

UFCW5

a **VOICE** for working America

Official Publication Of United Food & Commercial Workers Union, Local 5

West Coast, Colorado UFCW Locals Step Up Contract Fight with Grocery Industry

– See Story on Page 8



Members are encouraged to attend membership meetings at the following locations:



HAYWARD - First Tuesday

28870 Mission Blvd. Hayward, CA 94544

Membership Meetings: First Tuesday of the Month: Quarterly;

New Member Meetings: First Tuesday monthly, 9am & 5pm

MARTINEZ - Second Tuesday

4121 Alhambra Ave, Martinez, CA 94553

Membership Meetings: Second Tuesday of the Month: Quarterly;

New Member Meetings: Second Tuesday Monthly, 8:30am & 5pm

EUREKA - Third Tuesday

840 E St. Eureka, CA 95501

Membership Meetings: Third Tuesday of the Month: Quarterly;

New Member Meetings: Third Tuesday Monthly, 9am & 5pm

SANTA CRUZ-MONTEREY - Fourth Tuesday

Tri-County - Electrical JATC
10300 Merritt St
Castroville, CA 95012

Membership Meetings: Fourth Tuesday of the Month: Quarterly;

New Member Meetings: **1145 North Main St., Salinas, CA 93906** Fourth Tuesday Monthly, 9am & 5pm

NOVATO - Third Tuesday

85 Galli Dr. Novato, CA 94949

Membership Meetings: Third Tuesday of the Month: Quarterly;

New Member Meetings: Third Tuesday Monthly, 9am & 5pm

SOUTH SAN FRANCISCO - Third Tuesday

208 Miller Ave. South San Francisco, CA 94080

Membership Meetings: Third Tuesday of the Month: Quarterly;

New Member Meetings: Third Tuesday Monthly, 9am & 5pm

SAN FRANCISCO - Second Tuesday

323 Geary Blvd Room 709
San Francisco, CA 94102

Membership Meetings: Second Tuesday of the Month: Quarterly;

New Member Meetings: Second Tuesday Monthly, 8:30am & 5pm

SAN JOSE - Fourth Tuesday

240 S. Market St
San Jose, CA 95113

Membership Meetings: Fourth Tuesday of the Month: Quarterly;

New Member Meetings: Fourth Tuesday Monthly, 9am & 5pm

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Due to ongoing safety concerns resulting from the COVID-19 pandemic, all in-person meetings have been replaced with an on-line format. For details, contact your nearest Local 5 office.

Editorial Information

UFCW5 News is published for the information and education of UFCW Local 5 members. The editorial philosophy is governed by the policies of UFCW Local 5. Articles reflect that philosophy.

Letters, comments or suggestions may be sent to: canderson@ufcw5.org

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By: John Nunes



AMERICAN WORKERS SUPPORT UNIONS, OUR BROKEN LABOR LAW SYSTEM KEEPS MOST FROM JOINING

There's something wrong with America's labor laws. It isn't a new problem. For decades, polls and surveys of American workers show that a strong majority would join a union at their workplace if they had the opportunity to do so. And yet, while federal labor law supposedly guarantees and protects the rights of workers to organize, the percentage of workers who are represented by a union continues to decline.

Recent polls underscore the mismatch. According to a 2021 Gallup poll, union approval is at its highest level in more than 50 years, with 68% of Americans supporting organized labor, including 77% of young people. An MIT study recently found that 60 million Americans would join a labor union if they could. And yet, the Bureau of Labor Statistics annual report on union membership indicates a 0.5% drop in union membership from 2020 to 2021.

AFL-CIO President Liz Shuler summed it up well:

"In light of the COVID-19 pandemic, it is clearer now more than ever that our labor laws are designed to make joining a union as difficult as possible. Across the country, workers are organizing for a voice on the job and millions of Americans are standing in solidarity with union members on strike. If everyone who wanted to join a union was able to do so, membership would skyrocket."

