

***** STOP & SHOP NEGOTIATION UPDATE *****

March 14, 2019

Sisters and Brothers:

After an amazing showing of strength and solidarity during last week's strike vote meetings, we have never been prouder to stand up on behalf of our hardworking union family. Our international brothers and sisters, representing Ahold Delhaize workers in Belgium and the Netherlands even flew in to Providence this week to address Stop & Shop directly at the table, calling their actions "shocking," "scandalous," and "disrespectful."

According to the Stop & Shop negotiators, they've "heard us loud and clear." Now it's time for them to prove it.

Stop & Shop negotiators have made, what *they* believe to be significant progress in their proposals, but we are still far apart from reaching an agreement that truly values and respects your hard work.

It's the pressure you've been putting on the company, through the conversations you're having with your co-workers, the union gear you're wearing in the stores, your social media posts, and our customers' comments of solidarity and support, that is getting us closer.

In the meantime, if you are being asked to sign new or different work policies by management, or are being exposed to more difficult working conditions, or asked to waive your Weingarten Rights (see below), contact your union rep immediately. Continue sending us pictures and information that you're getting in your stores and make sure you pack warm gear and comfortable shoes in your trunk or locker in case of a work action.

Because as our brother union negotiator for Ahold Delhaize's supply chain in Belgium, said today "A decent contract or a strike, we are ready for both."

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or union representative be present at the meeting.

Without representation,
I choose not to answer any questions.

*(This is my right under a
Supreme Court decision called Weingarten.)*



In solidarity,

Your UFCW Stop & Shop Negotiation Coalition



UFCW Local 328 Pres. Tim Melia, UFCW Local 371 Pres. Tom Wilkinson, 1445 Pres. Jeff Bollen, UFCW Local 1459 Pres. Tyrone Housey, UFCW Local 919 Pres. Mark Espinosa