



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

September 15, 2021

KEVIN R. SCHNEIDER
Secretary-Treasurer

Mr. Rodney McMullen
Kroger CEO
1014 Vine Street
Cincinnati, OH 45202

Dear Rodney,

As multiple variants of COVID-19, including the deadly Delta variant, surge across the United States, our UFCW members – your employees – continue to show up for work every day, despite vaccine and mask resistance, to serve their customers at great risk of catching this deadly virus themselves and or bringing it home to their families.

The courage and dedication these hard-working members have demonstrated to their customers and their communities during this deadly pandemic has earned them hazard pay. As such, the leadership of the UFCW Local Unions across the Pacific Northwest from Alaska to Colorado stands with our sister locals and calls on Kroger to do the right thing and pay them the hazard pay they need and deserve.

More members are getting sick, more members are being put on ventilators and those that are left behind struggle to cover the work that needs to be done so that people in our communities have the food and supplies they need. Without hazard pay, the Company cannot keep the stores anywhere near fully staffed, much less backfill for increased absences resulting from the spread of COVID.

COVID-19 has changed life as we know it, and while grocery stores were always essential to thriving communities, they are more essential now than they ever have been. To protect themselves and their families, customers are still preparing meals for their loved ones in the safety of their own homes. It is the driving force behind the Kroger Company's \$2.6 billion profit in 2020, and the continued record sales and record profits in 2021.

Your record profits are a reflection of this new COVID-19 reality, in which the work that our members do is important and dangerous. Your record profits are also a reflection of the hard work our members – your employees – have put in to stock the shelves and take care of customers. It is time to share the success you enjoy because of their hard work and pay them hazard pay.

Sincerely,

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

cc: Jon McPherson
Sean Hammond
Leroy Westmoreland
Milton Jones
Kate Meckler
UFCW Region 7 Locals 4, 7, 8, 367, 555, 1439, 1496