The Protecting the Right to Organize (PRO) Act would resolve many of the deficiencies of the current system. It would streamline the process for workers to join a union. It would increase penalties for employers who retaliate against employees for union activity. It would prevent employers from requiring workers to attend anti-union meetings at

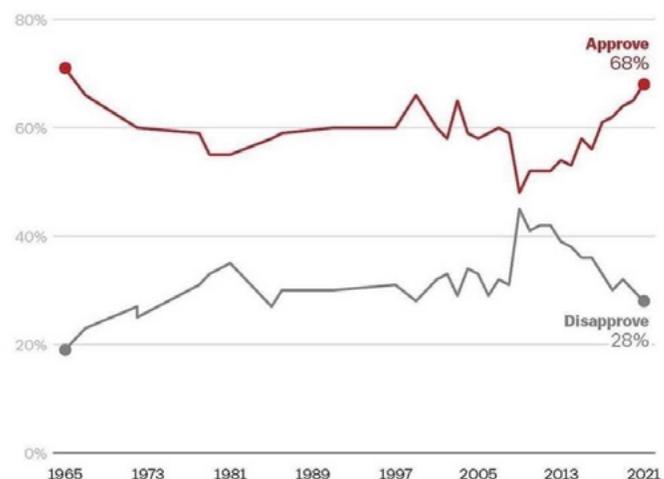
the workplace and make it easier for the National Labor Relations Board to force scofflaw companies to bargain with the union that workers choose to join and much, much more.

Here in California, we have an example to demonstrate how a more equitable system can work and Local 5 is the key union that is taking advantage of our state-specific labor laws to bring thousands of new members into our ranks.

When Cannabis was legalized for recreational use, included in the regulations and augmented by additional legislation, was a mandate that most employers in the industry are required to agree to "labor peace" provisions should their employees choose to organize.

Rather than dragging workers through a long, drawn-out election process featuring an anti-union campaign guided by high-priced consultants and in many cases, threats and retaliation against

Support for unions is at its highest level since 1965



Doesn't include data for those with no opinion. Source: Gallup

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AMERICAN WORKERS SUPPORT UNIONS, OUR BROKEN LABOR LAW SYSTEM KEEPS MOST FROM JOINING

President's Perspective (continued from page 3)

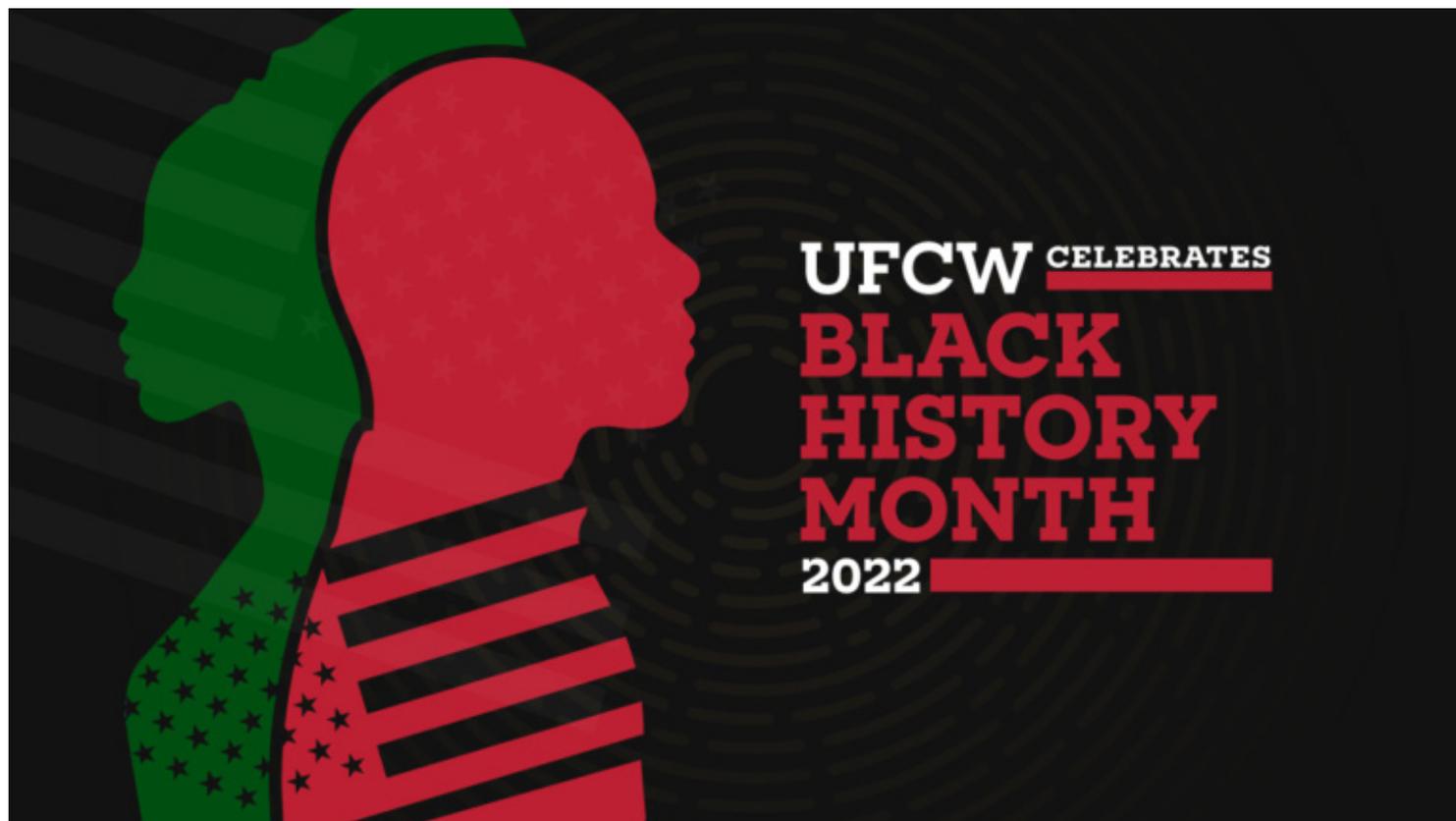
union supporters, Cannabis companies must allow workers to make the decision about organizing, free of employer coercion. In most cases, employers must recognize the union if a majority of its workers sign union authorization cards and must bargain in good faith with those workers and their unions.

