



Volume 68

June 2015

Issue 2

# VOICE

O F U F C W L O C A L 7 7 0



**Mayor Eric Garcetti,  
who supported the Minimum Wage  
Increase for Los Angeles,  
installed the Executive Board  
for its new three-year term  
commencing July 1, 2015.**



# VOICE

OF UFCW LOCAL 770

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### UFCW 770 VOICE

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## PRESIDENT'S MESSAGE



**RICK ICAZA**  
**President**

These last few months I've been reminded of the great things our union can accomplish by working together, planning for the future, and aggressively protecting the rights of our members.

One of the hallmarks of Local 770 is a policy of vigorously challenging management's attempts to silence members who speak out for their rights or fellow workers' rights. We will not give up; we will pursue justice for you and your brothers and sisters using every resource available to us.

That policy is paying off. We have been seeking justice for the El Super workers in part by asserting their rights before the National Labor Relations Board.

The Board agreed that our claims have merit, and have issued complaint alleging that El Super has been "interfering with, restraining, and coercing" employees standing up for their rights—including the suspension and termination of long-time employee and Union bargaining committee member Fermín Rodríguez, and its refusal to bargain with UFCW local unions. The complaint alleges that all levels of management—including the company's CEO Carlos Smith—participated in the company's illegal tactics. This matter is set for trial. The trial in this case is set to begin August 10, 2015.

Even better, the NLRB invoked a rarely used part of the Federal Law, known as section 10j. They are going to Federal Court to ask for immediate reinstatement of Fermín and for the Company to immediately return to the bargaining table, even before the trial begins. That request will be heard in Federal Court on July 13, 2015.

Had our union not closed ranks behind Fermín and his fellow employees, he would have been just another casualty in El Super's war against its employees.

Instead, together we stood up to management's bullies and sent a significant message to El Super and every other employer that

they cannot intimidate us or punish our members for speaking up for their rights.

That same theme was repeated at our stewards' conference for our Drug division, where we prepared for our upcoming contract negotiations with Rite Aid and CVS.

Once again these profitable corporations are gearing up to increase their already hefty profit margins on the backs of employees. Working with members from every division across the union, we trained our stewards to communicate with members and put in place the infrastructure we need to show management we won't be pushed around.

From protecting individual members to readying entire divisions to stand up to management, your union is prepared with a plan and resources to stand up for your rights.

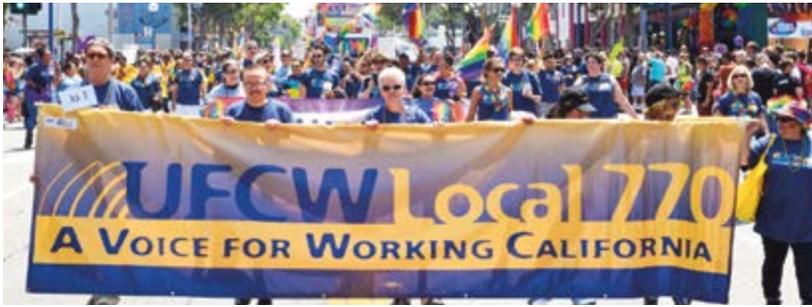
We're in this together, and we're ready for whatever fight may come. ■

*PRESIDENT RICK ICAZA has been a member of Local 770 since 1956. He has served on the union's staff as a Research Assistant, Organizer, Business Representative and Secretary-Treasurer. He was elected President in 1981.*

### **BREAKING NEWS - Supreme Court OKs Marriage Equality**

In an historic ruling, the U.S. Supreme Court ruled same-sex marriage legal across the nation. This is a victory for equal rights and equal treatment for all people. UFCW has been at the forefront of equality for all people since its inception, and we applaud the Supreme Court's decision.

## SECRETARY-TREASURER'S MESSAGE



### **JOHN GRANT** **Secretary-Treasurer**

#### **Our Identity Our Voice; Our Family Our Union**

I was never told that my cousin Bob was sick. Nor was I invited to his funeral. In fact, no family member was invited to his funeral, or even informed he was suffering.

That's because my cousin Bob died of AIDS. And his family was worried that if it became known that he had AIDS, or even that he was gay, he would be taken away from them.

