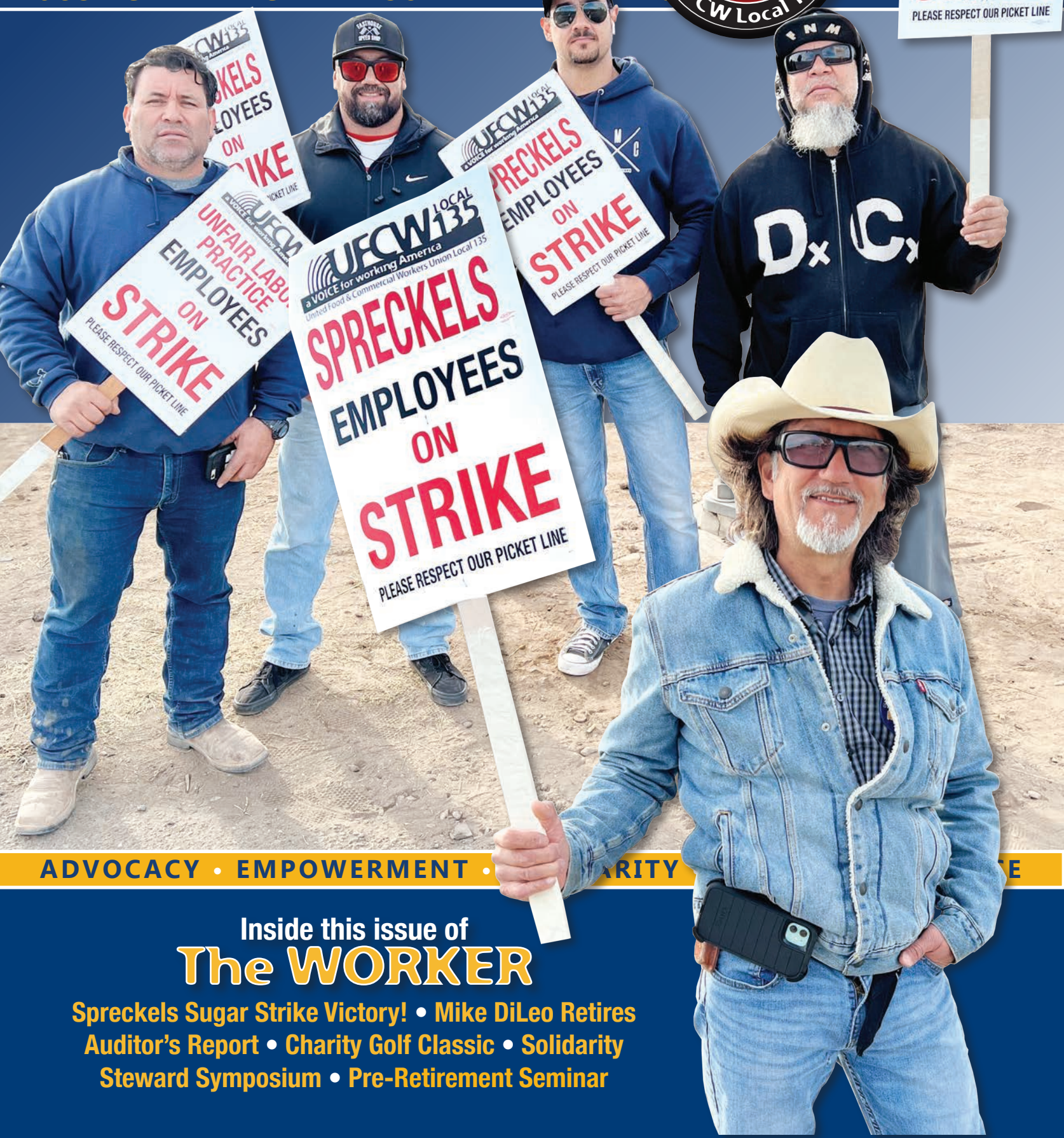


The WORKER

Official Publication of UFCW Local 135 Jan-Dec 2023

JUSTICE • INTEGRITY • SOLIDARITY • ADVOCACY



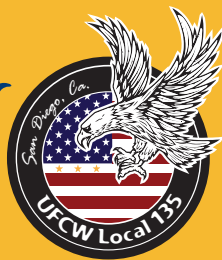
ADVOCACY • EMPOWERMENT • SOLIDARITY • UNITY

