1/31/19

Dear Sisters and Brothers,

Another week of bargaining has concluded here in Providence with Stop & Shop. Although there have been some significant agreements on “language” issues, we must emphasize the key sticking point remains “Bargaining Unit Work.” All the Locals are faced with the same problems dealing in this serious workplace condition. This is EVERYONE’S fight including Shop Stewards and Clerks to ensure the integrity of our bargaining unit throughout. We currently have good language in our contract which forbids ANY member of Management from doing work normally performed by Union Clerks. While there is a determined effort by all Locals to either create or bolster existing language relating to this matter, we must continue to patrol and enforce our contract. If the Company chooses to ignore these protected provisions, we will process the violations through the grievance procedure.

Remember, the Company desires to lower their costs particularly in labor and they believe the use of management doing our work is another method in which to achieve their goal. The Employer has trouble acknowledging their ongoing practice and continues to maintain their position that management needs to perform our bargaining unit work. They are guilty of wage and benefit theft! Do not let this happen. When you see a violation, take note of the type of infraction, a picture and the details. Notify your Shop Steward or Union Business Agent, so that an official grievance can be filed.

We have three additional dates scheduled for bargaining next week. We anticipate at some point next week your Employer will present their “Economic” proposals. We cannot respond appropriately to economics until and only when, we have full agreements on “Language” proposals. From all economic presentations given to us thus far by your Employer, it is apparent that we will be confronted with proposals equal to their desire to *de-escalate* costs.

In the meanwhile, we ask that you continue to do a great job as an Employee and Union Member. We implore that you continue to trust the process and remember that your best interests are the guiding inspiration which keeps us here hard at work.

For the Opportunity of Serving You

I am Sincerely and Fraternally,

Mark A. Espinosa