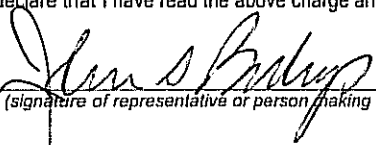


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Fred Meyer, Inc.	
b. Tel. No. 503-797-7905	
c. Cell No.	
f. Fax No. 503-797-7770	
g. e-Mail	
h. Number of workers employed Approximately 7000	
d. Address (Street, city, state, and ZIP code) 3800 SE 22nd Ave. Portland, OR 97242	e. Employer Representative Cynthia Thornton
i. Type of Establishment (factory, mine, wholesaler, etc.) Grocery and non-food retail stores	j. Identify principal product or service Food and non-food products
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) & (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Please see attached documents.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) UFCW, Local 555	
4a. Address (Street and number, city, state, and ZIP code) PO Box 23555 7095 SW Sandburg St. Tigard, OR 97281-3555	
4b. Tel. No. 503-684-2822	
4c. Cell No.	
4d. Fax No. 503-620-3816	
4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food & Commercial Workers, International	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  _____ (signature of representative or person making charge)	
John S. Bishop, Attorney (Print/type name and title or office, if any)	
1635 NW Johnson St., Portland, OR 97209	
Sept. 15, 2009 (date)	
Tel. No. 503-226-6111 x208	
Office, if any, Cell No.	
Fax No. 503-226-6121	
e-Mail jbishop@mbjlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Beginning in July 2009 the Employer unilaterally changed the way that it made deductions from employee weekly paychecks pursuant to past contractual agreements. This affected deductions taken for such things like employee insurance co-payments and union dues. The Employer and the Union had previously agreed on the appropriate method for making payroll deductions. The Employer violated its agreements with the Union and/or the status quo employment conditions in the relevant bargaining units by abruptly altering the way it took money from employee paychecks. The Employer did not bargain with the Union about this change. The Employer has made these changes in payroll deductions unilaterally, with the intent to undermine the Union's status as the elected bargaining representative for the affected employees. The Employer's illegal actions have affected employees in every one of the bargaining units represented by the Union. The Union represents employees in the Employer's stores (and units within those stores) which are listed on the attached document (Exhibit A).

The Union requests that the Region consider this charge for potential 10(j) relief.

	Store Name	Unit
1	FRED MEYER - BEAVERTON	Grocery
2	FRED MEYER - BEAVERTON	Meat
3	FRED MEYER - BEAVERTON	CCK
4	FRED MEYER - BURLINGAME	Grocery
5	FRED MEYER - BURLINGAME	Meat
6	FRED MEYER - CLACKAMAS	Grocery
7	FRED MEYER - CLACKAMAS	Meat
8	FRED MEYER - CLACKAMAS	CCK
9	FRED MEYER - CORNELIUS	Grocery
10	FRED MEYER - CORNELIUS	Meat
11	FRED MEYER - CORNELIUS	Meat
12	FRED MEYER - DIVISION	Grocery
13	FRED MEYER - DIVISION	Meat
14	FRED MEYER - DIVISION	CCK
15	FRED MEYER - GATEWAY	Grocery
16	FRED MEYER - GATEWAY	Meat
17	FRED MEYER - GATEWAY	CCK
18	FRED MEYER - GLISAN	Grocery
19	FRED MEYER - GLISAN	Meat
20	FRED MEYER - GLISAN	CCK
21	FRED MEYER - GRESHAM	Grocery
22	FRED MEYER - GRESHAM	Meat
23	FRED MEYER - GRESHAM	CCK
24	FRED MEYER - HAWTHORNE	Grocery
25	FRED MEYER - HAWTHORNE	Meat
26	FRED MEYER - HAWTHORNE	CCK
27	FRED MEYER - INTERSTATE*	Grocery
28	FRED MEYER - INTERSTATE*	Meat
29	FRED MEYER - INTERSTATE*	CCK
30	FRED MEYER - OAK GROVE	Grocery
31	FRED MEYER - OAK GROVE	Meat
32	FRED MEYER - OAK GROVE	CCK
33	FRED MEYER - OREGON CITY	Grocery
34	FRED MEYER - OREGON CITY	Meat
35	FRED MEYER - OREGON CITY	CCK
36	FRED MEYER - PENINSULA	Grocery
37	FRED MEYER - PENINSULA	Meat
38	FRED MEYER - RALEIGH HLS	Grocery
39	FRED MEYER - RALEIGH HLS	Meat
40	FRED MEYER - SOUTHEAST*	Grocery
41	FRED MEYER - SOUTHEAST*	Meat
42	FRED MEYER - SOUTHEAST*	CCK