Inside this issue of The WORKER

Spreckels Sugar Strike Victory! • Mike DiLeo Retires
Auditor's Report • Charity Golf Classic • Solidarity
Steward Symposium • Pre-Retirement Seminar

The Worker

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



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Grant Tom - Secretary-Treasurer
Maribel Mckinze - Recorder and Political/
 Organizing Director
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Frankie Carrillo **Chris Lopez**
Ricardo Corona **Oscar Sumabat**
Stacie Cordeiro **Jon Taatjes**

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Krysta Robinson - Organizing SPUR
Erik Ysea - Organizing SPUR

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Veronica Vasquez - Insurance Specialist
Wong Yang - Insurance Specialist

Cover: Striking UFCW Local 135 members at Spreckels Sugar.

The Worker - January - December 2023
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 The Worker is published by UFCW Local 135.

Postmaster, send address changes to:
 The Worker, 2001 Camino Del Rio South, San Diego 92108-3603.

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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 - Ext. 6
 Insurance & Pension - Ext. 8
 Grievance & Contract - Ext. 9
 Organizing - Ext. 133

WWW.UFCW135.COM
SOCIAL MEDIA



HOLIDAY CLOSURES

Presidents Day: February 19
 Good Friday: April 29
 Memorial Day: May 27
 Juneteenth: June 19
 Independence Day: July 4
 Labor Day: Sept 2
 Veteran's Day: Nov 11
 Thanksgiving: Nov 28 & 29
 Christmas: Dec 24 & 25

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...

REFLECTING ON A DYNAMIC YEAR

I find great pride in reflecting on the key activities that shaped 2023. Together, we navigated challenges, celebrated victories, and stood united in our commitment to bettering the lives of our hardworking members.

Spreckels Sugar Strike

One standout moment was the Spreckels Sugar Strike, where months of bargaining over retirement security led to us filing unfair labor practice charges. Faced with Union-busting tactics and hired gun lawyers, our members resisted, resulting in a 13-day strike. The company took us to Federal court and failed to stop the strike. Through the resistance of the workers, victory was achieved.

UFCW Convention

Every five years, the UFCW Convention serves as a democratic platform to shape our national direction. Last year's convention took place in Las Vegas where we elected national officers, established goals for the next five years, and provided staff training and enrichment, reinforcing our commitment to the growth and progress of our International and Local unions.

Solidarity Across the Nation

In the year of the strike, solidarity became our guiding principle. Workers nationwide fought for better wages, working conditions, and job security. We pledged unwavering support to our labor siblings, answering the call to stand together in our collective labor fights. From local labor battles to the Hawaiian island, UFCW Local 135 stood tall in 2023.

Pre-Retirement Seminar

We had 350 members retire in 2023 and held our first Pre-Retirement Seminar in years. The seminar offered valuable insights to help our members seamlessly transition into retirement.

Steward Symposium

The 2023 Steward Symposium was utilized as a kickoff to bargaining to help activate our stewards for upcoming ne-

gotiations. The event featured special speakers, including County Chairwoman Nora Vargas and new UFCW District 8 Regional Director AJ Morrisette, and trainings on various topics, including labor legal, communications, and workforce development.

Charity and Community Engagement

UFCW Local 135's involvement in charity work, including the Charity Golf Classic with proceeds benefiting the March of Dimes and Logan Heights CDC, Stamp Out Hunger Food Drive, Shoot for a Cure, and the SD Labor Council Food & Toy Drive, showcased our commitment and continued support for our community. We distributed food, raised funds, and stood by working families throughout 2023.

