



SPECIAL POINTS OF INTEREST:

- **UFCW 367 at health care town hall meeting**
- **One cash handling mistake and you're out? UFCW 367 members speak up on why Fred Meyer is being unfair.**
- **Want to look at your contract from the comfort of home, fill out important surveys for bargaining, and get Local 367 bargaining updates and more? Stay connected.**

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www.ufcw367.org

From Front to Back

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Health Insurance and Bargaining Your Next Contract

It should come as no surprise to any member that the health insurance portion of your contracts will be at the forefront of negotiations for all of our contracts that expire in the next few months and into 2010 and beyond. If you look at the rising costs,

you can see why. According to a recent fact sheet from the AFL-CIO, the premiums for health insurance rose **three times faster than inflation and wages!** Think about that. If inflation is running at 3%, then we will need to factor in an additional 9% or more per year for your health insurance costs. In plain dollars and cents, if you make \$18 per hour, a 3% wage increase is 54¢, and if your health insurance is costing \$3.85 per hour, we will need an additional 35¢ per hour in the first year alone and more in the second and third years! So do the math - if we want a wage increase that at least keeps us



Health Care Town Hall Meeting

up with inflation (if not more), the total of those two in the example is 89¢ per hour! You can bet it will be a struggle to get your Employers to part with that kind of money in each year of your contract!

Here are some alarming facts from the AFL-CIO website:

- One in four Americans say their family has had a problem paying for medical during the past year - and two-thirds of them had insurance.
- Nearly 30 percent say someone in their family has delayed medical care in the last year.
- Every 30 seconds someone in the United States files for a “medical bankruptcy”.
- More than one-third of people who have health insurance worry about losing it.

So is it any wonder that we say we need Congress to pass health care (insurance) reform? Get involved in the debate. Here's how: go to www.ufcw367.org under “367 News” for a schedule of health care reform town hall meetings, or get involved in bargaining in 2010 by signing up to serve on Local 367's Contract Action Team (CAT).



Congressman Adam Smith supports health care reform at recent Town Hall Meeting



Juanita Carroll,
Fred Meyer T/P

“ We (the Union) are attempting to do what the company won’t: contact the customers to ask them to return the money they got by mistake, prevent a loss, and save the checkers’ jobs. ”

**YOUR UNION
Your Voice**

Fred Meyer Terminates Employees for One Cash Handling Mistake

For many years, Fred Meyer has had a policy that states that negligence in cash handling that results in a loss to the company can result in termination with no prior warning. And for many years, not many Fred Meyer checkers were actually fired for first-time mistakes. After all, checkers are human, and humans do make mistakes. If a small amount was involved, and if it was an inadvertent act, such as mistakenly handing back a customer’s check with their receipt, a checker with a good record could have expected to receive a warning.

In the past year, Fred Meyer has changed its enforcement policy and is firing long-time checkers for first-time negligence. What’s more, where the termination depends on loss to the company, the company is refusing to track down the customers who benefit from the mistakes to ask for their payment, in order to prevent a loss.

Juanita Carroll, Fred Meyer Tacoma/Pacific General Merchandise, had 19 years of service and was one of the checkers who was fired for a first-time cash handling mistake.

The Union believes that these summary firings are wrong and has grieved all terminations as violations of just cause under the contract. But we’ve gone beyond this, and **we are attempting to do what the company won’t: contact the customers to ask them to return the money they got by mistake, prevent a loss, and save the checkers’ jobs.** The company is actively fighting this by filing its own grievances against the Union’s effort. The Union intends to vigorously defend its actions and to stand up for its members in this fight.

Want More Frequent Updates?

We are happy to save paper and give you more frequent updates by e-mail. Just sign up at www.ufcw367.org and also gain access to the Members Only section. It’s a great way to stay informed as well as get ready for next year’s contract negotiations! You can also find us at:



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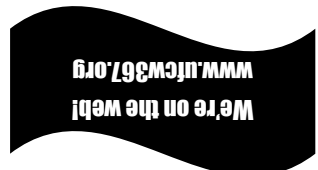
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