

## **UFCW Local 7 and King Soopers/City Market Negotiations Update**

King Soopers and City Market have rolled out the same, tired Kroger playbook of concessionary proposals in an attempt to weaken your contract. Among the Company's many non-economic proposals are the following:

- **Allow the Company to raise and lower your wages during the terms of the contract at its whim.**
- Reduce your sick leave cap to just 96 hours – you will not accrue additional sick leave until you have fewer than 96 hours in your bank.
- Cut sick leave accrual for employees hired prior to 2005.
- Limit the amount of sick leave you can use each year to 48 hours – regardless of how much sick leave is in your bank.
- End daily overtime pay for work over 8 hours in a day.
- End 6<sup>th</sup> and 7<sup>th</sup> day overtime pay.
- Allow split shifts with no overtime pay.
- Slash medical leave from 18 to 12 months.
- Eliminate your Union protections by closing your store and opening a non-union store.
- Cripple your strike fund by ending dues checkoff.
- Allow the Company to call you in on your day off for 1 hour of work or less, and discipline you if you don't show up.
- Allow the Company to hire gig workers for less than 20 hours per week, crushing your healthcare and pension funds, and allowing these workers to take away your preferred shifts.
- Take away the promotion request list – you would only be eligible for promotions within your store.
- Take away your whistleblower protections by preventing you from taking legal action against the Company.
- Silence legitimate complaints about health and safety in the stores.
- Permit employees to work across departments and bargaining units, taking away your work and overtime.
- End City Market seniority protections.

**These are only some of the Company's non-economic proposals. Wage and benefit proposals will be made during future bargaining sessions, no doubt with more concessionary proposals to come.**

President Cordova and the bargaining committee rejected each of the Employer's proposals referenced above.

***It is critical you attend negotiations to make your voice heard and show Kroger that you reject these concessionary proposals!***

**This is your contract! Please attend upcoming negotiations:**

*Negotiations will continue today at the Westin Westminster—(10600 Westminster Blvd.)*

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

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

*January 4 and 5, 2022 (time TBD) at the Denver Marriott in Westminster – 7000 Church Ranch Blvd.*

