

King Soopers/City Market Negotiations Update January 8th and 9th



On the third and fourth days of negotiations (January 8th and 9th), UFCW Local 7 President Kim Cordova and the bargaining team continue to advance proposals that recognize the essential service our members provide, allow workers to have a living wage, and have a safer place to work; and the Company continues to reject proposals the Union's proposals to abolish the unfair two-tier wage and benefit system.

The Parties have Agreed to Temporarily Extend Collective Bargaining Agreements Expiring This Week as many units, including, Grand Junction, Colorado Springs Meat, Fort Collins, Greeley, Longmont, Loveland, and Pueblo do not expire for several more weeks. This extension is **TEMPORARY**, and can be cancelled with 72 hours' notice.

King Soopers and City Market maintained their concessionary proposals to:

- Hurt Union workers by opening new stores as non-union, ensuring lower living and working standards and lost job opportunities for future and current workers;
- **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;
- **Erode Job Security and Pay by:**
 - Allowing the company to hire employees off the street for weekend- and evening-only shifts not subject to minimum weekly hours, 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;
 - 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.**
- **Drastically alter the Bucket Hours Agreement** that provides workers the ability to advance to higher pay rates when they switch classifications.

The **parties reached tentative agreements** on the following items since the beginning of negotiations:

- Remove the three-year requirement to sign up for full-time requests and clean up outdated language;

The Next Bargaining Session will take place on Tuesday, January 15 at the Sheraton Denver West Hotel, located at 360 Union Blvd. in Lakewood at 9:00 AM.