



# Unity

STRIKE VOTE AUTHORIZATION MEETINGS

Strike vote authorization meetings took place all summer, all over Local 555's jurisdiction, representing 20,000 members affected by Unity negotiations.

A total of **92 meetings** in **54 days** the course of **3 months**.  
A resounding **YES** for authorization!

## OLYMPIC ANALYTICS

Research for working people

In mid-August the Fred Meyer of Portland - Structural Pay Equity Study was published by Olympic Analytics, a Pacific Northwest-based firm that provides research, training, and consulting for non-profits (including labor unions) and government agencies. Local 555 commissioned this third-party statistically rigorous analysis of Fred Meyer wage data to further determine accuracy of the conclusions showed in the Union's Women of 555 campaign.

In addition to confirming Local 555 findings re: the percentages of men/women in Schedules A/B and resultant pay differentials, the SPES also found:

- Women are more likely to work full-time, but earn less doing so. (pg 4)
- Women are twice as likely to be placed in lead positions but earn an average of \$1.68 less an hour than a man who is promoted to a lead position. (pg 4)
- The gender gap in the grocery industry has closed by only 5.8% in the last 81 years. (pg 4)
- The pay gap exists regardless of which variables are accounted for. (pg 5)
- Similarly, regardless of department within Schedule A/B, the gender split still exists. (pgs 19-20)
- Outside of the grocery contract, Schedule A does not always designate a higher wage. Specifically, the entire non-foods department is paid at a Schedule B wage that is titled "Schedule A."
- Historical issues and similar studies (pgs 9-11) and other findings (pgs 28-29) that may collectively illustrate how historical expectations for "women's work" and/or societal stereotypes may be tied to Schedule B wages.
- Questions of relative profit margin, addressed between pgs 29/30. "However, Schedule B departments appear to have comparable or higher gross profit margins, which could translate to higher, not lower, marginal product of labor."
- "As a whole, Kroger generated \$121.2 billion in sales in fiscal year ("FY") 2018, an increase of 23.2% over the past 5 years, and earned \$3.1 billion in profits, a 63.1% jump from FY 2017. Kroger has also returned billions to shareholders in recent years, including \$1.6 billion in share buybacks and \$444 million in dividend payments in 2017, and an additional \$2.2 billion in buybacks authorized in 2018." (pg 6)

[www.olympicanalytics.org/reports](http://www.olympicanalytics.org/reports)

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## Contacting UFCW

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UFCW staff can be reached during business hours at **503-684-2822** or **800-452-8329**.

Please send any correspondence to our mailing address: **P.O. Box 23555 Tigard, OR 97281**.

The UFCW fax number is **503-620-3816**.

[www.ufcw555.org](http://www.ufcw555.org)

**Dan Clay**  
President

**Jeff Anderson**  
Secretary-Treasurer

★ ★ ★ ★ ★
Unity Negotiations Update
★ ★ ★ ★ ★

The most recent negotiation meeting was held on Thursday, August 29th. It ended with our employers offering us far too little, yet again. One of the actions our team took upon receiving such a proposal was to notice the companies to cancel certain contract extensions. This is in preparation for action(s) which will be announced by September 10th. We will tell you more as soon as possible. If you have any questions or concerns, please reach out to your rep. Full negotiation update is online: <https://www.ufcw555.org/the12thmeeting-2019-08-30/>

<https://www.ufcw555.org/the12thmeeting-2019-08-30/>



# Local 555 Calendar of Events

## New Member Meeting: Orientation to the Union

We hold New Member meetings every month to introduce new members to the Union and to help answer any questions you may have. AND, if you qualify, you will receive a one-time credit of up to \$50 off your initiation fee, just for attending the meeting!

## Quarterly Meetings: Stay Informed

Being an involved, engaged, and informed Union member means coming to our Quarterly Meetings whenever possible.

Visit [ufcw555.org/union-calendar/](http://ufcw555.org/union-calendar/) for all the latest dates.  
Dates and locations as of press time are listed below.

