

UFCW Local 7 and Safeway/Albertson's Negotiations Update

President Cordova and the Bargaining Committee met today with negotiators for Safeway and Albertsons for the first day of contract negotiations for the Colorado and Rock Springs, Wyoming bargaining units.

The Company made numerous concessionary proposals in an attempt to weaken your contract. Among the Company's many non-economic proposals are the following:

- End daily overtime pay for work over 8 hours in a day. You could be forced to work up to 12 hours a day at straight time rates.
- End 6th and 7th day overtime pay.
- End overtime pay for shifts starting less than 8 hours apart – allowing the Company to schedule you on a graveyard followed by a morning shift without paying you overtime.
- Allow split shifts – reducing hours and forcing you to pick up 2 shifts each day.
- End rotation of shifts by seniority for Meat, Deli, Seafood, Cheese, and Starbucks Departments.
- Slash medical leave from 18 to 12 months, forcing you to return to work before you are healthy.
- End Meat Cutter on duty.
- Proposed to slash Courtesy Clerk wages for senior Courtesy Clerks by ending the \$0.55 and \$1.10 longevity pay.
- Delete penalty provisions which force the Company to post the work schedule on time.
- Give APC work to Courtesy Clerks, meaning lower wages for all and fewer APC hours.
- Take away the Albertsons \$0.15 per hour bonus.
- Increase the number of consecutive weeks at 40 hours needed to qualify for full time from 4 to 16 weeks, making it harder to get full time.
- Eliminate your Union protections by closing your store and opening new stores non-union.
- Allow the Company to call you in on your day off for 1 hour of work or less.
- Take away first day sick pay in many circumstances.
- 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 and full-time request lists.
- Incentivize the Company to prevent you from taking vacations.
- Eliminate Head Meat Cutter full-time protections.
- Fewer Journeyman Meat Cutters.
- Permit employees to work across departments and bargaining units, taking away your work.

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 these Employer proposals.

It is critical you attend our upcoming negotiations with the Company to make your voice heard and show Safeway and Albertsons that you reject these concessionary proposals!

Negotiations are scheduled for:

December 1 at the Hyatt Regency in Aurora (13200 East 14th Pl.)

December 14 & 15 at the Sheraton in Lakewood (360 Union Blvd.)

January 6 & 7, 2022 at the Denver Marriott in Westminster (7000 Church Ranch Blvd.)

