

## I AM WORRIED ABOUT MY BILLS & HEALTHCARE

- I want to strike, but can't afford to.
- Will all my lost wages be reimbursed when we strike and are at the picket line?
- Who will cover health & welfare grace weeks?
  
- We are one Union and we are going to get through this together.
- Our union, Local 663, has been working with our International Union and has set up a hardship fund to help with wage replacement for those that need it. We have much of the funds needed, but also fundraising from other unions, community members and customers.
- There are meetings and conversations with other 663 members to support Lunds & Byerlys members. Mr. T, one of the bargaining committee members at Cub Foods, picked up an extra shift on Father's Day to donate that money to our hardship fund.
- Wage replacement means if someone is scheduled to work, but we are on strike during that time, those hours of work will be reimbursed. For example if someone is scheduled to work 2-8pm, they will receive 6 hours of wages reimbursed at their current hourly rate. If someone is scheduled to work 7am-3pm, they will receive 8 hours of wages reimbursed at their current hourly rate. We will need to sign in/out at the picket line and confirm our scheduled hours every day of the strike. We do not get wage reimbursed if we are not scheduled to work because there is no lost wage in that case. There will be strike captains on every line who we will need to check in/out with every day to track reimbursement.
- Grace weeks - for Modified PT if you work even 1 hour that week the employer will already make a contribution for you. For FT, you need to pay the difference between the FT and Mod PT contribution, that is \$125. For FT, the recommendation is to pay for your grace week ASAP so that you are paying the weekly H&W rates in place now.

## WHY ARE WE HAVING AN UNFAIR LABOR PRACTICES STRIKE? WHAT IS IT?

- Why are we saying this is an Unfair Labor Practices strike? Is that real or an excuse?
  
- It is real. We are going on strike to protest the unlawful conduct of the employer, which we will be discussing.
- This is an Unfair Labor Practices (ULP) Strike. It will be a short-term strike, often ULP strikes are 1-7 days. There are more protections for workers, for example the boss cannot lock out workers. On the first day of the ULP strike, we tell the company the day we are going out and the day we are coming back to work.
- This Friday we are not voting to authorize an open ended economic strike over our wages, benefits, etc. We are voting to authorize a ULP strike.
- We are voting for a ULP strike because we are striking over the Company's unlawful conduct, specifically:
  - Failure to provide information necessary for healthcare bargaining,
  - Regressive & bad faith bargaining with respect to healthcare and wages,
  - Direct dealing – soliciting & answering questions directly from members regarding bargaining proposals,
  - Interrogation, threats, surveillance & harassment at individual stores,
  - Unlawful inducement to participate and interference with strike vote
- For example, at this last negotiations session, the company went backwards on their proposals for both wages and health & welfare. That is bargaining in bad faith and is a ULP. Another example, when workers have organized and participated in actions like the info pickets, management has interrogated and surveilled workers. Those are ULPs.
- If you think management has violated your rights and committed unfair labor practices, make sure to file a report at <https://www.uncw663.org/unfair-labor-practice-report>

## WHY ARE WE FIGHTING?

- What do we want to get out of the strike?
- We want Lunds & Byerlys to stop engaging in unlawful conduct and to bargain in good faith.

## WHAT WILL IT TAKE TO WIN?

- As a union how long are we going to keep fighting this? Is there a timeline?
- So what happens if a strike vote doesn't pass or if a strike occurs and the company does nothing to change?
- There would be no fight if workers want to accept Lunds & Byerlys unlawful behavior and bad faith bargaining. But we have heard that workers at L&B expect to at least be treated as well, if not better, than Cub workers. So our union is pulling in resources from all over our Local, International Union, members, other unions, community and elected officials to help us win.
- If the ULP strike vote does not pass by a strong majority on Fri 6/23, that means we are weaker going back to negotiations with Casey and the company on Mon 6/26. It means we are willing to accept Lunds & Byerlys unlawful behavior and bad faith bargaining.

## HOW DO I VOTE? WHO GETS TO VOTE?

- How do we know if we owe dues or are in arrears?
- How can I get a hold of my Union Rep after hours?
- What about someone who is a college student and coming back to work at Lunds & Byerlys now over the summer - they have a withdrawal card, but only been at work 2-3 weeks and have not paid dues yet - are they eligible to vote?
- The rules about voting are set by our International Union. You have to be an active member. That means your dues and initiation fees must be paid before you can vote. Payment can be made via cash or check before the vote at the 663 office and will be accepted on site at all the voting locations.
- For the example of college students - they need to be active members. As long as their dues and initiation fees are paid, they can vote.
- You can check with your Union Rep ahead of time to confirm if you are eligible to vote. If you are in arrears they can let you know by what amount.
- There are 2 Union Reps for Lunds & Byerlys. You can call or text Paul Swanson 612-382-9320 or Doug Rigert 612-889-9121. If they do not pick up, leave a message or send a text so Paul and Doug can get back to you.

## STRIKE LOGISTICS

Where should the early birds and late night workers expect to find "the line" on the first day?

How late in the day will we be picketing? Or can folks come earlier to do their time on the line?

- The bargaining committee will determine the hours that the strike lines will be running. Members who work outside of those times should plan to join during those times. The bargaining committee needs to be authorized by the members this Friday before they can call for a ULP strike and set the dates/times.

I heard if you miss a shift before a holiday you don't get holiday pay. Is the union going to make up that pay as well?

