

Agreement by and between **UFCW 3000** and **Oversea Casing Company, LLC**

Effective: 1/1/2023 - 12/31/2025

UFCW3000

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer

WEINGARTEN RIGHTS

Your Right to Union Representation

You have the right to union representation if you are called to a meeting with management that could lead to discipline.

“I understand that this proceeding is for the purpose of investigating whether I may receive discipline. Therefore, I request that a union representative be present on my behalf before this proceeding continues. If you insist that the proceeding continue without allowing me union representation, I hereby protest your denial of rights guaranteed to me under federal labor law.”

Weingarten rights were won in a 1975 Supreme Court decision with these basic guidelines:

-  You must make a clear request for union representation either before or during the interview. Managers do not have to inform employees of their rights.
-  Management cannot retaliate against an employee requesting representation.
-  Management must delay questioning until the union steward arrives.
-  It is against Federal Law for management to deny an employee's request for a steward and continue with an interrogation. In this case, an employee can refuse to answer management's questions.

Discipline? Contract violations?

Call the Member Resource Center

If you or a coworker need help regarding an Investigatory Meeting, are facing Discipline or Corrective Action, or need to report Contract Violations our MRC Representatives will work with you on a plan of action.

Call the Member Resource Center at: 1-866-210-3000

2022-2025

AGREEMENT

By and Between

OVERSEA CASING COMPANY, L.L.C.

and

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 3000

This Agreement is made and entered into by and between Oversea Casing Company, L.L.C. (hereinafter referred to as the "Employer") and United Food and Commercial Workers Union, Local 3000, affiliated with the United Food and Commercial Workers Union (hereinafter referred to as the "Union"). The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and conditions of employment.

ARTICLE 1 - RECOGNITION

The Employer recognizes the Union as the exclusive bargaining representative for all production employees employed at its 601 S. Nevada, Seattle, Washington location, excluding employees represented by other labor organizations, drivers, salespersons, office and clerical employees, and supervisory employees as defined in the Labor Management Relations Act, as amended.

ARTICLE 2 - UNION SECURITY

2.1 Union Membership. All employees subject to the terms of this Agreement shall join the Union within thirty-one (31) calendar days following the date of their employment or within thirty-one (31) calendar days following the date of signing of this Agreement, whichever is later, and must maintain membership in good standing for the life of this Agreement and any renewal thereof. Good standing is herein defined as the tendering of union dues and initiation fees on a timely basis. Any employee who fails to comply with this requirement shall be discharged by the Company within ten (10) days after receipt of written notice to the Company from the Union stating that such employee is not in good standing in conformity with this Section. The Union agrees to indemnify the Company against any actions resulting from such notice and discharge.

2.2 Dues Deduction. During the term of this Agreement, the Employer shall deduct dues from the pay of each member of the Union who voluntarily executes a wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and a roster of all employees using payroll deduction will be promptly transmitted to the Union by check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the

payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

2.3 Union Notification. The Employer will notify the Union of new hires and the hire date on postcards furnished by the Union.

ARTICLE 3 - SENIORITY

3.1 Seniority Defined. Seniority shall be defined as an employee's continuous length of service with the company from most recent date of hire. Seniority shall not apply to an employee until completion of a required ninety (90) day probationary period. The probationary period may be extended for an additional thirty (30) days by mutual consent. Upon satisfactory completion of this probationary period, the employee shall be credited with seniority from most recent date of hire. During the probationary period, an employee may be terminated at the Employer's sole discretion without recourse to the grievance procedure.

3.2 Layoff. A layoff shall be defined as a loss of work of one (1) or more complete shifts in duration. Seniority shall be the determining factor in layoff and recall providing skill, competence, ability, prior job performance (including productivity) of employees are considered equal to perform the required work in the opinion of the Employer. In the event a layoff results in reassignment of jobs, the employee reassigned will have a period of five (5) days to become proficient in performing the work. If the employee does not perform the work in a manner acceptable to the Employer after the five (5) day period, the employee shall be subject to immediate layoff.

