



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

March 18, 2020

KEVIN R. SCHNEIDER
Secretary-Treasurer

Anthony Peppers
Executive Vice President
Empire Packing, LP
1837 Harbor Avenue
Memphis, TN 38113

Dear Mr. Peppers

At this time of our national health crisis, I am hopeful that we can work collaboratively and rise to the task of ensuring the safety of our members, your employees, and the general public while ensuring the free and prompt flow of food supplies and critical goods to the public.

Towards that end, I am attaching a letter, which we delivered yesterday to Governor Polis with a number of suggestions consistent with our referenced desires. I am certainly hopeful that you will join us in strongly recommending that Governor Polis move expeditiously to protect employees, members, and the general public alike in these difficult times. In conjunction with the items specifically enumerated in my letter to Governor Polis, I would ask you to strongly consider agreeing to the following:

- Ensure all workers have access to gloves and masks.
- Provide adequate hand sanitizer and soap throughout the plant, and sufficient time for workers to sanitize.
- Either in conjunction with Governor Polis or individually, agree to our proposed “hazard duty” pay – on a non-precedent setting basis *only* for the duration of the health emergency.
- Make all active full- and part-time employees eligible for employer-sponsored healthcare coverage regardless of length of service.
- Agree that you will continue to pay all health and welfare contributions for all current employees who received a health and welfare contribution in any of the last three months, whether required by the collective bargaining agreement, or as a result of a “one-off” non-precedent setting agreement, for the duration of the health emergency.
- Accommodate employees who fall within the higher-risk population, as defined by the most-recent CDC guidelines, by providing lower-exposure work assignments.
- The parties will make a joint demand of the applicable state agencies or officials to provide funding for an Emergency Childcare Fund and to be classified as First Responders, rendering them eligible for support services such as at community centers.
- If the above attempt to create an Emergency Childcare Fund is unsuccessful, the Employer will agree to a non-precedent setting “one-off” daycare stipend for all employees who, as a result of school closures, will incur either new or additional childcare costs. This stipend would not exceed \$250 per eligible employee per week. To the extent you believe necessary,

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we would agree to a requirement that eligible employees provide appropriate documentation of their prior and present child/daycare needs.

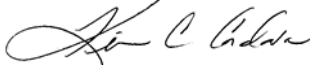
- Ensure the plant is properly sanitized.
- Agree to provide two-weeks of paid leave to any employee who is unable to work either because he or she has been diagnosed with or has a suspected case of COVID-19, or has been told to self-quarantine by a healthcare professional or by their employer. Additionally, extend this coverage to employees caring for a family member or loved one diagnosed with COVID-19.

We recognize that during the hopefully short duration of this health emergency, these employer expenses will not necessarily be inconsiderable. However, given the record demand, sales, and profits that you are indisputably making, it seems a small price to pay for the sacrifices your employees, our members, are making to ensure the smooth flow of food supplies and other important products to the general public. Continuity of such supplies should be paramount, given the bouts of "panic buying" that have, sadly, occurred from time to time.

We are all in this together – today we are not just Union and Employer, but Americans, and the public that we serve expects us to act consistent with those values.

I look forward to working with you to resolve these and other issues as they arise in a rapidly-evolving situation.

Sincerely,



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

Enclosure

cc: Jim Kelley
Dan Kirk
Officers & Directors
Kate Meckler