



John McPherson
Vice President Labor Relations
The Kroger Company
1014 Vine St.
Cincinnati, OH 45202
jon.mcpherson@kroger.com

Stephanie Spangler-Opdyke
Human Resources Manager
Kroger Michigan Division Office
47650 Grand River Ave. #110
Novi, MI 48375
stephanie.spangleropdyke@kroger.com

Steve Yancey
Corporate Vice President
The Kroger Company
1014 Vine St.
Cincinnati, OH 45202
steve.yancey@kroger.com

Joe Gusman
Assistant Relations/Total Rewards Division Manager
Kroger Michigan Division Office
47650 Grand River Ave. #110
Novi, MI 48375
joe.gusman@kroger.com

November 16, 2020

Dear Kroger Company,

Each day, UFCW 876 members place themselves into the center of a pandemic, as they report to work, risking their health, their family's health and the health of those around them, not only to earn a living but ironically, to maintain access to their health care benefits. As an essential worker interacting with thousands of people each day, our members experience undue stress, anxiety and anguish - daily - for months on end. Many have been very sick, and many have died. This unimaginable reality is their livelihood.

In return, The Kroger Company continues to earn record profits, more than at any one time in its history. The actions of the company have made it clear it views this globally devastating pandemic as an opportunity to help themselves. We know this because the company has continued to find ways to shamelessly take advantage of its workforce and its surrounding communities.

This has been done by eliminating hero pay, making it harder for members to pay for the unforeseen expenses of living through a pandemic; by maximizing worker's hours and their exposure to COVID, by increasing Thanksgiving Day scheduling when other employers chose to close their doors; by scheduling vulnerable members in high-risk jobs, by allowing over-crowding in its stores; by not enforcing social distancing; by lending a blind eye to customers and vendors not wearing masks; by not providing temperature checks and by failing to provide proper PPE.

This tradeoff is not equitable, fair or even remotely reasonable.

To know you have the resources to do better, to care for those who bring your success, and to choose instead to take advantage of those who have little choice, is not admirable. We are asking you take responsibility for your business and its role in our member's lives and the communities in which they live. The very nature of your business demands you adhere to a higher standard; not as an opportunity to extort. You are the steward of many people's lives.

To be clear, here is what we are asking. Hero pay be reinstated immediately. And the following to be re-implemented and enforced: limiting hours of operation allowing for cleaning and restocking to occur in a safe environment; disinfecting of high-touch surfaces daily; reduction of customer traffic (20% of store capacity); enforcement of customer social distancing; implementation of physical barriers and other modifications to prevent infection; mandatory mask wear; cart cleaning, temperature checks, PPE and hand sanitizer readily available to members.

Ultimately, UFCW 876 has a good working relationship with the Kroger Michigan Division. However, it is not within their power to make these much-needed changes. That directive must come directly from Kroger headquarters. It is our request this communication is shared with this office. We are looking forward to hearing from you with resolution.

We are asking you do the right thing.

Dan Pedersen
UFCW 876 President