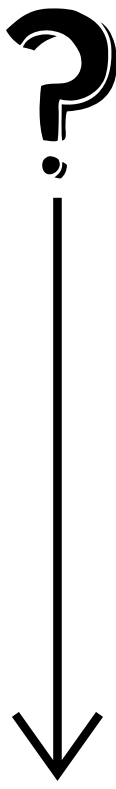


# Why We Filed an Unfair Labor Practice Charge Against Local 7

## WHAT IS A ULP?

An Unfair Labor Practice charge or ULP is a formal complaint filed with the National Labor Relations Board when one party in negotiations acts in a way that violates labor law.



## WHY IT MATTERS

Local 7's actions have delayed negotiations, leaving the company no choice but to act to protect the integrity of the bargaining process and your interests.



## LOCAL 7 STALL TACTICS LEAD TO ULP CHARGE

### KEY CONCERNS WITH LOCAL 7'S BEHAVIOR

- 1 Promising, but Not Delivering**  
9 bargaining sessions, rejected company offer but NO union wage, healthcare, and pension proposals; Promised a staffing proposal on November 4, but has yet to deliver.
- 2 Focus on Outside Agendas**  
Coordinating with out-of-state unions instead of focusing on Colorado associates, who pay their salaries.
- 3 Disruption Instead of Solutions**  
On December 17, the union began **unnecessary strike talk** across the table and on social media —**before presenting wage, healthcare, and pension proposals.**

### DISRUPTIONS DON'T CREATE SOLUTIONS THAT'S WHAT BARGAINING IS FOR

#### WHY STALL TACTICS ERODE TRUST

Trust is a necessary part of contract negotiations. It ensures both sides approach the process earnestly, sharing proposals and counterproposals with the intention of reaching an agreement.

#### WHAT WE'RE ASKING OF THE UNION

**Present** their wage, healthcare and pension proposals, **Focus** on Colorado associates and **Engage** in meaningful, productive negotiations.

We've shared our comprehensive offer. We are focused on reaching an agreement before contract expiration that is good for you, good for our stores, and good for our customers.

**It's time for Local 7 to take the same approach!**