3.2.1 The Employer will make a good faith effort to cross train employees as opportunity provides. Employees must notify the Company in advance of their interest in cross training.

3.3 Recall. An employee on layoff shall be required to notify the Employer within twenty-four (24) hours of receipt of notice of recall as to the employee's availability and continuing interest in returning to work. An employee on layoff must return to work within seventy-two (72) hours of the written recall notice. Failure to report for work within seventy-two (72) hours will result in termination. Employees on layoff shall be responsible for maintaining current addresses and telephone numbers with the Employer. Failure to comply with the notification and reporting requirements contained herein shall result in termination.

3.4 Termination. Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, or six (6) consecutive months on layoff or illness. A medical disability leave of absence resulting from an on-the-job injury exceeding twelve (12) months will result in termination. A leave of absence may only be extended with the written approval of the Employer.

3.5 Seniority Roster. Upon request, the Employer shall furnish the Union a seniority list, not to exceed one list every six (6) months.

3.6 Plant Closure. In the event of a complete and permanent closure of the plant, employees will receive thirty (30) calendar days' advance notice or pay in lieu thereof, based upon their normal schedule of hours of work.

ARTICLE 4 - EMPLOYMENT PRACTICES

4.1 Discipline/Discharge. No employee shall be disciplined or discharged except for just cause. After an employee has completed the required probationary period, the Employer shall give an employee one (1) written warning for any misconduct prior to any disciplinary suspension or discharge being taken for such misconduct, except no prior written warning need be given if the disciplinary suspension or discharge relates to dishonesty, drunkenness, possession and/or use of or being under the influence of alcoholic beverages or unlawful drugs on Company time or property, or other gross misconduct. Violation of safety rules shall result in disciplinary action or discharge.

4.2 Protective Clothing. The Company shall provide boots, aprons, coats, and gloves, as necessary for all employees. The Company may require an employee to turn in the worn out item when replacing it with a new one. Company provided clothing must be returned to the Company on termination of employment or the amount will be deducted from the employees last pay check.

ARTICLE 5 - HOURS OF WORK

5.1 Work Day/Work Period. Eight (8) hours worked within eight and one half (8 1/2) consecutive hours or ten (10) hours worked within ten and one half (10 1/2) consecutive hours shall constitute the normal work day. Forty (40) hours shall constitute the normal work week. Shift start times and days per week shall be determined by the Employer and may change from time to time. The objective of the Company is to provide full-time employment to full-time employees when the work is available; provided, however, this shall not represent any guarantee as to hours of employment and the company may choose to employ part time employees at its discretion.

5.2 Overtime. All time worked by an employee in excess of eight (8) hours per day when working five (5) eight (8) hour days per week or ten (10) hours per day when working four (4) ten (10) hour days per week or a total of forty (40) hours per week shall be paid at the rate of one and one-half (1 1/2) the regular rate of pay.

5.2.1 Work performed on the sixth (6th) consecutive day of work when working five (5) eight (8) hour days, or fifth (5th) consecutive day when working four (4) ten (10) hour days shall be paid at the rate of one and one-half (1 1/2x) the regular

rate of pay and work performed on the seventh (7th) consecutive day of work when working five (5) eight (8) hour days or 6th consecutive day when working four (4) ten (10) hour days shall be paid at the rate of double (2x) the regular rate of pay provided, however, this shall not apply to employees whose work is of a continuous nature.

5.3 Rest Periods. Any employee working four (4) or more hours shall be entitled to a rest period of fifteen (15) minutes. Any employee who works seven (7) hours or more per day shall be granted a second rest period of fifteen (15) minutes. Such rest periods shall be granted as near as possible in the middle of the morning and/or afternoon shift. Employees who work two (2) or more hours' overtime shall be granted a third (3rd) rest period of ten (10) minutes. If it is known that two (2) hours' overtime is to be worked, the ten (10) minute break shall be given as near as possible between last break and the ten (10) hours.

5.4 Report Pay. All employees who report to work as scheduled shall receive a minimum of four (4) hours of work. This report pay provision shall not apply to Acts of God or other unforeseeable conditions or emergencies beyond the Employer's control.

