

the Activist

Quarterly Newsletter April 2022

Respect Protect Pay



If Not Now, When?

Our Mission



We are a diverse member driven Union fighting for economic and social justice. We empower through respect, integrity and dignity. Our strength comes from standing in solidarity with our communities to build a better life.

Our Three Point Vision



Member Driven, Fiscally Responsible, Transparent

Presidents Message

If Not Now When?

The past two years have been the most challenging and scary for workers in the grocery and retail industry. Acts of violence and theft have risen throughout the six counties we represent while an ever-changing pandemic has impacted our health and financial security. No one could have anticipated this crisis. As the government and employers scrambled to react, our Union moved to demand safer working environments, hazard pay, and special leave language for those affected by Covid-19. We couldn't alleviate the anxiety of being an essential worker, but our hope is we were able to make a positive difference in the lives of our members. While many unions were having their staff work from home, local 367 representatives were in the stores working side by side with the members. We are proud of the work all of us, together, have performed during this time.

Some lessons were learned along the way as we were forced to adapt. Membership engagement seemed to steadily climb when we moved away from live meetings and onto the Zoom platform. This change was necessary to comply with CDC and Department of Health guidelines, but we were not expecting such positive results. We will continue to offer Zoom as an option for general membership meetings when we open the office back up for live meetings.

Last summer, we updated our steward manual and workshop to reflect the vision of 367. Leaders in Action became the mantra and dozens of new activists were trained.

continued



At the same time, I began building relationships with UFCW locals around the country and brought us into the fold of the western coalition which includes UFCW locals 7 (Colorado), 5 (Northern California), 324 & 770 (Southern California), 367 & 3000 (Washington) and Teamsters 38 (Washington). I joined the table of UFCW 555 (Oregon) for a brief period and established solidarity with Teamsters 117 and 313.

All the above culminated in the success of our Leadership Conference & Grocery Negotiations Kickoff that took place on January 20th. Anyone who attended could feel the energy in the room as we prepared for bargaining. This excitement spilled over onto social media and continued to grow. Strike Pledge Cards and Respect, Protect & Pay buttons were launched. Member engagement had never been higher with anticipation of obtaining a historic contract. When I asked members to take selfies and tag UFCW 367, many of you went above and beyond and tagged me personally, filling my page with fun posts. When I asked for more photos of Brodey the Goat, Michele Wall-Feeney brought him to the store so her co-workers could take selfies with our new mascot. This is what being a member-driven union is all about. It's having a deep understanding that real power is in the hands of the worker, and anything is possible.

Because of great turnout at the Contract Action Team (CAT) meetings, along with social media posts, the employers took notice. What all of you are doing as activists is making a difference.

Historic contracts have been ratified throughout the coalition. Ours is the last agreement to be voted on but we are only getting started toward building a powerful union in the South Puget Sound. The future of our local and industries we represent has never looked brighter.

In Solidarity,

A handwritten signature in blue ink that reads "Michael Henne". The signature is written in a cursive style and is contained within a white rectangular box.

Bargaining Update

Wed. 5/4, 8am-8pm

Elks Lodge # 1450
314 27th St. NE
Puyallup, WA
98372

Wed. 5/4, 8am-8pm

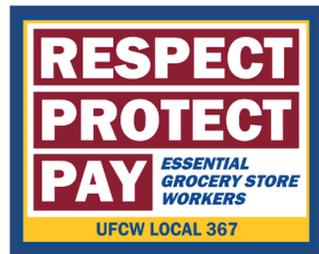
Olympia Center
222 Columbia St. NW,
Olympia, WA
98501

Thurs. 5/5, 8am-8pm

IBEW Local 76
3049 S 36th St.
Suite 101
Tacoma, WA
98409

Thurs. 5/5, 8am-8pm

Elks Lodge # 593
1712 S. Boone St.,
Aberdeen WA
98520



IT'S TIME TO VOTE

**MEMBER BARGAINING
TEAM FULLY
RECOMMENDS A YES VOTE!**

TENTATIVE AGREEMENT REACHED!

