



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

**KEVIN R. SCHNEIDER**  
Secretary-Treasurer

**Sent Via E-Mail and First Class Mail**

November 17, 2020

Mr. John Colgrove  
President  
Albertsons/Safeway Intermountain Division  
250 Parkcenter Boulevard  
Boise, ID 83706

Mr. Danny Ma  
Vice President Labor Relations  
Albertsons Safeway Intermountain Division  
Southwest Division Office  
20227 N. 27th Avenue  
Phoenix, AZ 85027

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 and Wyoming. Since Hazard Pay was eliminated on May 17, 2020, Safeway/Albertsons has seen a dramatic increase in positive test results, in the area of 947% (from 15 positives to a *known* 157 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 17<sup>th</sup>, 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 Safeway/Albertsons 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.
- 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 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  
UFCW International Vice President

cc: Kate Meckler  
Milton Jones  
Officers and Directors