

King Soopers/City Market Negotiations Update February 5



On the sixth day of negotiations (February 5), **UFCW Local 7 President Kim Cordova and the bargaining team reinforced the importance of eliminating two-tier discrimination in the Contracts. Unfortunately, the Company chose to ignore the critical two-tier discussion and instead implied that, despite earning over \$2.85 billion so far in 2018, equitably addressing two-tier would not allow Kroger to remain competitive.**

Instead, the Company once again proposed to:

- **Allow gig workers to take your hours and decimate your health plan**
- Impair your ability to retain bucket hours and pay when moving between classifications
- Give management discretion to schedule employees for less than 20 hours per week, impacting pension and health benefits for all employees
- **Eliminate APC work and shift that work to lower, GM pay rates.**
- Reduce incentives for the Company to give training to non-certified pharmacy technicians

Meanwhile, President Cordova and the bargaining team continued to press Union proposals to:

- **Eliminate all two – tier language in the contracts and treat all members equally**
- Protect daily overtime after 8 hours worked and sixth and seventh day overtime
- Ensure department managers keep their union protections and benefits
- **Expand the Sunday premium to also include Saturday, and apply to all workers, including CCs**
- **Increase the night premium to \$3.00 between 10 PM and 6 AM, and apply to all workers, including CCs**
- **Create a new evening premium of \$2.00 for work between 4 PM and 6 PM on weekdays**
- Prevent the company from opening non-union stores in organized areas

THE COMPANY FAILED TO RESPOND TO ANY OF THESE PROPOSALS TODAY, AND HAS STILL FAILED TO RESPOND TO PRESIDENT CORDOVA AND THE BARGAINING TEAM'S PROPOSALS TO:

- Provide SAFE leave for victims of domestic violence and abuse
- Protect employees in the event of technological changes

The Company continues to ask for **concessions** from you including, but not limited to:

- **End daily overtime**
- Take away union protections for Department Managers
- **Terminate Select-A-Shift and give management complete discretion in scheduling**
- Increasing Full-Time qualification requirements to 12 consecutive weeks @ 40 hours
- Permit split shifts and scheduling favoritism
- **Eliminate the meat cutter on duty requirement**
- Shift work from APCs to Courtesy Clerks, reducing your wages
- **Allow more vendors and non-unit members to perform bargaining unit work**
- **End the Sunday premium for all workers**

MANY OTHER ITEMS REMAIN OPEN FOR NEGOTIATION!!!

THE NEXT BARGAINING SESSION IS FEBRUARY 13, 2019 AT THE HYATT REGENCY AURORA-DENVER CONFERENCE CENTER AT 13200 EAST 14TH PLACE IN AURORA. BARGAINING WILL START AT 1:00 PM.