One of the feature stories in this publication tells the story of nearly 150 workers at Hometown Heart in Oakland, a Cannabis delivery company whose workers responded to pay cuts with a quick and effective organizing campaign. While the employer initially tried to fight back, the labor peace requirement limited its opportunity to do so. In a matter of days, a strong majority of the workforce signed up with Local 5, the union was recognized and a recent first contract settlement resulted in better wages, benefits and working conditions for our new members.

The process should be the same for retail stores,

factories, hotels, hospitals, and other industries throughout the country. Given the vast number of workers who support unions, a fairer path to unionization would lead to the doubling of UFCW and other union membership over a short period of time. That would not only benefit newly organized workers, but all union members who would turn that increased union density into better contracts.

Unfortunately, thanks to 50 Republicans and two corporate-controlled Democrats in the United States Senate, the PRO Act or any other meaningful labor reform is currently doomed. But elections have consequences and despite what the pundits may say, collectively we have the power to change the equation in Congress and elect representatives that will put workers, not corporations, first. The work begins with the June Primary and then on to the November 2022 election. Register, participate, and vote to make long-overdue labor law reform a reality.





By: Jack Landes

A 2022 FOOD INDUSTRY NEGOTIATION OVERVIEW

Most of Local 5 members work in the Retail Food Division. Except for Nob Hill, all of our food industry contracts share the same expiration date, October 9, 2021. Our largest employer is Safeway with one hundred ninety-two stores, next is Lucky with sixty-two locations and after that would be Raley's/ Nob Hill. Our largest independent employer is Lunardi's.

The independent companies are privately owned and prefer to wait for the larger companies to negotiate first. The three largest companies are also trustees on the Pension and Medical plans along with the three-bay area UFCW Locals. The unions fight to make medical and pension improvements, propose contract language that gives you more rights at the work site as well as increases in your hourly wage. These improvements are based on the economic conditions of your employer.

All of you have allowed your employers the ability to stay open during this ongoing pandemic and they have profited from your hard work so it's time to pay up. Negotiations can drag on for some time but, as far as we are concerned, the process will be done a lot sooner this time around. The Northern California locals have agreed to start negotiations together even though in some cases the needs of one union can differ based on the economic conditions of each union jurisdiction. Negotiations are ongoing with Safeway and Save Mart/Lucky as reported elsewhere in this publication. We typically negotiate a three-year agreement with wage increases for each year of the contract. Under normal circumstances, the first wage increase in our contracts will be

retroactive to October 31, 2021.

In the meantime, Kroger, one of the largest grocery retailers in the country has negotiated a contract in Texas and in Oregon and more recently in Colorado after a successful strike.

