



Unfair Labor Practice Strike Vote Handout

California Locals and Your Co-workers on the Bargaining Committee Recommend a “YES” Vote to Authorize a ULP Strike

Why We Are Recommending a “YES” Vote to Authorize a ULP Strike:

Ralphs and Albertsons (Albertsons, Vons, and Pavilions) have engaged in **UNFAIR LABOR PRACTICES** in an attempt to weaken your and your co-workers’ ability to achieve a fair contract at the bargaining table.

UNFAIR LABOR PRACTICES are actions that intimidate, interfere, or limit your ability to exercise your rights under the law or your contract. They include actions meant to undermine your power to negotiate collectively, including unlawfully surveilling and intimidating members engaging in union activities connected to your contract campaign.

RALPHS AND ALBERTSONS HAVE ENGAGED IN THE FOLLOWING UNFAIR LABOR PRACTICES:

- Intimidating members by making unilateral changes without bargaining
- Unlawful surveillance of members that have been active in the contract campaign
- Failure to provide information necessary for bargaining

These unfair labor practices threaten every worker's job, put your rights in danger and weaken your ability to get the contract you deserve.

By BANDING TOGETHER and authorizing a ULP strike, you and your co-workers can make Ralphs and Albertsons respect your rights and bargain in good faith.

What is an UNFAIR LABOR PRACTICE STRIKE?

- An UNFAIR LABOR PRACTICE STRIKE is a strike to protest illegal Company activity designed to deny your rights and weaken your ability to achieve a fair contract.
- During an UNFAIR LABOR PRACTICE STRIKE, you have more rights and protections than during an economic strike.
- For example, this ULP strike can be of limited duration: just days or weeks, perhaps.
- Workers can never be fired or disciplined for going out on any 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 ULP strike start?

- Voting “YES” doesn’t mean there will definitely be a ULP strike. It gives your local union the power to choose when and whether to strike if necessary.
- During an **UNFAIR LABOR PRACTICE STRIKE**, the local union can determine the length of the ULP 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.