That's because during this period (the 1980s and 1990s), proposals were flying around the country calling for special camps for not just those who had contracted AIDS but for all gays as well. In fact, all gays (and just how was that label going to be determined?) were to be subjected to mandatory AIDS testing and were to be tattooed if the test result was positive!

My cousin Bob and his family lived in fear that he would be detained, arrested, and put in a concentration camp to die. It became imperative to deny he was gay and to deny he was sick. Bob did nothing wrong. He never hurt anyone. Bob was born gay.

This month, Local 770 hosted the UFCW International OUTreach Board (OUTreach is the UFCW's multi-local organization that builds support for social and economic justice for all, regardless of age, race, gender, creed, color, sexual orientation, or gender identity and fights to ensure full equality for lesbian, gay, bisexual, and transgender workers on their jobs and within the Union). And over 200 UFCW members marched in the LGBT Pride Parade! I marched too.

We marched because no one, whether a Union member or their family member, should have to hide their identity. No one should have to be denied the love and support of their family and friends because they fear they may be quarantined. International President Marc Perrone reminds us that we must, we shall: work, fight, think, and support each other as a family. And thus our Union must be another institutional harbor of safety.

We know that our Union stands and fights for our right to have a voice at work: an effective voice for everyone on the job, which will lead to a safe workplace that compensates us fairly. That is what's right. And that is everyone's fight. And when we do so, we make sure our workplaces are not hostile

environs. Remarkably, and so poignantly, one marching member remarked that it is only when she is with her Union—our Union, this Union—that she finally feels safe! Not at home, not in her neighborhood, but when she is with us.

Homophobia and transphobia (fear that forms the basis for hatred) have led to a growing hysteria against LGBT people in this country. There is a proposed measure in California that would legalize the killing of gays. Violent hate crimes against LGBT Americans have risen by 30% in the last 10 years. Our families, our members, and our rights are at stake. And yet our Supreme Court just handed down a landmark ruling on marriage equality, effectively sending a resounding message of this country's readiness to evolve.

I don't need to convince you whether one's sexual orientation or gender identity is determined by genetic makeup alone or by choice. It's our identity. We form who we are because of our history—genetic as well as cultural. Our identity determines the quality, the pitch, the timbre of our voice. That special, beautiful voice determines how that great chorus that is this Union sounds. The most beautiful voice I heard from various bystanders or observers of the march, over and over again, was "Hey (proudly), that's my Union!"

We shall let every voice be heard. When we do so, our voice, our Union is that much stronger. I marched for Bob and everyone in this Union. We marched to make this Union stronger. ■



**KATHY FINN**  
**Director of Research, Bargaining  
and Education**

On September 10, 2014, Governor Brown signed into law Assembly Bill (AB) 1522, California's new Paid Sick Leave Law. Also known as the Healthy Workplaces, Healthy Families Act, the Paid Sick Leave Law goes into effect on July 1, 2015 and, for the first time, guarantees paid sick leave for most workers in California. But most of our union contracts already have guaranteed sick leave, so how does this affect us?

First, most of our contracts do not allow employees to use their paid sick leave until they have been employed for at least one year. Under the new Sick Leave Law, new employees can begin to use their sick leave after 90 days of employment. During that first year, new employees will either get a bank of 24 hours of sick leave to use during that first year or will accrue paid sick leave at

### **How California's New Sick Leave Law Affects You**

the rate of 1 hour of sick leave for every 30 hours worked. This provision allows new employees under our contracts to use sick leave in their first year of employment and, once the employee hits his or her first anniversary of employment, he or she will get another 24 hours in the bank or the amount accrued under the contract, whichever is greater. The amount of sick leave that each employee has available for use must be shown on each paycheck.

The new law makes it easier to use sick leave, as employers must permit the employee to use sick leave upon request without requiring a doctor's note and cannot discipline or retaliate against an employee for using sick leave. Sick leave may be used for the employee to care for a family member as well as for preventive care appointments.

The new law also allows employees to take sick leave in increments of two hours or more. While most employers will still expect employees to try to schedule medical appointments outside of work time, we know that is not always possible. The new law allows workers to take only the amount of time necessary for an appointment rather than having to take a whole day for an appointment that won't last all day.

