



Chartered by United Food & Commercial Workers International Union  
**UFCW Building, 7760 West 38<sup>th</sup> 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

July 17, 2020

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

Dear Steve,

UFCW Local 7 remains deeply concerned about the Company's lack of respect for its essential associates during a historic global pandemic. As you are undoubtedly aware, the pandemic appears to be reaching another flashpoint. Over the last several weeks, we continue to see record numbers of cases throughout the country with over 69,000 cases reported today alone, and in Colorado we are approaching daily totals near 500 new cases over the last week. Wyoming cases have been on a steady rise over the last six weeks as well. Just yesterday, Kroger belatedly announced that all customers must wear masks, a measure we have been requesting for many weeks.

To date King Soopers / City Market have 114 reported confirmed employee COVID-19 cases. In fact, there are 54 stores with reported cases. Our UFCW Local 7 members, your employees, continue to risk their life and that of their family everyday they clock into work.

In light of this global pandemic, we are asking for three things:

- Restore Hero Pay
- Allow your Associates to Keep tips Offered from Generous Members of the Public
- Enhance your Safety Practices to Reduce the Risk of Viral Spread

**Restore Hero Pay.** UFCW Local 7 members continue to put their lives on the line to take care of the Colorado community and assure that the public has a good supply of the basic needs – food, beverages, and other critical items. The conditions that gave rise to the company's Hero Pay are present now more than ever. Indeed, according to the USDA the cost of basic goods – those same goods your firm sells – have seen major increases in the last several months. For your associates the most modest of price increases means they have to weigh tough choices to care of their families, pay the rent, and buy food.

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Kroger reported its quarterly profits rose 47% to \$1.3 Billion. This massive hike in profit was due to the hard work of our essential workers. We are asking in the plainest of terms: *take care of your associates by restoring Hero Pay.*

**Allow your Associates to Keep Tips Offered from Generous Members of the Public.** You are putting your associates in an impossible position by not restoring Hero Pay. Generous members of the public are attempting to step up in your Company's absence. Instead of allowing your associates to accept tips, you have actually made matters worse by instituting a tipping policy that can result in their discipline as well as alienating the public. You have billboards celebrating the heroic work of your associates. Yet words mean nothing when your actions speak so loudly. *Allow your associates to accept tips from the public.*

**Enhance your Safety Practices to Reduce the Risk of Viral Spread.** UFCW Local 7 members continue to sacrifice themselves for the public and the Company; they need you to help protect them. Hire security guards to assure that the public wears masks when they enter and move about the store and adhere to physical distancing practices; provide greater access and supplies to cleaning materials and equipment; increase the hours for employees to assure staff can work to keep shopping carts and all areas of the store sufficiently sanitized.

I am requesting that a meeting with you and a committee of workers. Please contact me with your availability.

Sincerely,



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