



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

November 16, 2021

Mr. Leroy Westmoreland  
Senior Director Labor Relations  
Kroger Inc.  
PO Box 54143  
Los Angeles, CA 90054

Dear Leroy:

I wanted to write because the Company chose to discontinue our meeting this afternoon before we had an opportunity to address several issues of critical concern to our membership.

Earlier today, new King Soopers/City Market Division President Joe Kelley accepted my invitation and joined us at negotiations. It was unfortunate that he chose to remain for only 9 minutes before exiting, indicating he did not intend to return, and immediately issuing a communication to bargaining unit members.

While Mr. Kelley's cursory appearance at negotiations was disappointing, it is the substance of his communication to the bargaining unit that is even more concerning. Mr. Kelley's letter directed workers to a King Soopers' CBA website. This website contains information about a proposed health care plan which has not been tendered to Local 7 across the table, and misleads members with references to Kroger's "Delta Division" and plan terms inapplicable to our bargaining unit members in Colorado.

We certainly hope the Company is not preparing to present the same concessionary "no-healthcare" plan which has been presented to Delta Division locals. Regardless, this type of communication – explaining future proposals to bargaining unit members, particularly those which have not even been presented to the Union, is inappropriate and unlawful direct dealing. I request the Company remove this misleading communication from its website forthwith. Local 7 will continue to accurately and actively communicate with its membership, and all members are invited to attend and to hear the Company's proposals as they come across the table. The members do not need your Company's propaganda website to understand the Company's proposals, and Kroger should simply take it down.

Should you have any questions or concerns, please do not hesitate to contact me.

Sincerely,

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