"This agreement has been a long time in the making and includes the highest wage increases in our Union's history. It's the result of coordinated efforts by the West Coast Coalition of UFCW Locals and the mobilization of our members with buttons, strike pledge cards, and turn out at contract action team meetings. We supported Houston, Colorado, and California, which helped pave the way for a significant contract that we should be proud of." ~ President Hines

SCHEDULED INFORMATIONAL PICKETS ARE CANCELED

Members in good standing may vote who are covered under 367 union contracts at the following employers:

ALBERTSON'S, FRED MEYER (Groc. CCK, Meat, GM), GORDON'S GROCERY, HAGGEN, METROPOLITAN MARKET, PICK RITE GROCERY, PIONEER GROCERY, QFC, SAAR'S MARKET, SAFEWAY, SWANSONS, THRIFTWAY (ALL LOCATIONS)



"I highly recommend a "YES" as there are increased benefits & wages across the board!"
Greg Buttner, QFC



"We asked, You told us, And we Heard!"
Joann Gardner, Albertsons



"We received record solid commitments from the employer addressing our concerns around store safety, and select a schedule!"
Colton Rose, Fred Meyer

Questions and Answers

Why were our contract negotiations so quick?

Our tentative agreement results from many months of planning and coordination between UFCW grocery locals representing over 93,000 union grocery members. Starting in July 2021, West Coast Grocery Union leaders and members began meeting to make sure we stood together to win historic improvements in this round of bargaining. Additionally, 367 activists have been organizing at our stores for months by completing bargaining surveys, wearing buttons, signing strike pledge cards, and attending CAT meetings. Most of these actions were coordinated with thousands of our UFCW members on the west coast. Many of the improvements, including the All-Purpose Clerk and front-loading of wages, can be attributed to these joint efforts. When Colorado went on strike, 367 staff were sent in to help. We also sent staff to Southern California following their strike authorization votes. Ours was the last local to settle, so it may have appeared to be quick when, in actuality, it was a months-long campaign.

Why didn't we negotiate at the same table as local 21 (now 3000) and Teamsters 38?

In the past, our locals have worked together at the same table. This has not always been the case, however. Regarding the current contract, 367 had three issues unique to our circumstances: Greater safety concerns, frustration with the handling of grievances, and fixing Select a Schedule, so it works as intended and with consistency. Our team believes we addressed these concerns and gained improvements.

Why do we have to wait till Monday before we can see the details of our Tentative agreement?

During 367 vote ratifications in the past, the tentative agreement details were not released until the first day of voting. It can take time to prepare the documents and ensure all the details are correct. 367 is releasing this information before the vote for the first time. The leadership of UFCW 367 believes in transparency and educating the membership about their contract and their rights. However, it's crucial that members also attend a contract vote meeting to ensure their questions are answered and that all details of this complex tentative agreement are understood.

Why does it seem we got the same deal as 21 (3000)?

Historically, our contracts have been almost identical. This is a good thing because the wages and benefits are the same whether you work in Grays Harbor, Pierce, or King Counties. And it's good to know that members can transfer anywhere in Western Washington and enjoy the same level of wages and benefits. Through our coordination with the other UFCW locals, including 3000, we've ensured that our needs and ideas were brought forward to the employers.

Why are we not voting at the 367 office?

The Contract Vote in 2019 was the only time in recent history the UFCW 367 office was used as a vote location. After the 2019 vote at the union office, we received numerous complaints from members due to limited space and parking at this location. Many members left the vote meetings feeling like they couldn't get all their questions answered or were unable to find a quiet place to sit down and review the changes. The IBEW hall in Tacoma has been used in the past for our union meetings and will offer a much-improved process for conducting the vote.

Can't we get a better deal from the employers if we keep fighting?

All the other UFCW Locals on the West Coast have reached an agreement and voted yes for their contracts. The contract offered to 367, 3000, and IBT 38 contains the most money of any UFCW local on the west coast. The 6000 members of UFCW 367 are the last group left in the coalition to vote. If we vote down this offer, there is no guarantee that the employers will offer us more. In fact, we could go back to the bargaining table, and the employers could offer us less. At the very least, we would need to strike, but it's unclear whether employers would be moved to offer striking 367 members an improved contract.

What's next?

We built a lot of momentum heading into contract negotiations. Our membership has never been as engaged as they are right now. We will continue to run our safety campaign until all members feel protected in their workplace. In addition, 367 will be launching new campaigns and focusing on organizing and educating members so we can build a more powerful union in accordance with our mission and vision.