MEETING PLACE	DATE / TIME	MEETING PLACE	DATE / TIME
<b>ALBANY</b> IBEW Training Center 33309 Highway 99E (Tangent)	<b>October 9:</b> 6pm, New Member Meeting <b>October 9:</b> 7pm, Quarterly Meeting <b>October 10:</b> 9am, Quarterly Meeting <b>October 10:</b> 10am, New Member Meeting	<b>LONGVIEW</b> The Merk 1339 Commerce Suite 311A	<b>October 10:</b> 5pm, New Member Meeting <b>October 10:</b> 6pm, Quarterly Meeting <b>October 11:</b> 9am, Quarterly Meeting <b>October 11:</b> 10am, New Member Meeting
<b>ASTORIA</b> Astoria Labor Temple 926 Duane Street	<b>October 22:</b> 5pm, New Member Meeting <b>October 22:</b> 6pm, Quarterly Meeting	<b>MADRAS</b> Black Bear Diner 237 SW 4th Street	<b>October 28:</b> 5:30pm, New Member Meeting <b>October 28:</b> 6pm, Quarterly Meeting
<b>BEND</b> Red Lion 1415 NE Third Street	<b>October 29:</b> 9am, Quarterly Meeting <b>October 29:</b> 10am, New Member Meeting <b>October 29:</b> 5pm, New Member Meeting <b>October 29:</b> 6pm, Quarterly Meeting	<b>MCMINNVILLE</b> Steelworker's Union Hall 2070 NE Lafayette Ave	<b>October 22:</b> 9am, Quarterly Meeting <b>October 22:</b> 10am, New Member Meeting <b>October 22:</b> 5pm, Quarterly Meeting <b>October 22:</b> 6pm, New Member Meeting
<b>BURNS</b> Best Western Rory & Ryan Inns 534 Highway 20 N	<b>October 30:</b> 5:30pm, New Member Meeting <b>October 30:</b> 6pm, Quarterly Meeting <b>October 31:</b> 9am, Quarterly Meeting <b>October 31:</b> 10am, New Member Meeting	<b>MEDFORD</b> Medford Office 4480 Rogue Valley Highway (Central Point)	<b>October 16:</b> 6pm, New Member Meeting <b>October 16:</b> 7pm, Quarterly Meeting <b>October 17:</b> 9am, Quarterly Meeting <b>October 17:</b> 10am, New Member Meeting
<b>CLACKAMAS</b> Hampton Inn (right behind the Denny's) 9040 SE Adams St.	<b>October 8:</b> 9am, Quarterly Meeting <b>October 8:</b> 10am, New Member Meeting <b>October 8:</b> 6pm, New Member Meeting <b>October 8:</b> 7pm, Quarterly Meeting	<b>NEWBERG</b> The Coffee Cottage 808 East Hancock Street	<b>October 7:</b> 9am, Quarterly Meeting <b>October 7:</b> 10am, New Member Meeting <b>October 7:</b> 5pm, Quarterly Meeting <b>October 7:</b> 6pm, New Member Meeting
<b>COOS BAY/NORTH BEND</b> North Bend Labor Hall 3427 Ash Street (N. Bend)	<b>October 16:</b> 6pm, New Member Meeting <b>October 16:</b> 7pm, Quarterly Meeting <b>October 17:</b> 9am, Quarterly Meeting <b>October 17:</b> 10am, New Member Meeting	<b>NEWPORT</b> Hallmark Inn 744 SW Elizabeth	<b>October 23:</b> 5pm, Quarterly Meeting <b>October 23:</b> 6pm, New Member Meeting
<b>EASTSIDE</b> Elmer's Restaurant 1933 NE 181st Avenue	<b>October 8:</b> 9am, Quarterly Meeting <b>October 8:</b> 10am, New Member Meeting <b>October 8:</b> 6pm, New Member Meeting <b>October 8:</b> 7pm, Quarterly Meeting	<b>PENDLETON</b> Holiday Inn Express 600 SE Nye Avenue	<b>October 29:</b> 5:30pm, New Member Meeting <b>October 29:</b> 6pm, Quarterly Meeting
<b>EUGENE</b> Teamster's Hall 711 Shelley Street (Springfield)	<b>October 14:</b> 6pm, New Member Meeting <b>October 14:</b> 7pm, Quarterly Meeting <b>October 15:</b> 9am, Quarterly Meeting <b>October 15:</b> 10am, New Member Meetings	<b>ROSEBURG</b> Labor Temple 742 SE Roberts	<b>October 15:</b> 6pm, New Member Meeting <b>October 15:</b> 7pm, Quarterly Meeting <b>October 16:</b> 9am, Quarterly Meeting <b>October 16:</b> 10am, New Member Meeting
<b>FLORENCE</b> Best Western Pier Point Inn 85625 US-101	<b>October 17:</b> 5pm, New Member Meeting <b>October 17:</b> 6pm, Quarterly Meeting	<b>SALEM</b> UFCW Local 555 Salem Office 2019 State Street	<b>October 10:</b> 6pm, New Member Meeting <b>October 10:</b> 7pm, Quarterly Meeting <b>October 11:</b> 9am, Quarterly Meeting <b>October 11:</b> 10am, New Member Meeting
<b>GRANT'S PASS</b> Fruitdale Grange 1440 Parkdale Dr	<b>October 17:</b> 6pm, New Member Meeting <b>October 17:</b> 7pm, Quarterly Meeting <b>October 18:</b> 9am, Quarterly Meeting <b>October 18:</b> 10am, New Member Meeting	<b>SOUTHEAST PORTLAND</b> AFL-CIO Building 3645 SE 32nd Avenue	<b>October 8:</b> 9am, Quarterly Meeting <b>October 8:</b> 10am, New Member Meeting <b>October 8:</b> 6pm, New Member Meeting <b>October 8:</b> 7pm, Quarterly Meeting
<b>HOOD RIVER/THE DALLES</b> Shari's of the Dalles 503 Mount Hood St. (THE DALLES)	<b>October 28:</b> 5:30pm, New Member Meeting <b>October 28:</b> 6pm, Quarterly Meeting	<b>ST. HELENS</b> Best Western Oak Meadows Inn 585 S Columbia Highway	<b>October 7:</b> 5pm, New Member Meeting <b>October 7:</b> 6pm, Quarterly Meeting
<b>KLAMATH FALLS</b> Woodworker's Local Lodge 12 3836 Altamont Drive	<b>October 15:</b> 5:30pm, New Member Meeting <b>October 15:</b> 6pm, Quarterly Meeting <b>October 16:</b> 9am, Quarterly Meeting <b>October 16:</b> 10am, New Member Meeting	<b>TIGARD</b> UFCW Local 555 (Lg Conf Rm) 7095 SW Sandburg Street	<b>October 8:</b> 9am, Quarterly Meeting <b>October 8:</b> 10am, New Member Meeting <b>October 8:</b> 6pm, New Member Meeting <b>October 8:</b> 7pm, Quarterly Meeting
<b>LAKEVIEW</b> Lake County Community Center 11 N. G Street	<b>October 14:</b> 5:30pm, New Member Meeting <b>October 14:</b> 6pm, Quarterly Meeting <b>October 15:</b> 9am, Quarterly Meeting <b>October 15:</b> 10am, New Member Meeting	<b>TILLAMOOK</b> Tillamook Library 1716 3rd Street	<b>October 23:</b> 5pm, New Member Meeting <b>October 23:</b> 6pm, Quarterly Meeting
<b>LINCOLN CITY</b> Lincoln City Community Center 2150 NE Oar Pl	<b>October 24:</b> 5pm, Quarterly Meeting <b>October 24:</b> 6pm, New Member Meeting	<b>VANCOUVER</b> Teamster's Union Hall 2212 NE Andresen Road	<b>October 9:</b> 6pm, New Member Meeting <b>October 9:</b> 7pm, Quarterly Meeting <b>October 10:</b> 9am, Quarterly Meeting <b>October 10:</b> 10am, New Member Meeting



