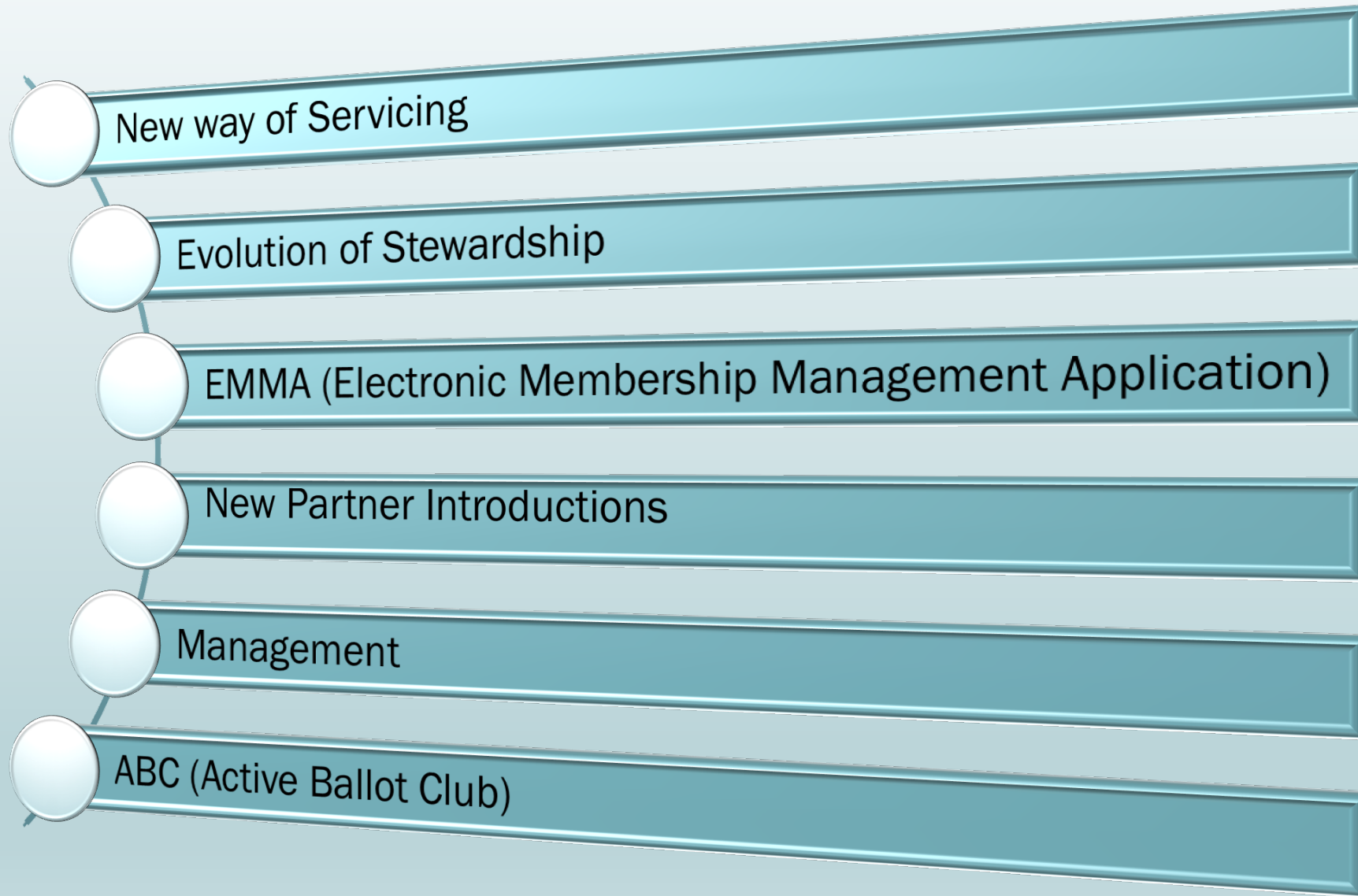




STEP UP SPEAK UP

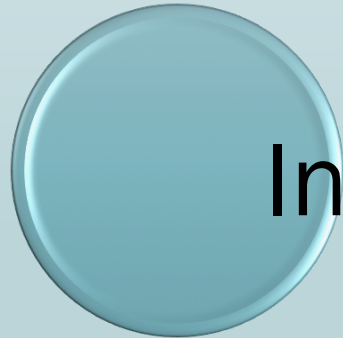
Robert Spence/David Williams



New Way of Servicing

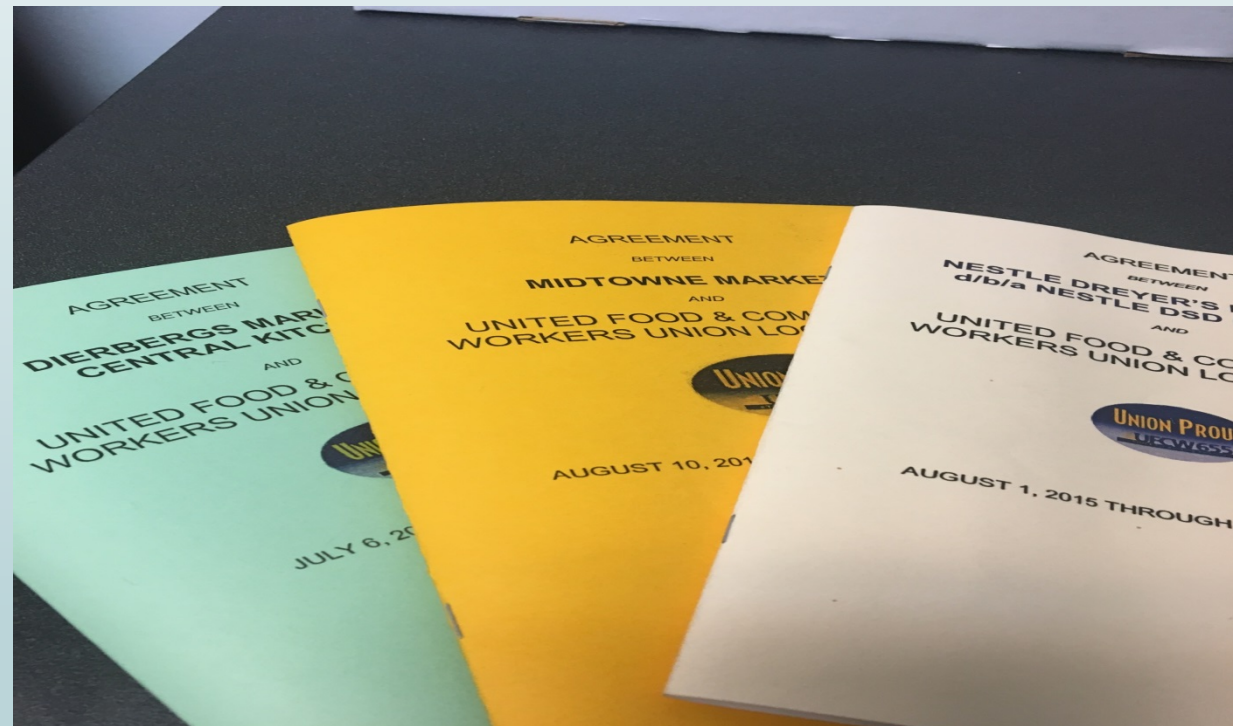


Signing up new hires in the store



Introducing new Partners to the Union

How Our Steward's Role Will Change



Educating Partners on Rights

How Your Role As a Steward Will Evolve

Keeps your
Reps
Servicing

Enforces
Contract

Group by:None

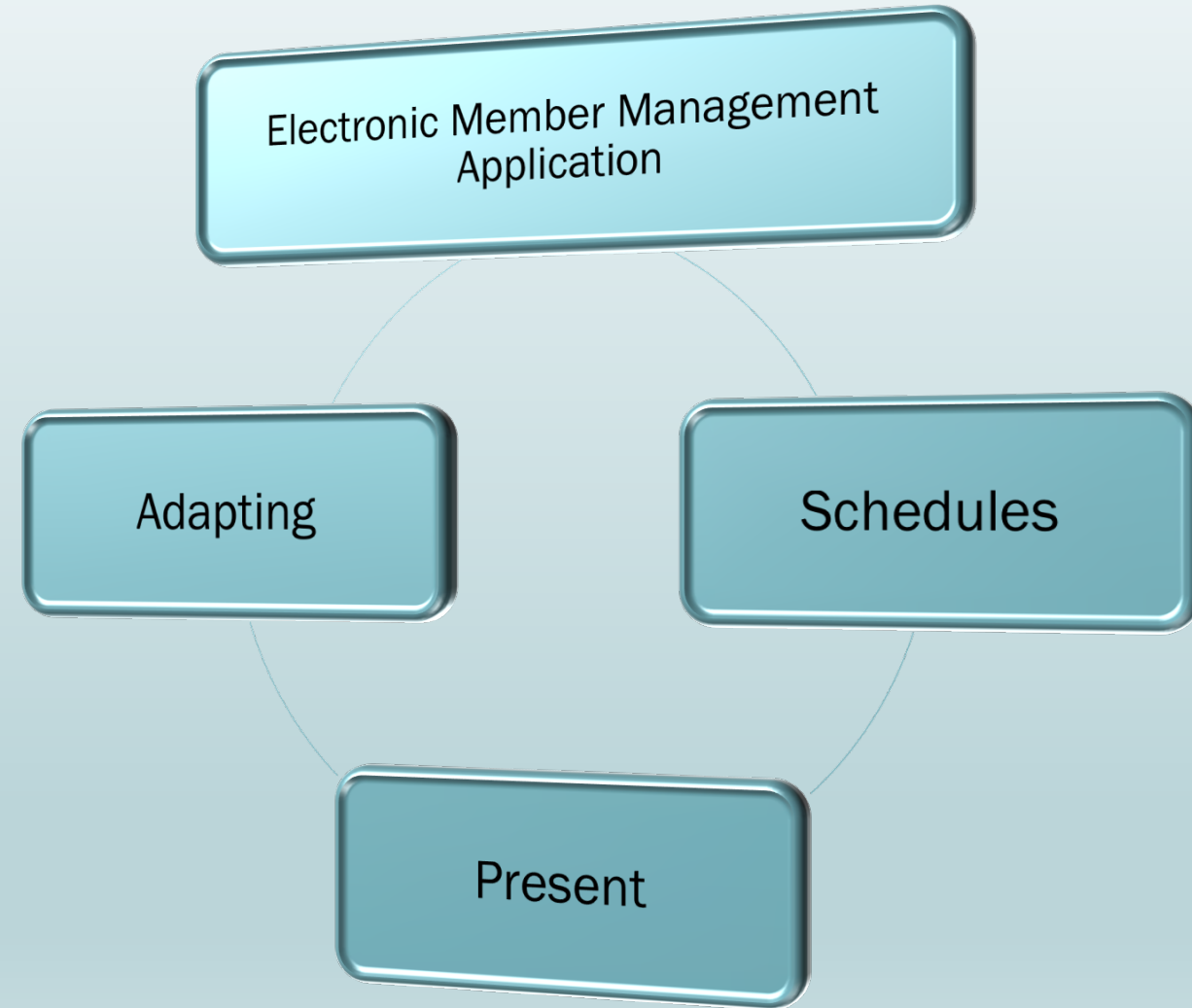
| Employee Name | Mon 04/23/2018 | Tue 04/24/2018 | Wed 04/25/2018 | Thu 04/26/2018 | Fri 04/27/2018 | Sat 04/28/2018 | Sun 04/29/2018 | Total Net Hours |
|-----------------------|--|--|--|--|---------------------------------------|--|---------------------------------------|--------------------|
| KASSERBAUM, RONALD | Bagging 08:30 AM-01:00 PM | Bagging 08:30 AM-01:00 PM | Bagging 08:30 AM-01:00 PM | Bagging 08:30 AM-01:00 PM | | | | 18.00 |
| HANDLEY, JORDAN | (x) Produce Clerk 08:00 AM-04:00 PM | (x) Produce Clerk 08:00 AM-04:00 PM | (x) Produce Clerk 12:00 PM-08:00 PM | (x) Produce Clerk 08:00 AM-04:00 PM | | (x) Produce Clerk 12:00 PM-08:00 PM | | 40.00 |