Violent Crimes are on the Rise in Our Communities

Of late, stories have been pouring in from the membership relating terrifying accounts of violence and other acts of crime in the stores where we work. Many of these have been documented and recorded so we can show the employers, at the negotiating table, what it's been like working these past two years during a pandemic.

Surveys collected from members prior to negotiations placed violence in the stores and parking lots above Covid 19 as a serious concern.

According to CrimeGrade.org, Tacoma received a D- overall crime grade with a crime occurring every 34 minutes on average. Tacoma is in the 12th percentile for safety, meaning 88% of cities are safer and 12% are more dangerous. The rate of violent crimes is alarming in Tacoma at 5.75 per 1,000 residents during a standard year. Olympia had a similar crime grade of D+ while Lakewood scored an F.

The chart below is provided by Bestplaces.net/crime and compares Seattle to Tacoma. Tacoma is 10 points higher on violent crime than our sister city up north. It should be noted, Puyallup scored higher on the index for property crime than Tacoma but much lower on violent crime.

	SEATTLE 2022	TACOMA 2022	UNITED STATES 2022
VIOLENT CRIME	32.3	42.3	22.7
PROPERTY CRIME	76.9	85.2	35.4

The Crime Indices range from 1 (low crime) to 100 (high crime). Crime rates are based on FBI data.

The rise of crime in our stores and communities is alarming. It is also a very complex situation that must be addressed in several venues. It is not as simple as having armed security guards 24/7. As an organization, we must do all we can at the bargaining table to ensure safety while at work. We must also reach out into our communities on issues such as policing, public policy, homelessness, mental health services and the current drug epidemic.

Local 367 is in the process of formulating a political/community agenda to better impact our communities so we can live, work and thrive.



...y for negotiations; how about you

Michele Wall-Feeney is with Michael J Hines
Ufcw and 5 others.
Mar 16 · 🌐

Contract negotiations are coming up so we had to
get 1798 pumped up to spread the word . Love
having our Mascot Brodey... See More

CHANGE

YOU CAN START CHANGING OUR WORLD FOR
THE BETTER ONLY, NO MATTER HOW
SMALL THE ACTION.

RESPECT
PROTECT
PAY

GROCERY
NEGOTIATIONS
BEGIN
APRIL 13TH

367

APRIL 13TH

The collage features several photographs of a dog named Brodey. In one photo, Brodey is sitting on a person's lap, holding a sign that says "RESPECT PROTECT PAY". In another, Brodey is standing next to a person who is also holding a sign with the same message. A central graphic reads "CHANGE" with the text "YOU CAN START CHANGING OUR WORLD FOR THE BETTER ONLY, NO MATTER HOW SMALL THE ACTION." Below this, there are more photos of Brodey holding signs, including one that says "GROCERY NEGOTIATIONS BEGIN APRIL 13TH" and another that says "367".

Member Driven

New Website



Visit our new and improved website!
www.ufcw367.org

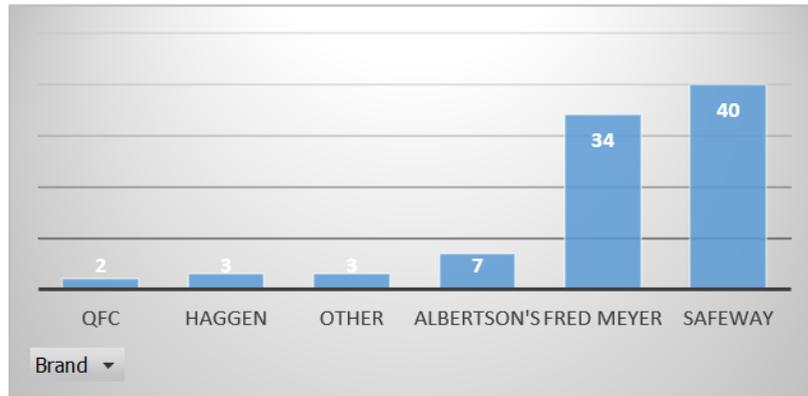
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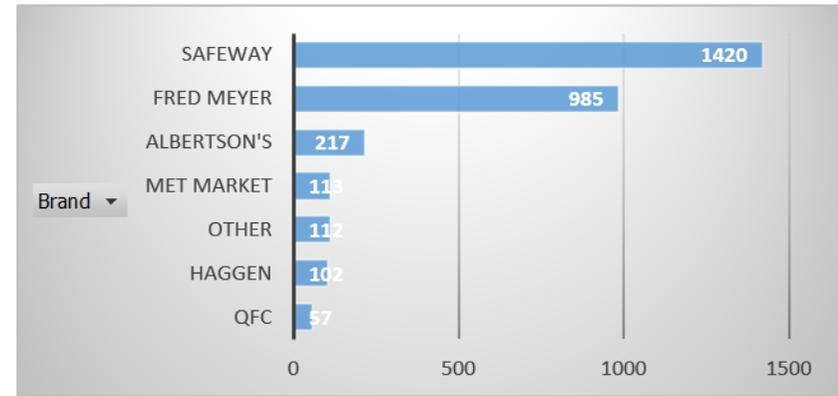
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Dashboard – State of the Union