I must remind all the new members that could be voting on a contract for the first time - this process does not happen at Whole Foods, Sprouts or Trader Joes or any nonunion company. Those workers don't have the ability to negotiate or bargain anything. And it's just not economics in a union contract, it's about rights in the workplace. Minimum hours guarantees, night premium, and the right to claim hours if a less senior member has more hours scheduled than you.

Our members also have access to a college scholarship program and a hardship benefit to help with medical bills. We also have language in our contract where you can be released from your job at the stores to work with the union on a special project without any loss of seniority while on the project.

Think about it, why do companies fight so hard not to have a UNION? It's because they don't want to pay or provide for any of that item listed above. Unions provide a level playing field for all union members at your work site. If you are having a problem with management or any work-related issues at your store notify your Union Representative. There's a Union bulletin board in every location with the contact information that you need to contact them and to access union benefits.

Local 5 Honors ‘Stewards of the Year’

Local 5’s Stewards of the Year for 2021 were recognized at this year’s first Steward meeting which took place online in January.

The awardees were determined by union leadership following nomination by union representatives. Criteria for selection was based on activities of stewards at their workplaces and in the community. While some were selected for their diligent work

to keep coworkers informed and educated on their rights and responsibilities, others were recognized for speaking in support of grocery worker hazard pay at City Council or County Supervisor meetings or working with labor councils to defeat the effort to recall Governor Newsom.

The 2021 honorees include:



Reynalda Aguilar
Fresh Express



Devin Ramos
Safeway 3281



Kelly Kick
Safeway 955



Mina Guerrero
Lucky



Todd Mc Cleathan
CVS



Marcia Ikeya
Safeway 2908



Rena Zagala-Fondren
Rite Aid



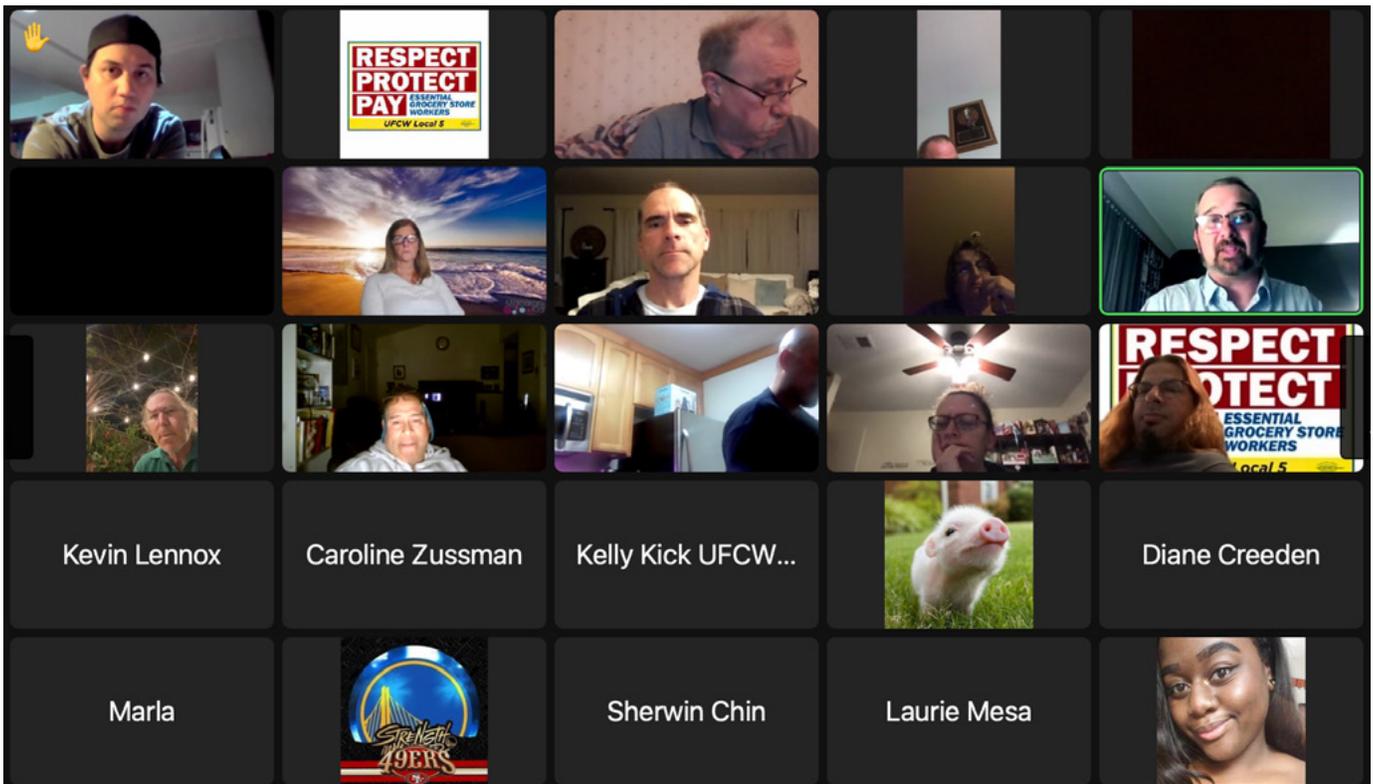
Patricia Reed
Safeway 308



Rosa Ruiz
Nob Hill



Jesus Castaneda
Gallo Salami



Local 5 Stewards gather online for bargaining updates.

Education is the most powerful weapon which you can use to change the world. —Nelson Mandela

UFCW CHARITY FOUNDATION

2022

SCHOLARSHIP PROGRAM

In 2022, the UFCW Charity Foundation will award several SCHOLARSHIPS, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:
ufcwcharityfoundation.org/scholarship

The scholarship application will be available online from **February 14 – May 15, 2022.**



If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006 or by e-mail at cfscholarship@ufcw.org. If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you. UFCW employed officers, staff, and their immediate families are not eligible.

West Coast, Colorado UFCW Locals Step Up Contract Fight with Grocery Industry



West Coast and Denver UFCW members gather in solidarity to strategize over grocery industry negotiations.

After months of little progress at the bargaining table, Local 5 is teaming up with local unions in Colorado, Washington State and throughout California to pressure grocery employers to reward pandemic-weary workers with contracts that reflect the sacrifices that they continue to make and the risks they continue to take.

Local 5's campaign is focused on Safeway and Save Mart/Lucky the Union's two largest employers. Stewards and Special Project Union Representatives have canvassed stores, engaging members in discussions about negotiations, signing them up to receive text blasts and in recent weeks, building support for a possible strike. Building on the campaign's theme of Respect, Protect, Pay, members have joined "button up" campaigns and signed thousands of cards pledging to support a strike if necessary.

On February 28 California UFCW Locals 5, 324, 367, 648, 770 and 1428, Denver Local 7 and Seattle Local 21 will stage demonstrations at selected Safeway stores, soliciting the support of customers for a potential boycott or strike.

While Safeway continues to enjoy expanded profits resulting from the ongoing pandemic, the company has thus far been unwilling to seriously address legitimate issues raised by members, says Local 5 President John Nunes.

"Safeway workers deserve and expect to be rewarded for their ongoing hard work at significant risk to themselves and their families posed by the COVID-19 pandemic. Their hazard pay was hard-won but short-lived. It is well past time that the company deliver some justice and share their bloated profits with the workers that have struggled to create them," said Nunes.

In Northern California negotiations, Locals 5, 8 and 648 have presented the company with a comprehensive proposal covering wages, healthcare and retirement benefits, as well as terms and conditions of employment that address the demands of our members.

Safeway on the other hand, continues to push to eliminate full-time job opportunities, lower meat department staffing requirements and weaken our ability to enforce guaranteed weekly work hours for part-time Food and GMC Clerks. The company also continues to insist on eroding higher paid job opportunities by allowing Courtesy Clerks to perform General Merchandise and Food Clerk work and Meat Clerks to perform Meat Cutter job duties.

Although the contract expired in October, Safeway has not presented the unions with proposals for wages, health care or retirement benefits. The bargaining committee will not allow the company's delay tactics to continue and is prepared to take



decisive action if no agreement is reached by the end of February, Nunes added.

Save Mart/Lucky Negotiations Continue with Little Progress

While no agreement has been reached with Save Mart/Lucky, negotiations have continued and while some movement has been made on non-economic issues, the negotiating teams remain far apart on issues related to wages and other economic issues.