| SCHLEICHER, NOAH | | | | | Bagging 05:00 PM-10:30 PM | RTO | Bagging 10:30 AM-05:00 PM | 12.00 |
| PHILAN, NATHAN | | | Bagging 01:00 PM-05:00 PM | | Bagging 12:00 PM-04:00 PM | | | 8.00 |
| MUELLER, CAROLINE | (x) Conditioning 05:00 PM-09:00 PM | Bagging 04:00 PM-08:00 PM | | (x) Conditioning 05:00 PM-09:00 PM | RTO | RTO | RTO | 12.00 |
| (m) FARIKAS, JACOB | | Bagging 05:00 PM-10:00 PM | RTO | Bagging 05:00 PM-10:00 PM | All Day | All Day | All Day | 20.00 |
| OLEA, CAMERON | Checking Clerk 04:30 PM-10:00 PM | Checking Clerk 04:30 PM-07:30 PM | (x) RU-Scan 07:30 PM-09:00 PM | | (x) RU-Scan 04:00 PM-08:00 PM | RTO | Checking Clerk 02:00 PM-10:00 PM | 23.00 |
| (m) SANDOZ, DARRIAN | | | | | | Bagging 05:00 PM-09:00 PM | Bagging 01:00 PM-06:00 PM | 9.00 |
| BENGTSON, CAM | Bagging 06:00 PM-10:00 PM | Bagging 01:00 PM-06:00 PM | | Bagging 01:00 PM-05:00 PM | | Bagging 09:00 AM-01:00 PM | | 17.00 |
| (m) GRANT, SIARAH | | (x) Conditioning 05:00 PM-09:00 PM | | | RTO | RTO | Bagging 12:00 PM-05:00 PM | 9.00 |
