



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

November 9, 2020

KEVIN R. SCHNEIDER
Secretary-Treasurer

Sent Via E-Mail and First Class Mail

Rodney McMullen
President
Kroger Incorporated
1014 Vine St.
Cincinnati, OH 45202
rodney.mcmullen@kroger.com

Steve Burnham
President
King Soopers/City Market
65 Tejon St.
Denver, CO 80223
steve.burnham@kingsoopers.com

Jon McPherson
Vice President, Labor Relations
Kroger Incorporated
1014 Vine St.
Cincinnati, OH 45202
jon.mcpherson@kroger.com

Leroy Westmoreland
Senior Director, Labor Relations
Kroger Incorporated
1100 W Artesia Blvd.
Compton, CA 90220
leroy.westmoreland@kroger.com

Re: Controlling Rise in COVID-19 Cases

Dear Sirs,

As you know, COVID-19 is on the rise in more than thirty states, including Colorado. Since Hazard Pay was eliminated on May 17, 2020, King Soopers/City Market has seen a dramatic increase in positive test results, in the area of 271% (from 62 positives to a *known* 230 positives). There are major outbreaks in the stores putting the lives of our members and customers at risk. The virus did not disappear on May 17th but workers Hazard Pay did. Our members, your employees, are working harder on less hours and in very dangerous conditions while company Executives and shareholders are getting richer.

With the holidays soon upon us, it is likely that foot traffic in the stores will increase substantially – which will inexorably lead to an almost certain further dramatic increase in positive test results for the heroes staffing your stores on the frontline. Under these

circumstances, heightened steps and measures are necessary both to protect our members, your workers, and the general public. Our heroes deserve nothing less. With that in mind, I am hereby demanding that King Soopers/City Market meet with myself and a committee of workers to bargain the following:

- The reinstatement of Hazard Pay, together with retro pay, back to May 17, 2020.
- Regular COVID-19 testing for workers, at Company expense.
- Effective enforcement of the mask mandate.
- A joint press release issued by King Soopers/City Market and UFCW Local 7 reinforcing the requirement that customers wear a mask in the stores and the reasons why.
- An increased cleaning and store disinfection regimen.
- Effective enforcement of social distancing in stores.
- Reasonable limits on customer count in stores with *visible* enforcement.

What better time than during the Thanksgiving and Christmas holidays for the company to give thanks to our essential heroes by reaching an agreement that provides for a safer work environment and hazard pay? What better time to count our blessings, treasure our health, and take all meaningful efforts to forestall a precipitous rise in the virus among our hero members and employees? I am sure you will want to join with us in these difficult times to take meaningful steps to forestall further spread of this insidious virus.

We all must *lead* by example – *words* of commendation or praise can only go so far – let's move forward together to ensure that effective steps are taken promptly.

I, and a committee of workers, will be available to bargain with you on November 11, 12, 16, 17, 18, 19, 20 – indeed, all the way up to the Thanksgiving holiday.

Let's move forward in good faith together



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

cc: Athar Bilgrami
Kate Meckler
Milton Jones
Officers and Directors