

*Transcription auto-generated via Zoom*

Kathy Finn, Secretary-Treasurer: Welcome everyone to the CVs and rite aid contract campaign meeting will begin in another minute.

Kathy Finn, Secretary-Treasurer: We now have almost at 100.

Kathy Finn, Secretary-Treasurer: Participants on the call, which is great i'm excited that we have a lot of folks as we need a lot of participation which we'll talk about in a moment.

Kathy Finn, Secretary-Treasurer: Alright, it looks like we still have people joining, but I think we're going to get started.

Kathy Finn, Secretary-Treasurer: So i'm Cathy Finn Secretary treasurer of local 770.

Kathy Finn, Secretary-Treasurer: On the panel here with me are Darren plasticity, who is a Union representative and assisting with the drug campaign, as well as.

Kathy Finn, Secretary-Treasurer: dina weston and Armando galvez also union representatives assisting with the campaign Danny Garcia, the field director john grant the President, everyone knows him we have normal Leyva joining us from the food for less campaign so they're.

Kathy Finn, Secretary-Treasurer: getting close to wrapping up their campaign and so she's going to share her experience of participating in a high Member participation campaign.

Kathy Finn, Secretary-Treasurer: And then we have my Baron Shannon Sanchez.

Kathy Finn, Secretary-Treasurer: And Lisa Lee providing support and I think that's everybody on the panel.

Kathy Finn, Secretary-Treasurer: So, again it's great to have so many folks joining the call we have over 100 attendees now on the call over 100 and it's still going up, we now have well over 100 CVs and rite aid Members on the call, which is, which is awesome.

Kathy Finn, Secretary-Treasurer: As folks probably know the CBS contract expires June 30.

Kathy Finn, Secretary-Treasurer: Which is about what is that it's a may May, June so it's what is it like two months away two and a half months away and the write a contract July 17 which is three months away so we've had meetings starting last summer.

Kathy Finn, Secretary-Treasurer: about getting ready for this contract campaign, but now we're really in what we would call like the crunch time where we really have to get organized in order to make sure we have we get a good contract.

Kathy Finn, Secretary-Treasurer: So you know we've oh I shouldn't I shouldn't even say we you faced many challenges and getting good contracts throughout coven, as you all know better than anyone having worked in the store.

Kathy Finn, Secretary-Treasurer: These companies that you work for have given no recognition to the sacrifice that you've made working during coven.

Kathy Finn, Secretary-Treasurer: As you know better than anyone, they didn't follow protocols.

Kathy Finn, Secretary-Treasurer: For safety, we had to numerous times go get.

Kathy Finn, Secretary-Treasurer: Various ordinances and things passed by the government, because they would not respect the work that you did, and in fact your health your safety.

Kathy Finn, Secretary-Treasurer: and dealing with these greedy corporations, we know that it's become more difficult and more difficult over time to get good contracts, even before coven.

Kathy Finn, Secretary-Treasurer: Dealing with these corporations had been getting more difficult and more difficult so over the years we've faced many contracts where the companies are always trying to take something away and so many times.

Kathy Finn, Secretary-Treasurer: These campaigns that that we've been involved with have been to save the medical or to save something that the companies are trying to take away and we need to start to do things differently and go more on the offensive.

Kathy Finn, Secretary-Treasurer: Over the years.

Kathy Finn, Secretary-Treasurer: The increases that these contracts have had have not kept pace with the cost of living.

Kathy Finn, Secretary-Treasurer: And so we've done a lot of research to look into what kind of campaigns are successful and all around the country.

Kathy Finn, Secretary-Treasurer: The campaigns that have been successful, are those campaigns that have very high Member participation and that doesn't mean a few people out of every store high Member participation means huge majorities of people being involved in campaigns and that is crucial.

Kathy Finn, Secretary-Treasurer: In order to get a good contract and when we say hi Member participation, we don't mean just showing up, for you know one action or one event in front of your store.

Kathy Finn, Secretary-Treasurer: it's not like a lip service kind of participation it's real true participation, meaning Members are part of the bargaining committee they sit at the table negotiate the contract with the employer they lead the activities of the campaign.

Kathy Finn, Secretary-Treasurer: and have conversations with their co workers in the store, to ensure that all the Members understand what's going on and ensure that the campaign is.

Kathy Finn, Secretary-Treasurer: completely.

Kathy Finn, Secretary-Treasurer: responsive and created by the Members for the members and so.

Kathy Finn, Secretary-Treasurer: This is the same kind of campaign that we just ran with food for less.

Kathy Finn, Secretary-Treasurer: You know and it's something you know, in some ways sort of new for for local 770 and we have normal Eva who has got involved in November, just in November in the food for less campaign and she is going to describe her experience of being involved in.

Kathy Finn, Secretary-Treasurer: Member participatory campaign and how that's changed.

Kathy Finn, Secretary-Treasurer: The kind of campaign and the kind of contract that they're going to get it at food for less, but before I turn it over to norma I do want to say that everyone on this call can.

Kathy Finn, Secretary-Treasurer: put questions and comments, either in the question box or in the chat.

Kathy Finn, Secretary-Treasurer: Our discussions tonight are going to be primarily focused on this campaign if we have time permitting at the end, we can take other questions and comments.

Kathy Finn, Secretary-Treasurer: But we really want this called be focused on the getting a good contract so that's the that's what we're going to focus our attention on in terms of questions and comments.

Kathy Finn, Secretary-Treasurer: But now i'm going to turn it over to norma to talk about her experience and being involved in the food for less food for less campaign.

Norma Leiva, Food4Less Leader: hi everybody, my name is normal Leyva I work at food for less in panorama city.

Norma Leiva, Food4Less Leader: i've been working with the company for a long time, and this contract that we're in right now.

Norma Leiva, Food4Less Leader: has made me very aware of everything that's going on with the contract, three years ago we had a contract that I had no clue what happened and I was not happy with it this time around.

Norma Leiva, Food4Less Leader: It was important to get informed and.

Norma Leiva, Food4Less Leader: My Union REP came to me and asked me about getting organized.

Norma Leiva, Food4Less Leader: and getting everybody together.

