

# IT PAYS TO BELONG TO THE UNION

The July – December 2007 Employee Performance Incentive Program (EPIP) bonus payment was paid on January 31, 2008 to all workers who were on the payroll as of July 1, 2007, and met the goals for their kitchen, and were still on the payroll as of the payout date with at least six months of company seniority.

## THE ISSUE

Several workers who were hired in July '07 raised this issue with their Union Representatives. They thought they should also get the bonus. They had also worked to help make it happen, and by the time the bonus was paid out they too had six months seniority. The eligibility requirement for the bonus is 6 months company seniority and being on the company payroll when the bonus was paid out.

The Union agreed that this was a valid position and filed a national class action grievance on behalf of all members who were hired in July '07. The Union claimed these workers should also be paid \$350 if the rest of their kitchen received it, since by the date of the Jan 31<sup>st</sup> payout they had accrued six months company seniority.

## THE VICTORY

**The company has agreed to pay the July – December 2007 bonus to all workers who were hired in July 2007. In addition, they have already distributed the checks for this additional group of workers.**

If you or someone you work with has been on the payroll since July 31, 2007 or earlier, and have not yet gotten the \$350 bonus check from the company, notify your Union Representative immediately. We can only insure that all eligible workers get the bonus if you let your Union Representative know.

**UNITE HERE!**