



December 1, 2021

Kim C. Cordova
UFCW Local 7 President
7760 West 38th Ave., Suite 400
Wheat Ridge, CO 80033-9982

Re: Response to letter dated November 30, 2021

Dear Ms. Cordova:

We are in receipt of your letter dated November 30 and I am responding to you on behalf of the company. I am glad you asked these questions in writing. As we discussed during our phone conversation on November 23, the company is using temporary workers to help perform cleaning and sanitation work in our stores covered under our collective bargaining agreement.

As I mentioned on the call, our CBA language allows the company to subcontract sanitation and floor maintenance work. As a result of feedback from our associates, we are providing this contracted help in our stores for relief during the busy holiday season and to address some of the current staffing issues. Our dedicated associates have gone above and beyond to serve our customers and communities, and we're committed to providing the resources and support to keep them and their families safe as they continue their remarkable effort.

During our conversation, you mentioned that there were stores that were using temp workers to do bargaining unit work. You shared two store numbers with me and upon follow up with these locations, I was able to confirm that neither one of the locations is using the temp workers in work that is not related to cleaning and sanitation. Therefore, the use of the temporary workers does not violate the CBA. Since our conversation, union business agents have called multiple locations trying to find a violation of the agreement and have been unsuccessful. King Soopers is abiding by the CBA and will continue to do so.

As I have said many times before, if the union has information on any situation where we are not operating within the terms of the CBA, please let us know immediately so that we can remedy the situation based upon the details the union provides.

Your letter also references the rate of pay that is provided to these temporary workers. The rate of pay is between the temporary worker and their employer, and as a reminder, these temporary workers do not qualify for our company's generous health care and pension benefits.

I also want to set the record straight as you incorrectly referenced in your letter that "the company responded to our earlier request for pay rates...." The proposal to increase starting rates came from the company to the union. The company wanted to move starting wages from \$12.35 to \$13.50 and \$14 an hour based on location. The union refused this offer, which would have provided our associates – your members – increases worth \$1.15 and \$1.65 per hour. We are disappointed that the union chose to stand in the way of increasing our associates' – your members' – wages knowing we were headed into negotiations and would discuss the wages for all associates in depth during that process.

Sincerely,

A handwritten signature in black ink, appearing to read "Athar Bilgrami".

Athar Bilgrami
Division Human Resources Leader
King Soopers/City Market