ARTICLE 6 - MINIMUM RATES

6.1 Wage increases in excess of the contract rate minimums are discretionary and may be given or taken away at the sole discretion of the Employer.

6.2 Wage Rates. The following wage schedule shall be in effect during the term of this Agreement:

Start rate (0 - 9 months)	\$0.20 above Seattle Minimum Wage.
10 - 18 months	\$0.50 above Seattle minimum wage.
19 - 24 months	\$0.80 above Seattle minimum wage.
25 months & thereafter	\$1.50 above Seattle minimum wage.

Employees hired prior to contract ratification shall retain their current rates of pay, except as otherwise provided in this Agreement. All Employees who have been at the "25 months & thereafter" rate for one year or more will receive a \$0.50 wage increase on their next anniversary date each year of the contract.

ARTICLE 7 - HOLIDAYS

7.1 Paid Holidays. Upon completion of the probationary period, full-time employees shall be eligible for the following paid holidays:

New Year's Day
President's Day

Thanksgiving Day
Day After Thanksgiving

Memorial Day
Independence Day

Christmas Eve Day
Christmas Day

Labor Day

After completion of one (1) year of service, full-time employees shall be eligible to take a personal holiday off with pay to be scheduled by mutual consent during each year following the employee's anniversary date of employment.

7.2 Eligibility for Holiday Pay. After sixty (60) working days, employees shall be paid for the above contractually recognized holidays when not working at the straight-time rate of pay; provided, however, this commitment shall not apply if an employee does not work the last scheduled work day preceding and following the holiday.

7.3 Day of Observance. If a holiday recognized by this Agreement falls on Sunday, the following Monday shall be observed as the holiday. If a holiday recognized by this Agreement falls on a Saturday, the preceding Friday shall be observed as the holiday.

7.4 Work on a Holiday. Double (2x) the regular rate of pay shall be paid for all hours worked on the following holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. This pay shall be in addition to pay, if any, which is payable to the employee under Section 7.1 above.

ARTICLE 8 - VACATIONS

8.1 Vacation Benefit. Newly hired full time employees with tenure less than 12 months will accrue one week (40 hours) of vacation time annually and full time employees who have worked for the company for 12 months and 1 day but less than 7 years will accrue two weeks (80 hours) of vacation time annually. Full time employees that have been with the company for more than 7 years will accrue three weeks (120 hours) of vacation time annually. The employee's accrual is added to their "bank" on each pay date. Vacation time taken will be subtracted from the employee's accrued time bank and they may not take less than two (2) hours of Vacation at any one time. For employees accruing 80 hours annually, may roll over a maximum of 80. Any hours remaining in excess of 80 hours are unable to be rolled over and are not compensable. For employees accruing 120 hours annually may roll over a maximum of 120 hours. Any hours remaining in excess of 120 hours are unable to be rolled over and are not compensable.

8.2 Computing the Vacation Benefit. In computing "Hours of Paid Vacation" for full-time employees (employees who regularly appear on the payroll for forty (40) hours or more per week), working time lost up to a maximum of two hundred (200) hours, due to temporary lay-off, verified cases of sickness or accident, or other absence from work approved by the Employer shall be counted as time worked. Vacation or holiday time earned and taken under the Agreement shall be counted as time worked for purposes of computing "Hours of Paid Vacation".

8.3 Vacation Scheduling. The Employer retains the right to schedule vacations in such a way as to ensure the orderly operation of its business. Vacation scheduling preference will be given to employees based on seniority providing employees comply with any vacation scheduling

requirements established by the Employer. Vacation time off scheduled during the months of June, July and August shall be limited to two (2) weeks per employee unless extended by mutual agreement.

8.4 Holiday During Vacation. If an employee's scheduled vacation occurs during a week in which a holiday falls, the holiday date shall be recognized as a paid holiday and not a vacation day.

8.5 Termination. After completion of one year's employment, employees shall be paid upon termination of employment for any vacation benefits earned; provided, however, this provision shall not apply to those employees who are discharged for dishonesty or other gross misconduct. Vacation benefits for terminating employees shall be paid based on the full amount of Vacation accrued in their "bank" as of their last day of employment.

