

January 29, 2009

Dear Harding's member:

What does Union membership mean to you? Just ask Jeremy Hunter from Harding's #903 what the Union can do for you!

After signing up on a job posting, Jeremy was promoted to meat cutter. When Harding's later refused to pay him the contractual wage rate, Jeremy filed a grievance with his Union Steward. Harding's denied the grievance at Step 1, so his Steward contacted Union Representative Courtney Johnson.

Courtney filed a Step II grievance on his behalf and met with Bryan Hettinghouse, the president of Harding's. The company refused to recognize the contract language, however, and again denied the grievance.

The Union took the grievance to the next step and filed for arbitration with the American Arbitration Association. Soon thereafter, the company contacted the Union in hopes of reaching a settlement versus proceeding to arbitration.

On January 22, 2009, the Union held another meeting with Harding's president Bryan Hettinghouse. After some frank discussion, the company conceded that the Union was right and agreed to a full settlement. Jeremy was immediately moved to the correct wage rate and was awarded back pay in the amount of \$2,263!

This is a perfect example of what you and your Union can accomplish when we work together. In today's economy, it's more important than ever to exercise your contractual rights as a member of UFCW 951. As Jeremy Hunter knows, Union membership pays!

UFCW 951 – A Union that works, for you.

In solidarity,

Marv Russow
President

Doug Padgett
Area Director

Courtney Johnson
Union Representative

MR:DP:CJ/hmj