Norma Leiva, Food4Less Leader: To get a better contract, so we had a delegation going and.

Norma Leiva, Food4Less Leader: It was important to be to keep everybody informed and I got together with some coal some key co workers and we.

Norma Leiva, Food4Less Leader: got together and we were informing everybody and making them sign this delegation which, in this delegation, we were asking for respect.

Norma Leiva, Food4Less Leader: fair wages and safety in the job, as you know, we are we in November, we were in the middle of Corbett high clusters of people getting sick.

Norma Leiva, Food4Less Leader: And we were all fed up with a BAT not getting fair wages and not getting a good contract so, but the key thing is to have everybody informed everybody needs to be informed of what's going on with the contract getting everybody on board to.

Norma Leiva, Food4Less Leader: To um.

Norma Leiva, Food4Less Leader: to know what's going on and to change to for the better, you know um there's been contracts where we don't know what happened and everybody's like well we didn't vote for that.

Norma Leiva, Food4Less Leader: Well it's our fault for not being involved and not getting ourselves involved and knowing what's on this time around i've been involved in the contract i've been in the bargaining committee.

Norma Leiva, Food4Less Leader: which also is negotiating that contract.

Norma Leiva, Food4Less Leader: We are fighting hard and hopefully we'll get a good outcome in the delegation, I had 95% participation.

Norma Leiva, Food4Less Leader: If not, more and that's what's key getting everybody involved and it just can't be one person you got to get everybody together and everybody needs to inform everybody and know that you are the Union, and you are what's going to make your contract, a better contract, thank you.

Kathy Finn, Secretary-Treasurer: Next, so so we.

Kathy Finn, Secretary-Treasurer: sent out a survey a couple of weeks ago and Danny Garcia, the field director is going to talk about the.

Kathy Finn, Secretary-Treasurer: How we're doing so far on the survey contract survey turnout.

Danny Garcia: pk can you share the screen and good evening everyone For those of you on the phone i'm going to describe the slides i'll go over them so, hopefully, you can get a visual.

Danny Garcia: yeah well Sarah can me.

Danny Garcia: So you know, like happy just mentioned, there was a survey sent out about two weeks, two and a half weeks we send it to the store and the leads.

Danny Garcia: In the stores, hoping that you guys would take this survey back to your co workers and let them know the importance of taking the survey right, this is their voice to let us know what's important.

Danny Garcia: So when we go to negotiate, we want to negotiate on what's important to you this is your contract so For those of you, and looking.

Danny Garcia: At the slide you can see that for CVs we had 54%.

Danny Garcia: return at least one surgery per store right we and then sell for writing in i'm sorry for CBS we have 147 stores, so a the stores return that at least one survey and that put in 54% for rightly we have 111 stores and again at least one survey for me store.

Danny Garcia: We receive seven the stores.

Danny Garcia: returned at least one survey that put them at 63% now we're going to move to the next slide can decrease.

Danny Garcia: Now, these are the real numbers for me to look at right so CBS has 2254 members currently in the bargaining unit right.

Danny Garcia: Out of that we've received 349 surveys that's only 13% of surveys for CBS and for writing, we have just over 1500 members.

Danny Garcia: And we receive 201 service back so that's almost 12% just 11% just shy of 12% so we know that's not where we need to be right, we definitely need to be talking to our co workers.

Danny Garcia: And that's where you come in most of you who are on this call, who are shop stewards or leaders in your stores.

Danny Garcia: This is why the surveys, which them first to you were asking that you take ownership of not only your store part of this campaign.

Danny Garcia: As normal from fruitfulness described the hyper the high participation of you and your coworkers is what's going to make a difference for you to get the contract you're looking for.

Danny Garcia: And we know, based on our numbers are our staff that has been helping out the REPS our development team have gone out to certain stores and.

Danny Garcia: been able to work with students and leaders and push the survey and those stores have had a higher return, more than one survey per store.

Danny Garcia: So we know that when you speak to your coworker one on a one on one and remind them, the importance of taking this survey they're more likely to do it here at the local at 770 we've done a lot of different kinds of communication through text so email.

Danny Garcia: But we know the most effective way, is when it comes from coworker recover and so, if you're on this call, in your store.

Danny Garcia: i'm asking we're asking, but most important this is your campaign right you want to take ownership of this and you want to be the one.

Danny Garcia: To look to your right to your left your co workers and ask them and make sure and keep bugging have.

Danny Garcia: To take this survey we're going to send the survey out now to our Members we're going to again text blast email.

Danny Garcia: A car so that that we use is like a text we're going to send it out will provide on paper forms to those stores and lead.

Danny Garcia: The need paper forms just reach out to your REP and we'll make sure we get it out to you, but we will receive that participation crease over the next two weeks, and we know this can be done by you.

Danny Garcia: Just having those conversations with your coworkers, so this is going to lead us to our first poll question of the LIFE Kathy can we put up the poll question yeah.

Danny Garcia: And the poll question is, will you talk to your coworkers about filling out the survey so For those of you on zoom you can see it, and you can vote yes or no.

Danny Garcia: For those of you on the phone and you want to participate in boat, you can press star nine.

Danny Garcia: To raise your hand and that a bs if you're voting that yes, you will talk to your co workers about fill out the survey.

Danny Garcia: So again, please vote we're going to give it a couple more seconds and then Kathy can share those numbers with us.

Kathy Finn, Secretary-Treasurer: yeah so far, not even half the people have voted so just as a reminder, the question is, will you talk to your co workers about filling out a survey.

Kathy Finn, Secretary-Treasurer: Yes or no if you're on the phone to vote yes, you press star nine and to vote no just don't press anything because you can just only raise your hand or not.

Kathy Finn, Secretary-Treasurer: And then somebody had put in the chat that they didn't get the survey so just.

Kathy Finn, Secretary-Treasurer: to let folks know, for the first two weeks we gave the surveys out to your store steward or store leader and they were supposed to distribute them to you.

Kathy Finn, Secretary-Treasurer: So if you didn't get it it's either your store doesn't have a steward and maybe you need to step up and volunteer to be the steward in your store or your store steward for some reason didn't give it to you and we need to find out what that is because, having a.