Ratified Contracts and New Cannabis Unit

The ratification of the two airport contracts marked historic wage increases, attributed to member participation and the quality of the new contract, for these units. Additionally, our cannabis division continues to grow with the workers at the newest unit, Torrey Holistics, eager to bargain their first contract.

Investing in Steward Training

UFCW Local 135 provided opportunities for personal growth to our stewards in 2023 through Mental Health and CPR-AED trainings and will continue to do so in 2024 with a training in March on conflict resolution and de-escalation facilitated by a Federal mediator.

Merger Concerns

The looming merger between Kroger and Albertsons raises major concerns for us. Our union is opposed to the idea of one massive company dominating the majority of our union locations. The involvement of Cerberus, a hedge fund owning 29% of Albertson/Safeway, adds complexity as they can divert corporate profits via dividends. These funds, rightfully belonging to employees for wage increases, new stores, remodels, or marketing to maintain union market share, are at risk. To address these challenges, there is a recognition that



some form of buy-out or merger may be necessary to eliminate Cerberus from the equation. Local 135, with our SoCal sister Locals, has engaged in discussions with Albertsons, Kroger, and C & S, who intends to acquire hundreds of locations. While some issues were addressed, not all questions received satisfactory answers. SoCal UFCW Locals have met with California Attorney General Rob Bonta to discuss the legitimate concerns of our members and the community, emphasizing the need for a solution that safeguards the interests of workers.

Rite Aid Bankruptcy

Rite Aid filed for bankruptcy last year. As of January 18, 400 locations nationwide have closed, eight of them in our area. UFCW is represented in bankruptcy court on the debtors committee.

Local 135 Swag Shop

Our new in office Swag Shop, featuring shirts, beanies, hoodies, hats, and more, has become a showcase for our members to express their union pride. Swag items are sold at or below cost to union members and our retirees.

Looking Ahead: Bargaining in 2024

As we begin bargaining expiring contracts at Food4Less, CVS, Rite Aid, March and Ash, and Medmen in 2024, we recognize the opportunity to make significant gains. Workers across the country are advancing in wages and benefits, and this is our moment to secure gains for our members. I extend my deepest gratitude to each member for their unwavering dedication to UFCW Local 135. Together, we will continue to strive for better contracts and working conditions for all.

STEWARDS SYMPOSIUM 2023

EMPOWERING STEWARDS FOR CONTRACT BARGAINING SUCCESS

UFCW Local 135's 2023 Steward Symposium took place on December 6 at Marina Village on Mission Bay. This important event aimed to equip our stewards with valuable knowledge to bolster their roles in upcoming contract bargaining.

Appreciation goes out to all the dedicated stewards whose active participation contributed to the event's success. The symposium featured numerous presenters, including County Supervisor Chairwoman Nora Vargas, new UFCW Region 8 Director AJ Morrisette, Jack Miller and the awesome UFCW Local 135 Retirees Club, union attorney Hannah Weinstein, Hector Saldivar from UFCW Local 1428, and leadership and staff including Todd Walters, Grant Tom, Maribel Mckinze, Sarah Maya-Goldbaum, and Brent Beltran. Special recognition goes out to the entire 135 staff for their unwavering commitment to ensuring the event's success.

The day's agenda included breakout sessions that delved into critical topics. Labor Legal sessions focused on unfair labor practices, while Communicating with Our Members underscored the diverse ways of disseminating information to members and the importance of sharing this knowledge with co-workers. Workforce Development sessions centered on the creation of training programs and skill development.

