

September 28, 2007

Issue 1

# Friends of Farmer Joe's

*a newsletter ... from customers ... to customers*

## August 17, 2007

The NLRB charged UFCW Local 5 with **UNFAIR LABOR PRACTICES**

## September 10, 2007

UFCW agrees to **STOP VIOLATION OF FEDERAL LAW**

UFCW **AVOIDS HEARING** by settling **UNFAIR LABOR PRACTICE CHARGE**

## September 19, 2007

UFCW Local 5 holds rally **DEMONSTRATING BAD FAITH TOWARD AGREEMENT TO SETTLE CHARGES AGAINST THEM**

## October 10, 2007

Federal hearing scheduled against UFCW Local 5 for **UNFAIR LABOR PRACTICE CHARGE**

## What's New

On August 17, 2007, the National Labor Relations Board (see back page "About the NLRB") filed a Complaint, Case 32-CP-490, against United Food and Commercial Workers' (UFCW) Union Local 5 charging them with "Unfair Labor Practices." The NLRB evaluated a charge filed by Farmer Joe's, establishing the union has been picketing far longer than permitted by law. Law permits 30 days. The NLRB determined there was merit in the charge, and officially charged the union with Unfair Labor Practices.

On September 10, 2007, UFCW Local 5 agreed to

accept the terms of a settlement with the NLRB that would require them to stop violating federal law, and end their picketing of the store. By accepting this settlement, the union officials would avoid appearing at a hearing with their lawyers in tow before a federal judge and would not have to defend their actions.

On September 19, 2007, UFCW Local 5 held a rally with large picket signs and a loud bullhorn aimed directly at the customers in the Farmer Joe's parking lot. (See photo on back page)

The September 19th

union rally with picket signs shows a clear demonstration of bad faith toward their agreement to cease breaking federal labor law. It was a mere 9 days after their acceptance of the settlement that would avoid a federal court hearing on these charges.

Their blatant actions lead to a series of questions: What value is there in the union offer to sign an agreement to cease breaking the law? What does their word mean?

What right does this union have to continue breaking the law? Why should they be above the law?

## What's Next

UFCW Local 5's gamut of unsavory activities against the store and our community include boycott, harassments, threats, and lies. Finally, the union agreed to a settlement. Based on the union's settlement agreement, the NLRB postponed the federal hearing scheduled

October 10, 2007, charging UFCW Local 5 with Unfair Labor Practices. Local 5 chose to ignore the agreement by rallying against Farmer Joe's September 19, 2007. The NLRB is determining what course of action to pursue at this time in light of the most recent events.

The union has clearly operated in bad faith. Faith is the backbone of relationships. A letter arrived at the store from Mayor Dellum's Office dated September 14, 2007, and signed by Mayor Dellums, Congresswoman Barbara Lee, State Assembly *...continued on reverse*

## What's Next *(continued from front page)*

Member Sandre Swanson, and Councilmember Jean Quan. The letter was sent to the Tams and to Ron J. Lind, President of Local 5. In this letter, the Mayor requested the Tams "meet

in good faith with us," referencing the union and the politicians. The union rallied against the store 5 days after receipt of the same letter. And so, the politicians ask the Tams to

have "good faith" in those that show us bad faith, violate the law, harass and threaten Dimond shoppers and disrupt our community. What would you do?

## What's Happened

On June 27, 2007, KTVU aired a story purporting an organization called "California Healthy Communities Network" claimed to have purchased out of date and moldy food from Farmer Joe's. There was no mention of the group's union affiliation. East Bay Express exposed the truth: "In fact, the California Healthy Communities Network was

cofounded by the same union that's fighting Farmer Joe's."

Some people may be "pro-union." Some may be "anti-union," and many more may be neutral, at least in regards to Farmer Joe's. But don't you think we should all be "pro-integrity," "pro-honesty," and "pro-sincerity?" Don't you think people who misrepresent

themselves making false claims, damaging the reputation of the good people at Farmer Joe's should be ashamed of their behavior? Farmer Joe's works extremely hard to provide us high quality food at reasonable prices. Here is your opportunity to speak clearly and loudly for what is right.

### June 27, 2007

UFCW Local 5

**MISREPRESENTS**

**THEMSELVES** to the

media, **PUBLICLY**

**SMEARING** Farmer Joe's

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### About the NLRB

The National Labor Relations Board, the NLRB, has "two principal functions: (1) to determine, through secret-ballot elections, the free democratic choice by

employees as to whether or not they wish to be represented by a union in dealing with their employers and, if so, by which union; and (2) to prevent and remedy

unlawful acts, called **unfair labor practices**, by either employers or unions."

For more information, see [www.nlr.gov](http://www.nlr.gov).

### September 19th UFCW Local 5 Bad Faith Demonstration against Farmer Joe's