| (m) RILEY, NOLAN | | | Bagging 05:00 PM-10:00 PM | | (x) Conditioning 05:00 PM-09:00 PM | Bagging 01:00 PM-05:00 PM | Bagging 05:00 PM-09:00 PM | 17.00 |
| (m) PLATTER, CHLOE | Bagging 01:00 PM-07:00 PM | | | | Bagging 04:00 PM-09:00 PM | Bagging 01:00 PM-05:00 PM | (x) Conditioning 05:00 PM-09:00 PM | 17.00 |
| (m) HECKENKAMP, NANCY | | | | Bagging 04:00 PM-08:00 PM | RTO | RTO | RTO | 4.00 |
| VAN HAZENGA, JOEL | | | | | Bagging 07:00 AM-02:00 PM | | | 7.00 |
| HARGATE, DONALD | | Produce Clerk 04:00 PM-08:00 PM | | Produce Clerk 04:00 PM-08:00 PM | Produce Clerk 07:00 AM-12:00 PM | Produce Clerk 07:00 AM-03:00 PM | Produce Clerk 11:00 AM-07:00 PM | 29.00 |
| (m) KLOS, JANELLE | RTO | | Checking Clerk 05:00 PM-10:00 PM | Checking Clerk 05:00 PM-10:00 PM | Checking Clerk 05:00 PM-10:00 PM | RTO | RTO | 21.00 |
| McDONALD, HELEN | | Checking Clerk 05:00 PM-10:00 PM | | Checking Clerk 05:00 PM-10:00 PM | | Checking Clerk 11:30 AM-06:00 PM | | 21.00 |
| STEDING, HANNAH | Bagging 01:00 PM-06:00 PM | Bagging 11:00 AM-04:00 PM | | Bagging 11:00 AM-04:00 PM | Bagging 07:30 AM-01:00 PM | Bagging 07:30 AM-01:00 PM | | 27.00 |
