

Message from UFCW Local 7 President Kim Cordova:

Our Heroes, WE DID IT!!!

After calling out King Soopers / City Market for not providing our members with the pay and safety equipment everyone needed and deserved, Kroger finally agreed to:

- **\$2.00 Per Hour Pay Increase (Hero Pay)** will be effective March 29 - April 18 which at that time UFCW and Kroger will discuss and reevaluate.
- **\$3.00 premium** for all hours worked after 40. Taxed at normal tax rate.
- **Providing Emergency Paid Leave:** This ensures that any associates who are affected by COVID-19 – whether experiencing symptoms and self-isolating, diagnosed or placed in quarantine – can recover with the financial support they need.
- **Additional Cleaning and Sanitizing protocols** which include allowing associates to wash their hands and sanitize their registers every 30 minutes.
- **Shortened Store Operating Hours** to provide ample time to allow restocking, cleaning, and to provide appropriate rest and relief for associates.
- **Installing plexiglass partitions** at check lanes, pharmacy and Starbucks registers across each store.
- **Adding floor decals** to promote physical distancing at check lanes and other counters.
- **Earlier Access to Pay:** Beginning next week, the Kroger Family of Companies is adding ExpressPay – a new benefit that allows most hourly associates to access some of their pay faster, putting money in their pockets sooner than usual.
- **Financial Assistance for Childcare and Other Needs:** Kroger will make \$5 million available for those facing hardship, including lack of access to childcare and for those considered high-risk, due to COVID-19 through the Kroger Family of Companies Helping Hands fund.
- **Employee Hotline:** Kroger will offer an associate hotline to answer benefit questions quickly.
- **Expanded Health Care Services:** Kroger will provide access to mental health services and other benefits to support associates' mental and physical well-being during this stressful time.
- **Masks – 300,000** on the way to our UFCW region.
- **Masks – 7,000,000** on the way nationwide.
- **Gloves – 50,000** cases of gloves.
- **Scrubs – pharmacists** will be allowed to wear scrubs.
- **Thermometers – 500,000** set to be distributed to the stores - security measures for thermometer use to be discussed, but temps above 100.4 employees would need to go home, get paid for the day, and seek care with healthcare provider.
- **Customer Control – Company** considering directional aisles and more indicators for social distancing.
- **High Risk Members Wanting to Self Quarantine – Company** is asking workers to use PTO first, but not making it mandatory – if you are being told it is mandatory to burn PTO please contact your Union Rep.

Thank you to all of our Kroger members who demanded more.

Thousands spoke up about Kroger's insufficient response to COVID-19, and together, we will continue to make our voices heard.

THANK YOU!!! You truly are our heroes!

