

5/31 Chuck's draft

SMALL GROUP MEETING
WEEK ONE

I. REGULAR DEPARTMENT MEETING

DISCUSS OPERATIONS/DEPARTMENTAL ISSUES.

THEN EXCUSE TEMPORARY EMPLOYEES.

II. UNION ISSUE

OVER THE NEXT FOUR WEEKS YOUR SUPERVISORS AND I, WE WILL BE TALKING WITH YOU ABOUT THE UNION. WE WILL BE GIVING YOU INFORMATION ABOUT THIS UNION AND WHAT IT REALLY MEANS TO BE A UNION MEMBER SO THAT AT THE ELECTION ON OCTOBER 30 AND 31 YOU CAN MAKE AN INFORMED DECISION WHETHER OR NOT THERE SHOULD BE A UNION HERE.

WHAT WE TELL YOU ABOUT THE UNION WILL BE THE TRUTH. WE WON'T LIE TO YOU. THAT'S BECAUSE AFTER THE ELECTION, NO MATTER WHAT HAPPENS, WE WILL STILL BE HERE WORKING WITH YOU, AND BEING HONEST AND HAVING YOUR TRUST ARE VERY IMPORTANT TO US.

WE WANT TO START BY RE-EMPHASIZING SOME OF THE ITEMS MENTIONED AT THE COMPANY-WIDE MEETING HELD LAST TUESDAY. RIC MADE SOME VERY GOOD POINTS.

THE FIRST INVOLVING THE RUIZ FOOD PRODUCTS CORPORATE PHILOSOPHY. YOU'VE SEEN IT POSTED ON THE WALLS AT VARIOUS

PLACES IN THE FACILITY. I HAVE A COPY RIGHT HERE. HOLD UP
CORPORATE PHILOSOPHY PLAQUE.

IT EMPHASIZES OUR GOALS OF EXCELLENCE IN QUALITY, SAFETY
AND CUSTOMER SERVICE. IT ALSO EMPHASIZES OUR GOAL OF PROVIDING
AN EXCELLENT WORK PLACE FOR YOU, OUR TEAM MEMBERS. LET ME
HIGHLIGHT SOME OF THESE FOR YOU:

SECOND PARAGRAPH:

✓ MANAGEMENT IS RESPONSIBLE FOR PROVIDING A PLANT
AND EMPLOYEE ENVIRONMENT THAT IS HIGHLY
PRODUCTIVE AND MOTIVATIONAL. MANAGEMENT WILL BE
RESPONSIVE AT ALL TIMES TO THE NEEDS OF EVERY
EMPLOYEE

FIFTH PARAGRAPH:

✓ EMPLOYEES WILL BE CONSIDERED AS INDIVIDUALS AND
TREATED WITH RESPECT, DIGNITY, AND APPRECIATION.
EMPLOYEES WILL BE PROVIDED WITH A SENSE OF SECURITY
IN THEIR JOBS, THEY WILL RECEIVE FAIR COMPENSATION
FOR THEIR WORK, AND WORKING CONDITIONS THAT ARE
CLEAN, SAFE, AND ADEQUATE.

○ SIXTH PARAGRAPH:

EMPLOYEES MUST FEEL FREE TO MAKE SUGGESTIONS AND
REGISTER COMPLAINTS. THERE WILL BE NO DISCRIMINATION

~~AND EVERY QUALIFIED EMPLOYEE WILL BE PROVIDED THE
OPPORTUNITY FOR DEVELOPMENT AND ADVANCEMENT.~~

THESE PRINCIPLES AND PHILOSOPHY ARE IMPORTANT TO RIC;
THEY ARE IMPORTANT TO ME; THEY ARE IMPORTANT TO YOUR
SUPERVISORS; AND I BELIEVE THEY ARE IMPORTANT TO YOU TOO.

