



Chartered by United Food & Commercial Workers International Union  
UFCW Building, 7760 West 38th Avenue, Suite 400  
Wheat Ridge, Colorado 80033-9982

Phone 303-425-0897 • Toll Free CO & WY 800-854-7054  
Fax 303-424-2416 • <http://www.ufcw7.org>

Facebook: UFCWLocal7R • Twitter: @UFCW\_7 • Instagram: UFCW\_LOCAL\_7

KIM C. CORDOVA  
President

KEVIN R. SCHNEIDER  
Secretary-Treasurer

March 17, 2020

**Sent via E-Mail**

Stephanie M. Johnson  
Director Corporate Counsel  
Gruma Corporation | Mission Foods | Azteca Milling Foods  
5601 Executive Drive, Suite 800  
Irving, TX 75038  
[Stephanie\\_johnson@missionfoods.com](mailto:Stephanie_johnson@missionfoods.com)

Re: Mission Foods

Dear Stephanie:

I hope you are healthy and safe during this COVID-19 health emergency.

My understanding is that you have spoken with President Cordova briefly about the posture of Mission Foods towards its employees, their safety and continuing the adequate flow of Mission Food products to the general public. Sadly, it appears that Mission's stance, at this stage, is either inimical to the well-being of our members, your employees, and the general public, or is not yet fully formed-in either case, Mission's actions or inactions do a disservice to everyone concerned.

As you know, the Colorado Health Emergency Leave with Pay (Colorado HELP). These rules require, as you already know, that:

Any employer engaged in the field in leisure and hospitality food services... shall provide up to four (4) days of sick leave for an employee (a)with flu-like symptoms and (b) who is being tested for COVID-19...

To insist that Mission is not a food services facility is nonsensical. Obviously, it is solely and undoubtedly involved the production of food which is then conveyed and sold to the general public. But, rather than the legality here we are simply asking Mission to do the right thing and expand its sick leave policy to ensure the well-being of its employees and our members.

In doing so, Mission also services the general public interest since, otherwise, our members, who depend on their paychecks to feed and house their families and pay their bills,

may be forced to work while sick – as a result fearing loss of income. Such a stance by Mission would be unconscionable during the present health emergency.

We all need to work together – not fight one another.

Consistent with this stance, we once again renew our request that *all* points and discipline for missed time due to this sickness under duration of the health emergency be stayed. Certainly, this can be done on a non-precedent setting basis, the same hold true for any sick leave accommodations.

I would strongly urge Mission to reconsider its apparent stance. Many of our other employers are working collaboratively with us and have agreed on a “one-off” basis to expanded health coverage. Mission should step up to its obligations as a good corporate citizen and as part of the American fabric, and do the same.

I look forward to your prompt response.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd J. McNamara". The signature is fluid and cursive, with the first name "Todd" being particularly prominent.

Todd J. McNamara

TJM:crw/ufcw7