Kathy Finn, Secretary-Treasurer: You know, a store leader is important to make sure communications are getting around.

Kathy Finn, Secretary-Treasurer: Still, not everybody has voted, but.

Kathy Finn, Secretary-Treasurer: we've given folks more than a more than a minute to vote so i'll close the poll.

Kathy Finn, Secretary-Treasurer: And you can see the results, but the i'll read them out for those on the phone of those who voted actually 99% of those who voted said, they will talk to a coworker about filling out a survey, it was 71.

Kathy Finn, Secretary-Treasurer: people voted yes and one person voted no oh can people see that Oh, maybe they can't see it.

Danny Garcia: Oh now can I see you.

Kathy Finn, Secretary-Treasurer: Oh sorry okay so 99% 71 people voted that they would plus all the people who raised their hand on the call, which is a lot I can't even count up the number.

Kathy Finn, Secretary-Treasurer: That raised their hands, because it's more than fit on my screen.

Kathy Finn, Secretary-Treasurer: But it looks like pretty much everyone almost everyone on the call is willing to.

Kathy Finn, Secretary-Treasurer: Talk to their co worker about filling out the survey and we're going to send the survey out.

Kathy Finn, Secretary-Treasurer: To everyone now so initially we didn't send it to everyone, because we were trying to see.

Kathy Finn, Secretary-Treasurer: Which stores had leaders who would who would share it so we didn't send it to everyone, we sent it to the store leaders and they were supposed to share it with.

Kathy Finn, Secretary-Treasurer: Their co workers some stores, I will say that had a good leader, the Leader didn't share it with all their co workers, we have some stores that URL like 90% of the people filled it out.

Kathy Finn, Secretary-Treasurer: But now we are going to send it out to everybody.

Kathy Finn, Secretary-Treasurer: So next we're going to talk about how we get to high Member participation so.

Kathy Finn, Secretary-Treasurer: dina Western and Armando galvez are going to lead a discussion about how we get to high Member participation campaign.

Dena Weston: Thank you, Cathy so hi everybody i'm Dino weston i'm the Union representative for the glendale ECHO park eagle rock Highland park in South pasadena areas tonight i've been asked to start the conversation.

Dena Weston: about how to get high Member participation in our upcoming drug contract campaigns.

Dena Weston: norma from food for less gave some great examples of how the food for less team have been moving forward in their campaign.

Dena Weston: And some of you are already familiar with actions that need your participation during a contract campaign, but let's list, those for a few of us that may not be aware.

Dena Weston: During a contract campaign everybody can complete a bargaining survey this survey is the way that the bargaining team, you can make them aware of what's important to you.

Dena Weston: We can also sign petitions for delegations to management, just like normal had brought up hand out flyers in front of our stores.

Dena Weston: To our customers get customers to sign petitions or pledged their support, we can also sign up to be media spokesperson share information about our campaign on social media.

Dena Weston: You can wear a button a button is the simplest thing inside your store to to show management that you have solidarity with your co workers, and it also brings awareness, to the customers of what's going on.

Dena Weston: You can attend meetings like this and invite your co workers to join you we can vote potentially to go on strike.

Dena Weston: send messages directly to CEOs of the companies about your commitment to a fair contract i've heard that the food for less team sent a really large valentine's day card to the CEO of their company.

Dena Weston: So that's something different, and you can participate in a bargaining committee norma is on her bargaining Committee also one of the easiest things for you to do is to stay informed.

Dena Weston: Please download the 770 onsite APP so that you can keep up to date with your campaign and what's coming up next in your campaign.

Dena Weston: Along with you know, seeing everything else that local 770 years working on the most important thing is to stay informed, now that we have a list of some of the actions in mind, Armando is going to go ahead and take over and ask you some questions.

Armando Galvez: Thank you dina Those were some really good examples i'm good evening everybody, my name is Armando galvez field staff for mid to mid city Los Angeles.

Armando Galvez: And I hope everyone is doing well we're definitely going through some challenging times, right now, and especially the last year.

Armando Galvez: So with That said, you have some questions for some of the members of have participated in these campaigns before.

Armando Galvez: The first one being is what has worked well in past contract campaigns for you all so what's worked well and past campaigns, if you can just raise your hand if you're on the phone, you can hit star six, I believe.

Armando Galvez: i'm to raise your hand, or if you.



Armando Galvez: want to Q amp a or the chat.

Armando Galvez: um but.

Lisa,IT Support: or nine to raise your hand.

Kathy Finn, Secretary-Treasurer: Okay, so we have that one person raising their hand so i'm going to this is a call in a call in person.

Kathy Finn, Secretary-Treasurer: Which your name's not there, but.

Kathy Finn, Secretary-Treasurer: The first person that raised their hand if you oh you're on mute let me see if I can unmute you.

Kathy Finn, Secretary-Treasurer: I think you have to unmute by pressing star six.

Felice Sanders-Keys Rite Aid 5609: So I can't Oh, there you go you did it.

Felice Sanders-Keys Rite Aid 5609: yeah Hello hi.

Felice Sanders-Keys Rite Aid 5609: hi this is felicia Sanders I think I did it right, for we Sanders dash keys.

Armando Galvez: Hercules.

Felice Sanders-Keys Rite Aid 5609: hi.

Felice Sanders-Keys Rite Aid 5609: I just forgot the question i'm sorry I was doing something and I hit I did that you have to say that.

Felice Sanders-Keys Rite Aid 5609: Yes.

Felice Sanders-Keys Rite Aid 5609: So.

Armando Galvez: So for Members have participated in these campaigns before what has worked.

Armando Galvez: Well, in past contract campaigns.

Felice Sanders-Keys Rite Aid 5609: And you know what I am so sorry I did do that wrong because my question was um I have not participated, how do you as a floater participate, I mean I can verbally.

Felice Sanders-Keys Rite Aid 5609: question.

Felice Sanders-Keys Rite Aid 5609: question.

Armando Galvez: Yes, i'm going to go.

Felice Sanders-Keys Rite Aid 5609: Over different different district sorry to cut you off So how do you participate.