A highlight of the symposium was the Steward Recognition Awards ceremony, where exceptional stewards from 2023 were acknowledged for their outstanding contributions. The honorees included John Garcia at Vons #2112, Kevin Rodosta at Ralphs #175, Heky Macartee at Kaiser Permanente Zion, Teisha McDonald at CVS Pharmacy #8842, the dynamic duo of Mike Polakoff from Ralphs #51 and Sue Rush from Rite Aid #5647, and the dedicated Steward team from Spreckels Sugar in Imperial Valley: Juan Hernandez, Clarissa Zavala, Miguel Ramirez, and Ray Mendoza. Their commitment and dedication to the union were celebrated and applauded.

As a token of appreciation, each attending steward received a union-made, 100% American-sourced zip-up hoodie, a 2024 UFCW Local 135 calendar featuring members from twelve of our bargaining units, and a UFCW Local 135 branded beanie.

The symposium not only met but exceeded expectations, setting the stage for increased participation and engagement of stewards and rank-and-file members. Looking ahead, UFCW Local 135 is eager to channel this momentum into the negotiation process at various bargaining units over the next two years. The success of the 2023 Steward Symposium marks a promising start on the path to a stronger, more united union.



PRE-RETIREMENT SEMINAR

PRESENTERS HELP MEMBERS PREPARE FOR RETIREMENT

UFCW Local 135's Pre-Retirement Seminar took place in September at the California Center for the Arts, Escondido.

Presenters provided valuable information to help members of the union plan for retirement. To be eligible for the seminar members must've been at least 50 years old and have 10 or more years in the union at the time of the seminar.

Many thanks to the incredible seminar presenters from UFCW Local 135 Retirees Club, the Social Security Administration, Segal Consulting, Southern California UFCW Unions and Food Employers Pension Fund, and the Southern California UFCW Unions & Drug and General Sales Pension Funds. The information provided was a big help to attendees.

Special thanks goes out to Insurance

Director Ehileen Lopez and her staff in the Insurance and Pension Department and all of the union staff that made the event possible.

We look forward to the next Pre-Retirement Seminar in two years. In the meantime, members can reach out to the helpful staff in the Insurance and Pension Department for any retirement related questions at (619) 298-7772 extension 8.



CHARITY GOLF CLASSIC 2023

UFCW Local 135's Charity Golf Classic was held in October and the event was an absolute blast thanks to our amazing participants!

Heartfelt thank-yous to every golfer who came out to Riverwalk Golf Club and made this event a major success. Together, we raised over \$90,000 before expenses, shattering records for our Charity Golf Classic!

This outstanding amount ensures vital support for the important work of the beneficiaries of the event: March of Dimes and Logan Heights Community Development Corporation.

The support and commitment from our sponsors, community, and members are what sets our union family apart. Thanks to all for making our Charity Golf Classic a major success!



STAMP OUT HUNGER FOOD DRIVE

Our members and staff participated in the annual Stamp Out Hunger Food Drive held last May. This event is the largest single-day food drive in the country and involves postal workers and volunteers collecting non-perishable food donations left by mailboxes and doorsteps across the nation.

We played an important role in the success of the event in San Diego. Local 135 worked at three locations in the county with the National Association of Letter Carriers (NALC) and the San Diego Food Bank to help sort food that was donated along the mail carriers' routes.

The Stamp Out Hunger Food Drive is an prime example of how unions and community organizations can work together to make a positive impact on society. UFCW Local 135 members were able to use their labor and expertise to help NALC collect and distribute food to those in need in their community. Many thanks to all that volunteered!