- To receive holiday pay for July 4, you need to work the shifts that you are scheduled right before and after the holiday. The bargaining committee will consider this when determining when the strike will be.

Does striking count as an attendance point?

- It is illegal for management to give you attendance points for striking.

Will I be fired if I strike?

- It is illegal to fire workers for lawfully striking.

Participating in this ULP strike is protected concerted activity. Any retaliation, including giving workers attendance points or firing workers for participating, is illegal.

When will it be and how long? That will be determined by the Bargaining Committee. This is an Unfair Labor Practices (ULP) Strike, which will be a short-term strike, often 1-7 days.

Is there a fine for crossing the line? We have the right to implement a fine, **but no; as a Union we have decided that no one that crosses the line will be fined.** We do not know why co-workers will do what they do and we are not going to judge their choices. At the end of the day, we are one Union and we would never treat our family like that.

### HARDSHIP FUND

What happens to the donations if there is not a strike?

If workers do not go on strike, the amounts donated on the gofundme will not be taken, it will go back to the individuals and organizations that donated it.

To contribute to the Hardship Fund go to <https://gofund.me/719b5e91>

Please share this with friends, family, customers - anyone you think will want to help support workers stand up for their rights.

### WHAT IS THE UPDATE ABOUT NEGOTIATIONS?

These are Rosemary's notes that were posted before on the WhatsApp chat

There are three major differences in our proposals in negotiations: wages, 401(k) and health & welfare.

- Wages
  - During negotiations, our Union Bargaining committee has unanimously agreed to stick with the part-time and courtesy/custodial wages proposed as a Union. What you have seen from our Union proposals has not changed for months because we believe we need to win more for the part-timers. They make up the majority of workers in the stores. We have also proposed that Courtesy & Custodial with more than 5 years of service be moved to the part time scale, but L&B's response was that they were not interested. L&B wants to maintain the courtesy & custodial classification with lower pay. UNFI Cub Foods has eliminated this classification and moved them into regular part-time. There are some long-time L&B courtesy & custodial that are making as little as \$12.75. This is not livable income.
  - L&B has gone backwards on wages in their last proposals. The 80% increase we got a couple weeks ago, is now 100% for the first six month increment in their wage proposal.
  - L&B keeps proposing six month increments for top of scale full-time wages. Putting everyone on six month intervals saves L&B money and takes it out of our pockets because we have to wait longer for our total raise. Full-time L&B employees at 663 and 1189 now get annual raises, not 6 month raises. None of the other companies are doing 6 month raises for full-timers and we do not want to set that precedent.
  - UNFI Cub has now set the bar on wages and L&B has said it is unfair to compare them with Cub. Most of us have shopped at Cub and L&B and we know the different type of customer service that is expected from us. We deserve at least the same as Cub, if not better.
- 401K
  - The 401K contributions have not changed since L&B withdrew from our union pension plan.

- Our Union proposal is to raise the contribution 25¢ an hour for all FT and Modified PT **and** to include all part-timers + courtesy & custodial.
- This has been proposed by our Union bargaining committee from the beginning and we continue to propose it. L&B has been silent and hasn't even acknowledged it.
- Health & Welfare
  - Lunds & Byerlys wants to pull us off of the Union Health & Welfare and put us on a company plan. They say they have been trying to “modernize” it since 2017. What they are not saying is that one of the companies in the union was not making contributions properly on behalf of their employees and there was a lawsuit. Fred Miller from L&B is a member of the Board of Trustees. All the Trustees knew that modernization conversations were paused because of COVID and the lawsuit.
  - The proposed healthcare plan from L&B does not exist. They say they have a plan with UMR, but UMR has said that they are only offering the non-union L&B population a plan.
  - Our Union Bargaining Committee and L&B were working together to create a Letter of Agreement for Health & Welfare. L&B has once again gone backwards, demanding the Union to modernize. Our Union is willing to make all reasonable changes with info from the Plan professionals but cannot agree to ALL changes without doing the work to understand and know the costs first. (Would you buy a house without having an inspection, making sure there will not be any costly issues in the future? Or not having a fixed rate and your mortgage going up unexpectedly? This is like what L&B is asking of us.)

#### Examples of Unfair Labor Practices

##### TRIPS

Threats - **management threatens if you participate in Union activity**

Retaliation - **If there is retaliation because you participated in an action or Union activity, for example you don't get the promotion or hours you were supposed to because of Union activity**

Interrogation- **management asking about upcoming actions or what is going on with the Union and what we are talking about**

Promises - **management promises you something to stop you from actions, or to dissuade you from striking**

Surveillance - **management watches conversations and actions**

If any of these happen to you, fill out an Unfair Labor Practice report. They are located on the Union website here. These go to Union staff who then look through it, will reach out with questions and clarification before filing with the National Labor Relations Board.

<https://www.ufcw663.org/unfair-labor-practice-report>

#### HOW DO WE GET MORE PRESS AND CUSTOMER ATTENTION?

There has been a website set up to record a short 60 second video to get the word out.

One is a video about why you are striking. <https://stories.ufcw.org/question/ULPStrikeforOurRights>

The second is to thank our customers. They were very thankful for us during COVID, now it is our turn to show our thanks for their support.

<https://stories.ufcw.org/question/ThankyouL&BsCustomers>

These videos will go to our Union Communications Director to review and add subtitles, figure out how, when, etc. to share. You will also receive a link that you can share on your own social media page.