

DEMOCRATIC PARTY OF LANE COUNTY

Platform Committee

9/19/2019

RESOLUTION 2019.22

A resolution of the Democratic Party of Lane County

Relating to the UFCW local 555 Collective Bargaining dispute against Fred Meyer / Kroger Grocery Stores

WHEREAS, In 15 months of contract negotiations, Fred Meyer has failed to offer a living wage to its union workers and has refused to address that female workers under Fred Meyer's grocery contract face a significant gender pay gap; and

WHEREAS, Fred Meyer has staged a "concerted effort" to mistreat and intimidate employees, including: holding one-on-one meetings where union members were unrepresented, trying to convince union members to leave the union, and pressuring workers to continue working during any future strikes; and

WHEREAS, Fred Meyer has been posting advertisements for temporary workers as an intimidation tactic, including language that says: "Fred Meyer is accepting applications for replacement workers as a precautionary measure due to a potential labor dispute with the U.F.C.W. - Local 555 which may occur after September 8, 2019;" and

WHEREAS, UFCW workers recently passed a strike authorization with 94% membership voting to authorize UFCW to call for a walkout of any or all of the stores involved in negotiations; and

WHEREAS, The UFCW contract negotiations affect approximately 20,000 union grocery workers in Oregon and Southwest Washington; many of whom are our neighbors, friends, family, and members of the Democratic Party of Lane County, whom we should support in their time of turmoil and need;

THEREFORE, the Democratic Party of Lane County resolves:

SECTION 1: To call on Fred Meyer to return to the negotiating table with contract terms that: offer good wages and affordable healthcare benefits to help retain talented staff and allow workers and their families to thrive; and address and solve the gender pay gap to ensure that workers receive equal pay for equal work, regardless of gender.

SECTION 2: To call on Fred Meyer to cease intimidation tactics and practices that constitute potential labor violations: to cease requesting or requiring union workers to meet one-on-one with managerial staff; to ensure workers are informed of their right to representation; to ensure no managerial staff encourages members to drop out of the union or coerces workers to continue working if/when collective action is called by the union; and to cease in-store advertising hiring drives for replacement workers in order to pressure union workers to capitulate to management's demands.

SECTION 3: To encourage DPLC members and the broader community to boycott Fred Meyer and affiliated Kroger stores until a new contract with the union has been approved and, in the event of a strike, to support striking workers on the picket line in any way they can (e.g. standing on the picket line, providing food, writing letters, et. al.)

**Resolved by the Central Committee of the Democratic Party of Lane County,
Assembled in Eugene, Oregon, September 19, 2019**