

(OVERHEAD FIVE)

(OVERHEAD SIX)

- WE FEEL THESE ARE VERY GOOD REASONS TO VOTE NO! FOR NO UNION IN THE ELECTION.

(INSERTS)

- AND THESE REASONS HAVE PROVEN TO BE POWERFULLY ACCURATE IN LIGHT OF FOSTER FARMS.

REMEMBER:

(OVERHEAD SEVEN & EIGHT)

- LAST WEEK WE HAD A GENERAL STRIKE COST CALCULATOR. HERE'S ONE FOR FOSTER FARMS.

(DISTRIBUTE AND EXPLAN)

- BUT MOST IMPORTANT OF ALL, THE UNION WAS NOT HONEST WITH THE MEMBERS AT FOSTER FARMS ABOUT THE CONSEQUENCES OF THE STRIKE, JUST LIKE THEY HAVE NOT BEEN HONEST WITH YOU HERE. THE UNION CANNOT BE TRUSTED. THEY HAVE NOT EARNED YOUR TRUST AND YOU SHOULD VOTE "NO" THIS WEEK.

- HAVING SAID THAT, WE KNOW, TOO, THAT EVERYTHING IS NOT PERFECT HERE, ALTHOUGH THINGS ARE IMPROVING.

(OVERHEAD NINE)

- BUT MORE NEEDS TO BE DONE. WE HAVE HEARD YOU AND INTEND TO CONTINUE OUR MEETINGS. WE MUST CONTINUE TO ADDRESS ISSUES AND HANDLE ANY INJUSTICE WHEN WE SEE IT.

THAT'S WHAT WE'VE BEEN DOING. THAT'S WHAT WE WILL
CONTINUE TO DO. LET'S DO IT TOGETHER - WE DON'T NEED
ANYONE'S HELP.

THANK YOU.
WHAT REMAINING QUESTIONS DO YOU HAVE?

FINANCIAL COSTS

- **UNION DUES**

\$23 a month for the rest of your lives, that you are with the company

- **SPECIAL ASSESSMENTS**

Whenever a union needs more MONEY

- **POSSIBLE FINES**

e.g. Hunsucker's threat to fine any Foster Farm employee who crosses the picket line

- **Initiation Fees**

Waived for current employees as a sales trick

Los Costos Financieros

- **CUOTAS DE LA UNION**

\$23 por cada semana que continuen empleados en la
Compania

- **ASESORAMIENTOS ESPECIALES**

Cada y cuando necesite **DINERO** la union

- **POSIBLES MULTAS**

Por ejemplo, el Presidente Hunsucker amenaza con multas cada vez que un empleado de Foster Farm cruza la linea de huelga.

- **COBROS DE INICIACION**

Diferido como trampa de venta

COMPLETE SCHEDULES 1 THROUGH 15 BEFORE COMPLETING STATEMENTS A AND B

STATEMENT A — ASSETS AND LIABILITIES

ASSETS	From SCH #	Start of Reporting Period (A)	End of Reporting Period (B)	LIABILITIES	From SCH #	Start of Reporting Period (C)	End of Reporting Period (D)
Item				Item			
25. Cash		172,271	450,967	33. Accounts Payable			
26. Accounts Receivable				34. Loans Payable	8	25,775	680,000
27. Loans Receivable	1			35. Mortgages Payable			
28. U.S. Treasury Securities				36. Other Liabilities	4	4,910	7,485
29. Investments	2			37. TOTAL LIABILITIES		30,685	687,485
30. Fixed Assets	5	63,543	867,695				
31. Other Assets	3		0	38. NET ASSETS			
32. TOTAL ASSETS		235,814	1,318,662	(Item 32 less Item 37)		205,129	631,177

STATEMENT B — RECEIPTS AND DISBURSEMENTS

CASH RECEIPTS	From SCH #	AMOUNT	CASH DISBURSEMENTS	From SCH #	AMOUNT
Item			Item		
39. Dues		2,561,378	56. To Officers	9	593,462
40. Per Capita Tax		382,895	57. To Employees	10	241,484
41. Fees		77,131	58. Per Capita Tax		745,625
42. Fines			59. Fees, Fines, Assessments, etc.		
43. Assessments			60. Office & Administrative Expense	13	443,565
44. Work Permits			61. Educational & Publicity Expense		103,383
45. Sale of Supplies			62. Professional Fees		6,897
46. Interest		5,483	63. Benefits	11	95,918
47. Dividends			64. Contributions, Gifts & Grants	12	2,774
48. Rents			65. Supplies for Resale		
49. Sale of Investments & Fixed Assets	6	299,829	66. Direct Taxes		90,334
50. Loans Obtained	8		67. Withholding Taxes		194,692
51. Repayments of Loans Made	1	0	68. Purchase of Investments & Fixed Assets	7	186,924
52. On Behalf of Affiliates for Transmittal to Them			69. Loans Made	1	
53. From Members for Disbursement on Their Behalf			70. Repayment of Loans Obtained	8	25,775
54. Other Receipts	14		71. To Affiliates of Funds Collected on Their Behalf		
55. TOTAL RECEIPTS		3,326,716	72. On Behalf of Individual Members		
			73. Other Disbursements	15	317,187
			74. TOTAL DISBURSEMENTS		3,048,020