JUST AS WE ARE CONSTANTLY TRYING TO IMPROVE OUR
PRODUCTS, THE MANAGEMENT OF THIS COMPANY IS CONSTANTLY
TRYING TO IMPROVE THE WORKING ENVIRONMENT FOR YOU.
SOMETIMES PEOPLE DON'T REALIZE OR REMEMBER ALL OF THE
IMPROVEMENTS WE HAVE BEEN ABLE TO MAKE IN EMPLOYEE WAGES,
BENEFITS AND WORKING CONDITIONS. RIC MENTIONED A FEW OF THEM
DURING THE MEETING TUESDAY. [I WANT TO REVIEW WITH YOU IN
GREATER DETAIL SOME OF THE RECENT IMPROVEMENTS WE HAVE BEEN
ABLE TO MAKE IN JUST THE LAST TWO YEARS:

[DISCUSS RECENT IMPROVEMENT SUMMARY]]

SOME OF THE ITEMS I JUST WENT OVER ARE A PRETTY BIG DEAL,
LIKE THE NEW COMPENSATION PLAN. AND SOME OF THE ITEMS, LIKE THE
200 FREE PASSES FOR "RUIZ AT THE RACES," ARE THE LITTLE THINGS
THAT HELP MAKE RUIZ A GOOD PLACE TO WORK *and your employer of choice.*

RIC MADE ANOTHER GOOD POINT AT THE TUESDAY MEETING AND
THAT IS WHILE WE HAVE BEEN ABLE TO DO A LOT OF GOOD THINGS, NOT
EVERYTHING IS PERFECT. [WE STILL HAVE SOME AREAS WHERE WE NEED

TO IMPROVE AND DO BETTER. ONE OF THE MOST IMPORTANT OF THESE IS PHASE TWO OF OUR NEW COMPENSATION PROGRAM--THE PAY FOR SKILL COMPONENT. SINCE ALL OF THE DETAILS OF THE PAY FOR SKILL PLAN HAVE NOT BEEN WORKED OUT YET, THIS IS AN AREA WHERE I HAVE TO BE VERY CAREFUL WHAT I SAY WHILE THE UNION ELECTION IS PENDING. THIS IS BECAUSE IT IS ILLEGAL FOR A COMPANY TO MAKE PROMISES IN ORDER TO PERSUADE EMPLOYEES HOW TO VOTE IN AN UNION ELECTION. IT IS ILLEGAL TO "BRIBE" YOU, AND I WON'T DO THAT.

WHAT I CAN TELL YOU IS WHAT WE KNOW SO FAR. OUR GOAL IS TO PAY TEAM MEMBERS FOR THEIR DEMONSTRATED SKILLS AND TO ENCOURAGE TEAM MEMBERS TO LEARN MULTIPLE SKILLS. IF EVERYTHING GETS APPROVED, WE HOPE TO IMPLEMENT THE PAY FOR SKILL PLAN SOMETIME AROUND THE ^{Fall} MIDDLE OF NEXT YEAR. }

~~THERE ALSO ARE OTHER ITEMS THAT WE STILL NEED TO ADDRESS,~~
LIKE:

~~[CHUCK, GREG AND ALEJANDRO SHOULD IDENTIFY 2 OR 3
ITEMS OF IMPROVEMENT WHICH THEY HAVE PERSONALLY
OBSERVED. FOCUS ON SPECIFIC DEPARTMENTS. DISCUSS
WITH BRAD KAMPAS BEFORE MENTIONING IN THE
MEETINGS.]~~

*I need to be
temporary employees
eg. bumping*

THESE ARE ALL THINGS WE HAVE BEEN ABLE TO DO IN THE PAST AND CAN ACHIEVE IN THE FUTURE. WE HAVE BEEN ABLE TO

ACCOMPLISH ALL THESE THINGS BY WORKING TOGETHER WITHOUT A UNION.

WE HAVE BEEN DOING THESE THINGS AND IMPLEMENTING THESE IMPROVEMENTS. NOW, LET'S TALK ABOUT WHAT THE UNION REALLY CAN AND CANNOT DO.

WE HAVE HEARD THE UNION HAS BEEN MAKING EMPLOYEES A LOT OF PROMISES; THAT THEY HAVE PROMISED EMPLOYEES WILL GET BETTER WAGES AND BENEFITS IF ONLY YOU VOTE FOR THE UNION. ONE OF THE SPECIFIC PROMISES IS THAT THE UNION WILL GET EMPLOYEES AT LEAST \$8.50 AN HOUR IN PAY.

