

Bruce "Todd" Walters

July 30th 2018

Mickey Kasparian, President UFCW Local 135

2001 Camino Del Rio S.

San Diego, Ca 92101

Mickey-

I hereby resign from my position as Local 135's Vice-President and my seat on the Executive Board. I do so in the interest of our members. You, that is your hand-picked union representatives, filed charges against me that vaguely state grounds for my removal but fail to mention even a single instance of conduct or misconduct on my part. Nonetheless, you (through your union representatives) seek my removal as Vice-President. I get it. You don't want me on the Board and that's Ok. Given your anti-democratic methods, the allegations of sexual harassment against you, and the expensive settlements the union paid to the women who sued you and our union, I don't want to be on the Board while you remain in office. So, pursuing a hearing before the Executive Board serves no purpose. I trust that in light of my resignation, the charges will be withdrawn.

I can better serve our members going forward by working at Albertson's, where I started as a general merchandise clerk Friday morning. You know, of course, that I had to find work – you fired me from my position as Grievance Director in a fit of anger after I spoke out against the merger that you concocted in order to avoid having to run for re-election. While you kept these details from the members, we understand that you would have become President of the merged local, and you would have served in that capacity for three years before having to stand for election. No wonder our members came together against the merger vote, and they won: You backed down.

I am proud to have organized against the merger, and I am proud of the many other members who did so. I look forward now, as a member employed in one of the stores, to continue to stand up for member rights, a democratic union, a transparent union, a union that stands for the best representation possible in negotiations and grievances, and, last but not least, a union that models respect for the women who make up a majority of our membership. Mickey, the allegations of sexual misconduct against you, and the resulting settlements, have tarnished the image of our local and unions generally, and they have cost our members, in settlements and attorneys' fees, hundreds of thousands of the hard-earned dollars our members pay in dues. That shameful misuse of members' dues has to stop.

Toward that end, I am today announcing my candidacy for President of Local 135. Unlike you Mickey, I am not afraid to stand for election. Win or lose, I believe in democracy, and I am not alone in our union. I will be part of a slate of committed union members who, despite recent events, continue to have hope for the future of our union. Once you formerly announce the nominations of officers, we will announce our full slate and comply with the election procedures as outlined in the Local 135 By-Laws. Our slate will include a Secretary Treasurer who will be entirely committed to the members of Local 135, will have an understanding of contracts and our members, will be fully involved in all activities and operations of Local 135 and most of all will be working for our Union full time. Our recorder and slate of Executive Board members will represent the members of this Union, not the union president. They will be involved and make decisions with our Union and our member's best interest at heart. Members of our slate all share the belief that our union is stronger when we encourage members to become involved, we share information with them to enable them to do so, and we thank them for their input rather than keep them in the dark or, worse, try to silence them.

On that last point, if elected I will never do what you did at the membership meeting on Wednesday July 25th: Shut down the meeting because members asked questions about their union that you didn't want to answer. You leave those members no place to turn, but that's Ok. Our slate will soon be holding member's events, so that members can share their hopes for the future of our union and begin planning on how to implement them. You're invited, but we'll understand if you choose not to attend.

Bruce T. Waters 7/30/18