



ATTENTION KING SOOPERS LOCAL 7 MEMBERS:

The Denver Retail and Meat, Parker Meat, Boulder Meat, Colorado Springs Retail and Broomfield Retail and Meat contracts have now expired. Although the contracts expired at midnight, almost all the terms of the agreement remain status quo. The Company is still required to maintain the same wages, hours, health plan, pension, and other terms and conditions of employment for represented employees. The no strike clause does not carry forward and we are well within our rights to strike.

While we are preparing to pull the stores and establish picket lines, and we are also preparing to go back to the table to continue negotiations. President Cordova has [requested critical and necessary information](#) from the Company needed to move forward in order to evaluate proposals.

The Company has continued to use lies and fear tactics to scare and bully you into agreeing to a bad contract. Not a single Store Manager or District Manager has ever attended negotiations. In fact, Joe Kelley has only attended negotiations for a grand total of nine (9) minutes on November 16, 2021. The Company bargaining representatives are out of state Kroger lawyers and Representatives from California, Portland, and Cincinnati. They don't care what happens to you when all is said and done. They get to fly back home and never look back. Joe Kelley is the third Division President in the last few years. He has only been here for a few months. He left the Houston Division in a mess before he came to Colorado.

Please don't forget the following:

- The Company turned its back on you when it took hazard pay away weeks after the pandemic started while the CEO received a 21% raise because of the massive profits the Company made off your back.
- The Company has never enforced any mask mandates for customers, they relaxed sanitation and cleaning in the stores even though the pandemic rages on.
- They have allowed abusive customers to verbally and physically assault workers and refuse to provide armed trained security to protect workers. The Company however has armed security **NOW** to protect its assets during the labor dispute or to trespass Union Representatives. Even after the Boulder incident, the Company has refused to enhance security.
- They have betrayed you by offering scab replacement workers jobs at \$18 an hour while refusing to offer the same \$18 to current workers.
- The Company continues to discriminate against workers hired after 2005 by having an unfair two-tier system.
- The Company cannot stand in front of its shareholders and executives and brag about their billions in stock buy backs and massive profits they made, and in the same breath, turnaround and propose a concessionary contract.
- As the frontline, you have been through the toughest two years together, it is not time to divide. Stay united, stand up for each other, and most importantly stand up for yourself!

We need you to email King Soopers President Joe Kelley joe.kelley@kingsoopers.com and tell him that members are united for a good contract. Ask him why he is hiding from the members and refusing to attend negotiations!

Please also email Rodney McMullen rodney.mcmullen@kroger.com and tell him to direct his Kroger representatives to bargain in good faith and **protect, respect and pay** you as an essential worker.

OFFICIAL UNION NOTICE - PLEASE POST

