

## Safeway/Albertson's Negotiations Update

On the first day of negotiations (December 19, 2018), UFCW Local 7 made proposals to improve the working and living standards of Safeway/Albertson's employees and to ensure a more stable workforce for the grocery company. The company responded with proposals to gut the contract. **Safeway and Albertson's 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;*
- *Allows the Company to play favorites in scheduling meat employees;*
- *Remove assistant managers, department heads, scanning coordinators (file maintenance clerks), and store administrators from the Union, resulting in unlimited work hours for such managers;*
- **Erode Job Security and Pay by:**
  - *Taking away all hourly minimums for full- and part-time employees, even those who were hired before 1996 in Albertsons;*
  - *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.*
  - *Removing job security for union stewards;*
  - *Eliminating the requirement for the Company to have a journeyman **meat-cutter on duty** and eliminating the ratio of journeyman per apprentices;*
  - *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;*
  - *Permitting employees to work less than the weekly minimum, further eroding hours for all workers and leading to more expensive healthcare;*
  - *Allowing non-unit members to perform bargaining unit work;*
  - *Allowing the Company to hire more than one Deli Manager Asst;*
  - *Preventing employees from getting temporary advancement pay, and expanding the right of workers in lower classifications to work in a higher classification, without compensating them in the classification;*
  - *Eliminate Sunday premium in the meat contract, and eliminate an employee's right to elect not to work Sunday hours.*
  - *Allowing employees to be terminated for helping another employee to punch in for work;*
  - *Expanding the definition of resort town stores, allowing the company to hire non-bargaining unit people to take hours from bargaining unit members;*
  - *Eliminating the quarterly bonus program for Albertson's employees.*
- **Delete Overtime Pay for Employees:**
  - *Working more than eight hours in a day, or*
  - *Working on the sixth or seventh day;*
- *Greatly reduce the rights of employees to secure full-time through the full-time request list;*
- *Reduce the right of employees to elect not to work the Sabbath;*
- *Decrease the right of employees to receive mileage reimbursement;*
- *Reduce an employee's right to paid breaks;*
- *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;*
- *Limit seniority, and allows management to play favorites with scheduling;*
- *Eliminate vacation payout upon employee severance where employee is discharged for intoxication.*

*The company refused to address the concern of its associates regarding the inequality in the **2-tier wage and benefit system**. Next bargaining dates will take place on January 4<sup>th</sup> at the Westin in Westminster, CO.*

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