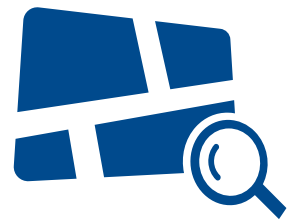


UFCW 3000 - Our Strategic Plan: Focused, Flexible and Moving Forward A Road Map for How Essential Workers Can Thrive at Work and in Our Community



We are the essential workers who served our communities during COVID. We welcome everyone to join with us to grow the power of the union movement and at the same time make this movement central to the fights against racism and sexism that harm people at work and elsewhere.

“We’re not waiting to be saved. As Essential Workers we have developed this plan to take action to save ourselves. But this is not just about ourselves, this is for the next generation and the generation after that.”

—Kyong Barry, Albertsons;
Sam Dancy, QFC;
Carmen Velasquez, Twin City Foods



looking labor movement. Nationally, union membership has hit rock bottom and the UFCW’s numbers have fallen by over 110,000. Corporate power is continuing to concentrate and obscene levels of income inequality threaten the very existence of the labor unions and our democracy itself. Workers face the inequities of climate change, racial injustice, sexism, income inequality, food insecurity, poor health, and the use of certain technologies that threaten the very nature of work.

Key questions we are considering include:

- ① Can we shake our labor movement awake to fight for a better future?
- ① How do we stabilize our democracy and move toward an anti-racist society?
- ① What healthcare and pension coverage can we rely on?
- ① How do we prepare for the impacts, and address the root causes, of climate change?
- ① Can we build an economy that is sustainable for humanity and the planet?
- ① What jobs will exist in the future?

A Note from Faye and Joe:

The 50,000 members of our union are essential workers in grocery stores, health care, food processing, retail, cannabis and many other industries. We focus on organizing workers who want a union, and on collective bargaining, electoral and public policy campaigns. This approach has won some of the best contracts and laws in the nation. But we need to push harder. To boldly test new ideas. To sometimes fall, but to always stand back up and push forward.

We have won a historic contract for over 20,000 of our grocery store members. We launched a Safe Staffing campaign with SEIU and WSNA for healthcare workers and patients. We have organized so that more workers who want a union have one. And we have trained thousands of members to be leaders at work.

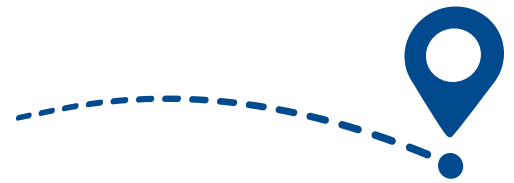
But none of that matters unless we partner with others around the country to rise up and grow a forward-

We do not have all the answers. But we have taken the time to develop our 5-year plan to meet the challenges of our time head-on. Enclosed is an overview of this plan and we look forward to discussing the more detailed plan with our partners to build worker power. Success will result in more resilient communities, safer workplaces, more respect and better pay. Our institutions of democracy, justice, and the rule of law will be stronger.



—Faye and Joe

UFCW 3000 – The Next 5 Years



1 Keep Steering a Solid Ship

- » Continue the day-to-day work we are doing right and make improvements as needed
 - * Streamline our operations— including data and financial systems, Member Resource Center, contract enforcement, membership accounting and more.
 - * Our membership accounting and dues processing must be simplified and streamlined, with the goal of membership applications being entered on the day they're received and a growing internal density.
- » Continue to negotiate industry-leading contracts with particular emphasis on:
 - * Safety, Compensation, Benefits, Equity, Career Advancement, Organizing and Consistent dues and data collection process.
 - * Build a “3-month After Contract” plan so all workers can have new contract in timely manner.
- » Explore ways to modernize and protect the financial and other resources of our local union.



“We are one of the absolute best in our movement for helping workers win a union and then winning a guarantee of improved wages and working conditions with a legally binding first contract. We need to tell that story so that more workers who want to have a union know about UFCW 3000.”

—Amy Dayley-Angel, QFC;
Eden Hill, Fred Meyer

2 Expand Organizing for Not-Yet Union Workers

- » Continue to focus on the areas we already represent (Grocery and Healthcare).
- » Expand within areas that build density for essential workers (Food packing and Processing, Cannabis and Retail).
- » Take on largest corporate opponents, including new ideas to organizing Amazon workers.
 - * Our first priority must be Amazon's grocery business.
- » Test new organizing models and tactics.
- » Launch and fund the Essential Workers Organizing Academy.
- » Pass laws that protect our work, improve our working conditions, and help us grow.





“It’s all about supporting more workers to take more collective action in our workplaces. That’s how we win improvements for our safety, wages and working conditions.

It’s how we enforce our contracts and our laws so worker’s rights are never trampled on.”



—Juan Stout, Providence Everett;

Atsuko Koseki, PCC;

Ashley Price, Skagit Regional Health

3 Exercise the Power of Partnership

- » Consolidate our power and build unity and alliances to take on our employers.
- » Use Kaiser Alliance/West Coast United styles to bargain contracts across state lines.
- » Develop unity agreements to take on large organizing targets with unions outside of UFCW.
- » Build alliances to gain political strength to advance essential workers’ interests including Safe Staffing levels, Safe Workplaces, and pathways for every essential worker to organize.

4 Emphasize Member Leaders in Action

- » Train members in every worksite to quickly and deeply mobilize coworkers.
- » Engage in mutual aid and collective action.
- » Ensure workers have resources to organize their workplace and run for elected office within their communities.
- » Infuse the UFCW International with the democratic voice of member leaders.
- » Ensure that all essential work is skilled, respected, safe, and well-compensated by advancing and building WeTrain (Washington’s worker-centered workforce development organization).
- » Increase members’ involvement in our Climate Justice Advisory Board, Racial Justice Advisory Board and Healthcare Advisory Board and weigh in on state and national policy.

“We must build alliances within labor and the community to take on issues of affordable housing, workplace safety, racial and gender discrimination, climate justice, and the future of work.”

—Ana Alvarez, Washington Beef;
 Jeff Smith, Fred Meyer;
 Patricia Brown, Multicare





OUR MEMBER-LED EXECUTIVE BOARD



Amy Dayley Angell, QFC
 Ana Alvarez, Washington Beef
 Ashley Price, Skagit Regional Health
 Atsuko Koseki, PCC
 Bryan Gilderoy, Fred Meyer
 Bryana Kolppa, Kaiser Permanente
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