Trained UFCW 367 Stewards Total # 89

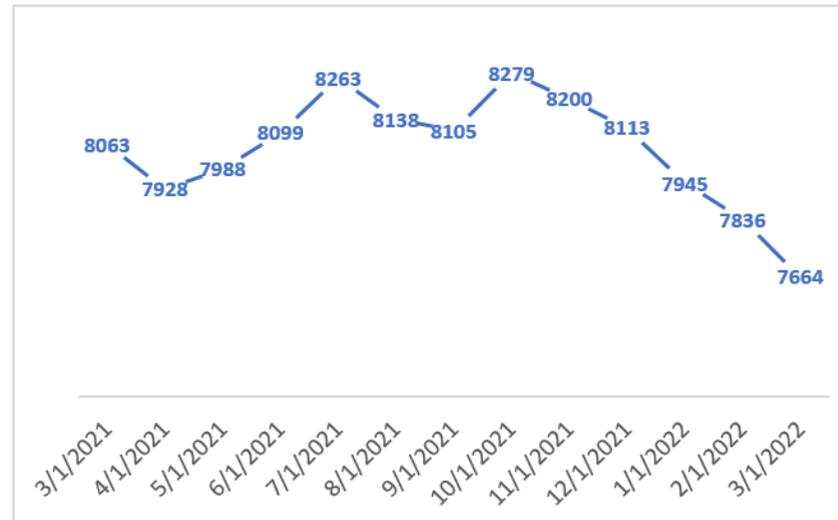


Active Ballot Club (ABC) Total # 3006



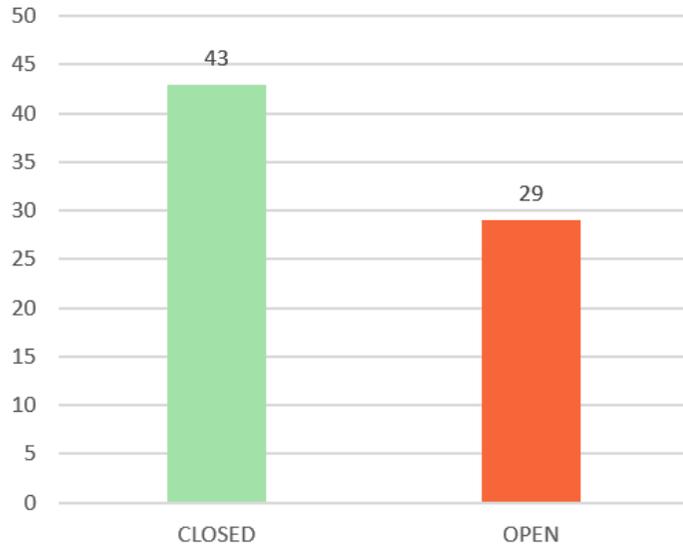
Meat Cutter Apprenticeship 7 members are Signed Up for the 2 year program

