

**ALBERTSONS / VONS - STRIKE VOTE**  
**JUNE 24 & 25, 2019**

**ALL SO CAL UFCW Locals Recommend a Vote to**  
**Reject Albertsons and Vons Current Proposal and Authorize a STRIKE**

Your Company's current offer:

What you need to know:

- Pay "increases" less than 1% per year for food clerks
- General Merchandise clerks get 50 cents LESS than under the current contract
- Risks bankrupting your health fund causing significant cuts to your benefits
- Eliminates Pay-Out of Unused Sick Leave
- Eliminates overtime after seven consecutive days
- Lets GM clerks and Clerk's Helpers do more Food Clerk work, but won't pay food clerk rates

The complete picture:

- Wage increases far below the rising cost of living will cause employees to fall further behind:
  - 20 cents per year, for three years, for food clerks
  - 83 cents total over three years for GM Clerks in state minimum wage stores – that's 50 cents less than required by current contract language
  - \$1.08 total for GM Clerks in cities or counties with a minimum wage higher than the state – that's 50 cents less than required by current contract language
  - The Company has not made a wage proposal for Meat Cutters, Pharmacy Technicians or Clerk's Helpers
- Critically weakens your health benefit fund by refusing to pay the amount required to fully protect medical, dental, vision, chiropractic benefits creating a risk of benefit cuts and a deficit going into negotiations in 2022;
- Does not offer to adequately fund our current pension benefits – without adequate funding future accruals and the Golden 85 are at risk;
- Removes restrictions on GM clerks performing Food Clerk work;
- Restricts Unions' right to grieve abuse of the Combo Program further reducing work for higher classification employees and reducing opportunities for promotion;
- Weakens transfer protections for the Head Steward in each store;
- Eliminates Pay-Off of Unused Sick Leave;
- Eliminates Sunday premium for Clerk's Helpers hired after ratification;
- Eliminates 8-hour guarantee for meat department employees;
- Eliminates Overtime after Seven (7) Consecutive Days Worked;
- Eliminates Time-and-a-half for Part-time workers who work a 6<sup>th</sup> day in a workweek;
- Eliminates Travel Pay for employees who float between stores; and
- Albertsons and Vons have failed to recognize or address our serious concerns regarding:
  - The two-tier wage systems and \$5.58 wage gap between Food and GM clerks
  - Overuse and abuse of the combo program
  - Scheduling fairness
  - Future of work and technology issues

**You Deserve Better! Vote To Reject This Offer!**  
**Authorize Economic Action to Force Albertsons/Vons To Make A Better Offer!**

**RALPHS - STRIKE VOTE**  
**JUNE 24, 2019**

**ALL SO CAL UFCW Locals Recommend a Vote to**  
**Reject Ralphs' Current Proposal and Authorize a STRIKE**

Your Company's current offer:

What you need to know:

- Pay "increases" less than 1% per year for food clerks
- General Merchandise clerks get 50 cents LESS than under the current contract
- Risks bankrupting your health fund causing significant cuts to your benefits
- Eliminates Pay-Out of Unused Sick Leave
- Eliminates overtime after seven consecutive days
- Makes new checkers GM clerks, with significantly lower wages
- Lets GM clerks and Clerk's Helpers do Food Clerk work, but won't pay food clerk rates

The complete picture:

- Wage increases far below the rising cost of living will cause employees to fall further behind:
  - 20 cents per year, for three years, for food clerks
  - 83 cents total over three years for GM Clerks in state minimum wage stores - 50 cents less than required by current contract language
  - \$1.08 total over three years for GM Clerks in cities or counties with a minimum wage higher than the state – 50 cents less than required by current contract language
  - The Company has not made a wage proposal for Meat Cutters, Pharmacy Technicians or Clerk's Helpers
- Critically weakens your health benefit fund by refusing to pay the amount required to fully protect medical, dental, vision, chiropractic benefits creating a risk of benefit cuts and a deficit going into negotiations in 2022;
- Does not offer to adequately fund our current pension benefits – without adequate funding future accruals and the Golden 85 are at risk;
- Moves work (cashiering, hot and cold cereals, bulk produce) from the Food Clerk classification to the General Merchandise classification and removes restrictions on GM clerks performing other Food Clerk work;
- Moves work (checking code dates, facing shelves, handling seasonal merchandise, assisting with Floral, and handling ice, outdoor items) to the Clerk's Helper classification and allows increased use of the Combo Program further reducing work for higher classification employees and reducing opportunities for promotion;
- Weakens transfer protections for the Head Steward in each store;
- Eliminates Pay-Off of Unused Sick Leave;
- Eliminates Night Premium between 10pm and midnight;
- Eliminates Sunday premium for Clerk's Helpers hired after ratification;
- Caps back pay and benefits an improperly discharged employee may collect;
- Adds an additional management exclusion in each store;
- Eliminates 8-hour guarantee for meat department employees;
- Eliminates Overtime after Seven (7) Consecutive Days Worked;
- Eliminates Time-and-a-half for Part-time workers who work a 6<sup>th</sup> day in a workweek;
- Eliminates Travel Pay for employees who float between stores; and
- Ralphs has failed to recognize or address our serious concerns regarding:
  - The two-tier wage systems and \$5.58 wage gap between Food and GM clerks
  - Overuse and abuse of the combo program
  - Scheduling fairness
  - Future of work and technology issues

**You Deserve Better! Vote To Reject This Offer!**

**Authorize Economic Action to Force Ralphs To Make A Better Offer!**