THIS ALL SOUNDS NICE, BUT IT IS ALL JUST A LOT OF EMPTY PROMISES. *Show overhead* THIS IS BECAUSE WHEN EMPLOYEES VOTE IN A UNION THEY DON'T AUTOMATICALLY GET ANYTHING. ALL THE UNION GETS WHEN IT WINS AN ELECTION IS THE RIGHT TO SIT DOWN AND BARGAIN WITH THE COMPANY-- THE RIGHT TO ASK THE COMPANY FOR THINGS. WHILE WE WOULD BARGAIN IN GOOD FAITH-- BECAUSE WE HAVE ALWAYS TREATED OUR TEAM MEMBERS FAIRLY-- THE LAW SAYS THAT NEITHER THE COMPANY NOR THE UNION IS REQUIRED TO AGREE TO THE OTHER'S DEMANDS. AND THAT'S TRUE EVEN IF THE UNION PROMISES SOMETHING TO YOU JUST TO GET YOUR VOTE IN THE ELECTION.

NOW I JUST SAID ~~THE UNION CAN PROMISE~~ THINGS TO YOU JUST TO GET YOUR VOTE. A COUPLE OF MINUTES AGO I TOLD YOU THAT THE

COMPANY CANNOT LEGALLY PROMISE THINGS TO YOU JUST TO GET YOUR VOTE. IS THAT TRUE? YES. IS IT FAIR? NO, BUT THAT'S THE WAY THE LAW IS SET UP.

WHY? BECAUSE THE LABOR BOARD REALIZES WHEN THE COMPANY PROMISES EMPLOYEES THINGS LIKE WAGE INCREASES, THE COMPANY HAS THE POWER TO CARRY OUT THESE PROMISES. HOWEVER, WHEN A UNION MAKES PROMISES TO EMPLOYEES, THE LABOR BOARD SAYS THAT EVERYBODY UNDERSTANDS THAT THE UNION IS NOT REALLY MAKING A "PROMISE" TO EMPLOYEES, SINCE THE UNION DOESN'T ACTUALLY GIVE EMPLOYEES ANYTHING THEMSELVES. REMEMBER, THE UNION ONLY WINS THE RIGHT TO NEGOTIATE WITH THE COMPANY--TO ASK THE COMPANY FOR WHAT IT WOULD LIKE--AND THAT IT IS THE COMPANY WHO ACTUALLY PAYS THE EMPLOYEES' WAGES AND BENEFITS.

THIS IS ALSO A COMMON MISCONCEPTION ABOUT UNION DUES. WHEN EMPLOYEES PAY MONTHLY DUES TO THE UNION IT DOESN'T GO TO PAY FOR ANY WAGES OR BENEFITS THAT THE UNION MAY BE PROMISING YOU.

I HAVE A DOCUMENT HERE THAT PROVES WHAT I'M SAYING.

[HOLD UP 1996 LM2.] THIS IS THE UNION'S LATEST FINANCIAL REPORT THAT IS FILED WITH THE FEDERAL GOVERNMENT. IT SHOWS THAT OUT OF THE \$3,326,716 THAT LOCAL 1288 COLLECTED IN 1996, IT SPENT \$0 ON

BEHALF OF INDIVIDUAL MEMBERS. IT SAYS IT RIGHT HERE ON LINE 72.

[HOLD UP 1992 LM2 AND POINT TO LINE 72.] MOST OF THE DUES MONEY IS SPENT ON THEMSELVES TO PAY THEIR OWN WAGES AND BENEFITS.

SO WHAT DO YOU GET WHEN YOU JOIN A UNION AND PAY UNION DUES? WELL, YOU DO GET A UNION RULE BOOK. IT'S CALLED THE UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION CONSTITUTION. IT'S A LONG DOCUMENT WITH A LOT OF SMALL PRINT.

[HOLD UP CONSTITUTION AND FAN PAGES.]

Show Over
THIS UNION RULE BOOK IS A LEGALLY BINDING DOCUMENT. IF UNION MEMBERS DON'T FOLLOW ITS REQUIREMENTS, THE UNION CAN FILE CHARGES AGAINST YOU. BUT YOU DON'T GO TO COURT. THE UNION HOLDS ITS OWN INTERNAL TRIAL WHERE THE UNION IS THE PROSECUTOR, JUDGE AND JURY. YOU DON'T GET TO HAVE A LAWYER PRESENT TO REPRESENT YOU EITHER. IF YOU ARE FOUND GUILTY, THE UNION CAN EXPEL OR SUSPEND YOU. IT ALSO CAN FINE YOU. AND THE UNION CAN FORCE YOU TO PAY THESE FINES, THE SAME AS ANY OTHER LEGAL JUDGMENT.

