



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

March 20, 2020

KEVIN R. SCHNEIDER
Secretary-Treasurer

Steve Burnham
President
King Soopers/City Market
65 Tejon St.
Denver, CO 80223

Re: Company's Response Regarding Hazard Pay

Dear Mr. Burnham,

This evening, at 6:12 p.m., I received the company's response to my letter asking the company to pay our members, your employees, hazard pay as the other retailers have done. I am absolutely disgusted that the company is not willing to increase hourly wages for these frontline heroes; instead, you simply slap them in the face with a bonus. This ridiculous bonus is also a lesser amount for part-time workers. Let me ask the obvious questions, are part-time workers less at risk of potentially being exposed to the coronavirus? Are part-time workers not performing their duties the same as a full-time worker, working the same number of hours, if not more?

Help me and my members, your workers, understand why the most successful grocer in the entire state and country, who is profiting the most and breaking record sales, throws a little crumb to the people who are on the frontlines. Not only do these heroes make every bit of profit for the company, but they are risking their life to take care of the customers and our community during this pandemic.

Referring to the bonus as an "employee appreciation" bonus is a joke. Put your money where your mouth is and pay these hardworking heroes real hard dollar hazard pay. We are sick of the lip service. A bonus will be taxed at a higher rate. These workers deserve an hourly increase of hazard pay, which would be counted toward overtime and other premiums.

Further, King Soopers / City Market is the only company who has not agreed to pay health and pension contributions on the fourteen (14) days for emergency leave pay. Local 7 has been able to reach an agreement with Safeway and Albertsons for not only fourteen (14) days of additional pay, but those employers have agreed to pay health and pension contributions as well. As you are aware, your failure to agree to these contributions may cause a worker to lose insurance and will have an impact on the pension and health funds.

Lastly, let me remind you that our members, your workers, are part of the community that you serve. They will not forget how they were treated during this time that they risked their life working for your company. I ask that you reconsider and increase your workers' hourly pay. I look forward to your response.

Sincerely,

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

cc: Athar Bilgrami
Nicole Bergin
Officers & Directors
Milton Jones
Kate Meckler