SHOOT FOR A CURE

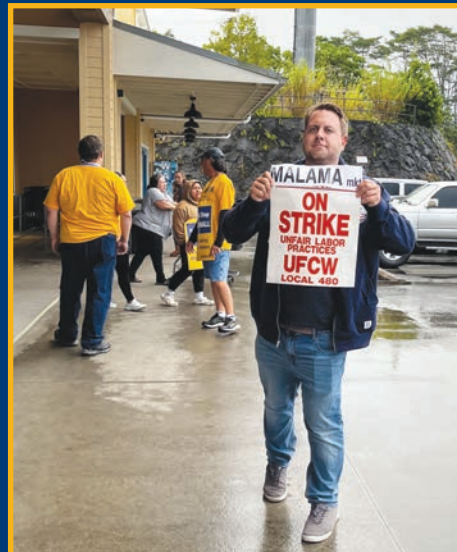
UFCW Local 135 proudly co-hosted the 15th Annual Pacific SW Shoot For A Cure Charity Sporting Clays Shoot, held at Mike Raahauge Shooting Enterprises in Corona, CA on Saturday, March 25. This event, benefiting the March of Dimes, was hosted by Event Chairs Todd Walters and Joe Duffie, presidents of UFCW Local 135 and Local 1167.

The day was marked by camaraderie and a sense of purpose, as participants came together not only for a memorable experience but also to contribute

to a meaningful cause. While a few sore shoulders may have been the outcome, the overall spirit of unity and teamwork amongst Local 135 staff was beautiful.

UFCW Local 135 holds solidarity as a fundamental principle, and we are privileged to have joined with event organizers OPEIU/AIL to demonstrate this shared commitment. Our participation in Shoot for a Cure underscores our dedication to supporting important initiatives that positively impact our communities.

UFCW LOCAL 135 BELIEVES IN SOLIDARITY!



SPRECKELS SUGAR STRIKE!



UFCW LOCAL 135 MEMBERS STOOD STRONG IN ULP STRIKE AT SPRECKELS SUGAR

In a powerful display of solidarity and determination, UFCW Local 135 members at Spreckels Sugar Company in the Imperial Valley embarked on an unfair labor practice (ULP) strike on March 9, 2023. This strike was not only a fight for justice for the sugar workers at Spreckels but also holds great significance for unionized workers across various industries.

The ULP strike was triggered by the company's failure to engage in fair negotiations over a rollover of their pension into a 401k retirement plan and a disturbing pattern of worker intimidation. Our members, steadfast in their commitment to protecting their rights,

struggle for workers' rights and dignity.

We cannot overlook the important role played by Judge Gonzalo Curiel's court decision in favor of the workers over Southern Minnesota Beet Sugar Cooperative, the owner of Spreckels Sugar. The ruling reaffirmed the workers' right to strike and reinforced the importance of standing up against unfair labor practices. This legal victory sends a powerful message that workers' rights cannot be ignored or violated.

In a joint statement issued by UFCW Local 135 and Spreckels Sugar, both parties stated:



took a stand against these unfair practices, demanding respect, fair treatment, and a just retirement.

California State Senator Steve Padilla and Assemblymember Eduardo Garcia recognized the importance of this labor dispute and expressed their support and solidarity through a letter. Their backing reflects the understanding that this strike is not just about a single company but about the broader



SUGAR WORKERS VICTORIOUS!



"We are very pleased to report that Spreckels Sugar Company and UFCW Local 135 have agreed to a settlement that will end the strike. It is unfortunate that unprecedented interest rate increases, that were not the fault of either the Company or the Union, caused the frustration and disappointment that resulted in the employees going out on strike. Both the Union and the Company look forward to putting this matter



behind us and getting back to the very good relations we have enjoyed for decades."

UFCW Local 135 President Todd Walters, in a press release, emphasized the significance of the stand taken by the workers:

"The workers at Spreckels Sugar have proven their grit and determination. It took courage and conviction to go out on strike. For the rest of their lives, they will remember the strength of their unity and solidarity with one another. I am proud of them for taking the stand that they did."

The ULP strike at Spreckels Sugar Company serves as a powerful reminder that the fight for workers' rights is an ongoing struggle. It brings to the forefront the need for fair negotiations, respect in the workplace, and an unwavering commitment to the principles of justice and equality.