| (m) BEAN, GRACE | Checking Clerk 03:30 PM-08:00 PM | Checking Clerk 03:30 PM-08:00 PM | (x) Conditioning 05:00 PM-09:00 PM | Checking Clerk 03:30 PM-08:00 PM | (x) Conditioning 05:00 PM-09:00 PM | Bagging 08:00 AM-12:00 PM | RTO | 12.00 |
| LAYTON, ELLEN | Checking Clerk 03:30 PM-08:00 PM | Checking Clerk 03:30 PM-08:00 PM | Checking Clerk 03:30 PM-08:00 PM | Checking Clerk 03:30 PM-08:00 PM | RTO | RTO | All Day | 19.00 |
| Employee Name | Mon 04/23/2018 | Tue 04/24/2018 | Wed 04/25/2018 | Thu 04/26/2018 | Fri 04/27/2018 | Sat 04/28/2018 | Sun 04/29/2018 | Total Net Hours |
| MATTHEWS, GLADE | Bagging 11:00 AM-03:00 PM | Bagging 03:00 PM-08:00 PM | Bagging 11:00 AM-03:00 PM | | | Bagging 07:30 AM-12:00 PM | | 14.00 |
| MILKHO, COREY | Bagging 04:00 PM-08:00 PM | | | | | | | |
| Mon 04/23/2018 | Tue 04/24/2018 | Wed 04/25/2018 | Thu 04/26/2018 | Fri 04/27/2018 | Sat 04/28/2018 | Sun 04/29/2018 | Total | |
| Scheduled Hours | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 0.00 | |
| Over-extended Hours | 15.50 | 27.50 | 25.50 | 24.50 | 20.00 | 27.50 | 218.00 | |

