

King Soopers/City Market Negotiations Update

On the first day of negotiations (December 18, 2018), UFCW Local 7 made proposals to improve the working and living standards of King Soopers/City Market employees and to ensure a more stable workforce for the highly profitable grocery company. The company responded with proposals to gut the contract. **King Soopers and City Market made concessionary proposals** to:

- *Hurt the Union workers by opening new stores as non-union, ensuring lower living and working standards and lost job opportunities for future workers and current members;*
- **Erode Fair Scheduling Practices by:**
 - *Eliminating Select-A-Shift Scheduling and eliminating seniority in scheduling;*
 - *Making it more difficult for full-time and senior employees to select their schedule;*
 - *Allowing employees to take split shifts and allowing management to play favorites;*
- *Remove department heads from the Union, resulting in unlimited work hours for such managers;*
- *Take away the right of transferring employees to retain their anniversary date with the employer;*
- **Erode Job Security and Pay by:**
 - *Allowing the company to hire employees off the street for weekend- and evening-only shifts and the weekly minimum hours provisions would not apply to those employees, making healthcare more expensive for all employees.*
 - *Eliminating the requirement for the Company to have a **meat-cutter on duty**.*
 - *Forcing meat employees to work in retail and retail employees to work in the meat department, eliminating bargaining unit work restrictions and job security;*
 - *Allowing management full discretion to assign work between departments;*
 - *Expanding courtesy clerk duties, resulting in fewer hours for all-purpose clerks;*
 - *Permitting employees to work less than the weekly minimum;*
 - *Allowing vendors and non-bargaining unit members to perform bargaining unit work;*
 - *Providing the employer the discretion to submit employees to **drug and alcohol tests** when they are injured on the job or when the employer believes they have “reasonable suspicion;”*
 - *Allowing the Company to hire more than one Deli Manager Asst off the street and bypass seniority;*
 - *Preventing employees from getting temporary advancement pay;*
 - *Eliminate Sunday premium in the meat contract;*
- **Delete Overtime Pay for Employees:**
 - *Working more than eight hours in a day, or*
 - *Working on the sixth or seventh day;*
- *Make it more difficult for employees to obtain a full-time position, by requiring employees to work sixteen weeks at forty hours rather than the current four weeks;*
- **Reduce leave of absence time, even for pregnant employees.**
- *Eliminate vacation payout upon employee severance where employee is discharged for intoxication.*
- **Eliminate the bucket hours agreement** that provides workers the ability to advance to higher pay rates when they switch classifications;
- *The company refused to address the concern of its associates regarding the inequality in the **2-tier wage and benefit system**.*

The Company left before Kim Cordova and bargaining team even had a chance to respond. Next bargaining dates will take place on January 3rd at the Westin in Westminster, CO.

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