



Chartered by United Food & Commercial Workers International Union
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KIM C. CORDOVA
President

October 27, 2021

KEVIN R. SCHNEIDER
Secretary-Treasurer

John Colgrove
President
Albertsons/Safeway Intermountain Division
250 Parkcenter Boulevard
Boise, ID 83706

Re: Upcoming Labor Negotiations

Mr. Colgrove:

I write in my capacity as President of United Food and Commercial Workers Local 7, representing more than 6,500 members employed by Safeway/Albertsons here in Colorado and Wyoming. As I'm sure you are aware, 67 collective bargaining agreements between Local 7 and your Companies will be expiring in the next several months, and negotiations will begin in earnest over successor agreements.

In the more than 50-year bargaining history between Local 7, its predecessors, and Safeway/Albertsons, there has never been a more monumental set of negotiations. After all, these members have risked their health every day for the past 20 months – exposing themselves and their families to the dangers of COVID-19. In fact, the Company has reported 802 COVID cases to date, and we are aware of at least two COVID related employee deaths. Sadly, more often over this period, the Company has chosen again and again to put profits over workplace safety. The Company has significantly relaxed the cleaning and sanitation of stores, failed to enforce mask mandates for customers, and has refused to put armed security in each of its stores to deal with dangerous and unruly customers.

Adding insult to injury, current workers now find themselves among the lowest paid employees in the State of Colorado, while fast food workers earning \$18 an hour or more with enhanced benefits, and competitors like Target, Costco, Whole Foods, and even Wal-Mart paying far more than Safeway/Albertsons. Moreover, the wages for the Intermountain Division are far below most of the Denver Division rates and Denver County's minimum wage which is currently \$14.87 an hour. Paying employees less, that work for the same Company in the same state, is as disrespectful as it is foolish. Simply put, the wages are inadequate.

The ongoing trend of the Great Resignation, also known as the Big Quit, stems from employers like Safeway/Albertsons treating workers as sacrificial and fungible. While frontline essential workers must deal with short staffing, unsafe work environments and insufficient pay every day, Company executives and shareholders are getting richer off the backs of our Union members – your essential workers. What’s more, our members experience the everyday effects of short staffing - often being asked to do the job of two and even three other workers because the Company refuses to pay a livable wage. Instead of stock buybacks and executive bonuses, the Company must invest in the workers who spend every day ensuring Safeway/Albertsons customers repeatedly come back.

The mass turnover in your workforce will not end soon unless there is real change in working conditions in this country. There is not a labor shortage, there is a living wage shortage, a safe workplace shortage, a hazard pay shortage, and a respect on the job shortage.

Formal negotiations over these matters will soon begin – and I invite you to join us at the bargaining table and demonstrate to these workers that Safeway/Albertsons can be a great place to work. Show them that the Company will respect them, pay them consistent with the monumental profits they deliver to the Company, and protect them by ensuring a safe workplace.

Sincerely,



Kim C. Cordova
UFCW Local 7 Union President
UFCW International Vice President

cc: Robert McLauchlin
Katina Wood
Milton Jones
Directors
Members