

OFFICIAL UNION NOTICE - PLEASE POST

THE KROGER PLAYBOOK



King Soopers & City Market will use the same Kroger Playbook used across the country here in Colorado.

COME TO NEGOTIATIONS TO SEE AND HEAR THESE PROPOSALS YOURSELF

You can expect the Company will make many of the below proposals:

- Force You To Switch From Your High Quality, Affordable, Union Healthcare Plan To A Low Quality And Unaffordable Company Plan With Minimal Coverage If You Get Sick!
- Allow The Company To Cut Your Wages Mid-Contract!
- Reduce Your Pension Benefit Accruals!
- Reduce Your Journeyman Top Wage If You Do Not Work 38 Hours Per Week!
- Convert Department Managers To Non-Union Salaried Employees!
- Allow Courtesy Clerks To Perform More APC Duties Eliminating APC Hours!
- End Daily Overtime And Sixth Day Overtime!
- Eliminate Your Union Protections By Closing Your Store & Opening A Non-Union Store!
- Allow Evening And Weekend Only Employees To Steal Your Shifts!
- Make It Tougher To Secure A Full-Time Position Forcing You To Work 16 Weeks At 40 Hours!
- Allow Split Shifts With No Overtime Pay / Night Premium Pay!
- Permit Employees To Work Across Departments And Bargaining Units!
- Mandatory Drug Testing!
- Slash Night Premium Pays!
- No Call-In Pay Unless You Actually Work 4 Hours (Or More)!
- No Healthcare Unless You Work At Least 36 Hours Per Week!
- Slash Retiree Health Benefits!
- Offer A Sell Out Signing Bonus Taxed At 41% To Encourage Workers To Take A Bad Contract!
- Stop Union Dues To Weaken Representation, Bargaining Power, And Your Strike Fund!
- Unlimited Vendor Stocking Resulting In A Loss Of Jobs And Hours!
- Take Your Hours And Give Them To Gig Workers!

****Based on 2015 and 2019 King Soopers proposals and Kroger proposals from across America.**



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