



The members of UFCW 3000 are over 50,000 members working in grocery, retail, health care, meat packing, cannabis, & other industries across Washington state, north-east Oregon, and northern Idaho. We are the Union.

2024 LEGISLATIVE PRIORITIES

Grocery Worker Retention - Protection from Mass Layoffs (SB 6007)

Sponsored by Senator Steve Conway (D-29)

This bill protects the safety of food and medicine sold to Washington State families by preventing sudden and mass layoffs of the skilled and licensed employees who are trained and experienced in food and medicine safety when, for example, publicly traded corporations seek to increase profits through proposed mergers.

SB 6007 requires an incumbent grocery employer to provide a successor grocery employer and any collective bargaining representative certain information for each eligible grocery worker within 15 days after the execution of the transfer document. It requires the successor to maintain a preferential hiring list of eligible grocery workers from the incumbent for a 180 day transition period, during which it would prohibit the discharge of eligible employees retained without cause, and retaliation against workers for enforcing their rights. Large employers that don't hire or retain workers for the transition period or 180 days from their employment start date must pay the worker severance. Enforcement is by LNI and a PRA. The bill provides exceptions for designated food deserts and when there are less than 300 employees for both the incumbent and successor.

Eight years ago, in the aftermath of the Safeway-Albertsons merger with Haagen, Haggen stores faced financial challenges and ultimately filed for bankruptcy, resulting in store closures and divestitures of most of those stores back to Albertsons. The layoffs, store closures and the confusion and uncertainty that resulted from that merger is top of mind for our members.



If you have any questions or need additional information, please reach out to Tom Lambro, Political & Legislative Director at tlambro@ufcw3000.org or 206-794-2606.