

# OFFICIAL UNION NOTICE - PLEASE POST

The Union and the Company bargained for 35 hours over two days, and significant issues remain.

The company presented a comprehensive “best offer,” which includes the following:

- **Wages.** The company wage offer is only a \$0.30 increase for Journeymen, while everyone else would stay put, which means our members can't support basic living standards. Several of the company's competitors are hiring in excess of \$15-per-hour.
- **Healthcare.** The company's offer would mean that our members would have catastrophic losses in benefits and out-of-pocket cost increases almost immediately.
- **Retirement.** The company's offer would put our pension fund into critical status, meaning your retirement and those who are already retired would be at risk.

**No Significant Progress on Two-Tier.** The company's offer also means that workers hired after 2005 are discriminated against, by not giving them the pay and benefits they deserve.

Meanwhile, the Company is not engaging in good faith bargaining by:

- Asking union members to resign their union membership;
- Refusing to bargain after we organized new workers in Store 89;
- Refusing to bargain over sub-contracting and job eliminations;
- Calling the cops on our reps and members when they stick up for themselves;
- Destroying official union notices that are vital for our members to know what's going on;
- Preventing our members from showing solidarity by making them remove union buttons;
- And the company is going against its recent agreement to stop recruiting temp workers.

**Contact your union representative and document any instance where something like this happens.**

**We can't accept the company's offer. Let's fight for a fair contract for all members.**

**We need all of our members to come to the next set of Negotiations at the Hyatt Regency Aurora Conference Center on Thursday, March 7<sup>th</sup> at 1:00PM  
located at 13200 E 14th Pl., Aurora**