Sending schedules to Reps

Sending schedules
to Reps

EMMA

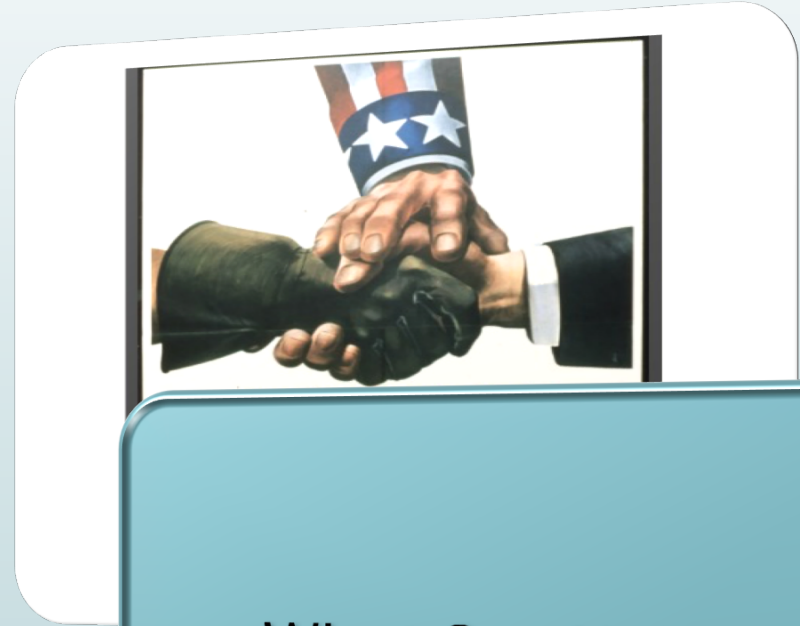
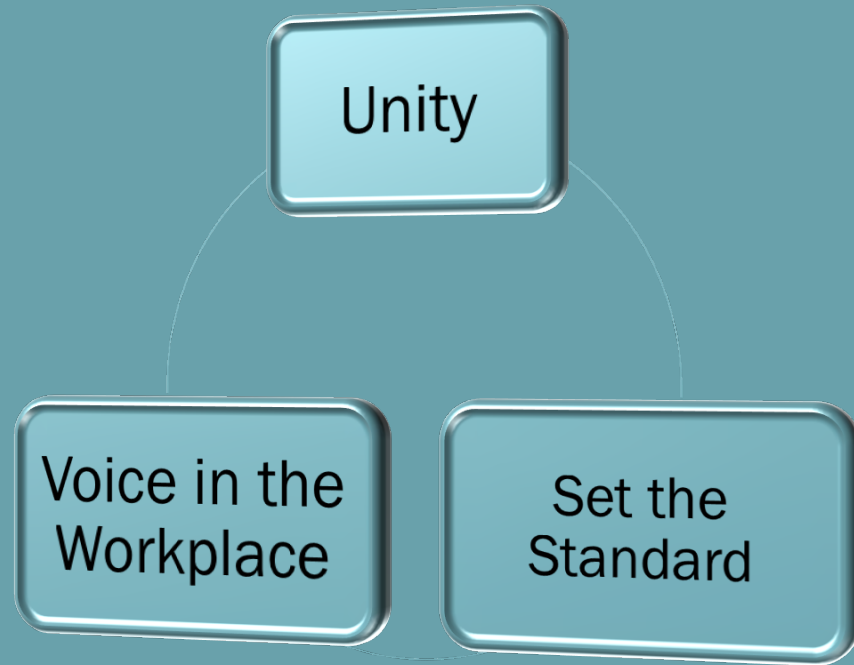
| Su | Mo | Tu | We | Th | Fr | Sa |
|----------|---------|---------|---------|----|----|----|
| DRB0009 | DRB0016 | DCK0123 | MID0460 | | | |
| NEST0040 | PAY2712 | PAY3855 | SCH0070 | | | |
| SCH0110 | SCH0111 | SCH0124 | SCH0138 | | | |
| SCH0176 | SCH0276 | SCH0399 | SNS4515 | | | |
| SNS4542 | SNS4548 | BRW1960 | | | | |



