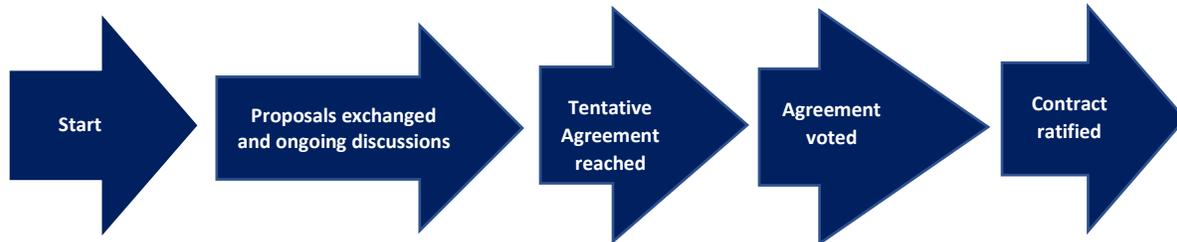


Negotiations 101

We know that labor negotiations are complicated. We want to provide you with a quick overview of what you can expect during this time. We want to equip you with some basic knowledge about negotiations and how/when we will update you on the progress.

The Process



- **Start**
 - The company and union meet.
 - Learn and talk about our shared goals for negotiations - during this time there won't be any updates to share.
- **Proposals exchanged and ongoing discussions**
 - During this phase of negotiations, we will be sharing ideas, questions and concerns with the union and exchanging language and economic (wages, health care and pension) proposals. This is where the most work takes place between the company and union bargaining committees.
 - Our communication updates during this time can sometimes be repetitive, and we may not be providing anything new. We know this can be frustrating. Bargaining is about working through ideas & concerns and coming to a solution that is both good for our associates and the company. It can take time to reach an agreement.
 - Our goal during negotiations is to share facts. During proposal exchanges, we do not have agreed upon solutions and all the facts to move forward with communicating our proposals. Remember during this phase, we are proposing ideas and solutions – nothing is set in stone.
 - If there is misinformation or misrepresentation of the company's proposals, we will set the record straight.
- **Tentative agreement reached**
 - Once the bargaining committees have reached a tentative agreement, you will be notified by the company.
 - In every negotiation, our hope is that the union will fully recommend the agreement. For various reasons, the union may choose not to recommend or remain neutral.
 - However, the union should offer you the opportunity to vote on our offer.
- **Tentative agreement voted**
 - If the union offers you the opportunity to vote, we strongly encourage you to attend the voting meeting.
 - Too often, associates do not vote on their contract. They leave it to others to decide.
 - The union and company cannot make you vote one way or another. The decision to accept or reject the proposal is all yours.
 - When it's all said and done, the opinion that matters most is yours. Get all the facts, discuss the proposal with your friends and family, and vote on what's best for you and your situation.
- **Contract ratified**
 - Congratulations! The company suggests that this is the best possible outcome for you and your family.
 - If the contract doesn't get approved by membership, there are many different scenarios to move forward, including but not limited to returning to the bargaining table.
 - Our goal is to come to an agreement and get a ratified contract as soon as possible.

More Information

At any point during negotiations you might have additional questions, you can talk to your Store Manager.