

SUMMARY OF UNION PROPOSALS

KING SOOPERS / CITY MARKET



Below is a summary of the Union Proposals that are still on the table. Because of King Soopers/City Market's Unfair Labor Practices, the Union has been prevented from proposing all the economic proposals. **There is no guarantee that the eventual contract will include these items, the Company must first agree.** We need to stay united and strong. **Tell the Company how much these proposals matter to you!**

WE HAVE NOT BEEN ABLE TO GIVE ALL THE ECONOMIC PROPOSALS SUCH AS WAGES, PAY PREMIUMS, VACATIONS, HOLIDAYS, ELIMINATING TWO-TIER DISCRIMINATION, AND OTHERS DUE TO THE COMPANY'S UNFAIR LABOR PRACTICES.

Summary of Union Proposals as of January 16, 2025:

- Delete language that authorized bargaining unit work to be done by Vendors, protecting union jobs and strengthening the health and pension funds.
- Add sanitation and floor maintenance as bargaining unit work.
- Redefine subcontracting to more accurately describe the term and limit the Company's ability to use outside vendors for bargaining unit work.
- Add a union-led new member orientation for all newly hired employees.
- Pay Grocery Back Door Receivers the same pay as Grocery Managers.
- Allow for a worker covering for a department manager to share in the department manager bonus.
- Provide a rate of pay for a union member who covers for a non-union manager.
- Add a Tip option at all points of sale for all workers in the store.
- Transition to a two week scheduling period instead of a one week scheduling period.
- Increase minimum weekly schedules for part-time workers to thirty-two (32) hours a week.
- Separately designate self-checkout shifts and training hours on the schedule.
- Create a financial penalty for failing to post the master schedule on time.
- Strengthen Department Bidding language to allow for easier movement between departments for both Retail and Meat units.
- Improve the additional hours Section to allow workers to maximize hours more easily and to encourage hours to remain in the department before pulling workers from other departments.
- Add a \$1.00 per hour premium for workers assigned to the Self-Checkout.
- Increase the number of employees able to take vacation time at the same time and change the language to allow two employees off per department instead of per store. The Union's proposal also removes limitations for taking vacation during holidays, Mother's Day, and Valentine's Day.
- Improve language for 6th and 7th day overtime.
- Delete the language that prevented Courtesy Clerks from being paid the full Night Premium.
- Add an option for workers to choose to either roll over or cash out any unused vacation time at the end of each anniversary year.
- Delete the rarely used language which allowed employees to voluntarily request to be regularly scheduled fewer than minimum hours.
- Clarify that any communication with a worker (such as text message or phone calls) when they are not working triggers four hours of reporting pay.
- Add a Union Security clause in Broomfield and Loveland stores that have been recently organized.
- Add a new section regarding Check-Off to ensure that it continues following the expiration of the Contract. This makes your power stronger in the future in case of a labor dispute.



- Delete exclusions from the “4@40” language and extend the “Look Back” language to make the pathways to full-time easier and more achievable.
- Add a requirement that the Company send the Union a quarterly summary of all job vacancies open and filled in the bargaining unit for increased transparency over the promotion process.
- Add a Section requiring a minimum number of positions in each department to be full-time positions.
- Change the Transfer language to make it easier to transfer from store to store.
- Require the Company to do training for diversity, equity, and inclusion and anti-bullying and to conduct training in a language the worker understands.
- Add a Section to prevent the Company from disciplining/terminating employees for a positive marijuana or cannabis drug test.
- Strengthen the right to have a union representative with you for any and all interviews for disciplinary action or an on-the-job injury.
- Increase the penalties for losing in Arbitration – including stronger penalties for pay errors.
- Add new language regarding Successorship and New Stores to protect workers in the case of a change in ownership – including ensuring that any new owner or store will honor the Contract.
- Update the Technological Changes Article to protect workers’ jobs in the face of Artificial Intelligence, and to require the Company to train workers rather than replace them when new technology is implemented.
- Add new language to the Safety article, to protect workers while working, including: provisions to protect courtesy clerks and pickup clerks who work in Heat and Cold; joint lobbying efforts to secure public resources for use within the stores; prevent discipline for weather related tardies or absences; OSHA training for safety committee members of each store; notification if there is an active shooter, fire, or other threat near the store; and additional armed guards and workers during all times of the day and night.
- Incorporate the Minimum Wage Letter into the body of the Contract to increase wages for workers when the legal minimum wage increases.
- Allow Union Applications to be submitted electronically, to make it easier for workers to apply

Pension:

- Increase funding to ensure your benefits are protected through the term of the Agreement and beyond
- Move the accrual rate up for future years of service so that those working now and into the future will receive more when they retire.
- Improve the disability benefit under the pension plan so that more people are eligible to receive benefits if they become completely disabled before reaching retirement age.
- 13th check in December 2027 for retirees. Any 13th check would be contingent on the health of the fund.
- Implement a level income option for those who retire before social security age allowing you to keep approximately the same monthly combined income from pension and social security from the day you retire through the remainder of your life.

Health and Welfare:

- Fully fund health and welfare benefits during the term of the agreement.
- End discrimination on dental plans for Plan C participants.
- Increase the dental benefit to \$2,000 for all workers—moving everyone to the highest level benefit.
- Double the contact lens/glasses benefit and add a \$5 co-premium on vision exams, so you do not need to use your benefit to pay for the exam.
- Make part-time workers eligible for health care after just 3 months of employment.
- Add a \$1,000 benefit per year for hearing aids, which are currently not covered.
- Increase the life insurance benefit to \$15,000.
- Make the fertility benefit currently available under the Colorado Doctors Plan (UHC) also available under the PPO Plan (UMR).
- Extend the term of the contract to expire March 2028 – aligning all contracts to expire on one day.

