

Peaceful Relations Agreement

WHEREAS, UFCW Local 7 (“Union”) and King Soopers/City Market have been in negotiations for successor agreements since early October 2024 for the following bargaining units: Denver Retail, Denver Meat, Broomfield Retail, Broomfield Meat, Colorado Springs Retail, Colorado Springs Meat, Pueblo Retail, Pueblo Meat, Grand Junction Retail, Grand Junction Meat, Boulder Meat, Ft. Collins Meat, Greeley Meat, Longmont Meat, Loveland Meat, and Parker Meat (referred to in this Agreement as “the Bargaining Units”);

WHEREAS, the parties’ mutual goal is to secure fair collective bargaining agreements for the Bargaining Units;

WHEREAS, the Union began a strike on February 6, 2025;

WHEREAS, that strike continues without an unconditional offer for striking associates to return to work, but with the Union publicly suggesting that the work stoppage may end on February 20, 2025; and

WHEREAS, the parties wish to commit to focus on securing successor agreements for Colorado associates within the Bargaining Units in an environment that would avoid further potential disruptions in our communities and for impacted associates:

THE PARTIES AGREE AS FOLLOWS:

In order to avoid further disruption in our communities, for associates, and for operations, and to allow the parties better to focus their efforts on reaching new labor agreements for the associates, the parties agree that, for the Bargaining Units, the following will apply:

Beginning at 5:00 a.m. February 20, 2025 and until the parties reach successor collective bargaining agreements that are ratified by the Union’s membership, there shall be no lockout, strike, picketing, boycotting, stoppage of work, or other such action of any similar character whatsoever, against the Company by the Union or any of its members, agents, or affiliates. It is understood that it shall be a violation of this Agreement for the Union or its members to require, direct, encourage or solicit its members to honor or observe picket lines set up by any labor organization on or at the premises owned, operated or leased by King Soopers/City Market.

UFCW LOCAL 7

KING SOOPERS/CITY MARKET

Signature

Dated: _____

Printed Name/Title

Signature

Dated: _____

Printed Name/Title