75. ADDITIONAL INFORMATION (If more space is needed, attach additional pages properly identified.)

Item Number	
13	BOOK VALUE BLDG ACQUIRED VIA MERGER WITH UFCW 126, \$44,389. MEMBERSHIP INCREASED 5,000 - UFCW 126 #037-310
11	VALLEY CLERKS TRUST FUND WHICH PROVIDES MEDICAL, LIFE, VISION AND HEARING BENEFITS FOR MEMBERS
14	ANNUAL REVIEW BY CPA
23	NOTE PAYABLE SECURED BY LAND AND BUILDING. EXPENSES AND REIMBURSED EXPENSES- AUTOMOBILES ARE USED PRIMARILY FOR OFFICIAL BUSINESS. THE OFFICIALS ARE REQUIRED TO INVESTIGATE GRIEVANCES OR VISIT A JOB LOCATION WHEN CALLED, WHICH MAY INCLUDE WEEKENDS.

Union promises are not “Real Promises”

- When a union wins an election, it only wins the right to negotiate
- With negotiations, you could get more, you could get less, or things could remain the same
- A company is not required to agree to a union's demands, just because they promised it to you

Las Promesas de la Union no son “Promesas Reales”

- Cuando una union gana una eleccion, solamente gana el derecho a negociar.
- A traves de las negociaciones, Ud puede obtener mas, Ud. puede obtener menos, o todo puede permanecer igual.
- Una compania no esta obligada a estos acuerdos con las demandas de una union, solamente porque ellos se lo hayan prometidos a Ud.

Strikes are a possibility

- The company can and would operate during any strike
- Striking employees can be permanently replaced

Las Huelgas son una Posibilidad

- La compañía puede y operara durante una huelga.
- Empleados en huelga pueden ser reemplazados permanentemente.

WHAT HAPPENS DURING A STRIKE?

- No Wages
- No Company Paid Health Insurance
- No Vacation or Other Benefits
- No Unemployment Insurance Benefits
- No Food Stamps or Other Government Assistance

¿QUE PASA DURANTE UNA

HUELGA?

- *No Recibira Pago*
- *No Recibira Seguro Medico*
- *No Recibira Vacaciones Pagadas u*

Otros beneficios

- *No Recibira Beneficios de Desempleo*
- *No Recibira Estampillas de Comida o*
Asistencia del Gobierno

No one “wins” a strike

- The company loses
- Employees lose too
- But union officials keep getting paid from member's dues money

Nadie Gana en una Huelga

- La Compañia pierde.
- Los empleados pierden tambien.
- Pero los oficilaes de la union continuaran recibiendo sus sueldos provenientes de las cuotas pagadas por los miembros.

- 1) A 16 DAY STRIKE MEANT
- 2) NO PAY
- 3) NO HEALTH BENEFITS
- 4) NO STRIKE BENEFITS FOR 14 DAYS
- 5) NO REAL UNION SUPPORT
- 6) POTENTIAL FOR PERMANENT REPLACEMENTS AND...

- 1) Una huelga de 16 días significativo:
- 2) No pago
- 3) No seguro médico
- 4) No beneficio de huelga durante 14 días.
- 5) No soporte real de parte de la union.
- 6) El potencial de reemplazo permanentes y ...

NO REAL GAINS
BECAUSE THE PIE
STAYED
THE SAME

No ganancias reales
porque
el pastel
permanecio
igual.

