



April 27, 2011

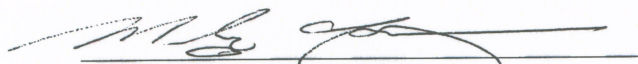
Important facts about your health care benefits

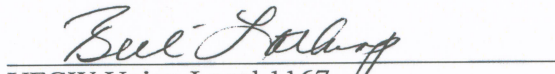
Ralphs management recently gave you a notice explaining why they want to reduce your medical benefits. As negotiations continue, it is important to keep some basic facts about your benefits in mind:


- Management does not supply benefits out of the goodness of their hearts. These benefits are the result of a strong contract vigorously enforced. They have been fought for at the bargaining table and on the picket line over many years. These benefits are part of the compensation that you work hard to earn. Any cut in these benefits is the same as a cut in your pay.
- Management says they need to reduce costs, but they made over \$1 billion in profits last year alone, and paid out \$250 million in dividends to shareholders – people that didn't even work to make those profits, like you did.
- Ralphs and the other companies are attacking YOU by attacking your health care benefits and trying to weaken and reduce them. That campaign began aggressively in 2003 and continues today. It is their goal to eliminate health care benefits for employees like you.
- Ralphs management has lied to you before – during the 2003 lockout they illegally hired strikebreakers with fake social security numbers, and were found guilty of social security fraud and lying to the government. They pled guilty to 5 felonies in federal court and paid \$70 million in fines and restitution.

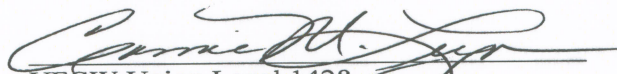
Remember: your union is fighting for you at the bargaining table, working to protect your wages, hours, retirement, and benefits.


Ralphs' management is fighting *against* you, trying to take those things away even as they make billions in profits. Don't believe their propaganda. Stay united for a fair contract.

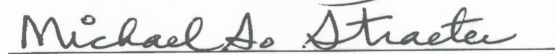

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