Join UFCW  
retirees at our  
monthly breakfast!

11:30 am  
Tuesday, September 24th  
Heidi's Restaurant  
1230 NE Cleveland Ave.  
Gresham, OR

# UFCW Local 555 Years of Service\*

OUR MEMBERS ARE OUR GREATEST STRENGTH. CONGRATULATIONS ON THESE MILESTONES!

## 40 YEARS

Steven Frichtl

## 30 Years

Gary Fitzgerald  
Suzanne Gibbs  
Sharon Henshaw  
Karalyn Holladay  
Vivian Petruzzi

## 25 YEARS

Wendy Avner-Thompson  
Patti Edwards  
Susan Simmons  
Terri Taniguchi

## 20 YEARS

Teresa Becker  
Zachary Becker  
Gail Bryan  
Peggy Colwell  
Jamie Dryden  
Bob Eittreim  
Iris Garvilles  
George Hunter  
Kathleen Johnson  
Kim Kersting  
Kyle Kojiro  
Helen Mckeown  
Nicole Oden  
Rylan Ramsey  
Pamela Randall

Domingo Sanchez-Machic  
Alex Terrado

## 15 YEARS

Janet Brisbane  
Berna Cortnik  
Robert Jefferson  
Kenneth Johnson  
Kathy Kangas  
Rose Macpherson  
Charles Schreifels  
Amy Shreves  
Robert Smalley  
Wanda Spencer  
Duyen Vu  
Melody Wilcox  
Rita Winczewski

