

A RESOLUTION IN SUPPORT OF GROCERY WORKERS RETENTION

WHEREAS, it is the policy of Clark County to ensure the health and wellness of its residents by ensuring that grocery stores continue to sell safe food, including after an entity acquires a grocery store;

WHEREAS, to sell safe food, grocery stores need workers who know proper sanitation, food handling, and food preparation procedures;

WHEREAS, grocery store workers could be at risk of layoff or job loss as a result of divestitures caused by mergers with another grocery company or private equity firm;

WHEREAS, acquisitions and mergers are becoming more prevalent in recent years, for example, the proposed sale of Albertsons Companies, Inc., to Kroger Co.;

WHEREAS, by requiring entities that acquire grocery stores to retain grocery workers, grocery stores will continue to maintain safe food standards;

WHEREAS, Clark County supports the retention of grocery store workers to ensure stabilization of a vital workforce and while also protecting the livelihoods of Clark County residents.

NOW, THEREFORE BE IT RESOLVED by the Board of Commissioners for Clark County, that the Board, urges:

1. Any person or entity that owns or controls a grocery store after the acquisition shall offer to retain all workers employed at the grocery store on the day before the parties sign any acquisition document and any workers hired between that day and the day the parties close the acquisition; and
2. Any person or entity that owns or controls a grocery store after the acquisition should retain those workers for no fewer than 180 days following the acquisition. These workers shall be retained under the same working conditions, wage rates, hours, and schedules under which they worked on the day before the parties signed the acquisition document; and
3. At the end of the 180-day retention period, any person or entity that owns or controls a grocery store after the acquisition should evaluate each retained worker by written performance evaluation.
4. At the end of the 180-day retention period, if the retained worker's performance is satisfactory, any person or entity that owns or control a grocery store after the acquisition should consider offering the retained worker continued employment under the same working conditions. Any person or entity that owns or controls a grocery store after the acquisition should retain the evaluation for no fewer than three years.

PASSED, ADOPTED, AND APPROVED this ___ day of June 2023.

BOARD OF COUNTY COMMISSIONERS
CLARK COUNTY, NEVADA

BY: _____
JAMES B. GIBSON, Chair