

UFCW



SOLIDARITY 2011

NORTHERN AND CENTRAL CALIFORNIA FOOD NEGOTIATIONS

ISSUE No. 2

Supermarket Employers Seeking Drastic Takeaways and Rollbacks

Proposals would end health care for retirees and slash benefits for active members

Several months into the most challenging contract negotiations in memory, Raley's, Save Mart and Safeway have proposed drastic takeaways that would affect both active members and retirees.

The proposals vary in many ways, but they all include eliminating health care benefits for retirees and massive takeaways for the health care benefits of active members.

The severity of the employers' proposals is unprecedented. They would reduce your take-home pay and diminish your rights on the job.

If the employers had their way, contract language affecting vacations and wage premiums for working evenings, Sundays and holidays would be made worse or eliminated.

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One company has said it wants to slash overall employee costs by 10 percent. Another wants to bring costs back down to 2008 levels.

All of the employers say roll-

backs are needed to help them compete against non-Union competitors that are making inroads into our region. They also point out that their profitability has been hurt by the sluggish economy.

We are interested in seeking creative and innovative ways to help the employers control costs while protecting the welfare of our members. At this point, however, the employers have not provided sufficient evidence that these drastic cuts are necessary for their survival.

The UFCW Solidarity Alliance of UFCW Local 5, UFCW 8-Golden State and UFCW Local 648 is determined to fight back against these proposals at the bargaining table. As always, the solidarity of our Union membership will be the key to our success.

PLEASE SEE BACK

Employers Seeking Drastic Takeaways and Rollbacks

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You can help by shopping only at Union stores during this holiday season and throughout the year. Please tell your friends and family members to do the same.

Also, please volunteer for your Union's programs to protect and increase the market share of Union employers. The job you save could be your own!

Keep in mind that it's better to walk a picket line in front of a non-Union store while we are still collecting wages and benefits than it is to walk a picket line in front of your own store during a labor dispute.

Please contact your Local Union to learn how you can protect your wages, benefits and working conditions.

There is no substitute for sticking together!

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A sample of employers' proposed takeaways

- **Massive rollbacks** of health care benefits for active members.
- **Elimination** of health care benefits for retired members.
- **Immediate dismissals**, without warnings, for a long list of alleged rule violations.
- **Elimination** of Sunday wage premiums.
- **Elimination** of the wage premium for working a sixth day in a calendar week.
- **Reductions and eliminations** of holiday wage premiums and work protections.
- **Reductions and eliminations** of nighttime wage premiums and work protections.
- **Elimination** of an employer's obligation to respect workers' religious obligations.
- **Severe takeaways** in vacations.

