

# Unfair Labor Practice Strike Vote Handout

## What terms does the company want to impose on its workers?

After multiple rounds of negotiations, the company's refusal to provide relevant and necessary information violates the National Labor Relations Act. Save Mart's representatives have shown little urgency in providing meaningful proposals and the company continues to demand:

- Efforts to eliminate critical clerk and meat cutter job protections.
- Inadequate funding for healthcare.
- Proposals to reduce full-time positions, undermining job security for long-standing employees.
- Refusal to fortify retirement savings for our members who have dedicated years of service.
- An insufficient wage offer, which would be delayed until next summer.

## Frequently Asked Questions about a Unfair Labor Practice (ULP) Strike

- 1. What is a strike?** A strike is when members vote to withhold their labor by not reporting to work and joining a picket line. Strikes are a powerful tool for Union members to exercise and are always a last resort. They're used when the employer is not reasonable during the course of negotiations. To authorize a strike, two-thirds (2/3) of the votes cast by the members must reject the employer's offer.
- 2. What is an Unfair Labor Practice (ULP) strike?** A ULP strike is a strike to protest illegal company activity designed to deny your rights and weaken your ability to achieve a fair contract. During a ULP strike, you have more rights and protection than a typical economic strike. For example, ULP strikes can be of limited duration, for example, just days or weeks. Individual or groups of stores can be selected and rotated between areas and locations as needed.
- 3. Can workers be disciplined for going out on a ULP strike?** It is illegal to fire or discipline workers for going out on strike and when workers strike to protest unfair labor practices, they have greater protection and cannot be replaced at the end of the strike.
- 4. If I vote "YES," when will the strike start?** Voting "YES" doesn't mean there will definitely be a strike. It gives your bargaining committee the power to choose when and whether to strike if necessary. During a ULP strike, the Union can determine the length of the strike and the locations to be struck. You should continue to work unless and until you are notified by your District Union Representative when it is time to walk off the job.
- 5. When would we go on strike?** Following a vote from the membership authorizing the strike, a date would be set by the Union after we receive strike sanctions from our International Union and Labor Councils. In the period between the strike authorization vote and the strike deadline, the Union would continue to attempt to bargain with the company. Sometimes, the results of the strike vote get the Employer to come to a fair agreement. For example, strongly rejecting a contract by all the workers sends a message to the employer that we are united in fighting for a better agreement.

- 6. How will I pay my bills? What is the strike benefit? What resources are available?** The Union Executive Board determines what will be paid to members participating in a strike. A strike benefit is also available from the UFCW International Union. We also work with community groups, local union labor councils and any state and local government assistance that may be available to facilitate additional economic assistance and support.
- 7. Could I work somewhere else while on strike?** Yes, however, you must show up for your picketing shifts to receive the strike benefit. Historically, other Union employers in the area typically need to hire additional help to handle the influx of customers during a strike. One of our members' greatest strengths has always been your connection to the customers. If we are forced to go on strike, we need to make sure those customers shop at our other Union locations until we return to work. Member participation is necessary for a successful strike.
- 8. Could I collect unemployment on strike?** Unfortunately, unemployment benefits are not available while on strike, which is why we have monetary strike benefits and resources available for assistance.
- 9. When and what time will we picket?** Picket Captains would set a schedule along with the District Union Representative for picket coverage during open hours to maximize our effort to send customers somewhere else while we are on strike. Picket schedules typically align with regularly scheduled time frames.
- 10. Could I be fired for joining the strike?** You cannot be disciplined for lawful picketing. Picket Captains ensure everyone knows the rules. Keep in mind, we are asking customers to support us by shopping somewhere else, so we want to be vocal on the picket lines but also want customers to return when a strike is over.
- 11. What happens if someone crosses the picket line?** Crossing a picket line hurts all workers and means someone is willing to work for less. Our strength is in sticking together. We demonstrate our strength through unity. There are procedures for fining members who cross a picket line, however, we rarely use them. Standing with co-workers is how we deliver a better contract and future for our members.
- 12. How long could we be on strike?** During a strike the Union continues to try to bargain the best agreement possible. Ultimately, it depends on a number of factors. How well customers and the community honor our strike is generally the most important factor.