203 Objections to the 2015 UFCW 770 Officers Election

Legal Disclaimer: All individuals, company's, and organizations listed in the twenty-three (23) pages, containing the two-hundred-three (203) objections, are innocent until proven guilty, in a court of law.
Lisa Lee, UFCW 770
Election Chairperson
630 Shatto Pl
Los Angeles, CA 90005

Ms. Lee,

In accordance with the UFCW International Constitution, I am filing the following objections to the UFCW 770 Officers Election:

1. UFCW 770 not abiding by the UFCW 770 bylaws in respect to term of offices.
2. UFCW 770 not abiding by the UFCW 770 bylaws.
3. Unfair and unequal access by employers.
4. Any and all unfair and unequal access to employer’s sites.
5. Unfair and unequal treatment to access to employer lists and work site lists by UFCW 770, while providing Rick Icaza, incumbents, and their supporters with such lists mentioned.
6. Use of company resources in support of Rick Icaza and incumbents.
7. Use of company resources of Rite Aid in support of Rick Icaza and incumbents.

8. Unfair and unequal treatment in respect to, but not limited to, the election procedures, dates, and times.

9. Notice of nominations did not comply with the UFCW 770 bylaws.

10. UFCW 770 failing to properly update the UFCW 770 membership address list.

11. Nomination sheets for Rick Icaza and incumbents were submitted on union time.

12. Nomination sheets for Rick Icaza and incumbents did not comply with the UFCW International Constitution.

13. Use of UFCW Southern California Food & Employers Trust Fund resources in support of Rick Icaza and incumbents.

14. Use of UFCW770.org website in support of Rick Icaza and incumbents.

15. Use of UFCW 770 email system in support of Rick Icaza and incumbents.

16. Use of UFCW 770 official Facebook in support of Rick Icaza and incumbents.

17. Use of UFCW 770 official Flickr account in support of Rick Icaza and incumbents.

18. Use of UFCW 770 official YouTube account in support of Rick Icaza and incumbents.

19. Use of UFCW 770 official Twitter account in support of Rick Icaza and incumbents.

20. Use of UFCW 770 Voice Magazine in support of Rick Icaza and incumbents.

21. Use of UFCW 770 Voice Magazine, September 2014 edition, in support of Rick Icaza and incumbents, for the purposes of, but not limited to, campaigning before potential signatories and UFCW 770 members.
22. Use of UFCW 770 Voice Magazine, March 2014 edition, in support of Rick Icaza and incumbents, for the purposes of, but not limited to, campaigning before potential signatories and UFCW 770 members.

23. Use of UFCW 770 Voice Magazine, December 2014 edition, in support of Rick Icaza and incumbents, for the purposes of, but not limited to, campaigning before potential signatories and UFCW 770 members.

24. Use of Schwartz, Steinspair Dohrmann & Sommers, LLP resources in support of Rick Icaza and incumbents.

25. Use of Schwartz, Steinspair Dohrmann & Sommers, LLP resources to attempt to intimidate opposition.

26. Resources of Schwartz, Steinspair Dohrmann & Sommers, LLP used to campaign in front of all UFCW 770 members/potential signatories.

27. Michael Four using UFCW 770 resources and resources of Schwartz, Steinspair Dohrmann & Sommers, LLP to attempt to intimidate potential UFCW 770 Election Candidate.

28. Laurence Steinspair using UFCW 770 resources to campaign in front of potential signatories/UFCW 770 Members.

29. Laurence Steinspair using Schwartz, Steinspair Dohrmann & Sommers, LLP resources to campaign in front of potential signatories/UFCW 770 Members.

30. Billable hours billed by Schwartz, Steinspair Dohrmann & Sommers, LLP, and paid for by UFCW 770, used in support of Rick Icaza and incumbents.

31. Not informing or inviting a proclaimed election candidate to a union sponsored event, where election campaigning was taking place by other incumbents and
their supporters. For example, but not limited to, the steward seminar in 2014, even after the union was informed of the proclaimed candidacy.

