



Chartered by United Food & Commercial Workers International Union  
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**KIM C. CORDOVA**  
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***Sent by Fax, E-Mail and Certified Mail***  
***Certified Mail #7017 0530 0000 7596 3731***

August 21, 2018

Mr. Dennis Gibson, President  
King Soopers, Inc.  
65 Tejon Street  
Denver, CO 80223

Dear Mr. Gibson,

I am hereby requesting early bargaining for all King Soopers and City Market contracts due to expire in 2019. The Company continues to collect record profits, grow its market share, and remains the largest grocer in the state. However, the Company has not shared its success with its workers. In this booming economy, the Company is barely increasing wages, despite the rising cost of living in Colorado. Initial eligibility for Health and Dental benefits takes too long to achieve. The vast majority of your workers are not eligible for first day sick pay, which would improve the health and safety of both workers and customers. The Company continues to discriminate against employees who have been with the Company up to 13 years in terms of compensation and benefits. The lack of sick pay, full-time status, reasonable workplace safety measures, adequate training, and critical job protections are important issues that need to be addressed.

The Company has received massive tax breaks from its own employees and other taxpayers. Instead of investing this additional revenue in its frontline workers, the Company has frittered it away in a transparent effort to raise the Company's stock price. Moreover, the Company has chosen to spend billions on unnecessary technology that is unwanted by the majority of the public and will only harm the Company's sales. This rise in technology and automation will certainly put workers, benefit and pension plans, and the community at risk.

Starting January 1, 2019, the Company will be allowed to sell full strength malt liquor in Colorado. The Company has the opportunity to obtain additional liquor licenses, as well. As you know, the Local worked with you on this matter to both increase the Company's revenues and ensure growth in work for our members. The Company can afford significant, across the board wage increases, ensure continued affordable and quality healthcare, and good pension benefits for all workers.

Since the last contract was ratified in 2015 and the intervening change of Company leadership, we have seen the Company violate the contract repeatedly in regards to subcontracting existing work to third party entities, vendors and Instacart workers. Homeshop, Clicklist, and delivery jobs were eliminated without regard to the terms of our contracts and outsourced to a third party. Your employees are more efficient and can do the work more effectively than an outside entity. We have filed over 3,100 grievances regarding these violations which remain unresolved. Unauthorized bargaining unit work and subcontracting is not only a violation of our contract in this regard, but the Company is circumventing its obligation to make the required contributions into the health and pension plans, jeopardizing the health of these plans.

Just as the Company has chosen to ignore its workers financial wellbeing, the Company's lackadaisical attitude towards workplace safety demonstrates the Company's true feelings about its workers. Local 7 staff, Stewards and members continue to identify serious and ongoing safety concerns. Hundreds of grievances have been filed. These safety issues are a systemic problem. It is the Company's obligation to provide a safe work place. To date this has not been a priority for the Company, and a new contract must ensure the Company no longer considers safety a laughing matter.

There is an obvious change occurring; this is not the King Soopers we once knew. There is a sense of disregard for workers, the contract, and the community. Workers deserve to share in the Company's success. I suggest we meet as soon as possible. I will put together a negotiating team to meet with you. I look forward to your response.

Sincerely,



Kim C. Cordova  
UFCW Local 7 Union President  
International Vice President

cc: Marc Perrone  
Milton Jones  
Kate Meckler