

King Soopers/City Market Negotiations Update

Over the last two bargaining sessions, *President Cordova and the bargaining committee presented many proposals to improve the living standards and working conditions* of the hardworking women and men in King Soopers/City Market, and on January 3rd the Company rejected wholesale the Union's following proposals to:

- **Respect Employees and Eliminate Two-Tier.** Eliminate two-tier, including for vacations.
- **Improve Hours and Pay.** Provide a minimum of 32 hours for part-time employees.
- **Improve Hours and Pay.** Pay Grocery Back Door/Liquor/Homeside Receivers at Grocery Manager rate of pay.
- **Improve Hours and Pay.** Provide a \$3/hour night premium.
- **Improve Hours and Pay.** Grant bonuses for Leads, Heads, Stewards, Receivers, Department Managers, and Assistant Department Managers.
- **Improve Hours and Pay.** Give minimum bonuses for Leads, Heads, Stewards, Receivers, Department Managers, and Assistant Department Managers.
- **Enhance Benefits.** Give in-store lunch vouchers, amounts dependent on length of shift (minimum four hours).
- **Respect Employees.** Create penalties for failure to post master schedule.
- **Respect Employees.** Require two hours' notice before being required to work past shift and penalty for Company if this timeframe is not met.
- **Respect Employees.** Provide reporting pay if employee is contacted with work issues while not on duty.
- **Respect Employees.** Prohibit employee discipline for failure to stay past shift if not given required notice.
- **Respect Employees.** Eliminate discipline for time card errors caused by equipment or software malfunctions.
- **Increase Paid Time-Off Benefits.** Recognize all accrued sick leave, vacation, and personal holidays for transfers from other Kroger/Safeway/Albertsons stores.
- **Increase Paid Time-Off Benefits.** Close the stores on Christmas Day, and provide a Christmas bonus.
- **Increase Paid Time-Off Benefits.** Enhance vacation and faster vesting of vacations.
- Grant military leave for National Guard and credit for seniority and benefit purposes for military service.
- **Increase Paid Time-Off Benefits.** Provide SAFE Leave of up to 48 hours for employees victimized by domestic violence/sexual assault/stalking.
- **Increase Paid Time-Off Benefits.** Provide each employee fifty-six hours of annual sick leave on anniversary date.
- **Increase Paid Time-Off Benefits.** Convert sick leave to cash upon termination of employment, for store closure or sale.
- **Improve Worker Safety.** Create Master Safety Committee including employee representatives, members, and union officials.
- **Improve Worker Safety.** Enhance accountability for the Company to provide a safe workplace and correct safety hazards.
- **Improve Worker Safety.** Provide safety items like PPE, ergonomic assistance devices, fall protection equipment, and other appropriate health and safety devices.
- **Improve Worker Safety.** Create penalties for repeated safety violations.

In addition to rejecting the Union's proposals above to make it better for hard-working families, the Company maintained its backwards proposals to the gut the existing contract.

Next bargaining dates will take place on January 8th. Location TBD.

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