



March 5, 2025

VIA E-MAIL

Kim Cordova, President
UFCW Local 7
7760 West 38th Avenue, Suite 400
Wheat Ridge, Colorado 80033

Dear Kim:

Re: Follow up on additional bargaining dates

I am following up on the Company's February 28, 2025 request made across the bargaining table for additional bargaining dates. As you know, we view these negotiations as a priority for our associates and an urgent matter and had accordingly asked for dates this week and next (the weeks of March 3 and March 10, respectively). You stated you were busy with other matters and instead indicated the Union was available on 3 single dates at the end of the month (March 21st, 25th, or 27th). We asked the Union to take another look at the calendar and see if you could come up with something sooner than that as well as finding consecutive days, if possible. We understood that you would take a look and when asked about how you intended to follow up with us, you stated you would reach back out to Athar and me. To date we have heard nothing further from the Union.

Our associates are a priority to the Company, and we will continue to work towards their new contracts accordingly. As before, the Company remains available the next several weeks and we remain eager to work with the Local to establish new dates for negotiations. We ask the Local to avoid further delay and find some date pairs in the coming weeks to get back to the table. For my own part, I am unavailable March 28th-April 1st but will otherwise work with our bargaining committee to prioritize and adapt to the Union's availability to come up with additional dates for bargaining during March, including weekends, if need be.

We look forward to hearing back from you soon and bargaining successor agreements for our associates.

Sincerely,

A handwritten signature in black ink, appearing to be "Ian Adams", written over a horizontal line.

Ian Adams
Senior Director,
Labor Relations



March 8, 2025

VIA E-MAIL

Kim Cordova, President
UFCW Local 7
7760 West 38th Avenue, Suite 400
Wheat Ridge, Colorado 80033

Dear Kim:

Re: Reply to your e-mail of March 6, 2025

Thank you for following up on King Soopers/City Market's February 28 request for dates made at the bargaining table and our follow up letter of March 5th. As you know, we had asked for additional bargaining dates starting with this past week and so we were disappointed to learn that you prioritized traveling to and participating in Local 3000's negotiations in Washington state during that time over King Soopers negotiations with Local 7. We believe this fits with a pattern of continued delay and frustration of bargaining by the Local and is further evidence that the Local has put the interests of out-of-state bargaining groups ahead of our associates, in support of Local 7's continuing unlawful activity.

We believe time is of the essence and had asked the Local to find multiple consecutive date pairs for negotiations in March. Because King Soopers/City Market is committed to good faith bargaining, we accept both single dates the Local has offered (March 21st and 25th). I understand Stephanie McClanahan has already communicated to the Local that we were holding those dates while awaiting word on whether additional dates might be forthcoming. If the Local can do better, let us know.

As we also referenced across the table on February 28th in response to the union's limited availability in March, we believe it also makes sense to begin scheduling dates into April. To start that process, we offer to meet on any two consecutive days during each of the first three weeks of April, beginning with days on or after April 2nd for the first week in April (I had previously communicated to you that I am unavailable March 28th to April 1st), and again during the week of April 7th and April 14th. Again, we ask the Local to avoid further delay and find date pairs during those weeks to get back to the table. Our associates are a priority to the Company, and our bargaining committee will work to prioritize and adapt to the Union's availability during those weeks – including weekends, if need be.

We look forward to hearing back from you soon and bargaining successor agreements for our associates.

Sincerely,

A handwritten signature in black ink, appearing to read "Ian Adams", written over a horizontal line.

Ian Adams
Senior Director,
Labor Relations



March 14, 2025

VIA E-MAIL

Kim Cordova, President
UFCW Local 7
7760 West 38th Avenue, Suite 400
Wheat Ridge, Colorado 80033

Dear Kim:

Re: Follow Up

This letter follows the Company's letter of March 8th, replying to your March 6th email, the Company's correspondence of March 5th, as well as our conversation across the table on February 28th. It addresses the need to move forward promptly with negotiations without further avoidable and unnecessary delay.

In the parties' "Return to Work and Peaceful Relations Agreement," both UFCW Local 7 and King Soopers/City Market committed "to bargain in good faith and focus on securing successor agreements for Colorado associates within the Bargaining Units." As previously stated in the Company's correspondence, we are disappointed by the Local's continued efforts to delay and frustrate bargaining, including prioritizing the negotiations of an out of state UFCW local in Washington over our Colorado associates in the King Soopers/City Market bargaining units. We believe these actions are inconsistent with not only the Local's obligation to bargain in good faith under the law but also conflict with and suggest a complete disregard for the Union's obligations under the "Return to Work and Peaceful Relations Agreement." We reserve all rights and remedies in this regard.

Time remains of the essence. The Union failed to give consecutive dates for negotiations, and we are currently only scheduled to meet with the Local on March 21st and 25th. Given that three weeks will have passed since our last meeting and that our next meeting is only for one day, the parties will need to make the most of the limited time that the Union has been willing to provide for King Soopers/City Market bargaining. We repeat our view that it will be helpful to the process to finally receive a full set of the Union's economic proposals, including on wages, and invite the union to present those at the start of negotiations next week, if not sooner. Additionally, in our March 8th correspondence to you, we had asked for back-to-back date pairs for each of the first weeks of April as part of our ongoing and mutual obligation to bargain in good faith and we await a response from the Local in that regard. (Again, I am unavailable from March 28th through April 1st.)

As always, we look forward to hearing back from you soon and continuing the Company's efforts to secure new successor agreements for our associates.

Sincerely,

A handwritten signature in black ink, appearing to be "Ian Adams", written over a horizontal line.

Ian Adams
Senior Director,
Labor Relations