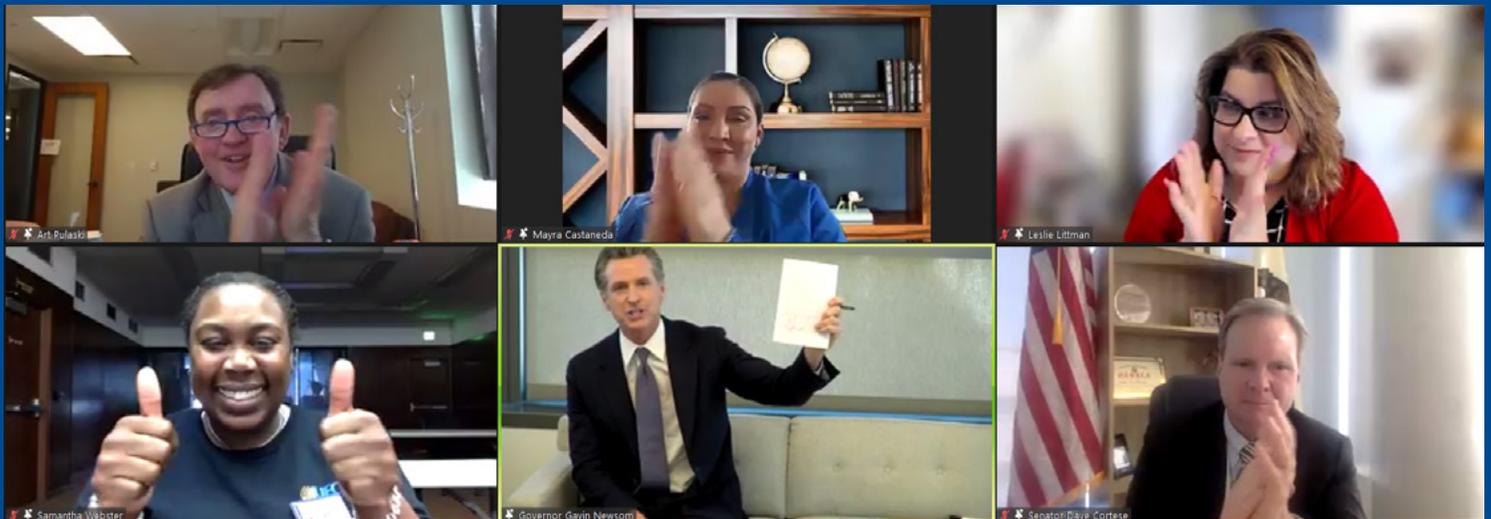
While the union bargaining team was initially encouraged by the company's offer to reach an early agreement, company representatives have squandered any opportunity to do so by repeatedly creating delays by seeking upper management approval for even minor changes to the contract, Nunes said. Even worse, cancellations of previously agreed-upon meeting dates

have become the norm for company negotiators, he added

At press time, negotiations with the employers remain unresolved and store site member actions have begun.



Governor Signs Supplemental Paid Sick Leave Bill Huge Victory for UFCW Members



Local 5 Steward Samantha Webster joins labor leaders and Governor Newsom for the signing of the COVID Supplemental Sick Leave bill.

Thanks to the efforts of Local 5's legislative team and UFCW members throughout the State, Governor Gavin Newsom has signed Senate Bill 114, reinstating COVID-19 Supplemental Paid Sick Leave for California's workers through September 30.

You are now entitled for up to two weeks of COVID-19 Supplemental Paid Sick Leave if you are:

- Infected with COVID-19
- Experiencing COVID-19 symptoms and seeking a diagnosis
- Quarantining or self-isolating due to COVID-19
- Caring for a family member who has COVID-19 or must self-

isolate or quarantine due to exposure

- Caring for a child whose school or daycare is closed due to COVID-19
- Receiving the COVID-19 vaccine or booster or recovering from its side effects
- Taking a family member to get vaccine or booster or caring for a family member recovering from the side effects

You may be eligible for additional payments including retroactive payments. Contact your Local 5 representative for assistance in gaining access to COVID-19 Supplemental Paid Sick Leave.

Cannabis Workers Lead the Way in Union Growth

Contracts Covering Nearly 500 New Members Approved by Wide Margin



Local 5's Jim Araby discusses new contract with members at the recently unionized Catalyst cannabis dispensary in Marina.

