

UFCW LOCAL 7 AND KING SOOPERS/CITY MARKET NEGOTIATIONS UPDATE

On January 4 & 5, President Cordova and the Bargaining Committee met with representatives of King Soopers and City Market to continue negotiations for a new agreement. The Bargaining Committee has presented a “time of the essence” comprehensive proposal which would result in an industry-leading three-year contract for King Soopers and City Market workers. Highlights include:

- ◆ Wage increases of at least \$6 per hour for the first year of the agreement for all classifications, including journeyman and above. These increases are needed to bring King Soopers & City Market’s starting wages in line with those of its competitors in Colorado.
- ◆ \$1.50 wage increases in years 2 and 3 of the agreement.
- ◆ A stable and secure health plan, along with improved benefits for dental, disability pay, and a new hearing aid benefit.
- ◆ Pension improvements for retirees and current workers.
- ◆ Ending two-tier discrimination in numerous areas throughout the contract. Double time for all holidays worked for all workers.
- ◆ A comprehensive safety proposal to ensure you are as protected as possible, including armed security/off-duty law enforcement at all stores.
- ◆ A four-step wage progression – ensuring workers reach journeyman wages faster.
- ◆ Tripling the current night premium to \$3.00.
- ◆ A sixth week of paid vacation for workers with 25 years of service.
- ◆ Hundreds of new full-time positions for workers.
- ◆ Prohibiting the Company from holding you over without your consent.
- ◆ Allowing all employees to accept tips, and setting up tip pools for coffee and Clicklist workers.
- ◆ Prohibiting outsourcing of bargaining unit work to third-party vendors.

Meanwhile, the Company’s most-recent proposal uses the same tired tactics to try to get you to take a concessionary contract. By increasing wages and promising a signing bonus, the Company is hoping you won’t notice the rest of its proposals. In 2005, the Company also offered a sell-out bonus in order to get workers to accept a contract with fewer benefits for future workers. When workers accepted, two-tier was born. Just like in 2005, the Company’s proposal today offers numerous concessions, including:

- ◆ Virtually guaranteed cuts to healthcare benefits for workers which may make increases in your co-premiums more likely.
- ◆ Permitting the Company to raise and lower your wages at its whim during the term of the agreement.
- ◆ Bringing gig workers in to take your hours and further threaten your health benefits
- ◆ No increases in pension benefits for the second straight contract.
- ◆ Slashing leave of absence benefits from 18 months to 12 months.
- ◆ Entrench two-tier discrimination on sick pay and limit your ability to use your sick leave.
- ◆ An inadequate safety proposal that fails to protect you at work.
- ◆ Eliminate the ability for many courtesy clerks to earn pay increases.
- ◆ Numerous proposals designed to break your Union and prevent you from ever securing a good contract in the future.

The member-driven bargaining team unanimously rejected the Company’s offer, which was contingent on a full committee recommendation. The Company has made clear that **this is not their best offer nor is it their final offer** – The Company has not yet responded to the Union’s proposal and we continue waiting for their response. However, the Company’s never ending unfair labor practices have stymied the Union’s efforts, and the Union has announced it intends to call for a strike against King Soopers. Our Union brothers and sisters from across America are preparing to travel to Colorado to assist us on the picket line.

Please stay tuned for further updates as strike preparations continue.



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