UFCW Local 135 members at Spreckels took this brave stand. We thank them, their fellow union members, and allies in the community for the support and solidarity. Together, we can amplify all of our voices and work towards a future where every worker is treated fairly, with dignity and respect.



350 UFCW LOCAL 135 MEMBERS RETIRED IN 2023!

CONGRATULATIONS TO BROTHER MIKE ON RETIRING AFTER MORE THAN 50 YEARS OF DEDICATED UNION SERVICE!

Mike began his union grocery career in 1971 as a box boy at Stater Bros. His union was Local 324 in Orange County. In 1976 he got an offer a meat apprenticeship at Market Basket, a Kroger company, near his home. He worked there for eleven years and participated in the Meat Cutters Local 551 strike of 1985, which lasted two and a half months.

In 1989, he joined Albertsons in San Diego and became a member of UFCW Local 135. Mike was eventually taken under the wing of a union representative, who recognized his potential. He was eventually interviewed by former UFCW Local 135 President Norm Bell for a position on the Executive Board and was elected as a Vice President in 1992 and served for 10 years on the board.

One of his most memorable moments with the union was during the strike of 2003-2004, when he led multiple delegations of striking grocery workers north on a bus to picket and shut down a high-volume store near Stanford University. It was on one of those trips that he met his future wife, Denise. And they've been married for fourteen years making a great life for themselves.

Mike helped get the union steward program going at Local 135 and became a Steward at his location. He enjoyed being a conduit between the union and his co-workers, held stewards accountable, and mentored younger members. He was also part of the first group of Special Project Union Representatives when UFCW International launched the program.

For Mike, one of the best parts of working in the grocery industry was interacting with generations of customers and training and mentoring

people. He found the camaraderie and solidarity of the union to be rewarding, particularly during difficult times when members stepped up to support one another.

His advice to younger union members is to get involved, attend meetings, and stay informed. Longevity is key, and he encourages younger members to stay the course. Although Mike has no detailed retirement plans beyond traveling and reading, he wants to volunteer in some capacity, using his mentoring skills to help others. He also

plans to stay involved with the union as a member of the UFCW Local 135 Retirees Club.

UFCW Local 135 recognizes the valuable contributions made by dedicated union members like Mike DiLeo, who keep the union moving forward. His story serves as an inspiration to younger members, reminding them of the importance of solidarity and longevity in the labor movement. We thank brother Mike for his years of dedicated union service and wish him a wonderful retirement.



**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**



INDEPENDENT AUDITOR'S REPORT



INDEPENDENT AUDITOR'S REPORT

Executive Board
United Food and Commercial Workers
Union, Local No. 135
2001 Camino del Rio South
San Diego, California 92108

Members of the Board:

Opinion

We have audited the accompanying financial statements of United Food and Commercial Workers Union, Local No. 135 (the "Local Union"), which comprise the statements of assets, liabilities and net assets - modified cash basis as of December 31, 2022 and 2021, and the related statements of revenue and expenses - modified cash basis, and the schedules in support of statements of revenue and expenses - modified cash basis for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities, and net assets of the Local Union as of December 31, 2022 and 2021, and its revenue and expenses and the schedules in support of statements of revenue and expenses - modified cash basis for the years then ended, in accordance with the basis of accounting as described in Note 2-A.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Local Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting

We draw attention to Note 2-A of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in Note 2-A, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Executive Board
United Food and Commercial Workers
Union, Local No. 135

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Local Union's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Local Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Miller Kaplan Arase LLP

MILLER KAPLAN ARASE LLP
North Hollywood, California
January 18, 2024

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 135
STATEMENTS OF REVENUE AND EXPENSES
MODIFIED CASH BASIS
ALL FUNDS

