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September 27, 2016

Dear Shop 'n Save Member:

There have been several questions from members of Shop 'n Save and Dierbergs regarding your contract status. A few of the most frequent questions asked are:

- Why won't Local 655 bargain with my Shop 'n Save?
- Why are Schnucks members deciding what my wages and benefits will be?
- What will happen if Schnucks members strike?
- What is Schnucks offering their employees?

Here are the answers to these questions:

Local 655 has offered numerous times to bargain a contract that would be a better offer than what Schnucks is willing to offer. To date, Shop 'n Save has stated clearly they are not willing to do anything more than Schnucks is willing to do. Tell your management team that it's time for Shop 'n Save to do better and that you do not deserve to go backwards. Urge them that even if Schnucks and Dierbergs don't want to treat their employees with respect and dignity, Shop 'n Save should not follow that lead.

As outlined above, it is your Company that has decided to let Schnucks bargain your future, not Local 655.

If Schnucks goes on strike, Shop 'n Save has several options:

- They could bargain a contract to a fair conclusion and allow you to vote on your future.
- They could allow you to continue to work until we resolve the issue with Schnucks.
- Or they could do as Schnucks and Dierbergs did in 2003 and lock out all Shop 'n Save members. I want to emphasize that locking out workers is the Company's decision. Your Union has no input on lock outs.

In order to let you understand why Local Union Leadership and your bargaining committee recommended a rejection and the Schnucks membership overwhelmingly rejected the proposal, we have posted the Schnucks proposal on our website www.ufcw655.org with a brief description of the effect of the changes. I am sure after you review this document, you will agree that this offer simply represents the 1% mentality that is destroying our country. Provide for the 1% and let everyone else beg for whatever is left.

As you are reading this letter, we hope to be back to the table with Schnucks to attempt to bargain a fair proposal. We will also ask Shop 'n Save if they still want to allow Schnucks to bargain on their behalf.

Fraternally,

David A. Cook
President

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