UFCW 367 Membership Total # 7664

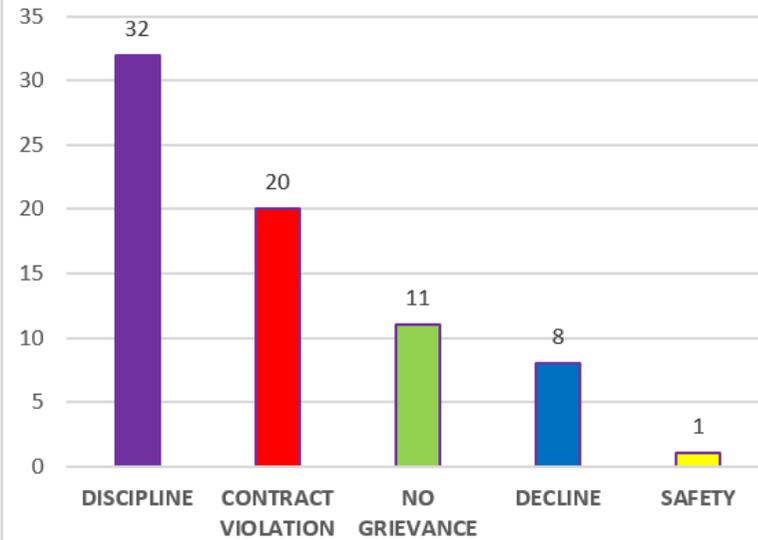


Dashboard – State of the Union

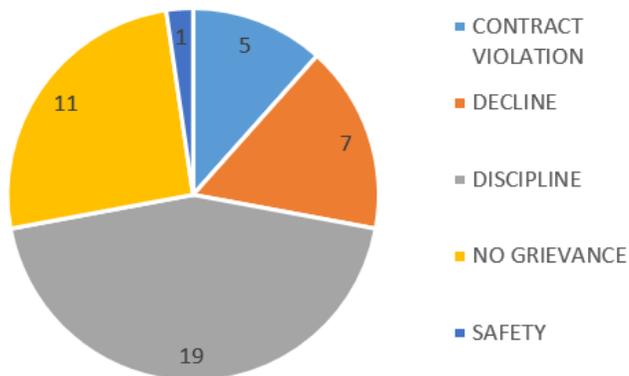
Grievance Jan/Feb/Mar 2022



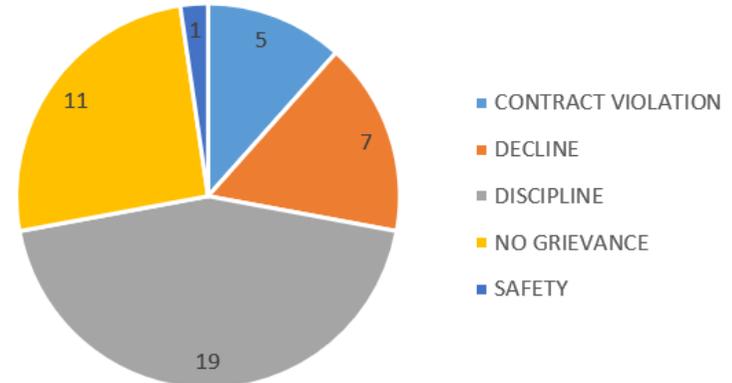
Grievance Type



Grievance Returned to Work



Grievance Settled



Secretary Treasurer Report

Period of Jan 1 – Mar 31, 2021

The leadership of UFCW 367 strongly believes in transparency and a member driven union. A key aspect is member understanding of union finances. UFCW 367 is committed to sharing this information quarterly with the membership.

ABC Fund:	\$ 72,461.39
Hardship Fund:	\$ 45,952.80
Strike Fund:	\$ 1,321,171.14

United Food & Commercial Workers Union Local 367

Quarterly Income Statement

For the Period of Jan 1 - Mar 31, 2021

REVENUE:

DUES	\$ 1,084,908.65
FEES	\$ 40,873.12
MISC INCOME/REIMBURSEMENTS	\$ 1,859.48
UFCW SUBSIDIES	\$ 6,806.15

TOTAL REVENUES	<u>\$ 1,134,447.40</u>
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OPERATING EXPENSE:

ABC - UFCW INTL EXPENSE	\$ 16,649.48
INTL PER CAPITA TAX	\$ 368,129.96
CENTRAL LABOR COUNCIL EXPENSE	\$ 15,811.80
SALARY EXPENSE	\$ 497,275.87
SALARY BENEFIT AND TAXES	\$ 208,207.30
TRAVEL EXPENSE	\$ 8,240.09
	\$ 1,114,314.50

