

Comprehensive Offer Frequently Asked Questions

1. Why is the Company proposing to remove all department leaders from the bargaining unit?

That is not our proposal. In our comprehensive offer current department managers would have the option to remain in the union. After ratification, new department managers would be excluded from the bargaining unit. This creates clearer distinctions between management and associate roles and will improve operational flow within stores.

Our division has areas where department leaders are not part of the bargaining unit, and this proposal brings consistency to these roles across the division.

2. The Union is stating that department managers will be forced to become salary. Is this true?

No. Current department managers would have the option to remain in the Union. For those who exercise their option to leave the bargaining unit, our proposal does not force department managers to become salaried associates. As a matter of fact, our non-union department leaders are hourly.

3. Is the Company proposing to eliminate pension and retiree benefits?

No, our offer ensures continued investment in a stable pension plan, protecting retirement security for our valued associates.

Under our proposal, if a department manager exercises their option to leave the bargaining unit and they are vested in their pension benefits, they will be able to draw their pension when they become eligible. As a reminder, the Company pays 100% of your pension benefit.

4. How will associates be impacted by the Company dropping the hours minimum for 20 hours/week to 12 hours/week?

Our scheduling proposal is designed to provide flexibility and ensure associates have opportunities for shifts based on availability, seniority, and qualifications, while maintaining a minimum of 12 hours/week for new hires and 20 hours/week for existing part-timers (which is the current hours guarantee for these associates in the contract).

This proposal addresses feedback on work life balance received from our associates who make up the union bargaining committee. We believe this change will give us the ability to attract more applicants that we currently cannot hire; and it will provide flexibility for current associates.

5. How would associates with a very limited availability be able to work with Select-A-Shift?

Our proposal is to eliminate the select-a-shift process for part-time associates only. This will allow part-timers to be scheduled based on their seniority, availability and qualifications.

All full-time associates will continue to select their shifts as they do today, which will be prior to the system generating schedules for part-time associates. This ensures that everyone can participate in a fair and transparent system while maintaining the flexibility needed for associates to manage personal and professional responsibilities.

Associates are encouraged to discuss their scheduling preferences and constraints with their managers to find solutions that work for everyone.



NEGOTIATIONS UPDATE

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6. Will management have full control over scheduling and take hours away from part-time associates?

No. The proposed scheduling process is designed to provide fairness and flexibility, with associates scheduled based on availability, seniority, and the operational needs of the business.

7. Does the Company’s proposal eliminate wage increases for most associates?

No, our proposal ensures that associates in wage progression scales continue to receive progression increases as they gain tenure and experience.

Additionally, the Company is investing in our most loyal associates with increases up to \$3.00/hour over the life of the contract for top-rate clerks, pharmacy techs, and department leaders. It is our goal to maintain competitive pay while rewarding associates’ contributions.

8. The Union says the Company is cutting healthcare benefits. Is this true?

Absolutely not! The Company’s proposal maintains affordable, high-quality healthcare with some of the lowest costs in the state. With our proposal, effective January 1, 2026, the required weekly co-premium amounts for all active employees enrolled in the Plan will increase as follows:

	Current Weekly Costs	January 1, 2026 Weekly Costs
Employee Only	\$8.50	\$9.50
Employee + children or spouse	\$17.00	\$19.00
Employee + Family	\$26.00	\$29.00

Our offer also includes improved Company contributions to ensure healthcare remains accessible to associates and their families. As a reminder, Company and associate contributions pay for healthcare benefit costs.

9. What does the proposed pharmacy benefit change mean for associates?

The proposal re-establishes a custom pharmacy network, which allows associates to fill prescriptions at King Soopers/City Market and Albertsons/Safeway pharmacies, to manage costs while maintaining access to necessary prescriptions. This helps keep overall healthcare costs low for all associates and helps to protect pharmacy technician jobs within the bargaining unit.

10. Is the company going to stop paying for retiree health care?

No, the proposal ensures retiree health care remains stable. It is our goal to protect benefits for current and future retirees. The proposal does contain a temporary diversion of employer contributions to the retiree plan and redirects those contributions to the active plan to assist in the funding of the active plan. This temporary diversion will not impact retiree benefits.

11. Will part-time associates lose their guaranteed hours?

No, the proposal maintains guaranteed hours for part-time associates hired before contract expiration, at a minimum of 20 hours per week. Those hired after contract expiration will have a minimum of 12 hours per week, ensuring operational flexibility while respecting associates’ availability.

12. Is the company outsourcing jobs?

No, the proposal prioritizes maintaining bargaining unit work. The current contract allows for vendor assistance. The Company has proposed allowing Boars Head to assist in the stocking of its products.

13. How can I get more details about the offer?

Associates can review the full offer at www.KingSoopersCBA.com, attend store huddles, or email questions to laborquestions@kingsoopers.com.