Felice Sanders-Keys Rite Aid 5609: outside of.

Felice Sanders-Keys Rite Aid 5609: bringing up the survey issue.

Armando Galvez: You know, great question yeah we're gonna go through that right now okay.

Felice Sanders-Keys Rite Aid 5609: Felice okay all right.

Armando Galvez: Now what's stopping you from.

Kathy Finn, Secretary-Treasurer: Moving hers we could go to the next one.

Armando Galvez: So let's go to excellent.

Dena Weston: she's from righted she's one of our pharmacists.

Nice.

Kathy Finn, Secretary-Treasurer: Okay um let's go to that will go the next one um.

Kathy Finn, Secretary-Treasurer: I think this one wanna wanna Hernandez.

Armando Galvez: quander Hernandez you're on.

Kathy Finn, Secretary-Treasurer: She has to unmute by pressing star six, I think, oh no she's on zoom you just need to unmute yourself you're you're on the regular zoom.

Kathy Finn, Secretary-Treasurer: wanna Hernandez from right at 5425 you need to unmute yourself on your zoom there's like a little microphone looks like a picture of a microphone there you go.

Juana Hernandez Rite Aid 5425: I got it.

Juana Hernandez Rite Aid 5425: hi good night everybody.

Juana Hernandez Rite Aid 5425: We participate last time without we did this truck in front of the store that we working last last time, the last contract.

Juana Hernandez Rite Aid 5425: there's a way that last time.

Juana Hernandez Rite Aid 5425: We talked.

Juana Hernandez Rite Aid 5425: We talked with that co worker so.

Armando Galvez: So you were talking to co workers right in your store.

Armando Galvez: Yes, Okay, how was that how did that go for you.

Juana Hernandez Rite Aid 5425: um some of them, they dissipate by not everybody.

Armando Galvez: Okay, so some some some you got some feedback and some you did it right and that.

Armando Galvez: will happen, sometimes right.

Armando Galvez: Yes, okay okay anything else.

Juana Hernandez Rite Aid 5425: yeah for now, yes.

Armando Galvez: Okay, I appreciate it.

Kathy Finn, Secretary-Treasurer: And then we, we have a couple people who commented in the.

In.

Kathy Finn, Secretary-Treasurer: The say Diane Mold and said we had good results with the customer petition.

Kathy Finn, Secretary-Treasurer: With customer petitions I think that's what she was talking about to when she was saying strike in front of the store it actually wasn't a strike, it was a boycott and we were asking customers to sign petitions.

Armando Galvez: Right I'm gonna marry right Mary of a Dallas we're in a button, to show support that's always great dead show some great solidarity right there that's awesome Mary.

Kathy Finn, Secretary-Treasurer: And then we got another person.

Armando Galvez: Do you see Christine Kathy.

Kathy Finn, Secretary-Treasurer: yep Christine.

Kathy Finn, Secretary-Treasurer: wet soul.

Christine Wetzel Rite Aid 5771: And yeah the letters that we got from corporate that were shared by the store management and also posted in their break room or really great to kind of keep things on an even keel.

Christine Wetzel Rite Aid 5771: With what information, we were getting from Union 770 and how things were going along So this was the last one was pretty heated there was.

Christine Wetzel Rite Aid 5771: A lot of things that were really going on, and I think it helped everyone to to be able to communicate verbally and non verbally to what was happening with all of us.

Armando Galvez: yeah that's awesome ah, did you say from corporate I think that was from the Union correct.

Christine Wetzel Rite Aid 5771: I know we would we were getting updates from the writing corporate.

Armando Galvez: Oh okay.

Christine Wetzel Rite Aid 5771: And sometimes what we got from the Union 770 some of the letters were they were conflicting in decisions that were going to be made, or what we were going to get in the way of benefits or the detailed part of it's kind of complicated but um That was a way to keep.

Christine Wetzel Rite Aid 5771: On it on a day to day basis to keep some kind of balance and what was going on during all that conflict.

Kathy Finn, Secretary-Treasurer: So yeah, so I think frequently, and I think this is happening currently in food for less bargaining is the company will send a lot of.

Kathy Finn, Secretary-Treasurer: updates and information because they actually their interest, obviously, is not providing.

Kathy Finn, Secretary-Treasurer: Not spending as much money they're interested in making as much profit as possible, so many times they do send information out to try them scare people from standing together to try to get a better contract and I know in the right age negotiations last time, the company was trying to.

Kathy Finn, Secretary-Treasurer: take away the Trust Fund healthcare benefits and much of the information that they put out was.

Kathy Finn, Secretary-Treasurer: You know about the fact that they were.

Kathy Finn, Secretary-Treasurer: You know, wanting to put everybody in the rite aid company benefit plan as opposed to the current benefit plan that folks have so that was, I think a lot of the communication that came from the company, but.

Armando Galvez: to appoint Kathy Diane Molding just stopped a common two very important to speak with all coworkers as manager will use scare tactics and false info.

Armando Galvez: So that's very common during these contract flights and negotiations you know, so if you ever have a question.

Armando Galvez: Speak to your story or your leader in your store to get the most updated facts, you know and, of course, you know your representative where your field staff member because they can clarify any kind of information or.

Armando Galvez: Something or cure on for you.

Armando Galvez: um I.

Kathy Finn, Secretary-Treasurer: Think that's the last comment.

So.

Armando Galvez: Sorry.

Kathy Finn, Secretary-Treasurer: Question there is how do we get a button.

Armando Galvez: So when it comes to the button everybody we're trying to get ideas right now we're talking about you know how we can some examples that we can do those some great examples when it comes to the button.

Armando Galvez: Once we get to that step it's something that will coordinate with everybody in the stores.

Armando Galvez: If we end up you know deciding to go ahead and go forward with wearing buttons and we'll definitely start doing that will be in contact with everybody.

Kathy Finn, Secretary-Treasurer: Did you have a comment norma.

Norma Leiva, Food4Less Leader: Yes, I just wanted to let them know to second what Armando said that the company is looking out for their best interest so it's important that we read the information that they're giving them right because they'll be.