Finally, this law levels the playing field between union and non-union employers. Many non-union employers provided no paid sick leave before the passage of this law while most union employers provide six days or more. That inequity gave an economic advantage to the non-union employers. Moreover, it's just not right to force workers to come to work sick because they cannot afford to take a day off, and, at least in California, this law ensures that cannot happen any longer. ■

*KATHY FINN joined Local 770 in 1997 and serves as Director of Research, Bargaining and Education.*



**PAUL EDWARDS**  
Field Director

A new three-year national agreement was recently negotiated for UFCW Local 770 members and over 100,000 Kaiser members nationally. Union Representatives Holly Davenport and Cindie McGinnis, who served on the bargaining committees on Organizational Effectiveness and Partnership and Healthy Workforce, were able to help negotiate gains for our members in both areas.

After 10 weeks of bargaining, a tentative agreement was reached at 6 a.m. on Saturday, June 6, 2015. Highlights of the agreement for

## **Kaiser Members Win New Contract Gains**

our members in Southern California include a 10% pay increase over the next three years, preservation of current pension and medical benefit coverage, as well as improvements in the areas of dental coverage, life insurance coverage, and tuition reimbursement.

UFCW Kaiser members will receive across-the-board wage increases of 3% on 10/01/15, 3% on 10/01/16 and 4% on 10/01/17.

reimbursement will be raised to \$3,000 annually.

Kaiser members showed their strength during bargaining by wearing various messaging stickers communicating their solidarity, by attending the delegate's conference to express their concerns to Kaiser Management, and by participating in town hall meetings to keep engaged in the contract negotiating process.

“I am very happy with all the hard work and hours our unions have put in to renew our contract. I am very pleased with the 10% pay increase, the increase in the orthodontia, and the fact that our employer will continue to pay for our medical benefits, and the protection of our retirement benefits. Tuition reimbursement is great for the ones going back to school; it will help them greatly. Thank you and good job!!!”

– **Lupe Valdez**, Bakersfield Medical Office Assistant

Dental coverage will increase to \$1,500 per year, as will the lifetime maximum for orthodontia. Life insurance will go up to \$50,000 per year, and the tuition

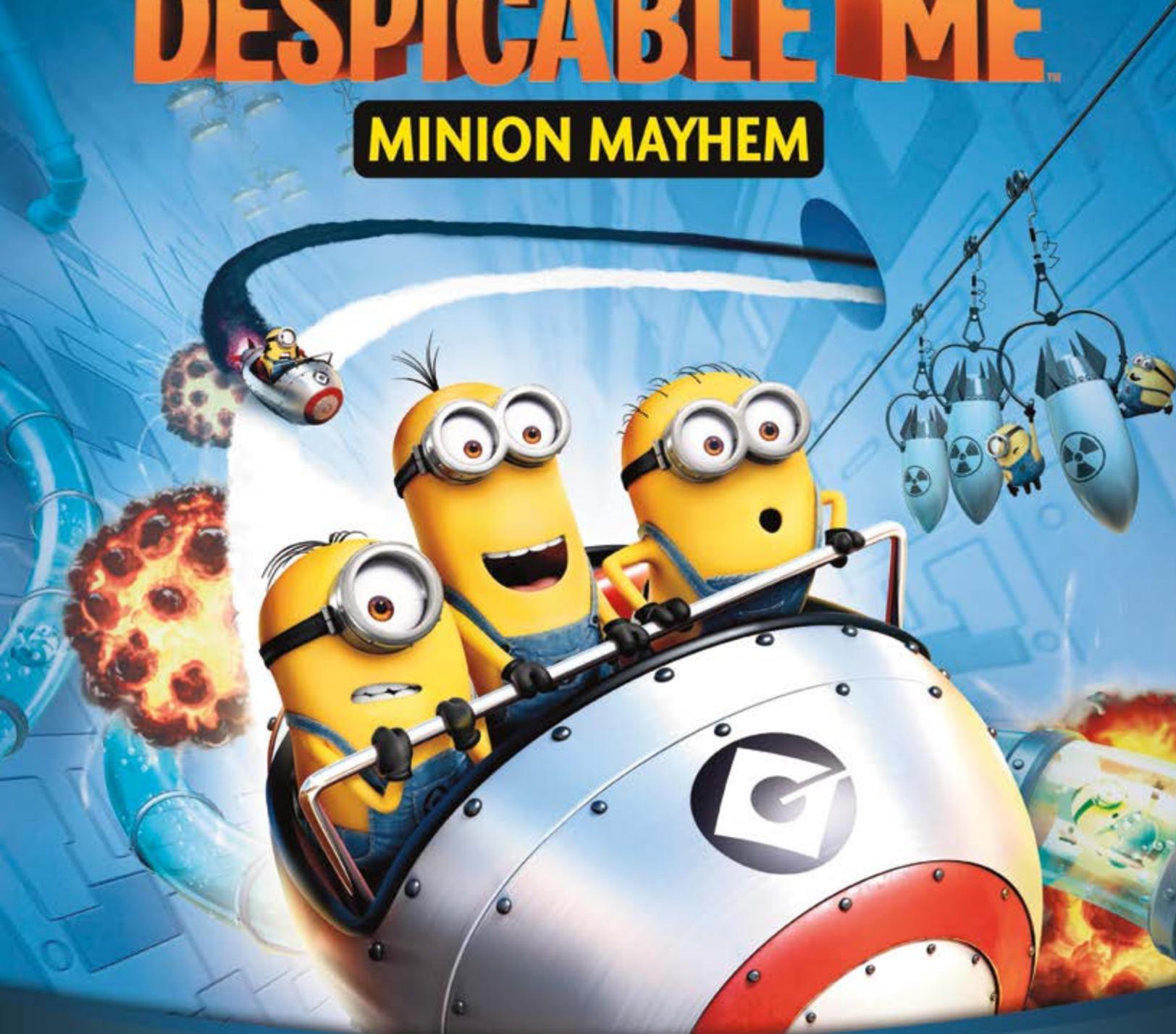
As of this writing, it is expected that our Kaiser membership will have unanimously ratified what is considered our best-ever national contract. ■



