



Setting the Record Straight

Response to Union Misleading Statements

UFCW Local 7 recently put out an update criticizing the company’s initial offer as being concessionary. We want to set the record straight with clear and transparent communication designed to inform you. We believe the union’s portrayal of our initial proposal was clearly meant as a scare tactic – nothing more. You will continue to hear us talk about good faith bargaining. Bottom line: Negotiations are about working through ideas and concerns and coming up with solutions that both sides can agree on.

Get the Facts

It’s disappointing that the union misleads you about the company’s proposals. This rhetoric is great for making headlines but does nothing to help us reach an agreement. We have posted our proposals on www.kingsooperscba.com so you can download and review for yourself.

Based on the latest propaganda by the union, we believe it’s important for you to understand what we are proposing and why.

Union Claims Our Offer Will:	Facts About the Company’s Initial Offer:
<ul style="list-style-type: none"> • Allow the company to raise and lower your wages during the terms of the contract at its whim 	<p>The company wants the flexibility to provide wage or other increases above the minimums stated in your contract to address future urgent hiring needs or circumstances not anticipated at the time the contract is bargained.</p> <p>Our proposal allows us to quickly respond to changes in the market with respect to wages and offers flexibility to increase your wage if the market calls for higher wages. Our proposal did not say we would lower your wages than what was agreed upon in the contract.</p>
<ul style="list-style-type: none"> • 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 	<p>We are proposing to update the current contract sick leave provisions with those in the new Colorado sick leave law. This enhances your sick pay by combining contract language with new Colorado law.</p> <p>The company’s intent is to allow associates to use this time when they need it. As you know, King Soopers/City Market - in agreement with the union - implemented temporary sick time policies that were more generous than what the contract required in order to address the pandemic.</p> <p>We want to continue to provide associates the ability to use the time when and if they need it.</p>
<ul style="list-style-type: none"> • End daily overtime pay for work over 8 hours in a day • End 6th and 7th day overtime pay 	<p>Unfortunately, daily overtime – in combination with time clock rounding – creates opportunities for misuse of daily overtime. We’d like to have a discussion to balance these concerns. Open discussion is part of a good faith bargaining process.</p>
<ul style="list-style-type: none"> • Allow split shifts with no overtime pay 	<p>We have had several associates request split shifts due to personal reasons like childcare etc. and split shifts work best for their needs. Our intent is not to require associates to work split shifts but if they request or want to work a split shift that they would have the opportunity to do so.</p> <p>In keeping with good faith bargaining, we’d like to have some open discussion with Local 7 on our split shift proposal.</p>

Union Claims Our Offer Will:	Facts About the Company’s Initial Offer:
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Negotiations Update

Nov. 26, 2021

<ul style="list-style-type: none"> • Slash medical leave from 18 to 12 months 	<p>We are proposing a change that will provide uniform leave of absence across the company. Our contract already allows for a six-month extension with medical verification. Our proposal would still allow up to 18 months leave where medically necessary.</p>
<ul style="list-style-type: none"> • Eliminate your union protections by closing your store and opening a non-union store 	<p>Associates at stores not represented by the union have a right under federal law to choose to join or not join a union. Our proposal respects that right and offers associates the freedom to exercise their legal right. We believe neither the company nor the union should make that decision for you.</p>
<ul style="list-style-type: none"> • Cripple your strike fund by ending dues checkoff 	<p>Technology now exists (for example, mobile payment apps) for the union to efficiently and effectively collect its dues without company assistance.</p>
<ul style="list-style-type: none"> • 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 	<p>Our proposal is to clarify that if an associate who is called into work and who actually reports to work will be paid at least four hours.</p> <p>The intent of this proposal is not to have the ability to call associates in for a 1-hour shift. And, more importantly, we did not state in our proposal that there would be disciplinary measures if you don't show up.</p>
<ul style="list-style-type: none"> • 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 	<p>Currently, associates cannot be scheduled fewer than 20 hours. Our proposal gives associates an opportunity to work less than 20 hours a week if they choose. We want to make our stores a more friendly and flexible place to work for those with limited availability.</p> <p>Many people who apply and want to work at King Soopers/City Market request less than 20 hours because of school or family schedule. Retired individuals may also want to work less hours to maintain a certain level of income due to tax obligations. The current contract language limits the company's ability to accommodate these individuals.</p>
<ul style="list-style-type: none"> • Take away the promotion request list – you would only be eligible for promotions within your store 	<p>The company wants to streamline the promotion process by making promotions based on qualifications and seniority.</p>
<ul style="list-style-type: none"> • 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 	<p>Our proposal would require associates to follow the grievance and arbitration procedures outline in the contract when elevating health and safety complaints.</p> <p>We are not trying to silence legitimate complaints. There are multiple ways for associates to share their concerns, including through their store leader, district leader, division leadership and Ethics Point – our company hotline to report concerns and issues.</p> <p>We are simply proposing that these matters be handled similarly to other matters covered by the contract.</p>
<ul style="list-style-type: none"> • Permit employees to work across departments and bargaining units, taking away your work and overtime. 	<p>Many associates are currently able to work across departments. The company would like to further expand those opportunities to meet customer demand during peak selling and provide the opportunity for associates to maximize hours.</p>
<ul style="list-style-type: none"> • End City Market seniority protections. 	<p>Our proposal for City Market simply matches language currently in the King Soopers contract, which was agreed to by Local 7 and previously ratified.</p>

We welcome open discussion and counters on any of our proposals. Negotiating in good faith requires both parties to work together to find areas of agreement, even when we disagree.

Keep in mind we are early in the negotiations process. We still have to exchange and negotiate economic proposals, including wages and healthcare. Thank you for all you have done and continue to do for our customers and each other.