Norma Leiva, Food4Less Leader: They won't be truthful in their comments or say the whole truth it'll be partial truth.

Norma Leiva, Food4Less Leader: And because it's not in their best interest for us to get a better contract, you know it's in their best interest for us to get the least possible.

Norma Leiva, Food4Less Leader: So don't let them deceive you with their tactics and their scare tactics to um we are going through negotiations and this there's there has been a lot of scare tactics that the company has pulled on us.

Kathy Finn, Secretary-Treasurer: yeah and also, I mean one of the reasons it's important to have Members at the bargaining table, and I think norma could speak to this as well as.

Kathy Finn, Secretary-Treasurer: You know the Union can say this and put out information and the company can put out information and and the Members, I think, as Christine was referring to it's like they're getting some information over here and some information over here but but really.

Kathy Finn, Secretary-Treasurer: You know when the Members themselves are doing the bargaining and the Members themselves are at the bargaining table, I mean the Members are the Union.

Kathy Finn, Secretary-Treasurer: And so you know when norma speaks to her co workers about what's happening at the bargaining table she's actually there.

Kathy Finn, Secretary-Treasurer: It isn't like there's this Union somewhere else that's doing it for the workers, the workers themselves are doing the bargaining, the workers themselves are bringing the message back.

Kathy Finn, Secretary-Treasurer: So that's why the Member participation is so important, so you don't have to be confused about you know this, that you know the company saying this, and the it's not about the company versus the Union it's what the workers want so.

Kathy Finn, Secretary-Treasurer: You know that's why it's important to get to be involved.

Norma Leiva, Food4Less Leader: Very important.

Armando Galvez: that's awesome um so another question for everybody is what kinds of actions do you think would be helpful, then we heard a couple of examples So what do you think you all, can do to get the company's attention.

Armando Galvez: So if you want to raise your hand drop it in the chat during the Q amp a.

Kathy Finn, Secretary-Treasurer: We have one hand raised and it's Maria.

Kathy Finn, Secretary-Treasurer: Via mill I think.

Armando Galvez: and Maria can you hear us.

Kathy Finn, Secretary-Treasurer: She needs to unmute.

Kathy Finn, Secretary-Treasurer: Now she's unmuted.

Maria Villamil (Rite Aid 5539): Oh hi.

Maria Villamil (Rite Aid 5539): hey.

Maria Villamil (Rite Aid 5539): So actually my question but it's really lead to the bargaining agreement anyways my question is about the heroes pay if you I don't know if you'd like to entertain me an hour later about the hero say because.

Maria Villamil (Rite Aid 5539): calabasas agoura hills that area has not gotten any heroes pay it and I know it's regarding or it's all about the city council.

Maria Villamil (Rite Aid 5539): That will be deciding over it, however, though, what is their interest, why they're postponing it or have they already done, the proposals in this case.

Maria Villamil (Rite Aid 5539): Or what is the status because i'm going to write the City Council where i'm at though I don't live there, but I worked there.

Maria Villamil (Rite Aid 5539): We don't have the hero, Spain and i'm hearing a lot of things about other places have gotten the heroes day and we're there every day facing the the pandemic and fest like this.

What city, are you from.

Maria Villamil (Rite Aid 5539): The there's two I work in calabasas and in agoura hills basically let's just those two areas they've never gotten their.

Maria Villamil (Rite Aid 5539): heroes stay at all, and I know as far as the last conversation with with jail is about the city council.

Maria Villamil (Rite Aid 5539): that we need to reach out to them and I guess and then i'm going to gather a lot of i'll talk to my you know co workers about it, if we can.

Maria Villamil (Rite Aid 5539): write them letters or call them or email them about what is the delay, why is that who's paying us for the heroes pay isn't isn't it coming from the company, or is there a budget coming from the city council that's why they couldn't decide about it.

Maria Villamil (Rite Aid 5539): I mean what is what is.

Maria Villamil (Rite Aid 5539): The benefit and what is the basis of they're delaying it.

Kathy Finn, Secretary-Treasurer: So let me tell you this so.

Kathy Finn, Secretary-Treasurer: So, Maria the calabaras City Council meeting is actually happening tonight.

Maria Villamil (Rite Aid 5539): And the vote okay other.

Kathy Finn, Secretary-Treasurer: than 815 tonight.

Kathy Finn, Secretary-Treasurer: And UFC w local 770 members submitted 176.

Kathy Finn, Secretary-Treasurer: postcards in support.

Of.

Kathy Finn, Secretary-Treasurer: supportive the hero pay and it's actually on the agenda for tonight.

Kathy Finn, Secretary-Treasurer: And it will be voted on at 815 tonight so.

Maria Villamil (Rite Aid 5539): Perfect What about the agoura hills.

Kathy Finn, Secretary-Treasurer: That one I don't know.

Maria Villamil (Rite Aid 5539): that's a good time to the county so Maria just.

Kathy Finn, Secretary-Treasurer: Just so we can get back to the contract question we're going to go to the next commenter, but if we have time.

Kathy Finn, Secretary-Treasurer: Rachel Torres who's the deputy political director if we have time at the end of the call maybe we'll have her speak a little bit about where we are on hazard pay in some of the cities that you're talking about it.

Maria Villamil (Rite Aid 5539): Oh perfect perfect that's good i'll mute myself now or you can use me.

Kathy Finn, Secretary-Treasurer: Okay.

i'll meet you.

Kathy Finn, Secretary-Treasurer: And then we have Margaret whole geen who will bring on.

Margaret Holguin CVS 9680: hi i'm sorry I totally forgot about the gym right now.

Margaret Holguin CVS 9680: As far as the one thing that I know will make a big impact is wearing the buttons because CBS has never really been challenged hard enough, I believe.

Margaret Holguin CVS 9680: To to negotiate as far as for the workers, you know let's get the plan B stores, to get them insurance pension, so I think for us wearing the button will make the big impact.

Armando Galvez: that's awesome and I like what you said they haven't been challenged, you know that right there.

Margaret Holguin CVS 9680: And CVs they care about the reputation, we wanted to good with the public, they want to be known as a company that helps worker to help the Community, and I know if you start doing stuff like that it'll really scary.

