

## UFCW LOCAL 7 Safeway/Albertson's Negotiations Update

On February 26<sup>th</sup>, UFCW Local 7 met with Safeway/Albertsons negotiators for their seventh 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.

While the Union and the Company remain far apart on a wide variety of issues, some progress is being made towards a new contract. Today, the parties **reached new tentative agreements** to:

- **Create a process for new apprenticeship / training programs for meatcutters, bakers, and pharmacy techs**
- **The Company withdrew its proposals to eliminate some rest breaks for workers**
- **The Company withdrew its proposal to end 40 guaranteed hours for pre-1996 employees**
- **Extend the penalty for not timely posting the schedule for the entire term of the new CBA - \$150 gift card raffled to affected employees for the 2<sup>nd</sup> and subsequent violations!**
- **Allow workers to utilize banked PTO for up to three days a year of SAFE leave for victims of domestic abuse, stalking, and sexual assault – and expand Colorado protections to Rock Springs, Wyoming.**
- **The Company withdrew its proposal to eliminate the journeyman to apprentice meat cutter ratio.**
- **The Company withdrew its proposal to curtail vacation pay upon discharge for intoxication.**

These new agreements today are in addition to earlier 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.
- 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.

Despite today's progress, **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:**
  - **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;**
  - *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;**

**WAGES AND BENEFIT PROPOSALS WILL BE COMING SOON!!!**

The next bargaining date for Safeway is March 8, 2019 at 9:00 AM. Location is yet to be decided. To receive updates on bargaining, including the location of the next session, TEXT LABOR7 to 292929