Workers at Stizzy/Authentic and Embarc cannabis dispensaries in San Francisco, Alameda and Martinez have ratified first-time Local 5 union contracts bringing some 500 new members to the union and pushing membership to nearly 1000 strong in the Cannabis Division.

The new Stizzy/Authentic agreement is part of a ground-breaking state-wide contract between UFCW Locals 5, 324, 770 and 1167 and the Shryne Group that will ultimately cover more than 1200 workers at dozens of dispensaries throughout California. The deal includes significant pay increases, employer-paid health care, full-time work guarantees and strong language around workplace rights.

Local 5 Strategic Campaign Director Jim Araby leads the union's effort around cannabis industry organizing efforts. He credits the recent success to strong worker activism, creative member-lead organizing tactics and, in many cases, industry relationships that have been built through Labor Peace Agreements that allow workers to unionize without employer interference.

"Our organizers are involved in campaigns from 'first card to first contract'. They identify union leaders at each worksite who engage their coworkers, build majority support, and serve on the

bargaining committee once the union is recognized. They often go on to become stewards and then join Local 5's efforts to bring the union message to workers at other companies," Araby explains.

The Labor Peace process that has facilitated much of the union's success was initially the result of a series of legislative bills passed in 2015 when California's cannabis industry was limited to medical use. Protecting the right to organize was reinforced in 2016 by Proposition 64, the ballot initiative that legalized recreational use in the State.

The State-mandated organizing protections have their limitations, says Araby, as only certain-sized workplaces are covered and more critically, a lack of enforcement procedures and penalties create challenges.

"Sometimes we just have to organize in the traditional way by overcoming employer opposition and waging a hard worksite and community campaign to bring the union to a particular workplace," he explains.

Local 5 was the first union in the country to organize cannabis workers with successful campaigns dating back to 2010 in Oakland, Vallejo and other cities and the union was a strong advocate for sensible regulations in the industry, helping lead the push to decriminalize recreational use with the passage of Proposition 64. As a result, UFCW locals in California, Washington, Colorado and elsewhere joined the effort leading to the establishment of a UFCW International Union Cannabis Division with more than 10,000 members nation-wide.

While most Local 5 Cannabis Division members work in dispensaries as budtenders and in other classifications, the union also represents workers at testing labs, production facilities and in delivery companies. Future targets include cultivation and harvesting workers, according to Araby.

Julie Parker is one of the Union's new members who works at Hometown Heart in Oakland, a Cannabis delivery company affiliated with Eaze, one of Local 5's largest employers in the industry. She read about Eaze workers who had unionized in Cotati and Clearlake and contacted the union.

"There were a lot of problems at work and when the company reduced our compensation while announcing record profits

it made my job as an organizer a lot easier. Most of our 140 employees signed union cards so quickly that the company didn't know what was going on until it was too late to fight back," says Julie.

The company ultimately agreed to a card-check, recognized Local 5 and began negotiations leading to a contract ratified late last year that provided significant wage increases, guaranteed minimum hours and full-time jobs and other improvements.

"While it is still a fight to get the company to live up to the contract, having job security and knowing that the union has our back is the greatest result of the process," Julie explains. "We are not on our own anymore."

While good contracts for members is the union's primary focus, significant resources are also being directed towards overall industry policy goals including expansion of an apprenticeship program, career development, the establishment of a rational taxation system, expanding the number of municipalities that allow cannabis sales, and curtailing the unregulated market.

"Every Local 5 member should be proud of the organizing success that their union dues are funding in this industry and the membership growth that we are achieving," says Araby. Our success in the cannabis industry can serve as a model in other sectors including non-traditional grocery stores, non-food retail, agriculture and others."

Local 5 Union Cannabis Facilities

DISPENSARIES

Vallejo Health Holistics, Vallejo
Fume, Cotati
Hometown Heart, East Bay and San Francisco
Authentic 415, San Francisco
Stizzy Mission, San Francisco
SF Flight, San Francisco
Stizzy Union Square, San Francisco
Stizzy Alameda
Stiizy, Pacheco
Stiizy, Marina
Stiizy, Suisun City
Stiizy, Benicia
Flight, San Francisco
Catalyst, Marina
Med Men, San Jose and Emeryville
Blum, San Leandro and Oakland
High Times, Oakland and Oakport
Embarc, Martinez and Alameda

PRODUCTION, TESTING AND DELIVERY

Eaze
Cannacraft
Sonoma Lab Works

Local 5's Shenae Price Honored as 'Unsung Hero' by State Assemblymember

Local 5 member Shenae Price was recently awarded recognition as an "Unsung Hero" at an event sponsored by California District 25 Assemblymember Alex Lee. Shenae was one of 36 District 25 residents honored by Lee in a ceremony held in Milpitas.