THE FOLLOWING ARE SOME OFFENSES FOR WHICH THE UNION CAN PUT YOU ON TRIAL **[CONSTITUTION, P. 17]:**

1. "FAILURE TO PAY DUES, FINES, ASSESSMENTS, FEES AND ANY OTHER FINANCIAL OBLIGATIONS IN A TIMELY MANNER;"
2. DISRUPTING AN UNION MEETING;

3. DELIBERATELY ENGAGING IN CONDUCT IN VIOLATION OF THE RESPONSIBILITY OF MEMBERS TOWARD THE UNION AS AN INSTITUTION." (THAT MEANS DOING ANYTHING THE UNION DOESN'T LIKE OR NOT DOING WHAT THE UNION TELLS YOU TO DO);
4. "ADVOCATING OR ATTEMPTING TO BRING ABOUT THE WITHDRAWAL FROM THE INTERNATIONAL UNION OR ANY LOCAL UNION OR ANY MEMBER OR GROUP OF MEMBERS." (THAT MEANS THAT THE UNION CAN FINE YOU IF YOU TRY TO KICK THE UNION OUT ONCE THEY ARE VOTED IN);
5. CROSSING A PICKET LINE (EVEN IF YOU NEED MONEY TO PAY YOUR BILLS OR FEED YOUR FAMILY); AND
6. "VIOLATING ANY PROVISIONS OF THE CONSTITUTION OR LAWS OF THE INTERNATIONAL UNION OR THE APPROVED BYLAWS OR ESTABLISHED RULES OF THE MEMBER'S LOCAL UNION."

There is a long list of rules.

THIS LAST ONE IS PRETTY INTERESTING--VIOLATING ANY PROVISIONS OF THE UNION CONSTITUTION OR LAWS OR RULES. I'LL BET THE UNION HAS NEVER EVEN SHOWN YOU THIS UNION CONSTITUTION [HOLD UP CONSTITUTION] OR TOLD YOU ABOUT THE OTHER UNION RULES FOR WHICH THE UNION CAN FINE YOU. THE UNION ASKED EMPLOYEES TO COMMIT TO THE UNION BY SIGNING A UNION CARD, BUT THEN THEY NEVER TOLD YOU WHAT YOUR RESPONSIBILITIES WOULD BE.

THE UNION IS LIKE THE TRICKY USED CAR SALESMAN. THEY MAKE YOU FANCY PROMISES AND TELL YOU: "I HAVE THIS GREAT DEAL FOR YOU ... AND YOU GOT NOTHING TO LOSE," BUT THEN THEY DON'T TELL YOU IT COSTS ABOUT \$²³2 A MONTH, EACH AND EVERY MONTH FOR THE REST OF YOUR LIVES; THAT THEIR PROMISE OF MORE MONEY AND BETTER BENEFITS ISN'T REALLY A "PROMISE," BUT JUST A UNION "WISH LIST." THEN THEY JUST GIVE YOU THE SIGNATURE PAGE OF THE CONTRACT AND SAY SIGN HERE, WITHOUT GIVING YOU THE REST OF THE CONTRACT--THE UNION CONSTITUTION AND RULES.

WE THINK THIS IS WRONG; THAT THE UNION REFUSED TO BE OPEN AND UP FRONT WITH YOU WHEN THEY ASKED YOU TO SIGN A UNION CARD.

AS WE PROCEED OVER THE NEXT FEW WEEKS BEFORE THE ELECTION, WE INTEND TO BE OPEN AND UP FRONT WITH YOU. WE WILL ANSWER YOUR QUESTIONS. IF WE DON'T KNOW THE ANSWER, WE WILL TRY TO GET IT FOR YOU. WE WILL PROVIDE YOU WITH THE FACTS--THE TRUTH.

WE QUESTION WHETHER THE UNION WILL DO THE SAME. IN THE PRIOR ELECTIONS, THE UNION WOULD ENGAGE IN NAME CALLING INSTEAD OF ADDRESSING THE FACTS. ONE EXAMPLE IS THE FIRST ELECTION WHERE FRED SENT A LETTER TO THE UNION TELLING THEM THAT SOME EMPLOYEES HAD COME FORWARD TO SAY THAT THEY FELT

HARASSED AND THREATENED BY THE UNION ORGANIZERS. FRED ASKED THE UNION TO STOP THIS. THE UNION RESPONDED BY ATTACKING FRED PERSONALLY. LET ME READ YOU PART OF THE UNION'S RESPONSE:

