1/25/2019

Dear Sisters and Brothers,

As we conclude another 3-day bargaining session, we can report that there is some positive movement relative to language issues. Both sides have presented various proposals specifically associated with the day to day store operations.

We have also heard reports from your Employer regarding their concern over escalating costs associated with Employer/Member Healthcare. Although we have NOT as of yet dealt in economic proposals, it is apparent to us that this will be a strongly contested bargaining matter. It is our belief that once all “Language” issues are closed, your Employer will unveil their proposals on the entire economic package. That being said, we could be bargaining these matters sometime during the sessions scheduled for next week.

As reported, we are here in Providence with the 4 other New England Locals. All of us are facing many of the same issues presented by the Company. We are also being assisted in this process by Representatives of our International Union.

These times can be difficult, frustrating and emotional. Please know that while we sit at the bargaining table, as your representatives, we take our responsibility seriously and with such pride! Trust that Your best interest is our priority. Never underestimate the privilege and power you have as a Union to negotiate your wages, benefits and working conditions, as non-union workers remain at the whim of their employer, waiting for scraps to be swept off the table. We will update you all next week of our progress.

Sincerely and Fraternally,

Mark A. Espinosa

President