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UFCW LOCAL 7 RESPONDS TO KING SOOPERS 'LAST, BEST AND FINAL' OFFER

UFCW Local 7 Members Will Strike Despite the latest offer made by the Company

DENVER – Today, United Food and Commercial Workers (UFCW) Local 7 declined to accept what King Soopers'/Kroger described as its 'last, best and final' offer, which was sent to the Union and its members this morning. Local 7 members voted by 95% to strike against King Soopers'/Kroger for its unfair labor practices, and the Union will move forward with the strike at 5 AM on January 12, 2022.

Tomorrow's strike comes on the heels of a report by the Economic Roundtable, [Hungry at the Table](#), which found that more than two-thirds of Kroger workers struggle to afford rent and food due to poverty-level wages and part-time schedules. The independent report analyzed the working and living conditions of over 36,000 Kroger workers in four states including Colorado.

The last, best, and final offer from the Company contains the following unacceptable and insulting concessionary proposals, among many more that are not listed here:

- Allowing for a new subclass of gig workers to steal hours and drain the health fund for long-term King Soopers associates.
- Restricting the worker's ability to work overtime.
- Suppressing the voice of the workers through proposals designed to cripple the Union.
- Allowing the company to lower wages during the term of the agreement at its whim.
- Shortening the time for workers who are on leave of absence or injured.
- Refusing to address workers' proposals to end two-tier discrimination in their contracts.
- Inadequate safety proposals fail to ensure stores are safe for workers and customers.

- Threatening the solvency of the health care trust fund through which workers receive health insurance by insisting on dangerous, variable contributions.
- Offering wage increases of \$.13 per hour to some workers.
- Ensuring a part-time workforce instead of offering more full-time jobs.

In addition to these demands, the Company has now proposed a *Most-Favored-Nation* clause concerning wages – meaning that if Kroger’s competitors have lower wage rates, King Sooper/City Market does not have to honor the wage increase that it is proposing to workers.

Kim Cordova, President of UFCW Local 7 which represents approximately 17,000 Essential Grocery workers from Kroger/King Soopers, and Vice President of UFCW International, issued the following statement:

“The Company’s ‘last, best, and final’ offer, in many ways, is worse than its previous offers. King Soopers, despite providing certain information at approximately 5:30 PM last night, has failed to respond to critical requests and data concerning the wage, health, and safety matters that are central to these negotiations. Clearly, King Soopers/City Market will not voluntarily meet the needs of our workers, despite our repeated pleas for the Company to listen to the voices of our members. We strike because it has become clear this is the only way to get what is fair, just, and equitable for the grocery workers who have risked their lives every day just by showing up to work during the pandemic.

“We will continue to be relentless in fighting for our members. We are preparing for a strike that will begin in the Denver metropolitan area tomorrow morning at 5 AM.”

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[Local 7](#), the largest Union in Colorado, is affiliated with United Food and Commercial Workers International Union which represents over 1.3 million workers in the United States and Canada and is one of the largest private-sector Unions in North America. UFCW members work in a wide range of industries, including retail food, food processing, agriculture, retail sales, and health care.

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