



King Soopers and City Market Encourages UFCW Local 7 to Provide Facts Over Propaganda

DENVER – January 15, 2021 – King Soopers said today it’s continuing to meet with the UFCW Local 7. The company hopes that they will come to the table ready to make progress and do what’s in the best interest of their members, instead of choosing rhetoric and confusion to distract from their failures to increase members’ paychecks.

King Soopers fact checks UFCW:

UFCW Claim	True	False	Source/Comment
The UFCW has presented new proposals regarding wage, health care or pension at negotiations.		✘	Ask UFCW to provide proof of these proposals
King Soopers has not provided a new proposal	✔		King Soopers Last, Best and Final Offer(LBFO) is still on the table and expires on January 22.
King Soopers has taken ratification bonuses Of \$4,000 and \$2,000 out of their offer	✔		Ratification bonuses were part of the Last, Best and Final Offer if there was no labor disruption, it's disappointing the UFCW took money out of our associates' paychecks.
Some Associates Won't get a Raise		✘	All Associates will receive a raise as outlined in LBFO
King Soopers is eliminating daily overtime for more than 8 hours worked in a day		✘	Associates will still receive overtime for more than 8 worked in a day
King Soopers is paying temporary workers \$18/hr. when their entry level pay is \$16/hr.	✔		Temporary workers do not receive our hourly contributions to healthcare, pension, vacation, tuition assistance. Making their total compensation less.
King Soopers is proposing cuts to their associates' healthcare		✘	The LBFO will maintain industry leading healthcare with no premium increases based on current projections. The cost for family coverage will continue to be provided at \$92.00/month.
UFCW is encouraging Coloradans to shop at non-union grocery stores whose wages are less than King Soopers	✔		

“Our associates deserve to know the facts of our Last, Best and Final Offer,” said Joe Kelley, president of King Soopers and City Market. “The UFCW continues to distribute fear over facts that only creates uncertainty for everyone. Our associates deserve to have their voices heard and the opportunity to vote on what’s best for them and their families— let them vote.”

To learn more about King Soopers, please visit [here](#).

About King Soopers/City Market

At King Soopers/City Market, a company of The Kroger Co. (NYSE: KR), we are Fresh for Everyone™ and dedicated to our Purpose: To Feed the Human Spirit®. We are 22,502 associates who serve customers daily through a seamless shopping experience throughout Colorado. We are committed to creating #ZeroHungerZeroWaste communities by 2025. To learn more about us, visit our [newsroom](#) and investor relations [site](#).

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