

Return to Work and Peaceful Relations Agreement

WHEREAS, United Food and Commercial Workers Local 7 (“Union”) and King Soopers/City Market (“Employer”, and collectively with the Union, the “Parties”) 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; and

WHEREAS, the Parties wish to commit to bargain in good faith and 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:

1. The Union agrees that it shall pull down all picket lines it has established on any of the Employer’s stores by 11:59 P.M. on February 17, 2025.
2. Striking workers shall have until 5:00 AM on the Thursday, February 20 , 2025 in which to return to work as scheduled per the Company’s posted schedules. Any temporary workers the employer has hired to work during the strike, as well as any third-party employment service being utilized by the Employer shall perform no further services in the bargaining units beyond 5:00 AM on Thursday, February 20, 2025 so long as the overwhelming majority of striking workers return to work as required under this Agreement. The parties agree these terms shall no longer be effective in the event of a strike or lockout following the end of the time period identified in Paragraph 6 below.
3. There shall be no retaliation or discrimination of any kind against workers because of their decision to strike or activity on the picket line, nor shall there be any benefit promised or granted to any employee because they chose to cross the picket line and work. Any dispute over the interpretation of this provision shall be subject to the Grievance and Arbitration Procedure contained within the parties’ CBAs.
4. The Employer agrees that for employees in bargaining units that went on strike (Denver Meat and Retail, Boulder Meat, Broomfield Meat, Broomfield Retail, Parker Meat, Pueblo Meat and Retail), it shall make a health and welfare contribution in March 2025 for April coverage (normally based on February hours) for all employees who did not meet the “On-going Eligibility” hours worked requirement in February 2025 as a result of the strike (i.e. the Employer will give employees hours worked credit for all hours an employee was scheduled during the strike), so long as such employee had qualified for March 2025 coverage based on January 2025 hours worked.
5. The Employer agrees that its most recent January 16, 2025 offer is not the Company’s last,

best, and final offer. The Union agrees it shall respond to the Company's January 16, 2025 offer upon the parties' return to the negotiating table.

6. In order to avoid further disruption in our communities, for workers, 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 terms will apply from the time at which all picket lines are pulled down, as described in Paragraph 1 above, until the earlier of (1) the date the parties reach successor collective bargaining agreements that are ratified by the Union's membership or (2) the date that is one hundred (100) days following the date that picket lines are pulled down, as described in Paragraph 1 above:
 - A. There shall be no lockout, strike, picketing, boycotting, stoppage of work, or other such action of any similar character whatsoever, against the Employer 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.
 - B. The Employer shall not unilaterally implement any offer it makes during these negotiations or any portions thereof.

UFCW LOCAL 7

Kim Cordova
Kim Cordova (Feb 17, 2025 21:25 MST)

Signature

Dated: Feb 17, 2025

Kim Cordova, President

KING SOOPERS/CITY MARKET

I. Adams
Ian Adams (Feb 17, 2025 21:23 MST)

Signature

Dated: Feb 17, 2025

Ian Adams,
Senior Director of Labor Relations









Return to Work and Peaceful Relations Agreement.Final

Final Audit Report

2025-02-18

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