ADMINISTRATIVE EXP	\$ 30,579.87
BUILDING EXPENSE	\$ 6,572.61
HARDSHIP EXPENSE	\$ 372.89
GENERAL EXPENSE	\$ 93,292.83

TOTAL EXPENSE	<u>\$ 1,245,132.70</u>
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NET INCOME	<u><u>\$ (110,685.30)</u></u>
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Financial Statement

Period of Jan 1 – Mar 31, 2022

ABC Fund:	\$ 150,351.05
Hardship Fund:	\$ 62,513.75
Strike Fund:	\$ 1,516,831.32

United Food & Commercial Workers Union Local 367

Quarterly Income Statement

For the Period of Jan 1 - Mar 31, 2022

REVENUE:

DUES	\$ 1,182,146.50
FEES	\$ 37,774.87
MISC INCOME/REIMBURSEMENTS	\$ 982.86
UFCW SUBSIDIES	\$ -

TOTAL REVENUES	<u>\$ 1,220,904.23</u>
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OPERATING EXPENSE:

ABC - UFCW INTL EXPENSE	\$ 26,496.14
INTL PER CAPITA TAX	\$ 360,592.44
CENTRAL LABOR COUNCIL EXPENSE	\$ 20,940.48
SALARY EXPENSE	\$ 416,172.94
SALARY BENEFIT AND TAXES	\$ 187,725.91
TRAVEL EXPENSE	\$ 2,406.12
	\$ 1,014,334.03

ADMINISTRATIVE EXP	\$ 18,144.48
BUILDING EXPENSE	\$ 13,837.17
HARDSHIP EXPENSE	\$ 78.75
GENERAL EXPENSE	\$ 81,761.80

TOTAL EXPENSE	<u>\$ 1,128,156.23</u>
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NET INCOME	<u><u>\$ 92,748.00</u></u>
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Guardian Nurses

Introducing: Mobile Care Coordinators – Registered Nurses Powered by Guardian Nurses

Whether you face an inpatient hospitalization, surgery, or learn of a serious diagnosis, a Mobile Care Coordinator (MCC) nurse will be alongside you wherever you receive your healthcare to make sure you understand your options, receive the support you need, and get the best care. With their services fully paid for by the Trust, you can get a nurse advocate to help you get answers to your health care questions and navigate the healthcare system so that it works for you.

Your MCC nurse gets to know you, your situation, and your needs. They will gather the best available information and explain it in plain language so that you can make the best possible decisions for your care. Your nurse will be your personal guide and champion, advocating for you with anyone and everyone involved in your care for as long as you need and are covered under the Trust.

If you are struggling with depression, anxiety, or addiction, you can speak directly with the MCC nurse in charge of Behavioral Health regarding treatment for drug or alcohol dependency, anxiety, depression, or any other mental health issue.

You know you're going to have the best possible healthcare experience because a caring, competent, professional nurse is on your side and by your side, every step of the way.



Guardian Nurses

Your Mobile Care Coordinator nurse can:

- VISIT YOU IN THE HOSPITAL and AT HOME to assess your care needs
- GO WITH YOU to see doctors, to ask questions, and to get answers
- BE YOUR GUIDE, coach, and advocate for any serious healthcare issue
- EXPLAIN A NEW DIAGNOSIS to help you make informed decisions
- PROVIDE DECISION SUPPORT when you are thinking about treatments or surgery
- MAKE APPOINTMENTS so you can be seen as quickly as possible
- IDENTIFY PROVIDERS for all care needs and second opinions
- GET THINGS YOU NEED such as healthcare equipment

Mobile Care Coordinator nurses do not:

- Make decisions for you
- Make a medical diagnosis
- Determine fault or legal liability
- Provide direct nursing care
- Provide financial management services

All services are voluntary, confidential, and are fully paid for by the Trust for PPO Plan participants and their covered dependents.