ARTICLE 9 - SICK LEAVE

9.1 All full-time employees will accrue 1 hour per 40 hours worked. Sick Leave hours cap at 52 hours. An employee may carry over up to 40 hours. An employee begins accruing Sick Time from your date of hire and may begin using Sick Time after you have completed 60 days of employment. In the event an employee needs to take Sick Time, when feasible the employee or his/her designee must notify the business office within 30 minutes from the beginning of their shift and each day thereafter. If you have an unscheduled absence, you are required to use Sick Time..

9.2 Sick and Accident leave pay shall be cumulative from year to year, but not to exceed a maximum of fifty-two (52) hours.

9.3 Washington Paid Family and Medical Leave. Employees may be eligible to receive Paid Family and Medical Leave ("PFML") benefits from the Washington Employment Security Department ("ESD") under the terms and conditions of the PFML law.

9.5 A doctor's certificate or other authoritative verification of illness may be required by the Employer as a condition to paying sick leave and, if required, must be presented by the employee not more than forty-eight (48) hours after return to work.

9.6 Abuse of sick leave shall be regarded as a form of theft. Any employee found to have abused sick leave benefits by falsification, or misrepresentation shall thereupon be subject to disciplinary action, up to and including termination at the sole judgment of the Employer.

9.7 In the event of repeated absenteeism or if an employee has been absent due to a serious illness or injury, the Employer may require the successful completion of a medical examination as a condition to continued employment or return to employment.

9.8: The parties expressly waive the application of Seattle City Council Bill 117216, effective September 1, 2012, which establishes minimum standards for paid sick leave within the City of Seattle.

ARTICLE 10 - FUNERAL LEAVE

A regular full time employee shall be allowed up to three (3) days off with pay for the loss of the employee's normal scheduled days of work for the purpose of making arrangements for and attending the funeral of a member of the immediate family. Immediate family shall be defined as spouse, son, daughter, stepchildren, mother, father, brother, sister, mother-in-law, father-in-law, grandparents and grandchildren. Funeral leave will be paid only with respect to a work day on which the employee would have otherwise worked and shall not apply to an employee's scheduled day off, holiday, vacation or any other day in which the employee would not in any event have worked. Funeral leave shall be paid for at the employee's regular straight-time hourly rate.

ARTICLE 11 - JURY DUTY

After their first year of employment, full-time employees who are called for service on a superior court or federal district court jury shall be excused from work for the days on which they serve and shall be paid the difference between the fee they receive for such service and the amount of straight-time earnings lost by reason of such service up to a limit of eight (8) hours per day, not to exceed two (2) weeks. If an employee called for jury duty is temporarily excused from attendance at court, the employee must report for work if sufficient time remains after such excuse to permit the employee to report to the work place and work at least one-half (1/2) of the employee's normal work day. In order to be eligible for such payments, the employee must furnish a written statement from the appropriate public official showing the date and time served and the amount of jury pay received.

ARTICLE 12 - HEALTH AND WELFARE

12.1 The Employer agrees to provide a health and welfare program for employees and their dependents. Beginning the first of the month following ninety (90) days of continuous employment, all full-time and part-time employees who are employed for over thirty (30) hours per week shall be included under and covered by the Employer's group insurance plan providing medical, surgical, hospital, dental, prescription drug and vision benefits. During the first twelve months, the Employer agrees to pay the cost of the employee plan. The Employee portion of the cost coverage is as follows:

Medical:	25% of the monthly premium
Vision and Dental:	50% of the monthly premium

12.2

P12.3 Premium medical plan options may be offered to employees. The Employer will subsidize them at the equivalent dollar amount described in 12.1 above. Any additional costs for premium medical coverage will be paid by employees.

ARTICLE 13 – RETIRMENT BENEFITS & 401(K) PLAN

13.1 Effective the first day of the month following the ratification of this Agreement, the Employer will cease to have an obligation to contribute to the Sound Retirement Trust and will incur a complete withdrawal.

