

UFCW Local 7 and King Soopers/City Market Negotiations Update

On November 16, 2021 UFCW Local 7 met with negotiators for King Soopers and City Market to begin bargaining for numerous retail and meat contracts set to expire in January and February 2022.

We impressed upon the Company the urgency of these negotiations. The Union stressed its #RespectProtectPayUS message to the Company, and that no contract can be achieved without respecting, protecting, and paying King Soopers and City Market employees. Negotiations have commenced only on non-economic items, with economic proposals to follow in the weeks to come.

The Union's initial proposals addressed such critical topics as:

- Extensive safety enhancements related to daily workplace hazards, dangerous emergencies, COVID-19, and future pandemics; proposals include increased training and improve communications with Union representatives;
- Creating more ways to obtain full-time status – creating an annual look back period, requiring a minimum number of full-time clerks per department, replacing full-time employees who leave the store, and eliminating current contract exceptions to acquiring full-time status;
- Eliminating work in your stores by third-party vendors;
- Armed guards in all stores;
- \$4/hr Hazard pay;
- Permitting all employees to accept tips;
- Select-a-Shift for Meat departments;
- Increasing minimum guaranteed hours for part-time employees to 32 hours per week;
- Requiring 6th and 7th day overtime pay for all employees, and reporting pay for off-duty communications about work;
- Improving and streamlining processes for transfer requests;
- Clarifying and updating work classifications to ensure employees are paid for all the work they are performing.

The Company has not yet responded to the Union's proposals, nor made any of its own proposals. The Company left the bargaining table this afternoon at 2:22 p.m. and said it will not return until 10:00 a.m. tomorrow.

However, the Company has directed workers to a false and misleading website where it provides *misleading information* about your Union healthcare plan. We can only conclude the Company intends to make proposals like Kroger has made throughout the country to *eliminate quality, affordable healthcare* and replace it with an unattainable and unaffordable Company-run plan.

This is your contract! Please attend upcoming negotiations:

November 17, 2021 at 10:00 a.m. at the Westin in Westminster – 10600 Westminster Blvd.

December 2 and 3, 2021 (time TBD) at the Hyatt Regency in Aurora – 13200 East 14th Place

December 16, 2021 (time TBD) at the Sheraton in Lakewood – 360 Union Blvd.

January 5 and 6, 2022 (time TBD) at the Denver Marriott in Westminster – 7000 Church Ranch Blvd.

