



Get the Facts: Company Sick Leave Proposal Overview

On January 5, the company shared its Comprehensive Best Offer to Settle, which included an updated Sick Leave proposal. Our proposed Sick Leave benefit combines current contract language with the new Colorado sick leave law. Our proposal improves on your current contract's existing sick leave policy and is the same for retail clerks and meat associates.

The union continues to share that we are cutting sick pay benefits. We are not. See the side-by-side comparison below on our proposal vs. what you currently have.

Associate Sick Leave Benefits Under Our Comprehensive Best Offer to Settle

- **No waiting period** to start accruing sick leave
- Paid sick leave **would accrue at more than double the previous rate**, starting from the first day of employment
- Associates can **earn twice as much paid sick leave in a given year** as before
- Associates would **get sick pay on the first day of an illness, without using vacation time or personal days**
- Associates can use their accrued Sick Leave when they first feel sick
- Associates keep their existing sick leave balance, which can be used without any waiting periods

Our proposal not only allows associates to save their vacation and personal days for other time off needs, it promotes a healthy work environment by encouraging associates to use accrued sick leave on the first day of illness – up to 48 hours each year.

COMPANY SICK LEAVE COMPARISON

Current Sick Leave Policy <i>(for associates hired before March 2005)</i>	Current Sick Leave Policy <i>(for associates hired on or after March 2005)</i>	Sick Leave Proposal
No sick leave available during first year of employment	No sick leave available during first year of employment	Sick leave accrues, and is available for use, from day one
Employees receive sick leave credit of up to 48 hours of sick leave on first job anniversary	Employees receive sick leave credit of up to 24 hours on first job anniversary	Employees will have accrued up to 48 hours of sick leave by first job anniversary, which carries forward
Sick leave accrual rate: 1 hour per 40 hours worked	Sick leave accrual rate of 1 hour per 80 hours worked	Sick leave accrual rate of 1 hour per 30 hours worked
Accrue a maximum of 48 hours of sick leave per year	Accrue a maximum of 24 hours of sick leave per year	Accrue a maximum of 48 hours of sick leave per year
No "Public Health Emergency" (PHE) leave	No "Public Health Emergency" (PHE) leave	Supplemental "Public Health Emergency" (PHE) leave available



COMPANY SICK LEAVE COMPARISON

Current Sick Leave Policy (for associates hired before March 2005)	Current Sick Leave Policy (for associates hired on or after March 2005)	Sick Leave Proposal
Unused sick leave carries forward	Unused sick leave carries forward	Unused sick leave carries forward
No limit on the amount of accrued sick leave an employee can use each year	No limit on the amount of accrued sick leave an employee can use each year	No limit on the amount of accrued sick leave an employee can use each year
Employees may only use sick leave subject to waiting periods; typically sick pay is not available until the 2 nd day of each absence	Employees may only use sick leave subject to waiting periods; sick pay is not available until the 3 rd day of each absence	Employees may use up to 48 hours of sick leave per year, plus PHE leave, with no waiting periods (sick pay available on 1st day of each absence)
Cap on unused sick leave: 600 hours	Cap on unused sick leave: 240 hours	Caps on unused sick leave remain the same (600 or 240, depending on date of hire)
Unused sick leave is not convertible to cash	Unused sick leave is not convertible to cash	Unused sick leave is not convertible to cash
Sick leave is forfeited on separation	Sick leave is forfeited on separation	Sick leave is forfeited on separation, but is reinstated if employee is rehired within 6 months
Disputes are subject to CBA grievance procedure	Disputes are subject to CBA grievance procedure	Disputes are subject to CBA grievance procedure

You can read our full Comprehensive Best Offer to Settle on www.kingsooperscba.com. Up-to-date negotiations information is also available on the this site. If you have any questions, please talk to your store leader or email your questions to laborquestions@kingsoopers.com.