New Partners

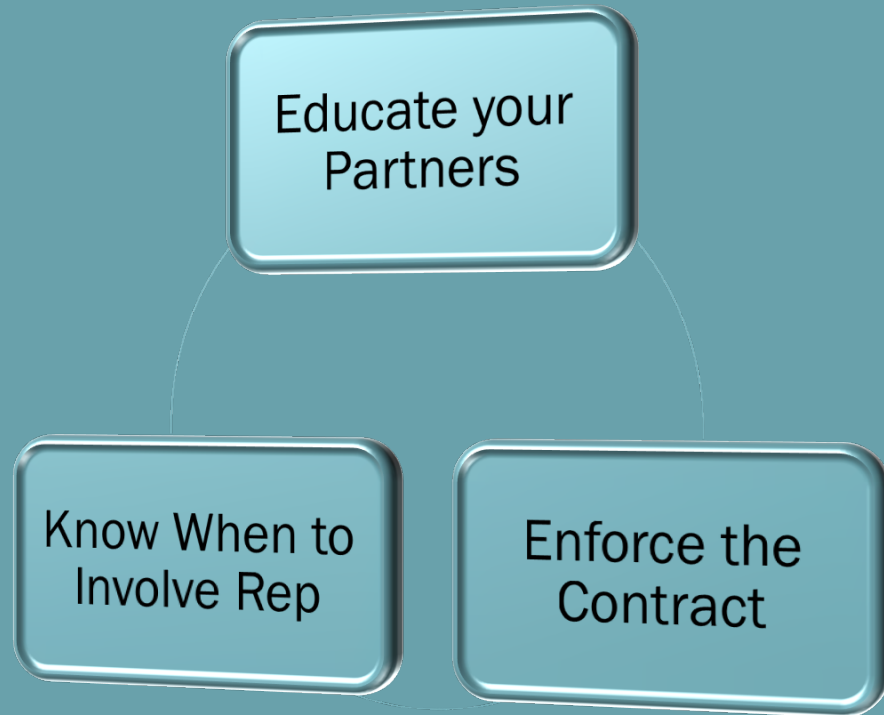


New Partners



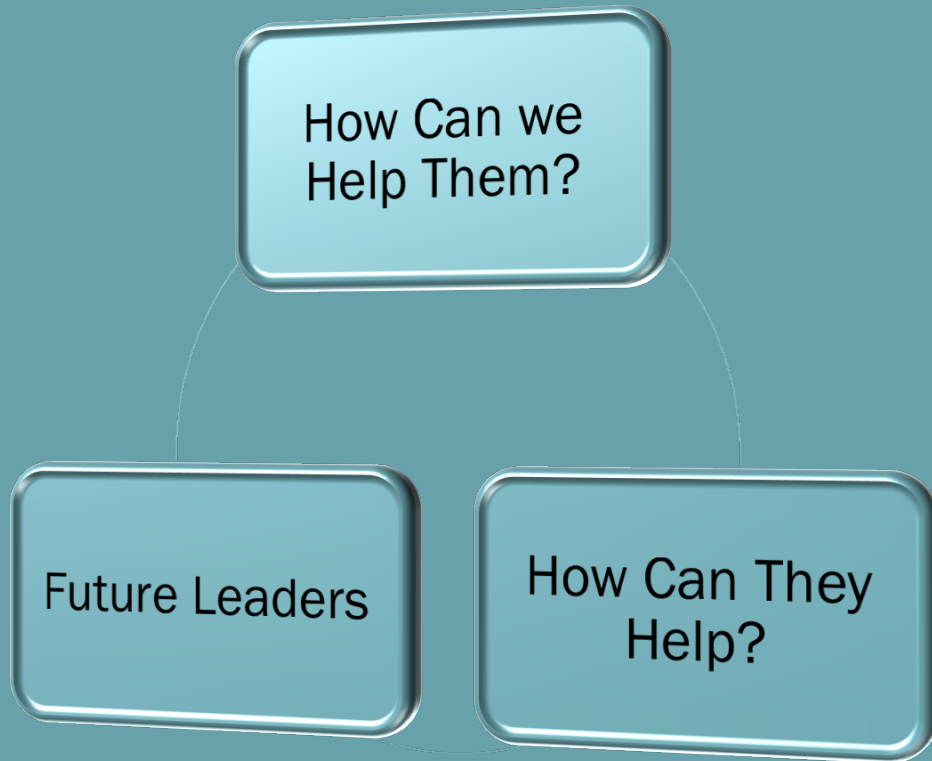
What Our Union
Represents

New Partners



What a Steward Does

New Partners



Find A Place In Their Union

New Partners



What Our Union Represents



