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## Attention UFCW Local 1189 Union Members

A membership vote on two items of Union Business has been scheduled to take place on Thursday, December 7, 2023.

### All day Voting times will be Thursday, December 7, 2023

- 8am – 6pm at both UFCW 1189 offices located in South St. Paul and at the Duluth Labor Temple.  
South St. Paul: 266 Hardman Ave N; South St. Paul, MN 55075/Duluth: 2002 London Rd, Duluth, MN 55812

### Question and Answer Informational Meetings will be held via Zoom on November 29 and 30, 2023

- 8am – 9:30am and 4pm – 5:30pm on Wednesday, November 29 and Thursday, November 30.  
\*Zoom link will be posted on our website ufcw1189.org no later than November 28, 2023.

Members will vote on the following issues:

#### 1) Vote on a Dues Increase

The UFCW 1189 Executive Board met on September 19, 2023 to discuss the financial status of our union. The Executive Board recommends raising weekly dues by \$1.50 for all full-time members and \$1.00 for part-time members effective March 1 of each year for the next three years. *This amounts to an increase of only about 4 cents per hour per member in each of the next three years.*

The revenue increase will enable Local 1189 to:

- ✓ Maintain the size of our bargaining committees (Local 1189 pays time lost for all Union members serving on these committees)
- ✓ Continue and grow our strong Union Steward and Member Servicing Programs
- ✓ Continue to organize non-union workers and combat non-union competition that threatens the quality of our collective bargaining agreements.

The Executive Board would also like to set up a strike fund, so we are ready to take on Employers who are not willing to acknowledge your worth. At least 25 cents per member per week will be set aside from the dues increase to establish and grow this strike fund for years to come.

It is now up to our members to accept or reject this recommended revenue increase. We hope you will exercise your right to vote in authorizing this recommendation allowing for our Union to continue to take advantage of the opportunities of the current labor climate but to also be well-prepared for the challenges that employers will undoubtedly present to our members in the future.

- Yes – I approve the dues increase that has been recommended by the UFCW Local 1189 executive board.
- No – I reject the dues increase and understand that in doing so, the Local may not have the resources necessary to defend our members and our contracts.

#### 2) Changes to the Bylaws

Changes to our Local Bylaws were needed in order to comply with changes made to the UFCW International Constitution at the Ninth Regular Convention held in April 2023 in Las Vegas. The changed bylaws will be available at the meeting and online at ufcw1189.org for your review prior to voting. Members will be voting as follows:

- Yes – I approve the UFCW Local 1189 Bylaws changes
- No – I reject the changes to the UFCW Local 1189 Bylaws

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