

Consider the Source

**Before You Believe the employers' hype about the strike vote,
Consider the source:**

What are the "Big 3's" goals in the contract negotiations

The Big 3 want to keep your wages low.

They consistently resist any attempt to give you a fair wage - even though they haven't raised your wages since 2002. All this while they have all enjoyed profits well over the \$2 Billion mark.

The Big 3 forced the two tier on you - putting health care out of the reach of new workers.

They forced the two tier on you, forcing employees to wait up to a year and a half to get any benefits, and re-fusing to provide sufficient money to pay for fair benefit increases.

The Big 3 weakened your retirement.

By creating two tiers and splitting pension contributions they dramatically reduced the amount of money going towards your pension funding and potentially reducing your benefits when you retire.

What are your unions goals in the contract negotiations

Raise your wages.

The union is pushing the Big 3 for a fair raise - like the one we got from Stater Bros and Gelsons markets.

Improve your benefits.

Your union is fighting to make more members eligible for benefits earlier, and prevent the companies from pushing the cost of health care onto employees. After all, isn't it a shared responsibility to keep their employees healthy?

Strengthen your retirement.

UFCW wants you to be able to retire with security, and not worry about being pushed out the door so a corporation can improve its bottom line for wealthy investors. We're fighting to protect your retirement options.

So before you believe the employers wild claims, consider their goals: keeping your wages low, weakening your benefits and eliminating retirement security all to boost their profits.

Remember it was your effort that helped your employers earn those record profits.

You deserve your fair share!