

UFCW LOCAL 7 Safeway/Albertson's Negotiations Update

On January 14th, UFCW Local 7 met with Safeway/Albertsons negotiators for their fourth set of negotiations. UFCW Local 7 President Kim Cordova continues to push proposals that recognize the essential service our members provide, allow workers to have a living wage, and have a safer place to work. The Company continues to reject the Union's proposals to abolish the unfair two-tier wage and benefit system. **Safeway/Albertsons 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 workers and current members;*
- *Allow 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;*
 - *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;*
- *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;*
- *Limit seniority, and allows management to play favorites with scheduling;*
- *Eliminate vacation payout upon employee severance where employee is discharged for intoxication.*

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

- *Expand bereavement leave to include fiancé(e)s, co-parents, common law spouse, and civil union partner;*
- *Hold the Company accountable for time clock malfunctions and a clean slate for missed clocking discipline;*
- *Expand Sabbath Day conscientious objection to Albertsons and Rock Springs bargaining units;*
- *Remove the three-year requirement to sign up for full-time requests;*
- *Rock Springs, Wyoming – Improved break period language from the Denver bargaining unit.*

The next dates for bargaining are still being finalized, but bargaining will resume soon!