

Setting the Record Straight: The Truth About Wages, Benefits, and Bargaining

Since the strike began, there has been a lot of misinformation about King Soopers' Last, Best, and Final Offer (LBFO). We want you to have the facts, so you can make an informed decision about what's best for you and your family.

Claim #1: The Company Will Fund Wage Increases by Taking Money from Healthcare & Pension Benefits

THE TRUTH: The Company's proposal invests in both **wages and benefits**, without taking money from your healthcare or pension. Here's what our Last, Best, and Final Offer includes:

- **Significant Wage Increases** – Up to **\$4.50/hour more** for top-rate associates over the 4-year contract.
- **Affordable Healthcare** – Our offer includes continued Company investments in associate healthcare. This investment helps to keep associate costs among the lowest in Colorado.
- **Pension Stability** – The Company will continue its contributions to keep your retirement secure.

We are investing **\$180 million** in associates over the life of the contract. **The claim that we are pulling money from benefits to fund wage increases is simply false.**

Claim #2: The Company is Refusing to Return to the Bargaining Table

THE TRUTH: King Soopers has **never walked away from bargaining** and remains open to working towards a fair agreement:

- Local 7 has NEVER officially responded to our LBFO. Legally, the ball is in the Union's court.
 - **The Union is refusing to vote on our LBFO**, blocking associates from having a say in their future.
 - Local 7 has chosen to strike instead of working toward a solution at the table.
 - From January 16 to today (February 11th), there has been no response to our offer, no counterproposal, no wage proposal, and no request to meet.
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King Soopers wants a **fair and timely agreement**—one that rewards associates, supports families, and ensures a strong future for all of us.

Your Voice Matters

We encourage you to **look at the facts** and ask the Union why they won't let you vote on the Company's offer, ask to get back to the bargaining table. If you believe our LBFO invests in you, let Local 7 know that you **want a vote**.

For more details, visit KingSoopersCBA.com or talk to your store leader.

We appreciate everything you do to serve our customers and Colorado communities.

www.KingSoopersCBA.com





NEGOTIATIONS UPDATE

February 11, 2025

Timeline of Company Efforts to Reach Fair and Timely Agreement

Since negotiations began, King Soopers has remained committed to bargaining in good faith to reach a fair agreement that invests in our associates while keeping groceries affordable for our customers. This timeline highlights the steps we've taken to reach a fair and timely agreement. We believe the best path forward is through constructive dialogue—not disruption. We encourage you to review the facts and stay informed as we work toward a resolution.

Stay Informed
www.KingSoopersCBA.com