To request help from an MCC Nurse if you are going to be hospitalized, or for a serious health condition, call (877) 362-9969 and select option 2

General Business

During the general membership meeting, President Michael Hines proposed projects needing attention to uplift the well being of the local. The projects include the roof, restripe parking, replacing the carpet, repainting, and capturing the local's history. Hines stated that these upcoming proposed projects would not start until after grocery negotiations. Leading into the first project that needs attention is the roof. Hines declared that "the roof is in rough shape," and without it being replaced, it can cost the union more money in the future because the roof would have to be entirely replaced. Alongside the roof needing attention, so do the parking spaces. The lines have faded and need repainted. The next project is the carpet throughout the office that needs replacement. 2013 was the last time the carpet was cleaned. Currently, there are also chunks missing from the carpet. The other project that is proposed is the repainting of the local. According to Hines, when you walk into the local, the logo and mission statement will be visible on the right-hand side. After putting in the bid to have a union contractor come repaint, the bid was \$43,000, leaving the local with the decision to repaint the office ourselves. Once the painting is completed, the local will harmonize the surroundings of the office by capturing the local history, showcasing old pictures and items from the past. Once everything is completed, the local's goal is to open back up to the members by presenting an open house.



General Business

Marking a successful second annual Adopt a Street event on April 22, members and their families enthusiastically met to beautify the UFCW 367 adopted location at 1112 S. M. St., Tacoma WA. Beginning in front of the Safeway location, members eagerly continued working along the side streets and the rear of the building picking up litter and debris.

E-board member Michael Whalen and Grievance Representative/Recorder Mike Solberg had the opportunity to share how UFCW 367 adopted this location and was interviewed by Andrew Anderson and Madi Williams from The Tacoma Ledger. Follow the link below to read the full interview.

<https://thetacomaledger.com/.../tacoma-community-is.../...>





Kris Bauer, Instructor



Manny Rawls, Safeway



Holly Beires, Safeway

MEAT APPRENTICESHIP CLASSES

Current UFCW 367
Meat Cutters are
eligible to enroll.

UFCW 367 members
interested in this career
training program please
call us at 253-906-9147

Follow us



MEAT APPRENTICESHIP CLASSES

REGISTER NOW FOR THE NEXT
SESSION

**Current UFCW 367 Meat
Cutters are eligible.**

**UFCW 367 members
interested in this career
training program please
contact us
253-906-9147**

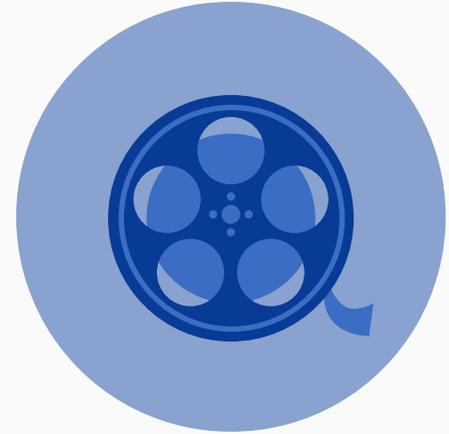
Member Benefits



START NOW , FREE COLLEGE AW AITS
Your dream of going back to school can become a reality. It all starts with the decision to take action.



CAR MAINTANENCE
Keeping your car properly maintained shouldn't be a burden. Let us help lighten the load with discounts on tires and more.



MOVIE TICKETS & ENTERTAINMENT
Date night coming up? Movie discount packages are here to help show off how smart and thrifty you are.



CANVA STORIES 400



CANVA STORIES

UFCW GMM Meeting Minutes

Zoom Call - April 13 and 19, 2022 9 am and 6 pm

1. Call to Order
2. Guardian Nurses
3. PowerPoint Presentation (pre-recorded) by President Hines
4. Home in Tacoma (Pierce County only) Michael Whalen
5. Good and Welfare
6. Adjournment

1. Call to Order

Gina Stanton called the meeting to order.

2. Guardian Nurses

- Tonya Niverson, Mobile Care Coordinator

3. PowerPoint Presentation – Pre-recorded by President Hines

- Mission Statement
- Three-point vision
 - Member-driven
 - Fiscal Responsibility
 - Transparency
- Presidents Report
 - Bargaining Update
 - New website and Activist Portal
 - Dashboard – Membership data
- Secretary/Treasurer Report
 - Financial Statement
- General Business
- Fall open house
- Adopt a street – April 22nd, 4 pm – 6 pm
- Meat Apprenticeship classes
- Newsletter

4. Home in Tacoma (Pierce County only) Michael Whalen

5. Good and Welfare - none

6. Adjournment

RESPECT

PROTECT

PAY

***ESSENTIAL
GROCERY STORE
WORKERS***

UFCW LOCAL 367