



Chartered by United Food & Commercial Workers International Union  
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## OFFICIAL UNION NOTICE – PLEASE POST

Attention Local 7 Members Working for Safeway and Albertsons:

The majority of the Retail and Meat Collective Bargaining Agreements are set to expire on January 12, 2019. Despite my request to bargain earlier with multiple dates, the Company has only agreed to two (2) bargaining dates prior to the expiration date. The Company has agreed to meet on December 19, 2018 and January 4, 2019. Two (2) days is not a reasonable amount of time to reach a good and fair contract. We will continue to push for more bargaining dates.

Local 7 has identified and grieved hundreds of safety hazards in the stores. The Company's lackadaisical attitude towards safety demonstrates its true feelings about its workers. The safety issues are a systemic problem. A new contract must ensure that the Company no longer considers the safety of its workers a laughing matter.

Just as the Company has chosen to ignore its worker's safety, they have ignored its worker's financial wellbeing. In this booming economy, the Company has failed to increase wages to keep up with the high cost of living in Colorado. Initial eligibility for Health and Dental coverage takes too long to achieve. The vast majority of workers are without first day sick pay, which would improve the health and safety of its workers and customers. The Company also continues to discriminate against its workers who were hired after March 2005 in terms of compensation and benefits. The lack of sick pay, full-time status, reasonable work place safety measures, adequate training, and critical job protections are important issues that need to be addressed in negotiations.

On December 22, 2017, President Trump signed the Tax Cuts and Jobs Act, giving the Company massive tax breaks. The Company has not invested its new revenue in its frontline workers or improved the conditions in its stores; instead, they have chosen to invest in new technology that puts workers at risk. It is critical that we address the workforce of the future with the advancement of technology that will surely have a negative impact on workers as well as our health and pension plans.

Starting in January 2019, the Company will be allowed to sell full strength malt liquor in Colorado. The Company will also have an opportunity to obtain additional liquor licenses as well. Combined with the massive permanent tax breaks and new revenue due to increased liquor sales, the Company can afford to pay significant, across the board wage increases, ensure continued affordable and quality healthcare, and a good pension benefit for all workers. Surely, the Company can do better!

I urge you to be involved in the negotiation process. Please sign up to receive text messages for negotiations updates via text message by texting the word "Labor7" to 292929, checking our website for updates at <http://ufcw7.org/negotiation-update/> or calling our negotiation hotline at 303-425-0897 and selecting option 8 and then selecting option 2 for the Safeway and Albertsons update. Once the time and location of bargaining is set, please take the time to attend. Together all things are achievable.

In Solidarity,

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

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