIST

Union staff since 2020

Worked at Albertsons
for 16 years



SARAH MAYA-GOLDBAUM

INSURANCE SPECIALIST

Union staff since 2019

Worked at Vons
for 12 years



CRISTI MONTAÑA

INSURANCE SPECIALIST

Union staff since 2005

Worked at Food Basket, Luckys
& Albertsons for 18 years



JULIE RITKES

INSURANCE SPECIALIST

Union staff since 2022

Worked at Albertsons
for 2 years



ANA VALADEZ

INSURANCE SPECIALIST

Union staff since 2022

Worked at Ralphs
for 31 years



WONG YANG

INSURANCE SPECIALIST

Union staff since 2019

Worked at Vons
for 16 years

BARGAINING UNITS

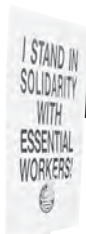


The membership of UFCW Local 135
consists of workers in various fields, including

GROCERY & RETAIL, HEALTH, PHARMACY & DENTAL,
MEAT & SUGAR PROCESSING, FOOD SERVICE, and CANNABIS



UFCW LOCAL 135 RETIREES CLUB



ARE YOU RETIRING SOON?

If so, consider joining 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 club on Facebook:
www.facebook.com/UFCW135Retirees**



DISCOUNT TICKETS

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 follow the directions below:

1. Go to **www.est.us.com** and enter your UFCW Local 135 Access Code: **135MEM**
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!



SEAWORLD SAN DIEGO



AQUARIUM OF THE PACIFIC



LEGOLAND™ CALIFORNIA



SAN DIEGO ZOO

est.us.com

**UFCW LOCAL 135 MEMBERS CAN ALSO PURCHASE
THE FOLLOWING DISCOUNTED TICKETS AT EITHER UNION OFFICE:**



LEGAL RESOURCES

As a member of UFCW Local 135, you, your family, and your associates are entitled to legal consultation and services under our Group Legal Service Program. To arrange for a legal appointment please call one of the following law offices.

Workers' Compensation, Wills, Trusts and Real Estate Matters

HIDEN, ROTT & OERTLE, LLP ATTORNEYS AT LAW

2535 Camino Del Rio South, Suite 110
San Diego, CA 92108
619.296.5884
www.hrollp.com

Personal Injury and Auto Accident Cases

LAW OFFICE OF DOUGLAS F. OLINS & JOHN ZUCCONI

2214 Second Avenue
San Diego, CA 92101
619.238.1601
www.olinslaw.com

Family Law, DUI and Criminal Law Cases

LAW OFFICE OF DAVID C. SIEGEL

2445 Fifth Avenue, Suite 330
San Diego, CA 92101
619.239.8050
www.davidcsiegel.com

COMMUNITY RESOURCES

ASSISTANCE

SAN DIEGO FOOD BANK

Food Assistance: 858.527.1419 sandiegofoodbank.org

FEEDING SAN DIEGO

Food Assistance: feedingsandiego.org

CITY OF SAN DIEGO HOMELESS SERVICES

www.sdhc.org/homelessness-solutions/city-homeless-shelters-services

SAN DIEGO REGIONAL TASKFORCE ON HOMELESSNESS

www.rtfhsd.org/get-help

UNIONS UNITED

Rent, Mortgage, Food & Utility Assistance: 619.641.0074

SDG&E UTILITY BILL ASSISTANCE

www.sdge.com/assistance

EMERGENCY HOTLINES

NATIONAL SUICIDE PREVENTION HOTLINE

988

NATIONAL DOMESTIC VIOLENCE HOTLINE

800.799.7233

Resources: www.preventdv1.org

SUSPECTED SEXUAL OR PHYSICAL STUDENT ABUSE

619.615.6801

www.sdstudentsafety.org

CHILD ABUSE

800.344.6000

ELDER ABUSE

800.510.2020

DRUG OVERDOSE

888.724.7240

HATE CRIME

619.515.8805

UNION CONTACT INFORMATION



**UFCW LOCAL 135 HAS TWO OFFICES IN SAN DIEGO COUNTY
TO CONVENIENTLY SERVE OUR MEMBERS:**

MISSION VALLEY

**2001 Camino Del Rio South
San Diego, CA. 92108**

Open

Monday-Friday

**8am-12pm and 1pm-5pm
Closed 12-1pm for lunch**

NORTH COUNTY

**323A South Rancho Santa Fe Rd.
San Marcos, CA. 92078**

Open

Monday-Tuesday

Thursday-Friday

Closed on Wednesdays

**8am-12pm and 1pm-5pm
Closed 12-1pm for lunch**

UNION CONTACT INFORMATION



**MOST UNION BUSINESS CAN BE DONE OVER THE PHONE.
JUST GIVE US A CALL AT:**

619.298.7772

619.298.0460 FAX

DEPARTMENT EXTENSIONS:

Membership – Extension 6

Insurance & Pension – Extension 8

Representation & Contract Enforcement – Extension 9

Organizing – Extension 144

Communications – Extension 185

INFO@UFCW135.COM

**UFCW Local 135's website is constantly updated,
including the events calendar:**

WWW.UFCW135.COM

Follow UFCW Local 135 on social media:

Facebook: /UFCW135

Instagram: @UFCW135

Twitter: @UFCW135

FREQUENTLY ASKED QUESTIONS

WHAT DOES THE UNION DO AND WHAT ARE THE BENEFITS?

The union is a service organization that negotiates contracts, gives workers on the job protections, provides Union Reps to help resolve issues with management, creates better working conditions, offers administrative assistance to those that qualify for health insurance and a pension, fights on behalf of working people, volunteers in the community, donates to worthy causes, pushes legislation that benefits workers, offers solidarity to other unions, provides tuition assistance, scholarship programs & free educational opportunities, and so much more!

WHERE DO MY UNION DUES GO?

Union dues go towards staffing departments that help service our members, including: Representation and Contract Enforcement, Insurance and Pension, Membership, Organizing and Communications. They also go to collective bargaining, our strike fund, aid & assistance programs, charitable donations, per capita payment to UFCW International, organizing campaigns, leafletting, attorney fees, and more.

WHY DO I HAVE TO JOIN THE UNION?

Prior to you joining your company, workers there organized themselves into a union for better wages and working conditions. Because of that, joining the union is now a condition of employment.

IS THERE A REDUCED RATE FOR PART TIMERS?

No. Part time and full time members pay the same rate.

IF I WEAR A UNION BUTTON AT WORK, CAN A SUPERVISOR MAKE ME TAKE IT OFF?

No. Union workers have a right to wear buttons and other union insignia at work unless there are special circumstances like if the insignia has an adverse effect on production, discipline, or customer relations.

WHAT DO I HAVE TO DO TO GO OUT ON MEDICAL LEAVE?

Call the Insurance and Pension Department at 619.298.7772 extension 8 to determine how long your medical insurance will continue. They will provide a Don't Forget sheet to help members stay on task while out on medical leave.

HOW DO I RETIRE AND HOW MUCH DO I GET WHEN I DO?

Call the Insurance and Pension Department at 619.298.7772 extension 8 and they will walk you through the retirement process and let you know how much you qualify for.



This Steward Handbook is a tool for you to help become a better Steward.

As a Union Steward you do the important work of making your Union strong. Active members like yourself are what ensures success in negotiating good contracts and protecting your rights in the workplace.

Your workplace activism, every conversation you have with your fellow members, your visibility as a leader, every action and meeting you attend – all of these things make UFCW Local 135 stronger and they guarantee the success and survival of your Union.