

King Soopers/City Market Negotiations Update February 13



On the eighth day of negotiations (February 13), King Soopers Bargaining Representative (a Kroger Company employee from California) **once again rejected the Union's proposals to eliminate two-tier discrimination from the contracts.** Instead, the Company again proposed to:

- **Allow gig workers to take your hours and decimate your health plan**
- **Give management discretion to schedule employees for less than 20 hours per week, impacting pension and health benefits for all employees**
- **Move additional work, including stocking the fuel center, candy, and gum from All Purpose Clerks to Courtesy Clerks**

Meanwhile, President Cordova and the bargaining team advanced new Union proposals to:

- **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 10 PM on weekdays**
- **Protect daily overtime after 8 hours worked and sixth and seventh day overtime**
- **Ensure department managers keep their union protections and benefits**
- **Expand Select-a-Shift to all meat side employees, and Assistant Department Managers (where there is more than one in a Department)**
- **Provide layoff options to Courtesy Clerks**

President Cordova and the Bargaining Team also presented a comprehensive safety counter-proposal

THE COMPANY REJECTED ALL OF THESE PROPOSALS TODAY AND NO AGREEMENTS WERE REACHED TODAY

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

WAGE, PENSION, AND HEALTH PROPOSALS ARE STILL TO COME!!!

THE NEXT BARGAINING SESSION IS FEBRUARY 25, 2019 AT THE DENVER MARIOTT TECH CENTER AT 4900 SOUTH SYRACUSE STREET IN DENVER. BARGAINING WILL START AT 1:00 PM. **NEGOTIATIONS TODAY WERE STANDING ROOM ONLY! MAKE YOUR VOICE HEARD BY COMING TO THE NEXT SESSION!!!**