

**MAY 10, 2007**

## **SUBJECT: FOOD CONTRACT TALKS STATUS REPORT**

As your president, I feel it is important for you to be kept informed on the negotiations of your Collective Bargaining Agreement with the Greater St. Louis Food Employer's Council. Each of you have interests and concerns in this process and the results will ultimately affect you, your family and your future.

### ■ **CONTRACT BEING EXTENDED DAY-BY-DAY**

At this time we are making headway in our contract talks with Schnucks, Dierbergs and Shop 'n Save; and we have agreed to extend the contract beyond the Sunday, May 13 deadline. *This means your current contract is still in effect and all terms and conditions remain intact.* We have difficult issues confronting us and we are taking time to ensure we get a fair agreement. *It is our desire to complete negotiations by mid June.*

### ■ **EXTENSIONS HAPPENING ACROSS THE COUNTRY**

Local 655 and other locals have found it necessary to extend their contracts. Throughout the UFCW over 453,000 of our brothers and sisters working in the food industry are now in, or will shortly begin, contract negotiations. Because we all face difficult issues, many major contracts have been extended in such places as Southern California, Oregon, Montana, Ohio, Washington and Texas as talks continue. I'm sure more will follow. As long as progress is being made, talking should continue. No one is going to be rushed by an arbitrary deadline — *a lot is at stake and every option must be explored.*

### ■ **YOUR VOICE IN NEGOTIATIONS**

From the beginning, we've had two federal mediators, Barbara Rumph and Roger Hendrix, working with both sides to keep talks moving forward. We have been meeting daily and will continue to do so until we have a fair proposal to bring before the membership.

Special thanks to our Negotiating Committee for their continuing hard work: *Rank-and-file members:* From **Schnucks** — Dennis Hayles, Terry Spink, & Ron (Woody) Wilson; From **Dierbergs** — Cathy Johnston & June Small; from **Shop 'n Save** — Ken Marshall & Janis Nickel. *Local 655 officers/staff:* myself, your President Jim Dougherty, Director of Collective Bargaining Dave Politte, Secretary-Treasurer Dave Cook, Assistant to the President Judy Davidson and Director of Retail Randy Charboneau.

### ■ **OTHER CONTRACTS IMPACTED TOO**

We have more than 30 other contracts expiring this year waiting on the outcome of these talks: Straub's, Kroger, Elsberry IGA, and Holten Meat to name a few. Last year numerous Local 655 contracts were opened but many are working under extensions waiting for the outcome of the Health and Welfare portion of our talks because they too have the Food Division health care plan.

### ■ **HEALTHCARE IN NEGOTIATIONS**

*Healthcare is a serious issue for all of us. We can't watch the news or read a newspaper without hearing about the National Healthcare crisis. Over 46 million working men and women in our country do not even have coverage. Those who have coverage are experiencing a soaring rise in healthcare cost. In 2003 your Health & Welfare was a key issue and remains a vital component in negotiations today. We want you to know, we are well aware of the importance of this issue to our membership.*

### ■ **DO WE HAVE YOUR CURRENT ADDRESS?**

If this FYI was forwarded to you by the Post Office, it means we DO NOT have your current address. Or if you moved and didn't get this FYI but received it from someone at work, it means we don't have your current address. It's vital that you call the Union Office — 636-394-6500 — with your current address. *Once negotiations conclude, we will mail a proposal to all affected members before we have a ratification meeting. You'll want to read and evaluate that proposal closely. Make sure we have your correct address.*

### ■ **YES, YOU WILL VOTE ON ANY TENTATIVE PROPOSAL**

To clarify for our *new* members, the ultimate decision to accept or reject any offer is yours. We will have a secret ballot meeting and you will have the opportunity to a vote.

Brothers and Sisters, in closing, I want to share with you that talks have been positive but regrettably slow. The FMCS Interest Based Bargaining\* is not a quick process but it seems to be working. I can tell you we are striving for the best possible "win-win" solution that addresses the needs of both sides of this contract. Everyone needs to understand that "negotiations" means give-and-take on both sides. At our recent membership and shop steward meetings, we heard you loud and clear. We're taking your message, your voice, into every bargaining session.

Sincerely and Fraternaly,

Jim Dougherty  
President

### \* **What is IBB (Interest Based Bargaining)?**

*Interest Based Bargaining (IBB) represents a shift from the traditional, adversarial approach in labor-management negotiations to deal with issues. Instead of each side presenting their own positions: (a) the parties jointly decide which issues need to be addressed; (b) discuss their interests on each issue; (c) jointly generate potential options to address those interests and hypothetical*

*possibilities to resolve issues; (d) evaluate all options issue-by-issue against agreed standards; (e) postpone any final commitment on each issue until the end of the process; (f) with all options reviewed, reach consensus on specific solutions to specific issues. At this point, hopefully we will have a proposal to bring to you for an open discussion and then a secret ballot vote.*

Affiliated with United Food & Commercial  
Workers International Union

Your Neighborhood Union

**LOCAL 655**

# Food Contract **UPDATE**

— DETAILS INSIDE

Address Correction Requested



300 Weidman Road ■ Ballwin, Missouri 63011

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Your Neighborhood Union  
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**TRY** **our** **information**

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