Armando Galvez: yeah that's awesome.

Margaret Holguin CVS 9680: that's what I believe so it's.

Armando Galvez: Great.

Armando Galvez: Next, just a couple of.

Armando Galvez: The chat diane said buns or masks maybe yeah so we're hearing buns again and alyssa said collect signatures from customers.

Armando Galvez: Okay, so maybe some pressure from from the Community right to put on the company.

Armando Galvez: On the hundred.

Armando Galvez: Get the customers involved the company wants to be on good terms with their customers customers are the golden goose, so to speak.

Armando Galvez: Let the customers know what we are trying to do, and what they can do to help our support definitely you know you have the Community support.

Armando Galvez: Helping you out, and you know many of you create relationships and people sometimes just go in there just to visit some of you all so getting their support that would definitely definitely so something strong to the company, of course.



Armando Galvez: And Elisa oh.

Kathy Finn, Secretary-Treasurer: yeah and Elisa Luna suggested sending postcards to corporate.

Armando Galvez: and so forth from other unions okay Jacqueline.

Armando Galvez: interested in wearing a button.

Armando Galvez: More support from customers that's something we can definitely definitely look into an explorer.

Okay.

Kathy Finn, Secretary-Treasurer: Well, one thing I will say about wearing buttons is buttons are really great way to show support but it's also a way for the company to gauge.

Kathy Finn, Secretary-Treasurer: How many people are involved are interested in the campaign so if you do a button campaign and only you know you have 10 people in your store and only three of them were buttons that indicates.

Kathy Finn, Secretary-Treasurer: that not everybody is supporting and getting a good contract and it indicates some weakness, so it is important that we're organized and have everybody on board, you know and have 100% wearing buttons at the point that we.

Kathy Finn, Secretary-Treasurer: You know, do a button, if we do a button campaign it's important that everybody wear them.

Armando Galvez: that's great so great ideas everybody so now we're going to ask a second poll question.

Armando Galvez: And that will be, will you talk with at least two co workers and get them to join our next call, which will be happening in about three weeks, so we have a call happening in three weeks, we want to know who will talk to at least two co workers and get them to join the three weeks.

Kathy Finn, Secretary-Treasurer: And so we have we have 157 Oh, and thanks, those are pressing star nine if you're on the telephone to indicate that you'll talk to folks so we have 157.

Kathy Finn, Secretary-Treasurer: attendees on the call and.

Kathy Finn, Secretary-Treasurer: So if every one of that hundred and 50.

Kathy Finn, Secretary-Treasurer: Say 150 folks brought two more people we'd have 450 on the next call.

Dena Weston: And Kathy will that next call go over what the surveys, you know responses were what the Members actually brought up as important.

Kathy Finn, Secretary-Treasurer: Yes, dina good question.

Kathy Finn, Secretary-Treasurer: In so the call is going to be in three weeks because the the link is going to go out to everyone for the survey this week.

Kathy Finn, Secretary-Treasurer: And folks have two weeks to get it in, and then we will compile all the information from those surveys and will, on the call in three weeks we'll go over the results of the surveys, as to what are the most important issues for the Members.

Armando Galvez: Because I think your point sorry someone did drop in the chat we always ask for the same rights really what makes this contract any different.

Armando Galvez: And that's why we have the survey out there, we want to know what you guys are thinking, what do you guys what's most important to you all but that's what you need to hear from all you all.

Kathy Finn, Secretary-Treasurer: what's going to make this contract different is Member participation.

Kathy Finn, Secretary-Treasurer: that's, the only thing that's ever going to make it different.

Norma Leiva, Food4Less Leader: So I will make the difference.

Norma Leiva, Food4Less Leader: You will make the difference.

Kathy Finn, Secretary-Treasurer: um so i'm going to end the poll, we have 99%.

Kathy Finn, Secretary-Treasurer: Again, and looks like everyone on the phone as well, so i'll share the results.

Kathy Finn, Secretary-Treasurer: So 67 people said they would bring to co workers so that's what 67 times it's hundred and 20 that's like another hundred and 30 people.

Kathy Finn, Secretary-Treasurer: There are for that between writing and CVs we have 4500 drug members so.

Kathy Finn, Secretary-Treasurer: That will be good growth and we're going to have to continue to grow participation as well.

Kathy Finn, Secretary-Treasurer: Okay, so I do have a couple of announcements, I want to make and then i'm turn it over to President john grant to do a little.

Kathy Finn, Secretary-Treasurer: wrap up.

Kathy Finn, Secretary-Treasurer: So.

Kathy Finn, Secretary-Treasurer: In terms of vaccine rollout and I know a lot of you are at stores where they've started doing vaccination and there have been a lot of problems.

Kathy Finn, Secretary-Treasurer: That we've heard about from rite aid pharmacist and pharmacy techs about the rollout in their stores that there's not enough staffing that people are very overwhelmed and overworked at many of the writing stores that are doing vaccination so on the 25th of.

Kathy Finn, Secretary-Treasurer: April, which is a Sunday there's going to be a call at 6pm again via zoom with actually some rite aid Labor relations folks who want to hear firsthand about the problems that are happening in the rite aid stores.

Kathy Finn, Secretary-Treasurer: To ensure that they understand what the problems are.

Kathy Finn, Secretary-Treasurer: So that hopefully they can address them.

Kathy Finn, Secretary-Treasurer: And they'll be wanting to hear about the understaffing alternative work schedules and whatever else is being experienced by.

Kathy Finn, Secretary-Treasurer: folks in the rite aid stores that are doing vaccination, so we will be sending out a link to all the pharmacy department employees at rite aid to participate in that call and again a reminder to download the 770 onsite APP and I think there's a flyer here to kind of show folks.

Kathy Finn, Secretary-Treasurer: How to do that, let me see if I can get that up.

Kathy Finn, Secretary-Treasurer: There it is so For those of you on the phone you go to the APP store you search for 770 on site in either the APP store or Google play and you install the APP once you install the APP you accept push notifications.

Kathy Finn, Secretary-Treasurer: And then you'll be able to get all kinds of notifications, and you can use your cell phone number as your access code.

