## **NEGOTIATIONS UPDATE**



## 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 11<sup>th</sup>), there has been no response to our offer, no counterproposal, no wage proposal, and no request to meet.

King Soopers wants **a fair and timely agreement**—one that rewards associates, supports families, and ensures a strong future for all of us.

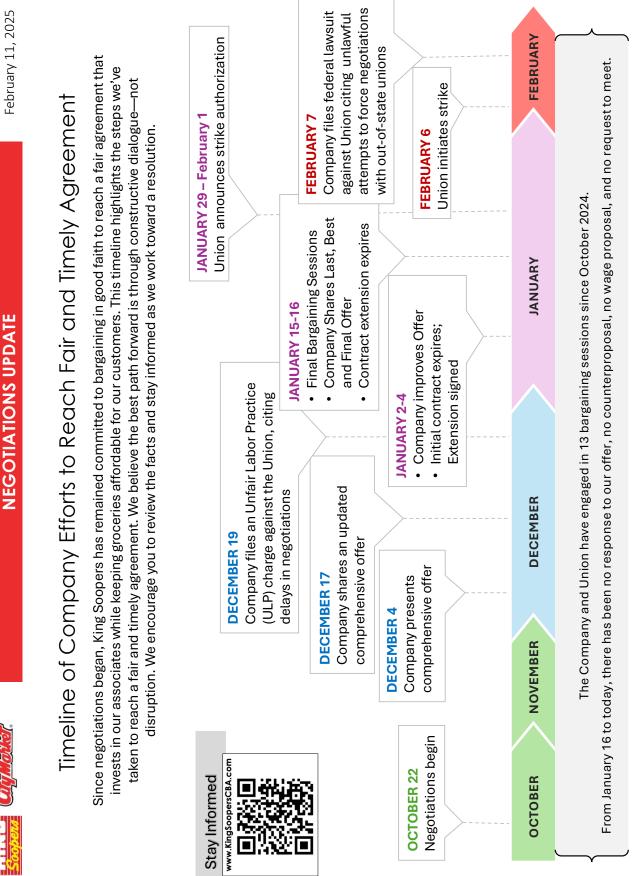
## **Your Voice Matters**

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 <u>KingSoopersCBA.com</u> or talk to your store leader.

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





February 11, 2025