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KIM C. CORDOVA
President

KEVIN R. SCHNEIDER
Secretary-Treasurer

March 9, 2019

RE: 2019 Contract Negotiations, your Retiree Health and Pension Plans

Dear Retiree,

I write to you today to inform you of the current issues at stake regarding your pension, as well as the retiree health plan. As you may know, the majority of union contracts for King Soopers / City Market (owned by Kroger), Safeway and Albertsons throughout Colorado expired in January and February. UFCW Local 7 and our negotiating team have been in bargaining since mid-December to reach a new collective bargaining agreement and prior to this week have had multiple sessions with King Soopers / City Market and with Safeway / Albertsons.

Unfortunately, little progress has been made during these sessions. Both Employers continue to reject the workers' proposals concerning elimination of the remaining two-tier language in the contract nor have they agreed to provide a livable wage, preserve our pension and maintain affordable healthcare.

Kroger's most recent proposal provides no pay raises for many of the 12,200 Colorado workers we represent, nor does it make the necessary contributions to ensure that the Pension and Healthcare funds remain solvent. This would almost certainly have detrimental impacts for the retirees, active workers and future workers health and pension benefits as early as 2020.

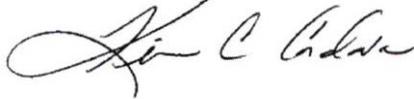
Both King Soopers / City Market (Kroger), as well as Safeway / Albertsons, have proposals on the table which would have severe consequences to not only the current and future workers, but to you as participants in our Pension and Retiree Health Plans. The Companies proposals on pension and health contributions on active workers are predicted to result in your pension plan moving into the yellow zone next year and then going into the red zone within a few more years. In the red zone, **your** current benefits can be reduced. We – both you and your Union and the active workers – cannot let that happen!

As such, I ask that you call and email your former Company leaders and tell them to step up to the plate and do the right thing. You have put in many years of work for them and you deserve to have your years of hard work recognized. Tell them to do right for you as a retiree, as well as the active workers, by negotiating a fair and honorable contract. You can check out our progress in negotiations by visiting our website at www.ufcw7.org or calling our hotline number at 303-425-0897 and pressing 8 for our negotiations hotline.

We ask you to contact King Soopers Colorado leadership, Dennis Gibson, President, who may be reached at 303-778-3292 and dennis.gibson@kingsoopers.com and Lisa Cheney, Division VP of Operations, who may be reached at 303-778-3088 and lisa.cheney@kingsoopers.com and help them understand that Colorado needs King Soopers and City Market to do right by the workers instead of exploiting them to send yet more money out of state.

We need your help to keep the pension green. Get involved if not for the current workers, then get involved for yourself and help preserve your Pension and Retiree Health Plan!

In Solidarity,

A handwritten signature in black ink, appearing to read "Kim C. Cordova". The signature is fluid and cursive, with a large initial "K" and "C".

Kim Cordova,
UFCW Local 7 President
UFCW International Vice President