Kathy Finn, Secretary-Treasurer: And you can use 770 as the code to sign in if your own phone number doesn't work.

Kathy Finn, Secretary-Treasurer: So that's the information on that.

Kathy Finn, Secretary-Treasurer: And I think this is posted in your store in case you know you can look at your Union Bulletin board and find this information as well.

Kathy Finn, Secretary-Treasurer: um.

Kathy Finn, Secretary-Treasurer: So I think all.

Kathy Finn, Secretary-Treasurer: So we do have a little bit of time if folks have questions before I turn it over to john to wrap up.

Kathy Finn, Secretary-Treasurer: Unless we want Rachel to give a bit of a report on on hazard pay, and I do just want to remind folks and the somebody put this in the chat as well that you know hazard pay as a short term thing so while it's really important that we've the Members have.

Kathy Finn, Secretary-Treasurer: called out to the city councils and the city council's have responded by.

Kathy Finn, Secretary-Treasurer: Passing hazard pay ordinances they are very temporary your contract last more permanently so getting involved in the contract campaign is.

Kathy Finn, Secretary-Treasurer: as important, if not more important than the hazard pay ordinances, but I do just going to ask john john do you want to go straight to the wrap up or do you want to have Rachel give a.

President John Grant: Little report, we have one we have Rachel do a quick updates for those because I know that's a burning question for a lot of.

President John Grant: folks okay.

Kathy Finn, Secretary-Treasurer: um so if Rachel here, let me search for.

President John Grant: righteous Joe on what she went to calabasas.

Kathy Finn, Secretary-Treasurer: Now she's here i'm going to put her on the pan, promote her to the panel.

Kathy Finn, Secretary-Treasurer: hi Rachel I hope she's there I promoted her to the panel.

Kathy Finn, Secretary-Treasurer: There, she is.

hi.

Rachel Torres: Hello everyone.

Kathy Finn, Secretary-Treasurer: we're putting you on the spot Rachel had no idea, she was.

Kathy Finn, Secretary-Treasurer: Here, she is.

Rachel Torres: that's alright that's alright hi everyone good to see all of you, those I can't see Hello.

Rachel Torres: So yeah so folks were asking about where we are in hero slash hazard pay on, and I think one of the Members accurately said it really well, which is.

Rachel Torres: i'm speaking council's are the ones that decide on this right so we've been pushing over 30 cities throughout California, in the state of Washington to implement this policy, and it really is a matter of local control.

Rachel Torres: And there are positives about that, and there are negatives about that.

Rachel Torres: The positives are that we get to go, you know, right up and close with people that we either helped elect or people that have never been on on the side of workers and really call the question for them.

Rachel Torres: So there's multiple cities that are moving right now just this week culver city burbank and tonight calabasas are taking action.

Rachel Torres: And the best way the most you know the best information I can give you is exactly what I believe Jill the rap and others have said, which is in order to get the Council to move these things.

Rachel Torres: Members workers have to be very vocal, this is not behind the scenes decision where we know someone from seven Sony makes a phone call and there goes, we have a policy.

Rachel Torres: Every single time we've moved this policy in any one of our cities it's because workers Community have all made phone calls they spoken in public comment at City Council meetings.

Rachel Torres: they've made their voice heard and that's what pushed this movement forward so if you are in a city, I think, someone mentioned agoura hills.

Rachel Torres: there's there's multiple other cities that could still pass this policy if you work in a city that has not passed this policy, I encourage you to.

Rachel Torres: To go online it's very simple, you can literally find the email address of the City Council member and send them an email or you can connect with your REP and pass out postcards they are little.

Rachel Torres: Support cards that folks can fill out and connect with your REP and then we will email those in for you.

Rachel Torres: In cities where we've passed strong policies over 300 workers in those cities signed postcards and the City Council responded to them directly we're really moved by them.

Rachel Torres: So if you want to do that it's it's this is in your hands, you know rarely do we have these kind of opportunities in which.

Rachel Torres: Money is on the table that we we ourselves can push for in such a direct way, so I encourage all of you, if you haven't done so talk to your REP ask for those postcards sign them.

Rachel Torres: Ask your co workers to sign them get them to turn them in and then we will.

Rachel Torres: work side by side with you to get a policy past nothing's guaranteed, you know we make no promises, but there is a movement that is happening and city council members feel the pressure on them so with that i'll turn it over to john Thank you.

President John Grant: Thanks Rachel.

President John Grant: You know this is sort of confusing.

President John Grant: These companies are making.

President John Grant: buckets of money and they're sitting protected in their corporate suites as a rake in huge profits.

President John Grant: And because they won't share that money with you.

President John Grant: we've had to go, you have to go to different city councils to make them do the right thing and therefore we're sort of subs your lives.

President John Grant: are subject to whether or not this city council or that city council is going to do the right thing, even though the right thing really rests with rite aid and CVs.

President John Grant: And what's even more shameful is that, apparently, some of you are entitled to better health care than others if you're in a store, you have a better package of health care and you're able to retirement to retire, with a little bit more.

President John Grant: dignity and respect and that's shameful on CBS as part for trying to segregate folks according to what store they're in.

President John Grant: So Elsa Torres asked the question earlier with that are mondo raised was we always ask for the same thing.

President John Grant: Better benefits increase protection more money that's right and that's the same thing this thing.

President John Grant: So what's going to make the difference, the difference is.

President John Grant: How are we going to win and.

President John Grant: Thinking about this, where can we look to figure out how we're going to win.

President John Grant: And this month is the last six weeks, give us an opportunity, I think, to look at that over the last year, we have suffered through.

President John Grant: The worst pandemic, you know that this country has in any of our collective memory experienced you've all experienced family members friends co workers have been infected others who've died and customers who've gone outrageously upset and attacked you all.

President John Grant: and

President John Grant: We learned over the last year.

President John Grant: a bunch of stuff about ourselves, who we are and what steps we can take to protect ourselves, we learned about our coworkers how they stood with us, by and large, to protect each other.

President John Grant: We learned about our community that, by and large, have respected the work that you've done they've realized the essential.