What a Steward Does



Find a Place in Our Union

Relationship Building

Closed Ended
vs. Open
Ended
Questions

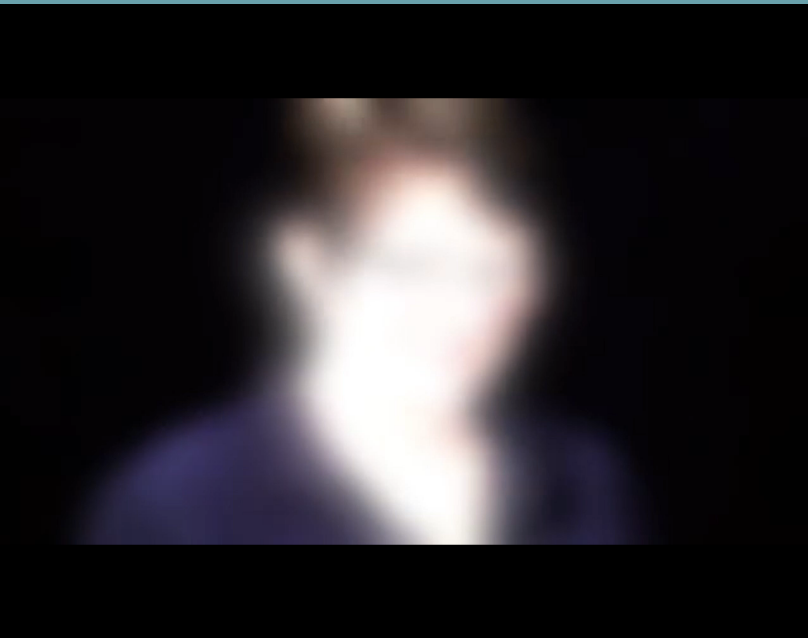
- How is your day?
- vs.
- What did you do on your off day?

What Makes
a Good
Relationship?