	January 1, 2022 to December 31, 2022	January 1, 2021 to December 31, 2021
REVENUE		
Membership Dues	\$ 6,963,421	\$ 7,106,569
Initiation and Reinstatement Fees	585,444	508,718
Interest and Dividend Income	20,268	24,801
Bank Earnings Credit	170,000	136,000
Unrealized Appreciation (Depreciation)	(84,721)	79,539
of Investments	(234)	-
(Loss) on Disposal of Property and Equipment	648,388	499,542
Trust Fund Administrative Fees	98,408	-
UFCW International Union Reimbursements	-	366,065
Paycheck Protection Program	10,644	10,125
Amusement Park Tickets (Net of Purchases)	-	5,159
Other Income	-	-
TOTAL REVENUE	\$ 8,411,618	\$ 8,736,517
EXPENSES		
Per Capita Taxes	2,720,715	2,799,231
Salaries	2,491,542	2,181,622
Salary Related Expenses	874,543	787,449
Professional Fees	461,015	354,272
Meetings, Conferences and Travel	359,386	130,260
Office and Administrative Expenses	440,450	375,681
Building Expenses	145,252	124,122
Newsletter - "The Worker"	17,543	30,711
Other Expenses	285,766	274,552
Political Contributions	110,895	20,800
Depreciation	74,170	75,263
TOTAL EXPENSES	7,981,277	7,153,963
NET INCREASE FOR THE YEAR	\$ 430,341	\$ 1,582,554

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 135
STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS
MODIFIED CASH BASIS

	December 31, 2022	December 31, 2021
ASSETS		
CASH AND CASH EQUIVALENTS		
Petty Cash	\$ 1,150	\$ 1,150
Checking Accounts	5,541,895	5,527,079
Certificates of Deposit	9,333,298	9,333,298
Savings and Money Market Accounts	1,179,316	1,179,316
TOTAL CASH AND CASH EQUIVALENTS	16,055,659	16,040,843
INVESTMENTS AT MARKET VALUE	344,848	344,848
RECEIVABLES	322,824	322,824
PROPERTY AND EQUIPMENT		
Land	11,203	11,203
Building and Improvements	939,220	939,220
Furniture, Fixtures, and Equipment	402,025	402,025
Less: Accumulated Depreciation and Amortization	1,352,448	1,352,448
NET PROPERTY AND EQUIPMENT	1,056,269	1,056,269
TOTAL ASSETS	\$ 17,017,510	\$ 17,002,694
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable	\$ 13,212	\$ 13,212
UFCW ABC Members Exchange	37,017	37,017
Payroll Withholdings Payable	14,318	14,318
TOTAL LIABILITIES	64,547	64,547
NET ASSETS - WITHOUT RESTRICTIONS		
Beginning of the Year	16,522,622	16,471,989
Net Increase (Decrease) for the Year	430,341	466,158
End of the Year	16,952,963	16,938,147
TOTAL LIABILITIES AND NET ASSETS	\$ 17,017,510	\$ 17,002,694
		\$ 14,816

Copies of the full independent auditor's report are available to all members in good standing at our Mission Valley office. Just ask for Financial and Facilities Officer Brian Kelly.

- UFCW LOCAL 135 FIGHTS FOR OUR MEMBERSHIP! -

48 MEMBERS of Local 135 **RETURNED TO WORK** in 2023!
\$167,919 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:

**SEA WORLD, LEGOLAND,
AMC THEATRES & REGAL THEATRES
and more 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.

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 scufcwfunfunds.com. Just go to Health Care, click on Forms and Documents, and then click Death Benefits.

NEXT

MEMBERSHIP MEETINGS

Feb 21, May 1, July 17 & Oct 16 at 6pm
In person and on Zoom.

NEW MEMBER ORIENTATIONS

Feb 7, Apr 17, Aug 7 & Nov 6 at 9am or 6pm
**\$50 rebate off paid initiation fee to
new member orientation attendees.**

New Member Orientations are an hour long
and take place online with Zoom.

For Zoom links, email info@ufcw135.com.

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.scufcwfunfunds.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 approximately **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

