

**Unfair Labor Practice Strike  
Vote Handout  
March 21<sup>st</sup> – 25<sup>th</sup>, 2022**

**All Southern California Locals and  
Your Coworkers on the Bargaining Committee  
Recommend a “YES” Vote to Authorize a Strike**

- **Why We Are Recommending a “YES” Vote to Authorize a Strike:**
  - Ralphs, Vons, Pavilions, and Albertsons have engaged in **UNFAIR LABOR PRACTICES** in an attempt to weaken your and your coworkers’ ability to get a fair contract at the bargaining table.

**UNFAIR LABOR PRACTICES** are actions that intimidate, interfere, or limit your exercise of your rights under the law or your contract. They include actions meant to undermine your power to negotiate collectively, including telling you to remove a button or attempting to bribe or deal with you directly, instead of through your union.

- Vons, Pavilions, and Albertsons:
  - conducted unlawful surveillance of workers protesting their low wages and short hours;
  - tried to prevent workers from getting their message out to the public.
  - tried to weaken your solidarity in bargaining by distributing small bonuses to prevent your union from getting permanent raises. Workers need raises, not bonuses meant to distract and divide.
- Ralphs:
  - conducted unlawful surveillance of workers protesting their low wages and short hours
  - refused to implement wage increases required by your contract;
  - out-sourced bargaining unit work (food prep) to ghost kitchens run by outside companies.
  - also gave small, token bonuses when they should be bargaining over wage increases;
- **These unfair labor practices threaten every worker's job, putting your rights in danger and weakening your ability to get the contract you deserve.**

- **By **STANDING TOGETHER** and authorizing a strike, you and your coworkers can make these companies respect your rights and bargain in good faith.**
  
- **What is an UNFAIR LABOR PRACTICES STRIKE?**
  - An UNFAIR LABOR PRACTICES STRIKE is a strike to protest illegal Company activity designed to weaken your rights and your ability to achieve a fair contract
  - During an UNFAIR LABOR PRACTICES STRIKE, you have more rights and protections than during an economic strike (like the strike in 2003/2004)
  - For example, this strike can be of limited duration: 2 or 3 weeks perhaps;
  - Workers can never be fired or disciplined for going out on strike but workers who strike to protest unfair labor practices such as these also cannot be replaced at the end of the strike.
  
- **If I vote “YES,” when will the strike start?**
  - Voting “YES” doesn’t mean there will definitely be a strike. It gives your bargaining committee the power to choose when and whether to strike if necessary. The bargaining committee may return to negotiations to give the Companies one last chance to bargain fairly before going out on strike.
  - During an **UNFAIR LABOR PRACTICES STRIKE**, the union can determine the length of the strike and the stores to be struck. You should continue to work unless and until you are notified by your union representative that it is time to walk off the job.
  
- **Do I get Paid while I’m out on Strike?**
  - No, you do not get paid while on strike, but you are entitled to a **STRIKE BENEFIT** of up to **\$600 per week (\$120 per day for up to 5 days each week)**. Part of the membership dues you pay each week is put into a strike fund for this purpose. You must certify that you are on strike each day by signing in and out at the picket line at your store.
  - The Union also offers other benefits for striking workers: a food bank for weekly staples and a hardship fund for those experiencing extreme hardship caused by the strike.