32. **Julia Brownley, United States Congresswoman**, campaigning for Rick Icaza and incumbents at a UFCW 770 sponsored event in front of potential signatories/ UFCW 770 members.

33. **Jerry Brown, California Governor**, campaigning for Rick Icaza and incumbents at a UFCW 770 sponsored event in front of potential signatories/ UFCW 770 members.

34. **Maria Elena Durazo, Executive Secretary-Treasurer** of the Los Angeles Labor Federation, campaigning for Rick Icaza and incumbents at a UFCW 770 sponsored event in front of potential signatories/ UFCW 770 members.

35. Los Angeles Labor Federation resources used for campaigning for Rick Icaza and incumbents at a UFCW 770 sponsored event in front of potential signatories/ UFCW 770 members.

36. Lisa Lee, Election Chairperson, campaigning on behalf of Rick Icaza and incumbents.

37. Employee(s) under the supervision of Lisa Lee campaigning on behalf of Rick Icaza and incumbents on union time.

38. Lisa Lee, Election Chairperson, using her position to inquire about campaign mailings of opposition on behalf of Rick Icaza and incumbents, on union time.

39. Lisa Lee, Election Chairperson being unfair and biased, with also a conflict of interest based upon her relationships with some of the incumbent officers.
40. Lisa Lee, Election Chairperson, providing misinformation to a proclaimed
election candidate.

41. Unfair and unequal treatment by Election Chairperson, Lisa Lee, by providing,
but not limited to: election procedures to Rick Icaza and incumbent officers; and
not providing any and all such procedures to a proclaimed candidate for the
UFCW 770 officers Election.

42. Lisa Lee, Election Chairperson, having indirect communications with incumbent
officers and supporters of incumbent officers. When a proclaimed candidate was
not given that same opportunity; unfair and unequal treatment.


44. Acts of Intimidation by Jeanne Dugger.


46. Verbal Assault by Jeanne Dugger.

47. Property owned by Bo and Jeanne Dugger used to intimidate, harass, and stalk
members and supporters.


51. Property owned by Ronnie and Phyllis Maxwell used to intimidate, harass, and
stalk members and supporters.

52. Acts of stalking by


54. Acts and or initiating of Intimidation by Paul Edwards.
55. Acts and or initiating of stalking by Paul Edwards.

56. Property owned by Paul and Gina Edwards used to act or initiate: intimidation, harassment, and stalking of members and supporters.

57. Paul Edwards campaigning on union time.

58. Paul Edwards using any and all union resources for the purpose of campaigning for Rick Icaza and incumbents.

59. Paul Edwards using any and all union resources for the purposes of reelecting Rick Icaza to the position of President and other incumbent officers.

60. Paul Edwards using any and all union resources to communicate with UFCW 770 staff/supporters regarding election campaigning on behalf of Rick Icaza and incumbents.

61. Campaign Mailings not addressed in a timely manner.

62. Campaign Mailings of Kaiser not addressed in a timely manner.

63. Campaign Mailings for El Super not addressed in a timely manner.

64. Files created for campaign mailings had members not requested in the file.

65. Files created for campaign mailings had members added to the file that not were not requested.

66. File created by UFCW 770 for campaign mailings did not bear all requests for the Kaiser File.

67. File created by UFCW 770 for campaign mailings did not bear all requests for the 2424 count mailing.

68. File created by UFCW 770 for campaign mailings did not bear all requests for the February 5th 2015 mailing.
69. UFCW International not providing access to the UFCW International mailing list for campaign mailings, when requested, in violation of the LMRDA.

70. UFCW International Officers and or employees soliciting money while on union time.

71. UFCW International Officers and or employees soliciting money at union sponsored events.

72. Fiscal Donations toward the Rick Icaza and incumbents reelection campaign, solicited on union time.

73. Fiscal donations toward the Rick Icaza and incumbents reelection campaign, deposited on union time.

74. Fiscal donations toward the Rick Icaza and incumbents reelection campaign, delivered on union time.

75. Fiscal donations toward the Rick Icaza and incumbents reelection campaign, written on union time.

76. Use of vacation and or personal time off by UFCW 770 staff in violation of any and all UFCW 770 internal policies.

77. Michelle Icaza using any and all union resources for the purposes of reelecting Rick Icaza and incumbents.

78. Rigo Valdez campaigning on union time.

79. All named individuals listed in objections #80 thru #129, campaigning on union time.
80. Text messages, phone calls, and emails by Rick Icaza, sent and received on union
time in support of Rick Icaza and others for the purposes of communicating
campaign related communications.

