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Dear UFCW Local 7 Sister and Brothers Working at King Soopers and City Market:

The majority of our Retail and Meat Bargaining Unit Contracts are set to expire in early 2019. In preparation for bargaining, I ask you to complete our contract survey by going to our website www.ufcw7.org and clicking on the grocery contract proposal link.

Your input and participation in negotiations is critical in achieving the contract you rightfully deserve.

As the number one retail grocer in the state and country, the company continues to make record profits because of your superior work and customer service. The company also received significant permanent tax cuts due to the new tax law passed late last year. Instead of sharing some of their new revenue with their frontline workers, the company has decided to invest in new technology and automation that puts workers at risk. The company has invested and partnered with Ocado, an automated and robotic warehouse facility where grocery orders will be selected. This will certainly have a negative impact on our Click List and e-commerce members. Kroger recently announced Kroger Ship, their new e-commerce delivery service, as well as their new driverless vehicles that will deliver groceries to customers.

I often remind the company that their workers, our UFCW Local 7 members, are part of the community in which they serve. With the potential job loss and reduction of hours, our communities will be hurt. The rise of automation not only will have a detrimental impact on jobs, but will also have a devastating impact on our Health and Pension Plans. King Soopers and City Market are amongst the largest employers in Colorado.

Since the last contract was ratified and with the change of company leadership, the company has violated the contract in regards to subcontracting work to Instacart workers and third party vendors. The Home Shop department was closed and the Delivery Drivers' jobs were eliminated. We have filed over 3,100 grievances regarding Instacart workers and vendors performing bargaining unit work, over 100 grievances regarding Scan Bag and Go, and hundreds of grievances regarding the company's unsafe work environment.

I am sure you have also seen that King Soopers is not the same company it once was. The company's slogan was "our people make the difference". Today their "people" are being replaced by vendors, Instacart workers, robots and the expansion of technology. King Soopers and City Market once ran with autonomy however, they are truly Kroger, an out-of-state entity that does not care about our Colorado workers and community. If the company is truly concerned with "feeding the spirit" of its workers, I trust they will come to the bargaining table and share their success by providing higher wages, affordable healthcare, the elimination of the unfair two-tier system, a safe work place, and job protection.

I encourage you to prepare for upcoming negotiations by completing the online contract survey, attend your union meetings, sign up for text messages, and participate in the process. I will be requesting early bargaining and will keep you updated.

In Solidarity,



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