43	FRED MEYER - STADIUM	Grocery
44	FRED MEYER - STADIUM	Meat
45	FRED MEYER - TIGARD*	Grocery
46	FRED MEYER - TIGARD*	Meat
47	FRED MEYER - TIGARD*	CCK
48	FRED MEYER - TUALATIN	Grocery
49	FRED MEYER - TUALATIN	Meat
50	FRED MEYER - TUALATIN*	CCK
51	FRED MEYER - HOLLYWOOD W*	Grocery
52	FRED MEYER - HOLLYWOOD W*	Meat
53	FRED MEYER - HOLLYWOOD W*	CCK
54	FRED MEYER - WALKER RD	Grocery
55	FRED MEYER - WALKER RD	Meat
56	FRED MEYER - WALKER RD*	CCK
57	FRED MEYER - JOHNSON CRK*	Grocery
58	FRED MEYER - JOHNSON CRK*	Meat
59	FRED MEYER - JOHNSON CRK*	CCK
60	FRED MEYER - HILLSBORO	Grocery
61	FRED MEYER - HILLSBORO	Meat
62	FRED MEYER - HILLSBORO*	CCK
63	FRED MEYER - SCAPPOOSE	Grocery
64	FRED MEYER - SCAPPOOSE	Meat
65	FRED MEYER - SCAPPOOSE*	CCK
66	FRED MEYER - CANBY*	Grocery
67	FRED MEYER - CANBY*	Meat
68	FRED MEYER - CANBY*	CCK
69	FRED MEYER - WOOD VILLAGE	Grocery
70	FRED MEYER - WOOD VILLAGE	Meat
71	FRED MEYER - WOOD VILLAGE*	CCK
72	FRED MEYER - SUNSET	Grocery
73	FRED MEYER - SUNSET	Meat
74	FRED MEYER - SUNSET*	CCK
75	FRED MEYER - SANDY*	Grocery
76	FRED MEYER - SANDY*	Meat
77	FRED MEYER - SANDY*	CCK
78	FRED MEYER - BEND*	Grocery
79	FRED MEYER - BEND	Meat
80	FRED MEYER - BEND	CCK
81	FRED MEYER - NEWBERG*	Grocery
82	FRED MEYER - NEWBERG*	Meat
83	FRED MEYER - NEWBERG*	Non-food
84	FRED MEYER - NEWBERG*	CCK
85	FRED MEYER - ALBANY*	Non-food
86	FRED MEYER - JEWELRY ALBY	Non-food

87	FRED MEYER - CORVALLIS	Non-food
88	FRED MEYER - EAST SALEM*	Non-food
89	FRED MEYER - NORTH SALEM	Non-food
90	FRED MEYER - SOUTH SALEM*	Non-food
91	FRED MEYER - JEWELRY SALM	Non-food
92	FRED MEYER - LONGVIEW	Grocery
93	FRED MEYER - LONGVIEW	Meat
94	FRED MEYER - LONGVIEW	CCK
95	FRED MEYER - LONGVIEW	Non-food
96	FRED MEYER - VANCOUVER/HAZEL DEL	Grocery
97	FRED MEYER - VANCOUVER	Meat
98	FRED MEYER - VANCOUVER	CCK
100	FRED MEYER - MILL PLAIN*	GROCERY
101	FRED MEYER - ORCHARDS*	GROCERY
102	FRED MEYER - SALMON CREEK*	GROCERY
103	FRED MEYER - GRAND CENTRAL*	GROCERY
104	FRED MEYER - HAZEL DELL	MEAT
105	FRED MEYER - MILL PLAIN*	MEAT
106	FRED MEYER - ORCHARDS*	MEAT
107	FRED MEYER - SALMON CREEK*	MEAT
108	FRED MEYER - GRAND CENTRAL*	MEAT
109	FRED MEYER - MILL PLAIN*	MEAT
110	FRED MEYER - ORCHARDS*	MEAT
111	FRED MEYER - SALMON CREEK*	MEAT
112	FRED MEYER - GRAND CENTRAL*	MEAT
113	FRED MEYER - HOOD RIVER	Grocery
114	FRED MEYER - HOOD RIVER	Meat
115	FRED MEYER - HOOD RIVER	CCK
116	FRED MEYER - NEWPORT	Grocery
117	FRED MEYER - NEWPORT	Meat
118	FRED MEYER - NEWPORT	CCK
119	FRED MEYER - SANTA CLARA*	Grocery
120	FRED MEYER - SANTA CLARA*	Meat
121	FRED MEYER - SANTA CLARA*	CCK
122	FRED MEYER - WEST EUGENE*	Grocery
123	FRED MEYER - WEST EUGENE*	Meat
124	FRED MEYER - WEST EUGENE*	CCK
125	FRED MEYER - SPRINGFIELD*	Grocery
126	FRED MEYER - SPRINGFIELD*	Meat
127	FRED MEYER - SPRINGFIELD*	CCK
128	FRED MEYER - BROOKINGS	Meat
129	FRED MEYER - COOS BAY	Grocery
130	FRED MEYER - COOS BAY	Meat
131	FRED MEYER - COOS BAY	Non-food

132	FRED MEYER - COOS BAY	Non-food
133	FRED MEYER - FLORENCE	Grocery
134	FRED MEYER - FLORENCE	Meat
135	FRED MEYER - FLORENCE	CCK
136	FRED MEYER - ROSEBURG	Grocery
137	FRED MEYER - ROSEBURG	Meat
138	FRED MEYER - ROSEBURG	CCK
139	FRED MEYER - KLAMATH FALLS	Meat
140	FRED MEYER - MEDFORD N	GROCERY
141	FRED MEYER - MEDFORD N	MEAT
142	FRED MEYER - MEDFORD N	CCK
143	FRED MEYER - MEDFORD S	GROCERY
144	FRED MEYER - MEDFORD S	MEAT
145	FRED MEYER - MEDFORD S	CCK
146	FRED MEYER - GRANTS PASS	GROCERY
147	FRED MEYER - GRANTS PASS	MEAT
148	FRED MEYER - GRANTS PASS	CCK
149	FRED MEYER - ALBANY*	GROCERY
150	FRED MEYER - ALBANY*	MEAT
151	FRED MEYER - ALBANY*	CCK
152	FRED MEYER - CORVALLIS	GROCERY
153	FRED MEYER - CORVALLIS	MEAT
154	FRED MEYER - EAST SALEM*	GROCERY
155	FRED MEYER - EAST SALEM*	MEAT
156	FRED MEYER - EAST SALEM*	CCK
157	FRED MEYER - NORTH SALEM	GROCERY
158	FRED MEYER - NORTH SALEM	MEAT
159	FRED MEYER - SOUTH SALEM*	GROCERY
160	FRED MEYER - SOUTH SALEM*	MEAT
161	FRED MEYER - SOUTH SALEM*	CCK