Shenae has worked as a Food Clerk at Safeway 2900 in San Jose for more than 20 years. She was recognized for her efforts during the pandemic, during which time she "helped calm people's nerves, assisted UFCW 5 members at Safeway, advocated for their safety, and ensured that customers were able to get what they needed."



STEWARD SPOTLIGHT

Samantha Webster Wants Grocers to ‘value their employees’

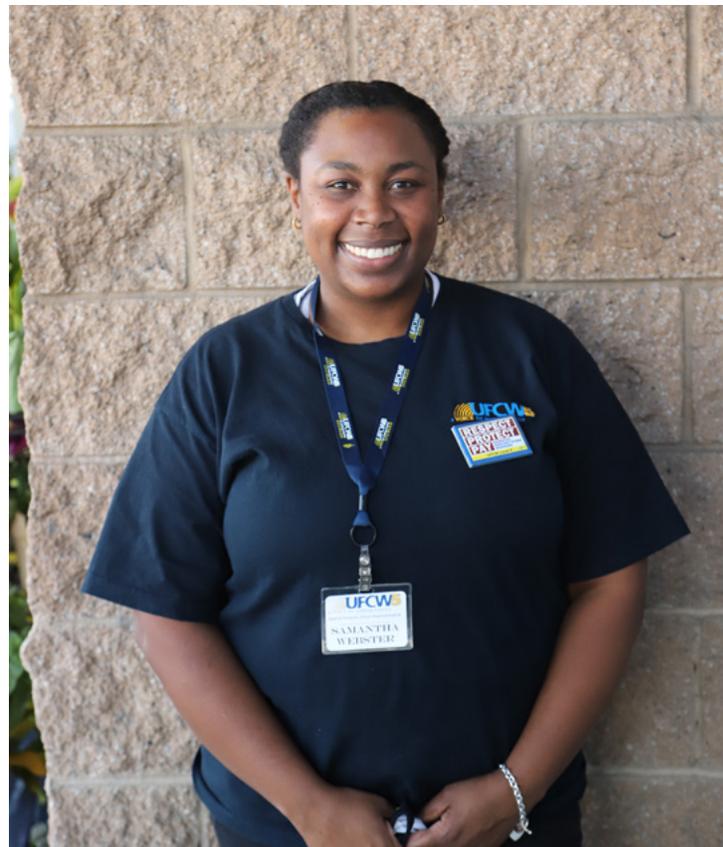
When Safeway 2874 employee Samantha Webster was encouraged by her union representative to take on the role as steward at her Hercules store in 2010, she quickly agreed despite not knowing what the position entailed.

“It sounded intriguing, and I was already active in the union, attending meetings, joining rallies and so on so I said why not?” she explained.

More than ten years later, the demeanor, leadership skills and strong relationships with her coworkers that led to her selection as a steward have built a strong union workplace and has inspired Samantha to take a contractual leave of absence to work for Local 5 as a Special Project Union Representative (SPUR).

Samantha is working on a team of four focusing on the union’s contract campaigns at Safeway and Save Mart stores. Team members visit worksites distributing material, updating members on negotiations, and encouraging them to get involved in the effort to win a fair contract.

The campaign is going well and is a great experience, she says, and members are very clear that in addition to other bargaining issues the focus is on substantial wage increases including a resumption of “hazard pay” to recognize the ongoing challenges



that retail workers face during the pandemic. The need for raises is especially critical in the current inflationary environment, she says.

Samantha also says that her work on the bargaining process has been “eye-opening” in terms of her company’s approach.

“I don’t understand why it has to be such a battle every three years,” she explains. “I want to understand the mindset of these companies and how they can appear to not properly value the employees who are the key to their success and the drivers of their profits.”

Samantha has been a UFCW member for nearly twenty years. In addition to her role as a union activist, she spends time with her family including three-year old son Jru. She loves working with animals and has a “passion” for those in need of rescue.

For more information on the contract campaign or on the SPUR program contact your Local 5 union representative.