81. Text messages, phone calls, and emails by John Grant, sent and received on union
time in support of Rick Icaza and others for the purposes of communicating
campaign related communications.

82. Text messages, phone calls, and emails by Lisa Lee, sent and received on union
time in support of Rick Icaza and others for the purposes of communicating
campaign related communications.

83. Text messages, phone calls, and emails by Kathy Finn, sent and received on union
time in support of Rick Icaza and others for the purposes of communicating
campaign related communications.

84. Text messages, phone calls, and emails by Paul Edwards, sent and received on
union time in support of Rick Icaza and others for the purposes of communicating
campaign related communications.

85. Text messages, phone calls, and emails by Rigo Valdez, sent and received on
union time in support of Rick Icaza and others for the purposes of communicating
campaign related communications.

86. Text messages, phone calls, and emails by Janet Dresner, sent and received on
union time in support of Rick Icaza and others for the purposes of communicating
campaign related communications.
87. Text messages, phone calls, and emails by Laura Edwards, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

88. Text messages, phone calls, and emails by Vickie Lightsley, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

89. Text messages, phone calls, and emails by Debra Cook, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

90. Text messages, phone calls, and emails by Danielle Hester, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

91. Text messages, phone calls, and emails by Kim Tran, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

92. Text messages, phone calls, and emails by Eileen Alcala sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

93. Text messages, phone calls, and emails by Cheryl Butler, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.
94. Text messages, phone calls, and emails by Holly Davenport, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

95. Text messages, phone calls, and emails by Jeanne Dugger, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

96. Text messages, phone calls, and emails by Armando Espinoza, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

97. Text messages, phone calls, and emails by Danny Garcia, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

98. Text messages, phone calls, and emails by Jackie Gitmed, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

99. Text messages, phone calls, and emails by Cheryl Butler, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

100. Text messages, phone calls, and emails by Patti Green, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.
101. Text messages, phone calls, and emails by Ronnie Maxwell, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

102. Text messages, phone calls, and emails by Cindie McGinnis, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

103. Text messages, phone calls, and emails by Tim McGowan, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

104. Text messages, phone calls, and emails by John Mendez, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

105. Text messages, phone calls, and emails by Kim Mosher, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

106. Text messages, phone calls, and emails by Michael Palos, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

107. Text messages, phone calls, and emails by Joe Pierre, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.
108. Text messages, phone calls, and emails by Tracey Richardson, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

109. Text messages, phone calls, and emails by Michael Rosales, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

110. Text messages, phone calls, and emails by Bobby Sabedra, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

111. Text messages, phone calls, and emails by Linda Saboor, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

112. Text messages, phone calls, and emails by Tim Shoemake, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

113. Text messages, phone calls, and emails by Ron Solano, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

114. Text messages, phone calls, and emails by John Sotelo, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.
115. Text messages, phone calls, and emails by Darren Verastegui, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

116. Text messages, phone calls, and emails by Dena Weston, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

117. Text messages, phone calls, and emails by Jill Whitney, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

118. Text messages, phone calls, and emails by Jean Tong, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

119. Text messages, phone calls, and emails by Kevin Hom, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

120. Text messages, phone calls, and emails by Richard Lovato, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

121. Text messages, phone calls, and emails by Erik Ramos, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.
122. Text messages, phone calls, and emails by Jose Cruz, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

123. Text messages, phone calls, and emails by Marc Perrone, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

124. Text messages, phone calls, and emails by Lisa Pedersen, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

125. Text messages, phone calls, and emails by Donna Perrone, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

126. Text messages, phone calls, and emails by Susie Bong Smith, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

127. Text messages, phone calls, and emails by Joseph Hansen, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

128. Text messages, phone calls, and emails by Shaun Barclay, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.
129. Text messages, phone calls, and emails by Brad Edwards, sent and received on union time in support of Rick Icaza and others for the purposes of communicating campaign related communications.

