



Greg M. Conger
President

Andrea Zinder
Secretary - Treasurer

Dear Local 324 Member:

We are in receipt of a form-letter, prepared by your employer, and signed by you, stating that you are changing from "full" Union membership to a "dues paying only" member.

We suspect that you sent this letter in reliance on a memo from your employer stating that "Associates who become 'dues paying members only' cannot be discriminated against or threatened by any Union Representative" for crossing a Union picket line.

Your employer is not telling you the truth. While we have not yet established any picket lines, you can rest assured that if you, or any other employee, should cross a Local 324 picket line at any struck or locked out store, we can and will retaliate.

You have our guarantee that Local 324 will retaliate and discriminate against any of our members (including "dues paying only" members) who scab, in the following ways:

1. This Union will fine you for crossing the picket line and, if you do not pay, this Union will sue you in State Court to collect the fine and our attorney's fees;
2. This Union will put you on trial for your misconduct before a special Trial Board, consisting of your fellow members, that will be established to punish scabs;
3. This Union will publicize what you are doing by publishing your name, and the fact that you are a scab, on the front page of its newspaper, which is mailed to all of our members;
4. This Union will send a letter informing all of our members that you are a scab; and/or
5. This Union will place your name on an "Official Scab List" and will post that list on every Union bulletin board in our jurisdiction.

Your employer has selfishly put you at great risk with false promises that this Local Union cannot retaliate against you if you cross the picket line. PLEASE BELIEVE US WHEN WE PROMISE TO DO ALL IN OUR POWER TO SEE THAT SCABS ARE TREATED LIKE THE PARIAHS THAT THEY ARE. We encourage you to think about what you are doing and do not become a scab.

Fraternally yours,

UFCW UNION LOCAL 324


Greg M. Conger
President