SPECIAL EDITION

2014 Tentative Collective Bargaining Agreement

Vote-by-Mail Ballot, Voting Materials and Instructions Inside

IMPORTANT UNION DOCUMENTS
IMPORTANT
SECRET BALLOT VOTING INSTRUCTIONS

Ballots must be received at the Roseville post office box listed on the accompanying return envelope no later than 9:00 a.m. on Nov. 17, 2014, to be counted. The ballots will be counted on Nov. 17, 2014, commencing at 11:00 a.m.

You are urged to read and evaluate the enclosed information before placing an "X" in the appropriate box on the ballot enclosed in this publication. The marked ballot should be inserted in the Secret Ballot envelope and sealed. The Secret Ballot envelope should then be inserted in the enclosed return envelope addressed to the post office box in Roseville.

The envelope should be mailed as soon as possible to ensure it is received in time to be counted by the committee of rank and file members who will administer the count.

Each member's vote is secret. The member's name on the return envelope will serve to check eligibility only. There will be no possibility of identifying the member with the ballot cast.

Members are requested not to deface, erase or ink-out the return address and name on the return envelope. The name and address are necessary for the check-off procedure. Questions concerning either the tentative new contract or the voting procedures should be directed to your District Union Representative.

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It's All About Solidarity

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100% Union Shop

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(800) 852-7581
A WORD FROM THE PRESIDENT

Your Union Recommends a YES Vote on Your New Contract

Protects health care and pension plans, restores pay rates for majority of reduced Senior Clerks, opens path to top of wage scale for Multipurpose Clerks

This special edition of UFCW 8-Golden State’s Voice of Action contains important information about our new tentative contract agreement with Save Mart Supermarkets, including the Lucky, Save Mart and S-Mart chains in Northern and Central California.

In these pages you will find highlights of the tentative contract, lists of the employer’s defeated proposals and the text of the agreement.

Also included, on the bottom of this page, is your secret ballot.

After reviewing the materials in this magazine, please detach and mark your ballot which is below and mail it using the provided envelopes. Detailed instructions are on page 2.

The leadership of UFCW 8-Golden State recommends your YES vote on the tentative contract.

This tentative agreement emerged from more than a year of complex negotiations. Through it all, we never lost sight of the needs and aspirations of our Union members.

It wasn’t easy, but we succeeded in achieving our primary objectives. We preserved the key achievements of decades of Union Solidarity, which include the best wages, health benefits, pensions, (Please see page 4)

SEE PAGE 2 FOR VOTE-BY-MAIL INSTRUCTIONS
A WORD FROM THE PRESIDENT

Your Union Recommends a YES Vote on Your New Contract

(Continued from page 3)

work rules and job protections in the grocery industry.

This agreement’s successes include preserving your health care plan and solidifying your pension fund. These achievements are especially significant in a time when economic challenges are still complicating contract negotiations across the country.

In addition, the proposed contract restores former rates of pay for a majority of Save Mart’s previously reduced Senior Clerks.

It also provides a pathway for others to move into a progression toward the top of the wage scale for Multipurpose Clerks.

We urge you to read the terms of the agreement. We think you will agree we have crafted a deal protecting quality jobs in the supermarket industry while enhancing Save Mart’s ability to increase its market share.

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This is what negotiators call a "win-win" outcome — good for our members, good for the employer, good for customers and good for our communities.

Your Solidarity was key to this accomplishment.

YOU stood strong with your Union throughout this long process.

YOU wore your “Solidarity Works” buttons in your store.

YOU told management about your support for our quest for a strong, just and fair contract.

YOU spoke to customers, friends and family about the importance of liveable wages, quality health care and secure pensions in your community.

Reaching this point was a long ordeal, but thanks to the Solidarity of our membership we have an agreement we can be proud to ratify.

Thank you for proving, once again…

Solidarity Works!