13.2 Effective the first day of the month following the effective date of the Employer's withdrawal from the Sound Retirement Trust, the Employer will provide bargaining unit employees with access to the Employer's 401k plan, on the same terms as those given to non-union employees of the Employer.

ARTICLE 14 - GRIEVANCE PROCEDURE

A grievance is defined as any alleged breach by the Employer of any express term of this Agreement. If any such grievance arises, it shall be submitted to the following procedure. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. Any grievance not processed in a timely manner shall for all purposes be regarded as settled in accordance with the Employer's last position.

Step 1: Immediate Supervisor

If a grievance exists, the employee (and Shop Steward, if requested by the employee) shall reduce the grievance to writing and shall present same through the Union to the immediate supervisor or designee within fourteen (14) calendar days of the date the employee knew or should have known that a grievance exists. The written grievance shall contain, to the best of the employee's ability, a description of the problem, the section of the contract that has been allegedly breached, the date it occurred and the corrective action the grievant is requesting. The immediate supervisor shall issue a written reply within seven (7) calendar days following receipt of the grievance.

Step 2: President

If the grievance is not settled to the employee's satisfaction at Step 1, and if the grievant has complied with the procedures and time limitations specified in this grievance procedure, the employee (and the Union Representative and shop steward, if requested by the employee) shall present the written grievance to the President within seven (7) calendar days of the immediate supervisor's written reply. A conference between the employee (and Union Representative, if requested by the employee) and President shall be held. The President shall issue a written reply within seven (7) calendar days following receipt of the grievance.

Step 3: Arbitration

If the grievance is not settled on the basis of the foregoing procedures, and if the grievant has complied with the procedures and specific time limitations set forth in this grievance procedure, the Union must notify the Company of its intention to submit the issue in writing to final and binding arbitration within fourteen (14) calendar days following the meeting between the President (or designated representative) and the employee. If the Employer and the Union fail to agree on an arbitrator, a list of eleven (11) arbitrators shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one name remains. The person whose name remains shall be the arbitrator. The arbitrator's decision shall be final and binding on all parties. The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. The arbitrator shall have no authority to substitute his judgment for that of the Employer's so long as the Employer's judgment is exercised in good faith. Any dismissal of a grievance by the arbitrator, whether on the merits or on procedural grounds, shall be a final and binding conclusion of the issue in dispute. Each party shall bear one-half (1/2) of the fee of the arbitrator and any other expense jointly incurred incident to the arbitration hearing. All other expenses shall be borne by the party incurring them. Any grievance filed by an employee based upon a claim for additional wages shall be limited to additional wages, if any, accruing within the thirty (30) calendar days period immediately preceding the date the Employer received notice in writing of the claim.

This grievance procedure shall terminate on the expiration of this Agreement unless the Agreement has been extended by the mutual written consent of the parties. Grievances arising during the term of the contract shall proceed to resolution regardless of the expiration date. Grievances arising after the expiration date of this Agreement shall be null and void and shall not be subject to the grievance procedure.

ARTICLE 15 - MANAGEMENT RIGHTS

All of management's inherent rights, powers, authority and functions, whether heretofore or hereafter exercised, and regardless of the frequency or infrequency of their exercise, shall remain vested exclusively in the employer. Such rights, powers, authority and functions shall be limited by this Agreement only insofar as the terms thereof expressly state. Subject only to the specific provisions of this Agreement, such rights, powers, authority and functions shall include but not be limited to the determination of the size and composition of the work force; the selection, retention, discipline, discharge or layoff of employees; the direction of the work force, including the maintenance of discipline, efficiency and productivity of its employees, the assignment of work and the allocation of those work assignments among all of its employees and supervisors; the right to establish and change work schedules as business conditions dictate; the right to establish, modify and from time to time change work rules and personnel policies; the right to determine the location of any job function to be performed; the determination of the equipment to be utilized and the methods to be used in the discharge of work functions; the right to fix production standards for quality and quantity of work to be performed; and the right to contract out work and to use contract labor from temporary help agencies, as the need may arise. All matter not covered by the language of this Agreement shall be administered by the Employer on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

ARTICLE 16 - NO STRIKE - NO LOCKOUT

16.1 During the term of this Agreement the Union shall not sanction nor participate in any strike, walkout, slowdown or other work stoppage of any nature whatsoever, nor shall it engage in any form of economic pressure or picketing against the Company.