130. Vehicles that were used for campaigning purposes by Rick Icaza, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

131. Vehicles that were used for campaigning purposes by John Grant, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

132. Vehicles that were used for campaigning purposes by Kathy Finn, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

133. Vehicles that were used for campaigning purposes by Paul Edwards, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

134. Vehicles that were used for campaigning purposes by Rigo Valdez, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

135. Vehicles that were used for campaigning purposes by Eileen Alcala, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.
136. Vehicles that were used for campaigning purposes by Cheryl Butler, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

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140. Vehicles that were used for campaigning purposes by Danny Garcia, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

141. Vehicles that were used for campaigning purposes by Jackie Gitmed, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

142. Vehicles that were used for campaigning purposes by Patti Green, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.
143. Vehicles that were used for campaigning purposes by Ronnie Maxwell, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

144. Vehicles that were used for campaigning purposes by Cindie McGinnis, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

145. Vehicles that were used for campaigning purposes by Tim McGowan, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

146. Vehicles that were used for campaigning purposes by John Mendez, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

147. Vehicles that were used for campaigning purposes by Kim Mosher, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

148. Vehicles that were used for campaigning purposes by Michael Palos, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

149. Vehicles that were used for campaigning purposes by Joe Pierre, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.
150. Vehicles that were used for campaigning purposes by Tracey Richardson, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

151. Vehicles that were used for campaigning purposes by Michael Rosales, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

152. Vehicles that were used for campaigning purposes by Bobby Sabedra, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

153. Vehicles that were used for campaigning purposes by Linda Saboor, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

154. Vehicles that were used for campaigning purposes by Tim Shoemake, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

155. Vehicles that were used for campaigning purposes by Ron Solano, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

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157. Vehicles that were used for campaigning purposes by Darren Verastegui, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

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161. Vehicles that were used for campaigning purposes by Kevin Hom, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

162. Vehicles that were used for campaigning purposes by Jose Cruz, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

163. Vehicles that were used for campaigning purposes by Erik Ramos, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.
Vehicles that were used for campaigning purposes by Richard Lovato, contained gasoline obtained while on union time and or with the use of a union credit card/gas card and or reimbursable union policy.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Rick Icaza was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that John Grant was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Kathy Finn was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Paul Edwards was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Eileen Alcala was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Cheryl Butler was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Holly Davenport was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Jeanne Dugger was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Armando Espinoza was not entitled to.
175. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Danny Garcia was not entitled to.

176. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Jackie Gitmed was not entitled to.

177. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Patti Green was not entitled to.

178. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Ronnie Maxwell was not entitled to.

179. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Cindie McGinnis was not entitled to.

180. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Tim McGowan was not entitled to.

181. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that John Mendez was not entitled to.

182. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Kim Mosher was not entitled to.

183. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Michael Palos was not entitled to.

184. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Joe Pierre was not entitled to.

185. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Tracey Richardson was not entitled to.
Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Michael Rosales was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Bobby Sabedra was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Linda Saboor was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Tim Shoemake was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Ron Solano was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that John Sotelo was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Darren Verastegui was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Dena Weston was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Jill Whitney was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Rigo Valdez was not entitled to.

Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Jean Tong was not entitled to.
197. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Erik Ramos was not entitled to.

198. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Kevin Hom was not entitled to.

199. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Jose Cruz was not entitled to.

200. Use of any vacation, personal time off (PTO), and or sick leave for the purposes of campaigning, that Richard Lovato was not entitled to.

201. Any and all conduct of UFCW 770 Staff members during this UFCW 770 Election.

202. Any and all union resources used by Rick Icaza and Incumbents.

203. Any and all UFCW International resources used by or in support of Rick and Incumbents.

In Solidarity,

2/13/2015