

WORKER'S PROPOSALS

- ◆ End Two Tier Discrimination-Bring All Workers Up
- ◆ **All** Workers Paid Time and One-Half for Holidays
- ◆ **All** Workers to Have 1st day Sick Pay and the Ability to Accrue up to 600 Hours of Sick Pay
- ◆ New Evening Premium
- ◆ Increase Night Premium Amount to \$3/hour
- ◆ Require Double Pay for Being Held Over Without Notice or Your Consent
- ◆ Make the Company Keep Your Workplace Safe
- ◆ Training and Apprenticeship Programs for Pharmacy, Meat and Bakery
- ◆ Increase Minimum Hours to 32
- ◆ Eliminate the Exclusions of 4 Weeks at 40 Making it Easier to Attain Full-time
- ◆ Transfer List That Guarantees Transfers from Store to Store
- ◆ Prior Experience Credit for Military Service
- ◆ Lunch Vouchers for Shifts 5 Hours and Longer
- ◆ Credit for All Work Hours to be Recognized for Promotions, Demotions and Lateral Moves (Making it Easier to Reach Top Pay)
- ◆ Paid Family Leave
- ◆ More Proposals to Come on Wages, Pension and Health

King Soopers/City Market Concessionary Proposals

- ◆ Continue Two-Tier Discrimination
- ◆ Take Union Protections Away from Department Managers-Hurting Healthcare for All Workers
- ◆ End Daily Overtime Pay-Allowing the Company to Hold You Over Longer
- ◆ Split Shifts-Harms Seniority and Work-Life Balance
- ◆ Do Away with Seniority-Management Dictates the Schedule
- ◆ Expand Courtesy Clerk Duties-Taking Away Higher Paying APC Work
- ◆ Managers Can Require APCs to Work in the Deli
- ◆ End Select-a-Shift-Allow Scheduling Favoritism
- ◆ Allow the Company to Hire Evening and Weekend Only (Gig) Workers-Decimating Pension and Healthcare for Retirees and Current Workers
- ◆ Prevent You From Taking Vacation on Weekends
- ◆ Permit Managers to Schedule Split Shifts
- ◆ Terminate "Bucket Hours" Agreement
- ◆ End Health Coverage for Employees Working Less than 28 Hours Per Week



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