President John Grant: role you play in every community and we've also realized when a company has not done how they've ignored the tragic effects of this pandemic.

President John Grant: And yet we were forced we all of you, all of us were forced to learn how to protect ourselves.

President John Grant: We learned about masks we learned about sharing masks not the same one, but you know that in fact finding mass for each other we've learned about social distancing.

President John Grant: And we did this because we wanted to protect our families, we had to protect ourselves.

President John Grant: We had to protect our Community and we took that step.

President John Grant: Through that now.

President John Grant: If 10% of your co workers in your store are wearing a mask.

President John Grant: or sense be that we have enough protection.

President John Grant: To protect ourselves from work that day or the Community from getting covered.

President John Grant: Because we have 10% of the Members have taken the survey, now is the survey going to get us a contract no it's not, but what is the survey represent the survey represents.

President John Grant: Each of us looking at what the dangers are at work, what needs to be improved at work and taking steps to protect ourselves.

President John Grant: In the covert we took a defensive protection about social distancing and masks now is the time to take an offensive protection.

President John Grant: We have to in fact go out, we have to impact raise the social distancing raise the masks of a contract and we do that by talking to each other, so if we have to go back.

President John Grant: We have to get Ahold of that survey if if we haven't gotten it if you haven't gotten it then you either get it on the APP you call up your REP you strangle your steward.

President John Grant: And wring it out of their you know their purse or their back pocket and we fill it and we take it.

President John Grant: Not just for ourselves, but everybody else in the store because to our protection is high participation in a contract campaign that masses and numbers of people are involved and give rite aid and CVs no choice, no choice but to give us the contract we deserve.

President John Grant: Just as we gave that infection that covert no choice to be able to infect us when we were following protocols social distancing and math masks We took that protection, we have to take that offensive protection and go out to the stores.

President John Grant: to your coworkers and take it, and this is what with what norma and Kathy and our model talked about was group action.

President John Grant: It but to get to a group stage individually, we have to one by one by one, talk to every Member in our store, I met again and then talk to them again and then just not talk to them.

President John Grant: Take them with you, when we go to the manager take them with you, when we go outside and have our customers signing petitions make sure that they're wearing a button.

President John Grant: Make sure that they Sign the petition, this is what our job is, if you are serious about protecting your family and yourself.

President John Grant: And about improving about getting that a store benefits about making sure that your manager doesn't denigrate and disrespect you.

President John Grant: That you have some income being able to reflect the vital essential work you do, then you have to take protection together and that protection is involvement and participation in this campaign, the choice is up to each of you.

President John Grant: I can't go store by store Kathy can't go by store by store Dean is not going to go store by store around all of southern California.

President John Grant: Because it's not going to be as effective as you you're the ones that have to carry this, you have to put on that mask of a contract campaign.

President John Grant: maintain that social distancing between us and the company, but bring everybody with this and then we can get a contract and that's what this is about is using the protection of a collective bargaining agreement of a contract to get what we need, and what we want and we do that by.

President John Grant: greater and greater and greater participation and linking up with everybody in our stores that's I think the lesson that we have to take from the horror of covert.

President John Grant: To the contract campaign going forward in June, July, and I know we can do it, we started doing it last.

President John Grant: Three years ago, we began that with right eight we beat them back on some of the measures that they wanted to reduce their wages and benefits, we can do that again this time i'm confident we can, and you know you can and so we're gonna we have I show 156 people participants.

President John Grant: let's hit 500 503 weeks, can we do that everybody raise your hand if you think we can.

President John Grant: See I can't see anybody, so I assume everybody's raising their hand right so we're going to do 503 weeks 500 and may you can celebrate my birthday and may, by having 500.

President John Grant: Okay that's the best gift I could ever get all right, thank you Kathy will turn it back to you, this was a good meeting a good start continuation, and this is the setup for us to in fact get that contract that we need and deserve.



President John Grant: Kathy.

Kathy Finn, Secretary-Treasurer: Okay, I mean, I think, I think that wraps it up, I think that we had one more person that wanted to make a comment, which is tanya let me see if I can find her.

Kathy Finn, Secretary-Treasurer: The tanya forest had her hand up to make a comment.

See.

President John Grant: she's on.

Kathy Finn, Secretary-Treasurer: Hello hi tania.

Latania Forest: hi can you hear me.

yeah.

Latania Forest: Okay, my my prayer list that we all have to be 100% united I don't have 100% participation at my location.

Latania Forest: Some of my co workers thing that the company loves them the addition man to love them and the managers love them, but my whole goal is to get everyone united if we don't get everyone united we would not be victorious in this.

Latania Forest: I want more money, I would like to go to work area where I am safe right, it has put so many more responsibilities on that, but they're not paying us.

Latania Forest: I have been cussed out, I have been threatened and i'm tired, but my goal is to get 100% of my co workers on board if we do not stand united we will fall.

Latania Forest: And I love you john.

Latania Forest: Thank you so much guys.

Latania Forest: bye bye have a.

Kathy Finn, Secretary-Treasurer: Great ending with tanya so that was the last comment that we have some of the other questions we answered.

Kathy Finn, Secretary-Treasurer: In the chat and it's great that we had 100 and you know, we had 150 over 150 people, but we still need more i'm excited that we did have a good.

Kathy Finn, Secretary-Treasurer: Turnout tonight because that's what we need to move forward and we'll see you all in three weeks do your survey get on the.

Kathy Finn, Secretary-Treasurer: On the 770 APP if you're a ride a pharmacy department person come on the call on Sunday for 25 at 6pm and otherwise we'll See you in three weeks with your.

Kathy Finn, Secretary-Treasurer: With your to co workers, you and your to co workers that you're going to bring to this meeting, so that we can have more than 500 people at Jons birthday party.

Kathy Finn, Secretary-Treasurer: Three weeks.

President John Grant: Thank you.

Kathy Finn, Secretary-Treasurer: Good evening everyone, and hopefully we get hazard pay in calabasas at 815 whoo.

Kathy Finn, Secretary-Treasurer: Yes, okay.

Kathy Finn, Secretary-Treasurer: Night everybody.