UFCW Local 1288
Strike Cost Calculator
at Foster Farms

If Your Hourly Rate Is:	Length of Strike	You Lost *	The pie remained the same. The bonus dropped from \$1,500 to \$1,000 The pay increased from \$.65 to \$.70 over 5 years. It will take you this long to make up what you lost. **
\$6.00 per Hour	15 days 11 days of work	$ \begin{array}{r} \$528 \text{ Pay} \\ + \quad \$500 \text{ Bonus} \\ \hline \$1,028 \text{ Total} \end{array} $	9 Years & 46 Weeks
\$6.50 per Hour	15 days 11 days of work	$ \begin{array}{r} \$572 \text{ Pay} \\ + \quad \$500 \text{ Bonus} \\ \hline \$1,072 \text{ Total} \end{array} $	10 Years & 16 Weeks
\$7.00 per Hour	15 days 11 days of work	$ \begin{array}{r} \$616 \text{ Pay} \\ + \quad \$500 \text{ Bonus} \\ \hline \$1,116 \text{ Total} \end{array} $	10 Years & 38 Weeks
\$7.50 per Hour	15 days 11 days of work	$ \begin{array}{r} \$660 \text{ Pay} \\ + \quad \$500 \text{ Bonus} \\ \hline \$1,160 \text{ Total} \end{array} $	11 Years & 8 Weeks

* Fortunately, you were not permanently replaced.

** The Union did not pay strike benefits for the first 14 days of the strike.
The Union did give a small bag of groceries.

Fact.

Went on Strike Thursday October 9, 1997
Returned to Work Friday October 24, 1997

UFCW Local 1288
Cálculos del Costo de la Huelga
en Foster Farms

Si Su Paga Por Hora es:	Tiempo en Huelga	Usted Perderá*	La cantidad total no cambió. El bono bajó de \$1,500 a \$1,000. El pago subió de \$.65 a \$.70 durante 5 años. Tomará esta cantidad de tiempo para poder reemplazar tu pérdida. **
\$6.00 por Hora	15 días 11 días de trabajo	\$528 Pago Bono + \$500 Bono \$1,028 Total	9 Años & 46 Semanas
\$6.50 por Hora	15 días 11 días de trabajo	\$572 Pago Bono + \$500 Bono \$1,072 Total	10 Años & 16 Semanas
\$7.00 por Hora	15 días 11 días de trabajo	\$616 Pago Bono + \$500 Bono \$1,116 Total	10 Años & 38 Semanas
\$7.50 por Hora	15 días 11 días de trabajo	\$660 Pago Bono + \$500 Bono \$1,160 Total	11 Años & 8 Semanas

*Afortunadamente, usted no fue reemplazado permanentemente.
 ** La Unión no pagó los beneficios de la huelga por los primeros 14 días de la huelga.
 La Unión si dio una bolsa con muy poca comida.

La Realidad
 Empezaron la huelga el 9 Octubre de 1997
 Regresaron al trabajo el 24 de Octubre de 1997

The work environment is already improving without a union

- Favoritism has been eliminated
- Policies are applied consistently
- Wages are better
 - The new Compensation Plan
 - Phase II = pay for skill
 - We keep listening

El ambiente de trabajo esta actualmente mejorando sin una union

- El favoritismo ha sido eliminado
- Las politicas se aplican consistentemente
- Los sueldos estan mejor
 - El nuevo plan de compensacion
 - Fase II = pago por habilidades
 - Nos mantenemos escuchandolos

DO YOU WANT TO BE REPRESENTED BY THE UNION?
¿QUIERE SER REPRESENTADO POR LA UNION?

YES (SI)

☐

NO

☒

CW 24

FINAL SMALL GROUP MEETINGS

(October 27, 1997)

THIS IS OUR LAST SMALL GROUP MEETING TO DISCUSS THE UNION PRIOR TO THE ELECTION ON THURSDAY AND FRIDAY. WE WANT TO TAKE THIS LAST OPPORTUNITY TO DISCUSS WHY WE STRONGLY BELIEVE HAVING A UNION HERE IS NOT IN YOUR BEST INTEREST. LET'S REVIEW A FEW HIGHLIGHTS:

- WE HAVE TOLD YOU ABOUT THE FINANCIAL COSTS OF BEING INVOLVED IN THE UNION:

(OVERHEAD ONE)

- WE HAVE TOLD YOU ABOUT THE UNION BEING A BUSINESS:

(OVERHEAD TWO)

- THE UNION HAS TOLD YOU THAT THEY SUPPOSEDLY SPEND THIS MONEY ON ATTORNEYS AND PROFESSIONALS TO HELP EMPLOYEES. HOWEVER, THE UNION'S FINANCIAL REPORT SHOWS THAT ONLY \$6,897 OUT OF OVER \$3 MILLION WAS SPEND ON ATTORNEYS AND PROFESSIONALS. WHAT THEY REALLY MEAN IS THAT THEY SPEND THE MONEY ON THEMSELVES.

- WE HAVE TOLD YOU THAT:

(OVERHEAD THREE)

- WE HAVE TOLD YOU THAT:

(OVERHEAD FOUR)