

January 25, 2017

Dear UFCW Local 135 Members and San Diego and Imperial Counties Labor Council Delegates and Board Members,

Serious and disturbing allegations have been made against Mr. Kasparian in his capacity as President of UFCW Local 135. Mr. Kasparian also serves as the President of the San Diego and Imperial Counties Labor Council.

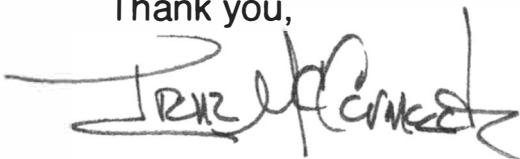
Lawsuits have been filed against Mr. Kasparian alleging sexual harassment, discrimination and retaliation to name but a few. According to media reports, *"a handful of former employees have stepped forward to say Kasparian polices union staff and the San Diego political landscape through bullying and fear, and that he mistreats women specifically."* Mr. Kasparian denies all of the allegations.

To the best of our knowledge, since the filing of these lawsuits by Sandy Naranjo, Isabel Vasquez and Anabel Arauz there has been no independent investigation by either UFCW Local 135 or the San Diego and Imperial Counties Labor Council regarding the allegations of Mr. Kasparian's gross abuse of power.

It is our belief that the appropriate remedy is for Mr. Kasparian to resign. At a minimum, we urge you to conduct an independent investigation regarding these allegations against Mr. Kasparian. We also urge you to take the actions necessary to protect the current employees, such as placing Mr. Kasparian on administrative leave until this is resolved.

Doing nothing is not an option for people of good conscience.

Thank you,



Irene McCormack



Donna Frye