



VOTE 

Ralph
RAMIREZ
Local 400 President

Dear Fellow Members,

I am running for President of UFCW Local 400 and my Slate of Executive Board Candidates is made up of other concerned rank-and-file members who are disgusted with Local 400's current leadership and the political dynasty that has run rampant in our local union for too long. As members, we have been ignored and poorly represented! Our dues money has been squandered on unnecessary expenses and illegally used in their re-election campaign to secure their high-ranking positions and protect their exorbitant salaries! It's Time For Change!

For those of you who I have not yet had an opportunity to meet, I work for Safeway and have been a member of UFCW Local 400 for more than twenty-eight years. I worked as a full-time staff person for Local 400 for sixteen years and during my tenure I served as an organizer and union representative. I understand how the Union operates on a day-to-day basis and have been involved in negotiations and other operations of the union.

WHEN ELECTED, THE FIRST THING I WILL ASK MY NEWLY ELECTED EXECUTIVE BOARD MEMBERS TO APPROVE AND/OR PROVIDE FUNDING FOR:

- Review and reduce, where appropriate the salaries of the Union's top executives including the salary of the president and put them back in perspective
- Revise the initiation fees for part time workers by offering them alternatives
- Experienced in-house representatives to handle phone calls
- Staffing to handle the members needs on weekends
- Educating and training our Shop Stewards
- Initiate internships for our members, to educate and promote from within our industry
- More "live people" for members to speak with instead of the current leave a message
- Require more visits by your union representative to cover all shifts not just daytime
- Cut out all wasteful spending that does not benefit the members

WHEN ELECTED, I PROMISE TO PROTECT AND DEFEND OUR CONTRACTS TO THE FULLEST EXTENT POSSIBLE!

- 100% enforcement of our contracts. Poor representation and allowing our employers to ignore our rights has allowed management to run amok
- We must not accept second-class contracts or two-tier agreements. Our union must negotiate from a position of strength and fight when necessary
- To have total honesty and transparency during negotiations (No smoke screens)
- To provide full disclosure on all proposals in the contract. Medical and pension benefits should be disclosed with clarity before the members are required to vote on the proposed changes

VOTE  FOR THE RALPH RAMIREZ SLATE
Mark your ballot like this... ■ Ralph Ramirez Slate

■ Ralph Ramirez Slate

- | | |
|--------------------------|--|
| President----- | <input type="checkbox"/> Ralph Ramirez |
| Secretary Treasurer----- | <input type="checkbox"/> Eric Lamp |
| Recorder----- | <input type="checkbox"/> Judy Trawick |
| Vice President----- | <input type="checkbox"/> Clinton "Gino" Lewis |
| Vice President----- | <input type="checkbox"/> Karlotta "Joey" Withers |
| Vice President----- | <input type="checkbox"/> Craig Collins |
| Vice President----- | <input type="checkbox"/> Cheri Douglas |
| Vice President----- | <input type="checkbox"/> Romero "Jess" Rivera |
| Vice President----- | <input type="checkbox"/> Wilfredo "Willie" Cosme |
| Vice President----- | <input type="checkbox"/> Joe Beruete |
| Vice President----- | <input type="checkbox"/> Anthony Wallace Jr |
| Vice President----- | <input type="checkbox"/> Steve Arndt |
| Vice President----- | <input type="checkbox"/> Joe Lookabill |
| Vice President----- | <input type="checkbox"/> Jeff D'Orsaneo |
| Vice President----- | <input type="checkbox"/> Trevor McMichael |
| Vice President----- | <input type="checkbox"/> Ivon West |
| Vice President----- | <input type="checkbox"/> Courtney Brintson |
| Vice President----- | <input type="checkbox"/> Christine Darcheville |

Leadership Committed to Members, Dedicated to Change, Opposed to a Dues Increase!

FOR UP TO DATE INFORMATION ON THE ELECTION LOG ONTO www.ufcw400cfdu.org