16.2 The Company shall not cause or engage in any lockout of its employees during the term of this Agreement.

ARTICLE 17 - GENERAL PROVISIONS

17.1 State and Federal Laws. This Agreement shall be subject to all present and future applicable federal and state laws, executive orders of the President of the United States or the Governor of the State of Washington, and rules and regulations of governmental authority. Should any provision or provisions become unlawful by virtue of the above or by declaration of any court of competent jurisdiction, such action shall not invalidate the entire Agreement. Any provisions of this Agreement not declared invalid shall remain in full force and effect for the term of the Agreement. If any provision is held invalid, the Employer and Union shall enter into negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

17.2 Amendments. Any change or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

17.3 Past Practices. Any and all agreements, written and verbal, previously entered into between the parties or the predecessor employer hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer.

17.4 Complete Understanding. The parties acknowledge that during the negotiations which resulted in this Agreement each party had the unlimited right and opportunity to make proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically discussed during negotiations or covered in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

ARTICLE 18 - TERM OF AGREEMENT

This Agreement shall become effective on January 1, 2023 and shall remain in full force and effect to and including the December 31, 2025, unless changed by mutual consent. In the event negotiations do not result in a new Agreement on or before the expiration date, this Agreement shall terminate unless both parties agree to extend the contract.

OVERSEA CASING COMPANY, LLC

UNITED FOOD AND
COMMERCIAL WORKERS, LOCAL
3000

michael mayo

Faye Guenther

Michael Mayo, President

Faye Guenther, President

04/05/23

March 28, 2023

Date

Date

THE UNION DIFFERENCE

As a union member, you have certain rights at your workplace:

A Voice at Work

Because you have a union, you have a voice at work. A negotiating committee of union members and staff negotiate with management—as equals—over wages, benefits, working conditions, and other issues. The union committee pushes for the issues that union members choose. The result of negotiations is a proposed contract which members vote on before it takes effect.

Right to Union Representation

Every union member has the right to union representation during an investigatory interview that could lead to discipline. This is called your “Weingarten” right, after a Supreme Court case which established the right to representation.

Just Cause for Discipline

The just cause provision in your union contract ensures you have due process in cases of discipline. The just cause standard is a well-defined set of legal rules that involve several different “tests” of a disciplinary action. The tests of just cause provide considerable protection against retaliation, discrimination, or other unfair actions.

The Security of a Union Contract

As a union member, your wages and working conditions are spelled out in writing in a legally-binding union contract. You are not alone at the workplace—instead, you have the security of knowing that your rights are protected by your union contract and backed up by the 50,000 other members of UFCW 3000.

Union Leadership

UFCW 3000 leadership is provided by the member-elected Executive Board. The Executive Board is made of rank-and-file UFCW 3000 members from diverse workplaces, income levels and backgrounds.

My Shop Steward is:

My Union Rep is:

*Building a powerful Union that fights for economic,
political and social justice in our workplaces
and in our communities.*

Seattle: 5030 First Ave S, Suite 200, Seattle, WA 98134-2438

Mt. Vernon: 1510 N 18th St, Mt Vernon, WA 98273-2604

Des Moines: 23040 Pacific Hwy S, Des Moines, WA 98198-7268

Silverdale: 3888 NW Randall Way, Suite 105, Silverdale, WA 98383-7847

Spokane: 2805 N Market St, Spokane, WA 99207-5553

Spokane: 1719 N Atlantic St., Spokane, WA 99205

Tri-Cities: 2505 Duportail St, Suite D, Richland, WA 99352-4079

Wenatchee: 330 King St, Suite 4, Wenatchee, WA 98801-2857

Yakima: 507 S 3rd St, Yakima, WA 98901-3219

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