

PLEASE WATCH A VERY IMPORTANT VIDEO FROM
PRESIDENT KIM CORDOVA EXPLAINING THE COMPANY'S
CONCESSIONARY LAST BEST AND FINAL OFFER



COMPANY'S LAST BEST AND FINAL OFFER ADDS INSULT TO INJURY

**WE ARE MAKING PREPARATIONS FOR COLORADO
SPRINGS TO JOIN THE STRIKE. WE WILL UPDATE YOU.
STAY STRONG AND UNITED!!!**

The Company is **still not complying with the law**, the proposal retains its **previously proposed concessions**, and has **new concessionary items**.

THE COMPANY'S MOST RECENT OFFER CONTAINS:

1. **NEW! Poisonous Favored Employer Clause.** The Company's most recent offer means that if Safeway workers accept lesser economic terms, the Company will implement those lesser terms for you. This means they want your fate to rest with members of a different, less profitable employer.
2. **Wages.** The Company's wage offer still doesn't cut it, as it would allow them to reduce wages during the life of the contract. They want you to fall for a signing bonus rather than provide you a living wage.
3. **Benefits.** The Company's proposal will likely cut your benefits.
4. **Preference To Gig Workers.** The Company's offer will give preferential scheduling to gig workers, and slash funding to your health plan.
5. **Require You To Work Between Departments.** They want to allow managers to assign workers between departments, which means they will cut your hours, and limit your opportunity for overtime.
6. **Inadequate Safety Proposal.** While the Company hires security officers to fight its striking workers, its proposal will do little to keep you safe while you are at work.
7. **Silencing Your Voice.** The Company proposal will open stores non-union. Also, they proposed to erode our ability to enforce our contracts and bargain new ones by deleting dues checkoff.
8. **Gut Your Promotion Rights.** The Company's offer would do away with key rights that allows you to promote within the bargaining unit.

**WE HAVE MORE WORK TO DO, & THE COMPANY
NEEDS TO STOP VIOLATING FEDERAL LAW!!!**

**VIEW KING SOOPERS' LAST BEST & FINAL HIGHLIGHTED WITH
THE CONCESSIONS THE COMPANY HAS PROPOSED:**

[King Soopers' Last Best & Final - Retail](#)
[King Soopers' Last Best & Final - Meat](#)