

## **Cincinnati Kroger** **Members' Frequently Asked Questions**

### **I. Zone Meetings and Voting on Wednesday, October 10<sup>th</sup>**

**Q.** What will take place at the Zone meetings this Wednesday?

**A.** Members will see a brief video and hear a short discussion about the negotiations for a new contract with Kroger. A question and answer period will follow. Members then will vote on whether to accept Kroger's offer or reject that offer and authorize a strike to take place, if and when Union Leadership and the Rank-and-File Bargaining Committee deem it necessary.

**Q.** How will the vote take place?

**A.** The vote will be by secret ballot.

**Q.** Will I need personal identification when I sign in to vote?

**A.** Yes. Acceptable forms of identification include Union card, Kroger check stub, store nametag with both first and last name, driver's license, school identification card, etc. A picture ID is best.

**Q.** Can a member attend and vote at a location other than the Zone in which he works?

**A.** Yes.

**Q.** Can a new hire still on probation vote?

**A.** No, because he is not yet an active member.

**Q.** Is a person on suspension eligible to vote?

**A.** Normally yes.

**Q.** Can a member simply walk in and vote without attending a meeting?

**A.** Yes.

### **II. Members' Rights & Responsibilities During a Strike**

**Q.** Can members ask customers right now not to shop at Kroger if there is a strike?

**A.** At this time, Local 1099 members should refrain from doing so.

**Q.** Will members be fined for crossing a picket line?

**A.** If found guilty of doing so after a trial, fines are possible.

**Q.** What will happen to the scabs, those members who cross our picket line?

**A.** Scabs are subject to fines as described above.

**Q.** Does a probationary employee have a legal and contractual right to strike?

**A.** Yes.

**Q.** Can a probationary employee be fired for honoring a picket line?

**A.** No.

**Q.** Is a probationary employee eligible for strike pay?

A. Yes.

**Q.** Will my job still be here after the strike is over and a contract settlement has been reached?

A. Local 1099 has no information otherwise.

**Q.** Can my hours or job be cut and/or reduced for going on strike? Can my pay be cut for going on strike?

A. No.

**Q.** What will happen to members who resign from the Union and cross our picket lines?

A. They will be identified a scab.

### **III. Strike**

**Q.** If we vote to authorize a strike on Wednesday, will we walk off the job on Thursday?

A. No, we will give notice to you and to Kroger contingent upon our vote. If Kroger is willing to modify its proposals, we will not need to strike. We remain hopeful that Kroger will give us a contract that we may ratify on Wednesday.

**Q.** If we vote to authorize a strike, must a strike take place?

A. No, the Union will be authorized to call a strike when necessary.

**Q.** Where will Strike Headquarters be located?

A. Monroe

**Q.** Will a member owe back Union dues while on strike?

A. No.

### **IV. Strike Pay**

**Q.** Is everyone who is on strike entitled to strike pay?

A. No.

**Q.** How does a member qualify for strike pay?

A. Members must walk the picket line to be eligible for strike pay.

**Q.** How much is strike pay, and when does it begin?

A. \$100 week after the second week.

**Q.** What is the minimum number of hours per week that a member must picket in order to qualify for strike pay?

A. This will be determined by the number of employees at a particular work site and the number of picketers required.

### **V. Health & Welfare**

**Q.** What will happen to health insurance during a strike? How long will our current insurance last?

A. The Company is required to make premium payments by the 10<sup>th</sup> of each month. If the required payment is made, you are covered until the strike occurs.

**Q.** What is *COBRA* coverage, and how does it work?

**A.** You may purchase insurance coverage on your own.

**Q.** Will scheduled vacation be paid during a strike?

**A.** Yes.

**Q.** How are members affected who are on a personal or medical leave of absence during a strike?

**A.** They are on strike also.

**Q.** Will the strike affect a member's sick leave pay?

**A.** Yes, sick leave pay ceases at the beginning of the month after the strike begins.

**Q.** Can a member on sick leave picket? Can he be paid for picketing?

**A.** Yes, if the picketing is not contrary to the reason for sick leave.

**Q.** Will the strike affect a member's Workers Compensation pay?

**A.** No.

**Q.** Can members receiving Workers Compensation picket? Can they be paid for picketing?

**A.** Only if permitted under Workers Compensation medical restriction. But payment for picketing or strike-related work is not allowed.

**Q.** What is the Local 1099 Strike/Lockout Emergency Assistance Committee, and how does it work?

**A.** This is a special committee that will evaluate applications for emergency assistance during a strike or lock out for members who are in extraordinarily dire financial circumstances.

## **VII. General**

**Q.** Why does the Union continue to bargain after contract expiration?

**A.** At the request of the Federal Mediator who believed there was an opportunity for progress in negotiations.

**Q.** If we extend the current contract, will it go past the holidays?

**A.** This is extremely unlikely.

**Q.** Can I be required to train replacement workers?

**A.** Yes.

**Q.** How will members be notified of a strike or work stoppage?

**A.** From your Union Representatives, handbills to the members, Local 1099 Bargaining Hotline (extension 3KRO), the Union website, [www.ufcw1099.org](http://www.ufcw1099.org), and through the local media.

**Q.** How will we obtain our last paycheck when we are on strike?

**A.** A Union Representative will escort you into the store to pick up your last paycheck.

**Q.** Can employees get other jobs while on strike?

**A.** Yes.

**Q.** If we strike, can we apply for full-time/part-time jobs with other Local 1099 employers, i.e., Meijer, CVS, etc.?

**A.** Yes.