

UFCW LOCAL 7 Safeway/Albertson's Negotiations Update

On February 14th, UFCW Local 7 met with Safeway/Albertsons negotiators for their sixth day 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.

President Cordova and the Bargaining Team made some limited progress in the negotiations with Safeway/Albertsons today, **securing tentative agreements to:**

- **Clarify and expand seniority and benefits rights for members of our Armed Forces who take leave.**
- **Take the Company's proposal to open new non-union stores off the table.**

In addition to continuing to reiterate the critical importance of eliminating two-tier discrimination from the contract, the bargaining team also presented new or modified proposals today to:

- **Improve workplace safety by guaranteeing proper PPE and mandatory safety training**
- **Improve protections for travel pay**
- **Protect Journeyman meat cutter on duty language**
- **Ensure Prior Experience Credit for military service**

The Company rejected all of these proposals, but did make a number of counter-offers, and discussions continue.

Safeway/Albertsons maintained their concessionary proposals to:

- *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;
 - **Allowing the company to hire employees off the street for weekend- and evening-only shifts and the weekly minimum hours provisions would not apply, making healthcare more expensive for all employees.**
 - **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;*
 - **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;*
 - **Eliminate Sunday premium, and eliminate an employee's right to elect not to work Sunday hours.**
 - *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 an employee's right to paid breaks;
- *Eliminate vacation payout upon employee severance where employee is discharged for intoxication.*

The **parties reached tentative agreements** on the following items earlier in 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 bargaining date for Safeway is February 26, 2019 at 9:00 am at the Denver Marriott Tech Center at 4900 South Syracuse Street in Denver