



Holding the Line

Strike Update
Issue #20

Unions Present Comprehensive Proposal to Employers

Supermarket Giants Dismiss Proposal, Refuse to Present Counter-Proposal

On Friday, December 19, your negotiating team met with representatives of Vons/Pavilions, Albertsons, and Ralphs. They presented the employers with a comprehensive proposal that, over the term of the contract, would save the companies \$350 to \$500 million.

The proposal was more than a good faith gesture. The UFCW team met the employers halfway with cost containment measures that deal with each and every issue the companies have said publicly and privately they need to resolve. The proposal offered the supermarket giants solutions that helped them achieve their business goals while allowing workers to maintain a middle class wage, affordable health care, and a modest pension.

The proposal also allows retirees to maintain their health care and pension—something the employers' proposal does not. The UFCW came to the table flexible, prepared to negotiate around the clock, and ready to make an agreement so that members could go back to work before the holidays. The employers clearly had no such desire or concern for your well-being. The employers' attitude was cold, calculating, and callous—a sad statement on three companies that have, in the past, thrived

on customer service.

The level of disrespect that they are showing to their employees—to you!—is despicable and reveals the extent to which the supermarket giants have grown to put short-term corporate greed over long term customer service through a quality workforce.

They may think that they can break your spirit, but what they don't seem to realize is that the more they disrespect and dishonor you, the more committed you are to staying in this fight. It's grown to be about more than saving your family's health care, your pension, or even your job. This fight is about saving your dignity as a retail worker, about continuing to be a part of America's middle class, and about being able to continue to provide superior service to your customers.

These companies have crossed a line—a very dangerous line. They have gone too far by demonstrating such a perversely evil agenda that their customers may well NEVER come back...

Stay strong and stay united. Together we will persevere.



Entertainers Rally Strike Support

Rallies and Benefit Concert Draw Big Cheers

The Screen Actors Guild (SAG) and the American Federation of Television and Radio Artists (AFTRA) have used their star power to bring even more public support to the picket lines.

Audioslave guitarist and former *Rage Against the Machine* member Tom Morello hosted a benefit concert at the Roxy Theater in Los Angeles. The sold out show raised thousands of dollars, as well as an increased awareness about the strike. Morello was joined onstage by Brad Wilk of *Audioslave*, Serj Tankian of *System of a Down*, Flea from *The Red Hot Chili Peppers*, Corey Taylor of *Slipknot* and *Stone Sour*, Phantom Planet, Boots Riley of *The Coup*, Lester Chambers of the *Chambers Brothers*, and emcee Janeane Garafolo.



(L to R) Local 770 member Erika Salas, guitarist/activist Tom Morello, Local 770 member Linda Jaksic, and Local 324 member Matthew Hart at the Roxy Theater benefit concert.

SAG and AFTRA were also major participants in the massive rally that shut down Olympic Blvd. in Beverly Hills this week.

SAG President Melissa Gilbert sent a clear message to Safeway CEO Steve Burd, saying, "We know you are lying."

AFTRA President John Connolly gave a rousing speech, pledging support on behalf of his members. SAG and AFTRA members have collected truckloads of toys for UFCW children, and have come together by the hundreds in massive rallies.



International President Doug Dority was joined by SAG President Melissa Gilbert, AFL-CIO President John Sweeney, and AFTRA President John Connolly to lead thousands in a march to Pavillions in Beverly Hills.



National UFCW Leaders Converge on Southern California

North American Solidarity Summit Raises Millions, Announces “Shop-Out”

Nearly 150 UFCW Local union presidents from across North America met this week, raising over four million dollars in strike support funds. UFCW leaders were moved by the courage and resolve of the 70,000 striking and locked out workers in Southern California.

AFL-CIO President John Sweeney, SAG President Melissa Gilbert, AFTRA President John Connolly, and religious and civil rights leaders joined the UFCW leaders during the meeting, addressing the crowd of hundreds. Nearly 10,000 workers and supporters waited outside for the march to Pavilions in Beverly Hills.

At the summit, International President Doug Dority announced the expansion of action targeting supermarket employers. “Operation Shop-out” will be made up of a variety of tactics, including demonstrations and support from community groups that may pick a store and target that store for a complete shutdown.



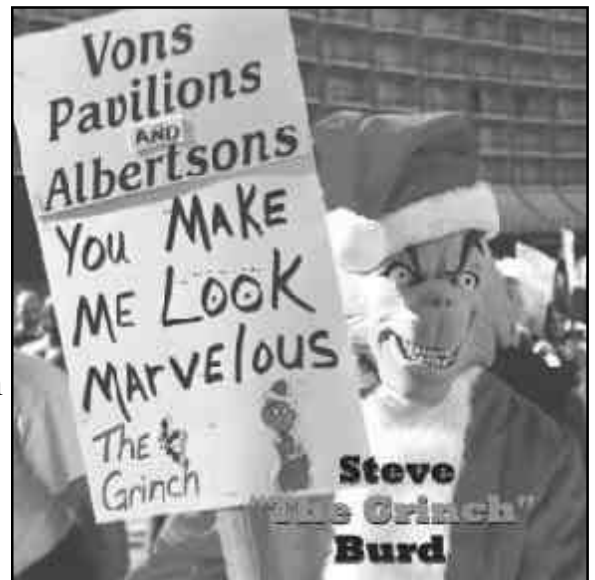
Strikers were joined by nearly ten thousand religious leaders, union members, and community activists in a march to a Beverly Hills Pavilions store after the North American Solidarity Summit.



Spirit of Holiday Giving

The kindness and support of union members is helping to stop Steve Burd and the other employers from stealing Christmas for UFCW children. Community allies and other unions, such as SAG, AFTRA, and ILWU have donated toys, money, and time to help families get through a difficult holiday season.

ILWU Local 13 hosted "A Day with Santa Claus" for the UFCW children of Locals 770 and 324. Thousands of toys have been donated by dockworkers from ILWU Locals 13, 26, 63, 68, 94, the Southern California Pensioners and ILWU Ladies Auxiliary #8 of the Ports of Los Angeles and Long Beach.



Snow didn't stop Local 1036 members Karen O'Kelly (left) and Pauly Buchalla from holding the line.



Willy Banta, a science teacher from LAUSD, made this sign while on winter break (Healthcare not Welfare) for the picket line at Vons Burbank at Olive and Verdugo. The sign is 20 feet tall, 14 ft wide.