

King Soopers/City Market Bargaining Update March 9, 2019

- **Background and Update**
 - The Union remains ready and willing to achieve a fair agreement for our members.
 - Our members need to remain strong and united to achieve an agreement that works for all of us.
 - In the Company's communication dated March 9th, it misrepresents the facts about negotiations on multiple occasions. We have been ready to bargain since day 1. The Company has threatened employees by posting recruitment notices for temp workers.
 - The Company's A and B proposal structure seeks to intimidate workers into taking a bad deal. Under this made-up timeline, the Company says it will make an even stingier offer.
 - The Union bargaining committee remains strong and has continued to fight for you and your families.
 - Instead of giving the offer over the bargaining table in front of our members and the committee, they sent an email (while we were in Safeway negotiations the following day) with the most current offer.
 - The Company's offer does not meaningfully deal with and address the two-tier system.
- **Health and Welfare.** As healthcare costs increase the Company's offer does not guarantee the current benefit levels.
 - Without sufficient funding employees face potential significant increased costs and catastrophic reduction in benefits.
 - The Company's offer does not guarantee funding increases, but rather provides an "up-to" offer, meaning the Company will fight the Union to put in any additional needed funds during the life of the agreement. There is no triggering event that would require additional funding for healthcare.
 - The Company's offer will ensure a potential shortfall of millions of dollars in healthcare funding during the contract.
 - The Company's offer provides no improvements in dental coverage, and no improvements in insurance coverage for courtesy clerks.
- **Wages.** The Company's wage offer prevents our members from having enough money to provide for themselves and their families. Workers will no longer be able to live in the city in which they work.
 - The Company is offering less in wages than they would pay temporary workers (ie: \$15/hr).
 - The Company's wage offer means many employees will receive less of a wage increase than they would have if the current wage table stayed in effect.
 - Most workers will not get a net increase over the life of the agreement, as the increases will not keep pace with basic cost of living increases.
 - The Company's offer does not even include wage rates for many of the classifications we represent, for example department heads, meat cutters, pharmacy techs, nutrition clerks and courtesy clerks.
 - The Company wants to buy your vote with a highly-taxed ratification bonus.
 - The wage offer wouldn't take effect until thirty days after ratification.
- **Pension.** The Company's pension offer falls far short of the funds needed to keep our current and future retirees' benefit secured.
- **Scheduling.** The Company seeks to eliminate seniority in scheduling by allowing gig workers to override the scheduling needs of senior employees.

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