

All this...

...and a bag of chips

Communicating the Value of your Union

The Labor *Movement*

- We want you to be *movers* of the message
- New hires need this information the most

How do we move the message?

- We can only talk about the union value if we know that value in *real dollars*
- Let's talk about the real dollar value of union membership

The value of a contract

- The most important benefit Local 655 offers is a union contract
- The contract is a blanket
- We can't tell people about these benefits. We have to show them in real dollars

'What do my dues even pay for?'

- The cost of membership for most new Local 655 partners is about \$1/day
- For about \$1 per day, Local 655 provides huge benefits that you can't find anywhere else in the form of both contractual value and union discounts

Free College Benefit Program

- Tuition at the University of Missouri campuses for 2017-2018: \$13,000/semester
- Tuition at STLCC: \$1,500/semester
- Tuition at EGCC through the free college program: \$0/semester. Books, lab fees, all included, all free

2 years of community college free = \$6,000 savings or roughly 15 years of dues

Vacation

○ Let's take an example:

A part-time partner working 25 hours per week gets one week of vacation after their first calendar year.

○ 1 year of membership = approx \$350

○ 1 week of vacation for part time partner = approx.
\$230

Paid breaks

- Your paid breaks put more money in your pocket per week than you pay in membership

1 year of paid breaks = \$442 per year

But wait, there's more

- ...Jury leave
- ...Funeral leave
- ...Guaranteed raises

Healthcare

- While many younger Local 655 partners may not use it or need it, our health insurance plans are superior to almost anything you can find on the open market
- For some families, it may be cheaper for children to leave their parent's healthcare for ours
- Your employer doesn't offer it out of the goodness of their hearts.
- All participating Local 655 employers pay roughly \$4.90 per hour into our healthcare

On-call staff

- The Officer of the Day is a union representative who is on call 364 days every year. This staffer is on call and works for YOU and your co-workers
- Call anytime: 636-394-6500 ext. 2055

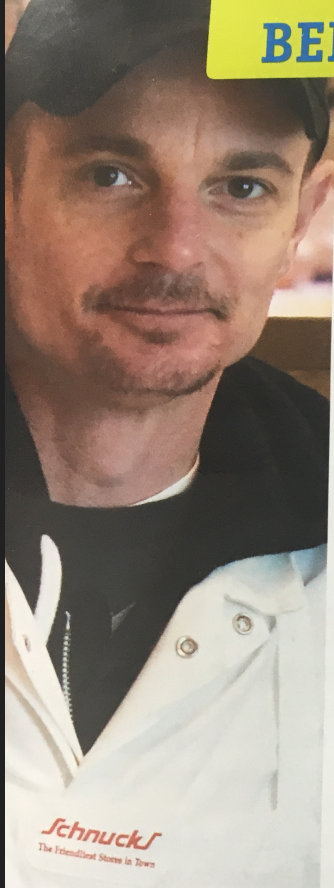
Union Discounts

- Thousands of benefits
- UFCW.org/value & unionplus.org
- Download the app
- AT&T Discount – 15% off most wireless services
- Movie tickets
- Attorney discounts
- Mastercard

Equality for ALL workers

- Worker's rights are Human rights
- We fight for higher wages for all workers, even non-union
- We fight for ALL workers to be treated the same at work
- We train our partners to lobby, give them chances to meet their lawmakers
- We don't engage in issues that don't involve workers, like guns or abortion

The Union, not the company, negotiates benefits.



BENEFITS FOR OUR TEAMMATS

We recognize that your compensation is important to you. With that in mind, your total compensation with Schnucks is at least equal and, in most cases, better than that furnished by our local competition. Total compensation represents a significant investment, especially as healthcare costs continue to escalate. Some compensation requires the completion of certain eligibility requirements. These include:

- Healthcare
- Life, Accident and Disability Insurance
- Pension
- Retirement Savings Plan (401K)
- Paid Vacation
- Paid Holidays
- Paid Funeral Leave
- Paid Jury Service Leave

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What non-union “contracts” look like

Weekends[®]
FURNITURE & MATTRESS **ONLY**

Employee Acknowledgement

Employee Policy Manual

I also understand that, notwithstanding any of the provisions of this policy, I am employed on an at-will basis. My employment may be terminated at any time, either by me or by WEO, with or without cause. I understand that no representative of WEO other than the CEO, has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing.

Communicating these values

- Talk about that value, especially with new partners
- What do those conversations look like?