

# Safeway/Albertsons 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 Safeway/Albertsons. The parties make progress on a few items related to cleaning up the language in the contract, but on January 4<sup>th</sup> 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.** 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.** Open new stores in the state of Colorado as union stores.
- **Increase Paid Time-Off Benefits.** Close the stores on Christmas Day, and provide a holiday bonus.
- **Increase Paid Time-Off Benefits.** Enhance vacation and faster vesting of vacations.
- **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.
- **Increase Paid Time-Off Benefits.** Provide first-day sick pay to employees.
- **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, including penalties for repeated violations.
- **Improve Worker Safety.** Provide safety items like PPE, ergonomic assistance devices, fall protection equipment, and other appropriate health and safety devices.

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, including removing department managers from the union.

Next bargaining dates will take place on January 7<sup>th</sup> at 1pm. Location: Double Tree Hotel, 3203 Quebec Street, Denver, CO.



**OFFICIAL UFCW LOCAL 7 UNION NOTICE – PLEASE POST**