

June, 1, 2019
NW19-020

To: NW Council Representatives

From: **Joel Funfar (SPEEA President), Tony Hickerson (T-10), Jimmie Mathis (SPEEA Treasurer).**

Subject: **Support of UFCW Local 21, UFCW Local 367 & Teamsters Local 38 in negotiations with grocery stores.**

Background

SPEEA was supported by UFCW (United Food and Commercial Workers) & Teamsters during our strike in 2000.

These grocery store workers are facing a horrible first offer from their employers. Unions need to support their efforts to help them in their fight for a good contract. UFCW local 367 is negotiating for Pierce county workers.

UFCW 21 & Teamster local 38 cover King and other counties. They are starting to have informational picketing. The next bargaining session on Health Care is June 7th.

SPEEA member's ways to support these workers can be by joining them in their efforts, and letting the workers in the union grocery store where they shop know SPEEA supports them in getting a fair contract. The proposal from the employers start with cuts such as pay cuts back to minimum wage, no shift differential pay for nights and weekends, cutting holiday pay including Christmas and New Year's eve. The full list attached below.

For more information:

<http://www.thestand.org/wp-content/uploads/2019/05/UFCW-grocery-action-May-June-2019.jpg>

<https://www.ufcw21.org/>

<https://www.ufcw21.org/news/2019/5/21/grocery-store-bargain-update>

The Actions:

For UFCW 21 & teamster 38 the actions happened May 29th, 30th & June 4th and more may come in the future. They are in King, Kitsap, Snohomish, Skagit, and Whatcom Counties. UFCW 367 covers Pierce County.

Motion

It is moved that the NW SPEEA Council supports UFCW Local 21, UFCW Local 367, and Teamsters Local 38 and others in the struggle for fair contracts at washington state grocery stores. The NW Council urges our members to support the union workers during negotiations and informational picketing. Also if they are forced to go out on strike.

It is further moved that the Northwest Council requests the SPEEA Executive Board grant up to \$3000.00 to the locals involved should a strike happen at the grocery stores.

The NW council requests the SPEEA E Board to distribute the money in the best way for the workers on strike.

<https://www.ufcw21.org/news/2019/5/21/grocery-store-bargain-update>

EMPLOYER PROPOSED:

- Eliminate 10 cent over minimum wage and the 10 cent escalators between wage scale steps.
- Eliminate evening/night premiums.
- Shift higher paid work to lower paid positions.
- Cut holiday pay, including New Year's Eve and Christmas Eve.
- Eliminate sixth day premiums.
- Eliminate Journey Meat Cutter on Duty.

THE UNION BARGAINING TEAM *REJECTED* ALL OF THESE PROPOSED CUTS.

UNION PROPOSED:

- Journey Wage Increases:
 - 30 year: extra \$1.50 between each step so we have a real wage scale.
 - Year 1: \$1.50
 - Year 2: \$1.50
 - Year 3: \$1.50
- Plus longevity steps at 15, 20 and 30 years.
 - 15 year = extra 50 cents
 - 20 year = extra \$1.00
 - Cumulative
- All Classification in Grocery (Bakery, Deli, Fuel, Clicklist, General Merchandise, etc.) all move to "Appendix A" (the highest current scale)
- All Service Counter in the meat department moves to Wrapper Scale.
- Increase escalators from 10 cents to 40 cents
- Premium pay for Department Leads, Section Heads, and Designated Trainers of no less than \$1.00.
- Meat Cutters Apprenticeship bonus of \$1,500

