

Kroger Grocery Workers United
We are Powerful
when we
Speak Together



Bargaining Update: Local 876, Detroit, MI



At the conclusion of our bargaining session, Tuesday, June 8, 2010 with The Kroger Company, these proposals were made to the union:

1. To take approximately \$18 million out of your Health and Welfare Fund during the months of July, August and September. This surplus will be used to benefit the company financially. Kroger has called this contribution holidays. Will there be contribution holidays for members?
2. To fund future health and welfare contributions by enacting an increase of up to a maximum of 4.75% each year going forward. Inevitably, this would cause the Fund to experience a significant shortage, resulting in insufficient funding to maintain current benefits.
3. To establish employer health and welfare contribution rates that would result in a 20% shortage at the end of the contract. This shortage would result in the membership either paying an increase in contributions of \$130 a month, or significant benefit cuts. It is important to achieve an operational balance between costs and contributions.
4. To eliminate all health and welfare coverage for many part time members - current and future.
5. To change current wage progression structures to hours worked, not service time for part time employees. For example, part time members would work a minimum of 2,080 hours to advance to the next wage progression. This could take years and keep members from earning a decent living or qualifying for benefits.
6. Their wage proposal was a small bonus each year for top rate employees. No hourly increases.

Is this the Solution our Membership Wants?

**UFCW Local 876 is not looking to strike.
We are trying to reach a fair contract that is in your best interest.**

**UFCW Local 227 is paying close attention and ready to offer
support to our brothers and sisters in Michigan.**

**Questions or Concerns ...
Contact Your Union Rep
(502) 582-3508 or (800) 443-5191**

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