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**MINION MAYHEM**



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Purchase your tickets online at: [www.UFCW770.org](http://www.UFCW770.org)  
click 'Members Login' / Login / Click Universal Studios Hollywood.  
Or purchase at your nearest UFCW Local 770 office

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Ticket expires 2/11/16. All visits must be completed by 2/11/16. Black-out dates and restrictions apply. Black-out dates, prices and restrictions subject to change without notice. Go to <http://www.universalstudioshollywood.com/2015/> for more information. There are no black-out dates on the first visit. Pass must be activated on day of first visit. ID and finger scan required for park entry. Cannot be combined with any other offers, special events, pre-sold tickets, Halloween horror flights or discounted tickets, including under 48" discounted prices. Prices subject to change without notice. Distribution on USH property prohibited. USH management interpretation is final. A Division of NBCUniversal

## GETTING ORGANIZED



### **RIGO VALDEZ** **Director of Organizing**

Worker solidarity is a powerful thing. The workers at El Super have stood together for more than two years fighting for a living wage, 40 hours for full time, sick leave respect, and a voice on the job. Their fight here in the U.S. against their Mexican employer, Grupo Comercial Chedraui has led us to seek labor movement solidarity in Mexico.

After the passage of the North American Free Trade Agreement (NAFTA), a group of unions in Canada, the United States, and Mexico formed an alliance to address the negative consequences on working-class people in these three countries. The Tri-National Solidarity Alliance is committed to supporting worker struggles across these borders.

In December 2014, the Tri-National Solidarity Alliance met at the UCLA labor center in Downtown Los Angeles. During their meeting the participants organized an action at El Super store #13 in Los Angeles on Gage and Hooper to show their solidarity with El Super workers' fight for justice. These Mexican unions then pledged support to

their sisters and brothers on this side of the border to fight Chedraui in Mexico to bring justice to workers here in the U.S.

In April, the Alliance invited Local 770 and the El Super workers to participate in a humanitarian mission to support striking agricultural workers in San Quintin, Baja California, Mexico. Local 770 responded by raising more than \$3,000 in aid, and by helping create the infrastructure to deliver the food, toys, and basic household supplies to these striking workers in Mexico who were earning only about \$6 a day.

