

UFCW Local 7 and King Soopers/City Market Negotiations Update

Negotiations continued today with King Soopers and City Market. President Cordova and the Bargaining Committee forced the Company to admit that its stores are understaffed, but the Company refuses to provide the working conditions, wages and benefits needed to hire and retain workers. The Union demanded a \$6.00/hr increase for all workers now — while negotiations continue over the new contract.

The Company has not withdrawn any of its concessionary proposals, including:

- **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 6th and 7th 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.

We have reached few tentative agreements with the Company on non-economic items, including language clean up and broader recognition of gender identity, but little progress has been made on many significant issues to King Soopers and City Market workers.

This is your contract! Please attend upcoming negotiations:

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.

We are asking the Company to schedule more dates before your contracts start to expire on January 8th.

