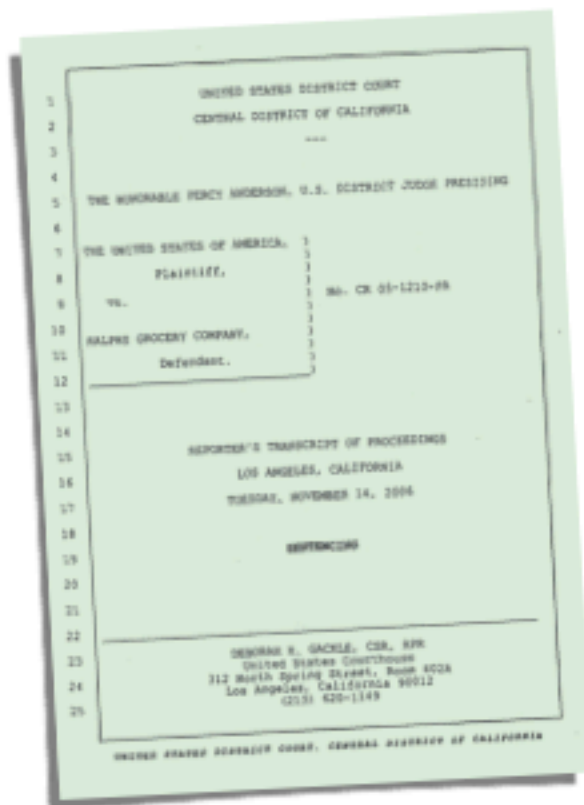


Consider the Source



Before you believe what Ralphs, Vons and Albertsons are saying about your union and contract, consider this:

Management is willing to and has broken the law and lied to get an advantage over you in negotiations.

Ralphs, Vons and Albertsons are still facing charges for violating federal collusion laws during the last strike and lockout.

And Ralphs was convicted of identity fraud and tax fraud for hiring illegal strikebreakers during the 2003-4 lockout, and then lying to the federal government about it. The U.S. government put the entire company on probation for 3 years and forced them to pay \$70 million in fines and restitution.

Now consider what Ralphs wants out of negotiations:

- Keep your wages low
- Replace two-tiers with three-tiers
- Put your benefits at risk
- Weaken your retirement
- Underfund your health care

They will say anything to get you to accept an inferior contract. Don't trust them. Vote to reject the offer and authorize economic action.

**Don't Believe The Spin.
Vote to Reject the Offer and
Authorize Economic Action.**

**Get the real facts at RespectUFCW.com
or talk to your union rep.**