While on this mission, our Local, with the active leadership of Guadalupe Amador, shop steward at El Super #13, and the AFL-CIO Solidarity Center, led several workshops with our union brothers and sisters in Mexico. Those workshops focused on the organizing tactics that have been employed to gain justice for El Super workers. What a meaningful experience to have worker leaders in Mexico and worker leaders in the U.S. sharing strategy, and tactics to take on these powerful trans-national employers.

The workers at San Quintin recently won a first victory. The

employers have conceded to pay the workers almost double their salary through this fight to almost \$11 a day (yes a day). But like El Super, that fight is far from over.

In early June, the Tri-National Solidarity Alliance convened a rally at one of Chedraui's most visible stores, on the main street in Mexico City, Avenida Paseo de la Reforma. Many of Mexico's independent unions, electricians, miners, telephone workers, university workers, petroleum workers, and firefighters were present and denounced Chedraui's worker rights violations in the U.S. The more than 150 Mexican union activists who gathered that day lamented on how a Mexican company could go to the U.S. to exploit Mexican workers abroad. They vowed to stay in solidarity with El Super workers until justice was achieved.

These acts of solidarity help us create a strong movement that fights for workers' rights and living wages across the world. The companies that we work for, where we represent workers, and that we seek to organize are trans-national corporations. It is our responsibility, if we want to win, to build a trans-national labor movement. Here at Local 770, we are doing our part.

I'd like to, as always, invite you to join the fight for El Super workers. Stay updated through your Union Representative or visit us at [www.boycottelsuper.org](http://www.boycottelsuper.org) and on Facebook at [www.facebook.com/justiceforelsuperworkers](http://www.facebook.com/justiceforelsuperworkers). ■

# Summer Nights

AT SEAWORLD

**SeaWorld**  
SAN DIEGO

It's a whole new park  
after dark with our nighttime  
only shows, capped off with  
our *Celebrate the Wonder*  
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this summer, our resort pools and  
children's attractions will be heated  
to make your visit that much  
more enjoyable.

Located in Chula Vista



## **Southern California UFCW Unions and Food Employers Trust Fund 2015 Scholarship Winners**

We are pleased to announce that 80 Local 770 members and/or dependents were awarded scholarships totaling \$287,500.

The awards ranged from \$2,500 to \$10,000 each as follows:

**\$10,000 - 5 winners**  
**\$5,000 - 20 winners**  
**\$2,500 - 55 winners**

Congratulations to all!

## **Spreading the Word**

Our publication titled "The RxConsultant" is the UFCW pharmacist's personal trainer! It has grown in circulation among our pharmacists in both newsletter form as well as in its online format, "LearningCE," which will soon also offer an online marketplace so members will be able to enjoy expanded opportunities for continuing education (CE) home study via LearningCE. The RxConsultant is able to respond quickly to input from UFCW members and publish timely CE program updates. As always, UFCW members will receive print copies of all of these issues in a custom-designed envelope as a reminder that The RxConsultant is a valued benefit of UFCW membership.

## **A Healthy Mouth Makes You Look and Feel Great.**

Visiting a dentist on a regular basis is an important part of an overall healthy lifestyle. Dental Health Associates (DHA) is a network of over 150 independently owned dental offices that accept the UFCW indemnity dental insurance and deliver quality dental care to UFCW Local 770 members.

The DHA network of dentists provides superior quality general dentistry as well as dental specialties (Oral Surgery, Implants, Pediatric Dentistry, Periodontics (Gums), Endodontics (Root Canals) and 24-hour emergency care). A DHA representative inspects each dental office to make sure it meets DHA's high standards before it can join the DHA network. DHA dentists take hours of continuing education throughout the year to stay up-to-date with the latest dental care techniques.

DHA dentists have been providing this outstanding dental care at considerable savings to Local 770 members since 1974. Many DHA offices accept the UFCW plan's allowances as payment in full. That means no out-of-pocket expenses. Members should check with the dental office about their individual billing practices prior to making an appointment.



