



Chartered by United Food & Commercial Workers International Union  
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**KIM C. CORDOVA**  
President

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Secretary-Treasurer

**Sent By Email and First Class Mail**

March 11, 2019

Leroy Westmoreland  
Regional VP of Labor Relations  
Kroger Incorporated  
1100 W. Artesia Blvd.  
Compton, CA 90220  
[leroy.westmoreland@kroger.com](mailto:leroy.westmoreland@kroger.com)

Dear Leroy:

As you know, we are awaiting your response to our numerous questions posed concerning your latest offer so that we may fully evaluate it. I am surprised it is taking so long for King Soopers to respond, as after all, it is your proposal.

I am deeply concerned about another matter, however, which is the shockingly regressive Proposal B. Proposal B purports to ignore and take away all of the signed tentative agreements in which the Company agreed to withdraw. On March 3, 2019, we signed a tentative agreement in which the company withdrew all of its proposal to exclude Department Managers, eliminate dues check off, daily overtime, and many others items and are now regressively re-proposed under your latest offer. Having agreed to the attached TA, this is bad faith bargaining and a violation of the National Labor Relations Act. We will pursue our legal remedies as appropriate.

This proposal is being used as an unlawful club in a thinly veiled attempt to bludgeon workers into accepting Proposal A, which by itself fails to provide ANY wage increases for thousands of our members, resets workers hours delaying future wage increases, and offers little to no guarantee that the proposed contributions for both Pension and Health would fully fund the plan of benefits. You are a Trustee on both plans and are fully aware of the potential funding crisis looming and the potential devastating impact underfunding the plans will have on our members and retirees.

I expect your response to our information request today.

Sincerely,

Kim C. Cordova  
UFCW Local 7 President  
UFCW International Vice President