SEE PAGE 3 FOR YOUR VOTE-BY-MAIL BALLOT
# Employer Proposals DEFEATED by Your Union

<table>
<thead>
<tr>
<th>Employer Proposed:</th>
<th>How this would have affected you:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eliminating a consistent minimum weekly number of hours, replaced with a “floating 28-day average.”</td>
<td>A part-time employee would no longer have a set minimum of weekly work hours.</td>
</tr>
<tr>
<td>Allowing department head transfers to another geographical seniority area without regard for seniority and promotion rights.</td>
<td>Ignores the seniority and promotion rights of many more employees in the existing seniority area.</td>
</tr>
<tr>
<td>Making permanent reductions in overtime provisions in the agreement.</td>
<td>Less money for working hours in conflict with the concept of 5-day, 40-hour work weeks.</td>
</tr>
<tr>
<td>Paid holidays only on New Year’s Day, 4th of July, Labor Day, Thanksgiving Day and Christmas Day — a reduction from current nine holidays to five.</td>
<td>Encourages scheduling of more members on holidays meant to be spent with family and friends, reduces pay for those working on holidays.</td>
</tr>
<tr>
<td>Reduction of vacations to Stabilization Agreement levels.</td>
<td>Permanent reduction of one week of vacation a year for employees.</td>
</tr>
<tr>
<td>A lesser Health and Welfare contribution for new hires.</td>
<td>A reduced contribution to the health plan would not fund the current level of health care, resulting in lesser benefits with greater employee costs.</td>
</tr>
<tr>
<td>Continue the Senior Clerk-to-Food/Produce Clerk ratio.</td>
<td>Currently, promotions to Senior Clerk are virtually at a standstill.</td>
</tr>
<tr>
<td>Freeze all wages of Schedule I and Schedule II Clerks during the term of the agreement.</td>
<td>No progression increases during the agreement for members not receiving the experienced rate of pay.</td>
</tr>
</tbody>
</table>
Highlights of the Agreement
How the tentative contract with Save Mart affects you.

Key Highlights:

* Returns, by seniority, the majority of previously reduced Senior Clerks to $21.13 and Senior Key Carriers to $21.31; remaining Senior Clerks are placed in progression steps going up to $18.50.

* Combines all food employees into one classification and one seniority list, with existing Senior Clerks grandfathered; eliminates the ratio of Senior Clerks to Food/Produce Clerks.

* Employees currently earning $16.13 an hour will increase to $16.50 upon ratification, with progressions to $18.50.

* A Signing Bonus of $.35 per hour will be paid to those not receiving an hourly increase upon ratification.

* Provides necessary language to protect your Industry-Standard Health Care.

* Provides necessary language to protect your Industry-Standard Pension (up to an additional $.62 per hour in next two years).

* Provides for a Full-Time 45% ratio of combined grandfathered Senior Clerks and Multi-Purpose Clerks.

* All grandfathered Senior Clerks, not working full time, will be scheduled 32 hours or more of work each week.

* Provides for a 10% discount on all employee purchases, excluding alcohol, tobacco, pharmaceuticals and milk.

* Provides additional Quarterly Bonus opportunities, based on same formula as store management.

* Reinstates all holidays previously suspended for affected employees except Memorial Day.

* Reinstates previously suspended week of vacation for current employees.

* Two (instead of one) employees progress to a higher hourly rate of pay when a Senior Clerk leaves employment, as of January 2016.

* Eliminates existing progression step freeze.

Vote YES!
Highlights of the Agreement
How the tentative contract with Save Mart affects you.

Additional Highlights:

☑ Full-Time employees (excluding named positions) receive two consecutive days off each week.

☑ Part-Time employees may select weekly work schedules by seniority.

☑ Work schedules will be posted earlier, allowing greater ease for employees’ off-work time management.

☑ Establishes an opportunity for members to save for their dependents’ college expenses in a tax-deferred (529) plan.

☑ Recognizes employer may offer retirement/separation incentives to senior employees.

☑ Revert to layoff by seniority, eliminating $5.00 reduction in lieu of layoff for Senior Clerks.

☑ Allows employees to work in lieu of taking vacation.

☑ Employees with two or more weeks of vacation may take one week in daily increments.

☑ Further restricts use of Service Specialists outside of their classifications and penalizes the employer when the contract is abused.

☑ Allows individuals an opportunity to work alternative work-week schedules if they choose, BUT ONLY with the consent of the employee, the Union and the employer.

☑ Allows for quicker and more satisfying resolutions of work-related injuries using Alternative Dispute Resolution (ADR).

Other Contract Changes:

Sunday premium pay is suspended.

Senior employees are given the choice of working on Sundays or not.

Affected employees working on holidays receive straight pay in addition to holiday pay.

Three-year agreement expires in October 2016.

Vote YES!