

Unfair Labor Practice Strike Authorization

Vote: Make your Voice Heard!

While you were busy providing essential care for your patients and keeping your community running, Ralphs, Vons, Pavilions, and Albertsons were engaging in unfair labor practices to try and weaken you and your coworkers' ability to get a fair contract at the bargaining table.

On July 18th, you will be sent a link to vote electronically on whether to authorize an Unfair Labor Practice Strike. You will have until July 20th to make your voice heard.

Your bargaining committee, made up of your coworkers and all Southern California Locals, recommend a "YES" vote to authorize a strike should the companies continue to break the law and force us to take action.

Voting to authorize an Unfair Labor Practice strike does not mean you are automatically on strike. It means you are giving permission to your bargaining committee and Local union to call for a strike if the companies continue to commit these violations that prevent you from being able to secure a strong contract, and force us to take action. A strike is always a last resort.

What is an Unfair Labor Practice Strike?

An Unfair Labor Practice (ULP) is any action that could intimidate, interfere, or limit your ability to exercise your rights under the law. These actions directly impact your ability to get a strong contract, and are unlawful.

A ULP Strike is a strike to protest unlawful company activity. During a ULP strike, you have rights and protections. Labor law prohibits employers from firing or disciplining ULP strikers, and requires them to hire ULP strikers to their same job once the ULP strike is over.

Why Should we Vote to Authorize a ULP Strike?

While a strike is always a last resort, by granting your bargaining committee and Local the authority to call for a strike, you are ensuring that these companies know you are ready to take action if they continue to violate your rights. By voting to authorize a strike, you are standing up against unfair labor practices.

What Unfair Labor Practices have the Companies been Committing?

Trying to Unlawfully Buy you off with One-Time “Bonuses”

- Both companies have been violating your right to collectively bargain and trying to weaken your solidarity by attempting to buy off workers with one-time bonuses instead of negotiating with your committee.

Attempting to Intimidate and Retaliate against you for Standing Strong

- Vons, Pavilions, and Albertsons have been unlawfully targeting and retaliating against some of you who rescinded your overtime waiver as an act of union solidarity by changing your schedules and requiring you to work every Sunday. This is a violation of the law and your contract, and their reaction is a sign that your act of solidarity is working.
- Likewise, Ralphs has threatened to cancel employee vacations for those union supporters who have rescinded their waivers. This is unlawful retaliation. They have also been asking pharmacists about their support for the contract campaign, and the company refused to provide the information your bargaining committee needs to make and evaluate proposals. Both of these actions are also illegal, and we have filed charges on them, too.

What happens if we agree to go on strike?

You will be the first to know if we have to take action. Please continue to work until you are notified by your union representative that it is time to close down your stations and stop working. There may not be a picket line at your store, and you may be asked to report to a different store to join the line there.

You will be entitled to a strike benefit of up to \$1,000 per week (\$200/ day for up to 5 days/ week) to support you.

ALL UNION MEMBERS have the right to refuse to cross the line, including your fellow union brothers and sisters that work in your stores. We will provide a strike benefit to any member at your store who chooses to respect your picket lines and stand with you.