## 10 YEARS

Richard Arias  
Janis Beeson  
Melissa Carter  
Jordan Codekas  
Raymond Cope  
Justin Dance  
Maria Garcia  
Donald Gerig  
Frank Hendrickson  
Rose Thiessen Hendrix  
Edward Hollis  
Faye Lewis  
Janet Ling  
Cynthia Meadows  
Erika Menashe  
Patrick Mullen  
Linh Nguyen  
Tanis Omohundro  
Richard Plumley

Brooke Reiber  
Jeremy Retterath  
Yolanda Richardson  
Rogelio Rodriguez  
Marija Skoro  
Larry Smith  
Adam Toth  
Marvin Unruh

## 5 YEARS

John Albora  
Alexis Allison  
Megan Anderson  
Susan Anderson  
Jackson Baker  
Loyal Betschart  
Maria Bezzaro  
Jeffrey Bickler  
Lawrence Blanc  
Emily Boos  
Jeffrey Braun  
Matthew Brown  
Jacquelin Browning  
Michelle Brummell  
Tristan Butler  
Ofelia Castillo  
Angela Castro  
Austin Chester  
Edward Cochran  
Joshua Didier  
Joanne Edwards  
Marcy Fletcher  
Steven Frailey  
Julie Granle  
Holly Hall  
Siskiyou Hellesvig  
Jesse Hern  
Vithaya Homsanith  
Lori Hurlocker  
Megan Janes  
Nick Jensen  
Rochel Junio  
Timothy Kelly  
Charles Kelso  
Judene McKinney

Joel Kruse  
Kaitlyn Lucero  
Vicki Lyons  
Cameron Marquez  
Elena Mckee  
Nichole Meyer  
Valerie Moan  
Patrick Moran  
Daniel Munoz  
Hung Nguyen  
Destiny Norris  
Edward Norris  
Connie Oneil  
Tracey Padmore  
Dakotah Parr  
Francisco Partida-Haaby  
Timothy Power  
Stacie Prowant  
Ronald "Greg" Rahm  
Cara Riebsomer  
Spencer Sanders  
Joe Segrest  
Karen Solis-Sanchez  
Alyssa Spinks  
John Sunseri  
Stacey Sweeney  
Jacob Thomas  
Jeanette Tuttle  
Mirna Umana  
Cheyanna Valenzuela  
Andrew Vang  
Ian Watts  
Justin Whiteley  
Diane Wormington  
Yi Yuan Wu

## CORRECTION

These folks accidentally got left out (see footnote). We have not forgotten you!

## 40 YEARS

Mary Flores  
Marion Jones

## 35 years

James Shackelford

Howard (Val) Ross was mistakenly listed as 25 years but is, in fact, less than two years from his 35th year!



## Grievance update: 2019

GRIEVANCES FILED YTD 2019

134

MONEY RECOVERED YTD 2019

\$148,554

# MEMBERS RETURNED TO  
WORK YTD 2019

20

\* These milestones are derived based on your most recent affiliation date. (It's possible to affiliate several times within a career, due to moving in and out of retail, for example, or due to a leave of absence.) These milestones are just for fun and to cheer everyone on...they are NOT necessarily a match to the time you've logged with the Trust (your benefits) or the time you've logged at your store (your seniority).



**Sometimes it's hard to be a woman at Fred Meyer.**

It's easier when your community has your back.

After we shared our discovery that Fred Meyer disproportionately places women into lower-paying Schedule B jobs, our communities rallied around us to say that they *don't think it's ok for the men who run Kroger and Fred Meyer to make more by paying women less.* Here are just some of the wonderful elected officials who have already joined forces with us. See more here: [www.ufcw555.org/elected-leaders-support-the-women-of-555/](http://www.ufcw555.org/elected-leaders-support-the-women-of-555/)



Do we have your correct address?  
 Phone number?  
 Email address?

Make sure your Union has your contact information on file so you don't miss any mailings.

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To update or confirm your contact information, call Local 555 staff at 503-684-2822 or visit us online at [ufcw555.org / addressupdate](http://ufcw555.org/addressupdate).

**Contacting**  
**UFCW LOCAL 555**

UFCW staff can be reached during business hours at 503-684-2822 or 800-452-8329.

Please send any correspondence to our mailing address: P.O. Box 23555 Tigard, OR 97281.

The UFCW fax number is 503-620-3816.

[www.ufcw555.org](http://www.ufcw555.org)



**Want to show your support?**

Sign the Petition  
 Go to <http://b.link/standwithus>  
 or use this QR code →