- Trust
- Mutual Respect
- Welcome Diversity
- Open Communication

Relationship Building

With: Steffi Domike (United Steel Workers)

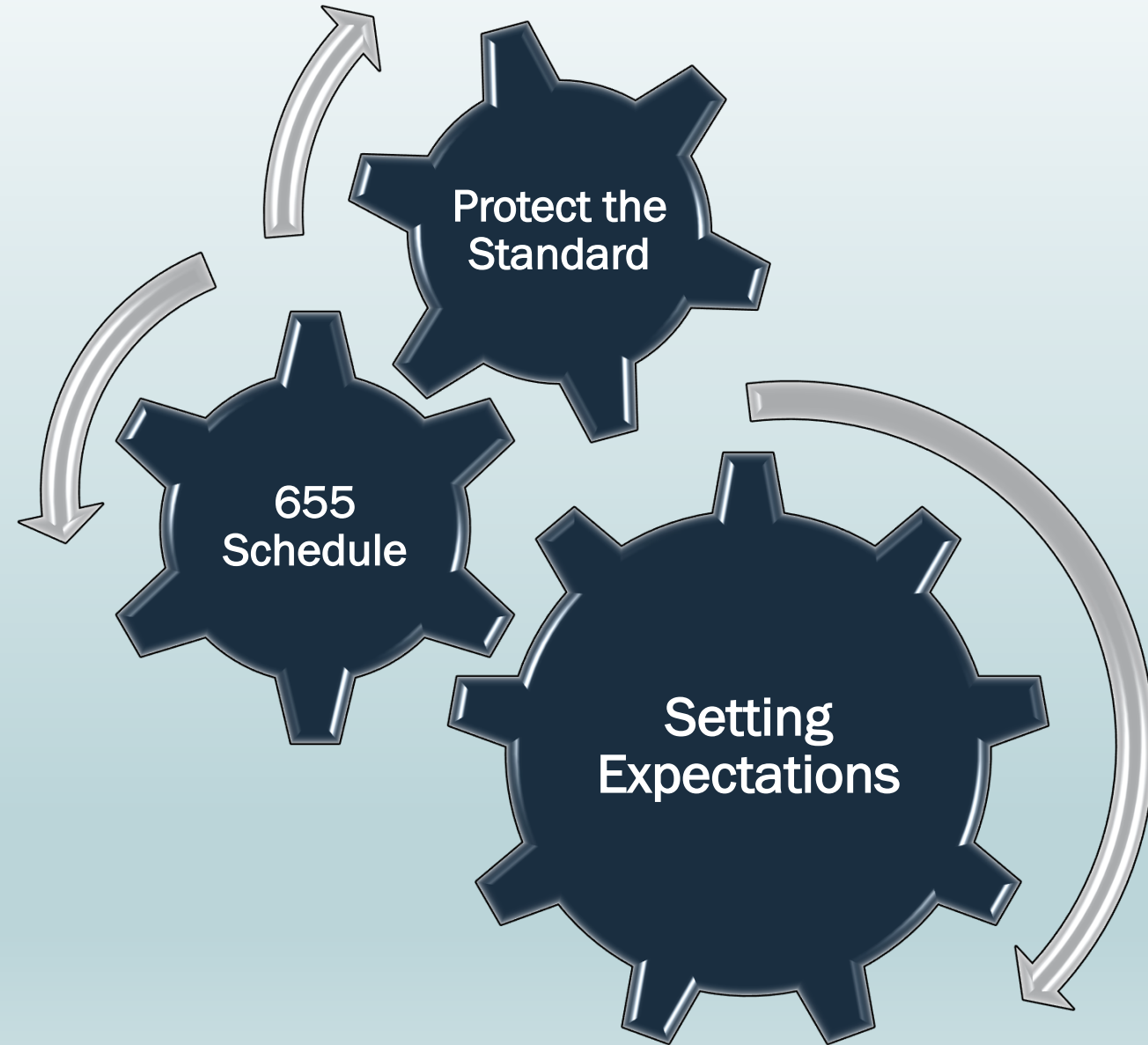


Closed Ended vs.
Open Ended
Questions

- How is your day?
or
- What did you do
on your off day?

Management

“As part of the new hire orientation process, the Company will make every effort to advise new employees who the current Stewards are and/or introduce them to Stewards that may be on duty as long as there is minimal disruption to customer service and the needs of the business.”



ABC: Active Ballot Club



Bringing It All Together