~~"THE ONLY VIOLENCE LIES WITHIN THE FRICTION CAUSED BY YOU BRAIN CELLS AS THEY COLLIDE TO CREATE: UNREAL; TASTELESS; RECKLESS; AND MERIT-LESS ISSUES TO DETRACT WORKERS FROM THE ONE AND ONLY ISSUE; WHETHER OR NOT THEY CHOOSE TO BE REPRESENTED BY THIS ORGANIZATION."~~

THE TEAM MEMBERS RESPONDED TO THE UNION BY OVERWHELMINGLY VOTING NO TO REJECT THE UNION.

WE HOPE THE UNION WILL NOT SINK TO THIS LEVEL IN THIS ELECTION BY ENGAGING IN NAME CALLING.

THESE ARE NOT THE KIND OF PEOPLE WE WANT HERE AT RUIZ FOOD/PRODUCTS. WE HOPE THAT YOU AGREE AND WILL VOTE NO, FOR NO UNION IN THE ELECTION ON OCTOBER 30 AND OCTOBER 31. THAT'S ALL FOR TODAY. THANK YOU.

SMGRPMTG.DOC

Not in your or Co. best interest

HIGHLIGHTS OF CORPORATE PHILOSOPHY

- **MANAGEMENT WILL BE RESPONSIVE AT ALL TIMES TO THE NEEDS OF EVERY EMPLOYEE.**
- **EMPLOYEES WILL BE TREATED WITH RESPECT, DIGNITY AND APPRECIATION.**
- **EMPLOYEES WILL RECEIVE FAIR COMPENSATION FOR THEIR WORK, AND WORKING CONDITIONS THAT ARE CLEAN, SAFE AND ADEQUATE.**

ELEMENTOS SOBRESALIENTES DE LA FILOSOFIA CORPORATIVA

- NUESTRA GERENCIA RESPONDERA A TODO TIEMPO A LAS NECESIDADES DE NUESTROS EMPLEADOS.
- NUESTROS EMPLEADOS SERAN TRATADOS CON RESPETO, DIGNIDAD Y APRECIO.
- NUESTROS EMPLEADOS RECIBIRAN JUSTA COMPENSACION POR SU TRABAJO, Y SE PROVEERA A LOS EMPLEADOS CONDICIONES DE TRABAJO LIMPIAS, SEGURAS Y ADECUADAS.

UNION PROMISES

- UNION PROMISES ARE NOT REAL PROMISES.
- IF A UNION WINS AN ELECTION, IT ONLY WINS THE RIGHT TO NEGOTIATE WITH THE COMPANY.
- WHILE A COMPANY AND UNION MUST BARGAIN IN GOOD FAITH, NEITHER PARTY IS REQUIRED TO AGREE TO THE OTHER'S DEMANDS.

PROMESAS DE LA UNION

- LAS PROMESAS DE LA UNION NO SON VERDADERAS.
- SI LA UNION GANA LA ELECCION, SOLAMENTE GANA EL DERECHO DE NEGOCIAR CON LA COMPAÑIA.
- MIENTRAS QUE LA COMPAÑIA Y LA UNION TIENEN QUE NEGOCIAR EN BUENA FE, NINGUNA DE LAS PARTES ESTAN OBLIGADOS A ESTAR DE ACUERDO CON LAS DEMANDAS DE LA OTRA.

REGLAS, JUICIOS Y MULTAS DE

LA UNION

- LA CONSTITUCION DE LA UNION ES UN DOCUMENTO LEGAL QUE ESTABLECE LOS COMPROMISOS.
- LA UNION PUEDE ENJUICIAR A LOS MIEMBROS SI ESTOS NO SIGUEN LAS REGLAS DE LA UNION.
- LA UNION DECIDE SI USTED ES CULPABLE O NO.
- LA UNION PUEDE LEGALMENTE FORZARLO QUE PAGUE LAS MULTAS.

UNION RULES, TRIALS AND FINES

- THE UNION CONSTITUTION IS A LEGALLY BINDING DOCUMENT.
- THE UNION CAN PUT MEMBERS ON TRIAL IF THEY DON'T FOLLOW THE UNION RULES.
- THE UNION DECIDES WHETHER YOU ARE GUILTY OR NOT.
- THE UNION CAN LEGALLY FORCE YOU TO PAY THE FINES.