# VOZ

DEL UFCW LOCAL 770

## MENSAJE DEL PRESIDENTE

### **RICARDO ICAZA** **Presidente**

*En los últimos meses he recordado los grandes sucesos que nuestra Unión ha podido lograr trabajando juntos, planeando para el futuro y agresivamente protegiendo los derechos de nuestros miembros.*

*Una de las características distintivas del Local 770 es una póliza de fuertemente desafiar los intentos de las compañías para silenciar a los miembros que hablen de sus derechos o los derechos de sus compañeros de trabajado. No nos daremos por vencidos; buscaremos justicia para usted y sus compañeros de trabajo utilizando todos los recursos a nuestra disposición.*

*Esa póliza está alcanzando sus frutos. Nosotros continuamos buscando justicia para los trabajadores del supermercado El Súper, en parte para hacer valer sus derechos ante la Junta Nacional de Relaciones Laborales (la NLRB). La NLRB acordó que nuestros reclamos tienen mérito y han formulado una queja alegando que El Súper ha sido un empleador " que interfiere con, restringe y reduce" a sus empleados y les quita el derecho, incluyendo la*

*suspensión y el despido de nuestro miembro del Comité de negociaciones y un empleado de la compañía por muchos años Fermín Rodríguez. Incluso se han negado a negociar con las uniones de la UFCW. La queja alega que todos los niveles de la administración, incluyendo al Director Ejecutivo de la compañía Carlos Smith participaron en tácticas ilegales de la empresa. Este componente se establecerá en el juicio. El juicio comenzará el 10 de agosto de 2015.*

*Mejor aún, la NLRB invoca raramente el uso de una parte de la Ley Federal, conocida como sección de 10j. Irán a la Corte Federal para pedir el reintegro inmediato de Fermín y de que la empresa inmediatamente regrese a la mesa de negociaciones, incluso antes de que comience el juicio. Esa petición se escuchará en el Tribunal Federal el 13 de julio de 2015.*

*Si nuestra Unión no hubiera apoyado a Fermín y a sus compañeros de trabajo, ellos hubieran sido simplemente otra víctima en la guerra de El Súper contra sus empleados.*

*Por el contrario, juntos nos enfrentamos a los "bullies" de la administración y les enviamos un*

*mensaje significativo a El Súper y cada otro empleador de que no pueden intimidar o castigar a nuestros miembros por expresar sus derechos.*

*Ese mismo tema se repitió en la conferencia de nuestros delegados de la unión en nuestra división de drogas, donde nos preparamos para nuestras próximas negociaciones del contrato con CVS y Rite Aid.*

*Una vez más estas empresas multimillonarias se preparan para aumentar sus márgenes lucrativos de ganancias a costo de las espaldas de los trabajadores. Trabajando con miembros de cada división en toda la Unión, capacitamos a nuestros delegados de la unión para poder comunicarse con los miembros y poner en marcha las bases necesarias para demostrarle a la administración que no nos empujaran como quieren.*

*Su unión se está preparada con un plan y recursos para defender sus derechos, y estamos listos para proteger a nuestros miembros y prepararemos a toda las divisiones a enfrentarse a la administración.*

*¡Estamos juntos en esto, y estamos listos para cualquier lucha! ■*



# UFCW Local 770

PO Box 770 Hollywood, CA 90078

[www.ufcw770.org](http://www.ufcw770.org)



## General Membership Meeting

The next General Membership Meeting will be held on Tuesday, September 8, 2015  
7 p.m.  
UFCW Local 770 Main Office, 4th Floor

## Office Closed

Friday, July 3 – Independence Day  
Monday, September 7, Labor Day

## OFFICE LOCATIONS

### Arroyo Grande

127 Bridge Street  
Arroyo Grande, CA 93420  
(805) 481-5661

### Bakersfield

**For Kaiser Members only**  
5000 California Ave., Suite 211  
Bakersfield, CA 93309  
(661) 323-2866

### Camarillo

816 Camarillo Springs Road,  
Suite H  
Camarillo, CA 93012  
(805) 383-3300

### Harbor City

25949 Belle Porte Avenue  
Harbor City, CA 90710  
(310) 784-5340

### Huntington Park

**For Packinghouse Members Only**  
1:30 to 5 p.m. • Monday - Friday  
2701 Gage Ave., Suite 202  
Huntington Park, CA 90255  
(323) 581-2071

### Newhall

23030 Lyons Ave., #102  
Newhall, CA 91321  
(661) 726-4656

### Santa Barbara

4213 State Street, Suite 201  
Santa Barbara, CA 93110  
(805) 681-0770

### Los Angeles

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