



Darling Ingredients  
General Manager Nate Muchow  
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December 11, 2020

Dear Nate Muchow:

I am reaching out to you today to discuss the continued dedication UFCW 876 members provide to support the success of your business - despite this pandemic. Behind your statistics, earnings and profit margins are the raw sacrifices 876 members have made. They have made them even when navigating the demands of the unexpected issues borne of COVID: childcare, school closings, job loss of family members and medical expenses. Their sacrifices deserve to be recognized.

**Here's what we are asking.** For you to recognize their sacrifices and to make their lives safer and healthier. You can do this by:

**Reinstating a Hero Pay Program.** Monetary recognition on your behalf would not only help alleviate the unexpected financial burdens faced by 876 members, it would restore their faith and solidify their loyalty.

**Implementing better safety and health protections.** We ask you make modifications that protect our members; whether that be limiting hours of operation, allowing for cleaning and restocking to occur in off hours, disinfecting high-touch surfaces daily, enforcing social distancing, implementing physical barriers and other modifications to prevent continued infection, mandating mask wear, conducting daily temperature checks, and providing PPE and hand sanitizer.

We are asking you to consider your role in our member's lives and the communities in which they live. You are the steward of many people's lives. We very much appreciate the good working relationship we have with you. We ask you to utilize your resources in making these much-needed changes. We look forward to working with you in finding a good resolution that makes the holidays happy for all.

Feel free to call me at your earliest convenience.

Dan Pedersen  
UFCW 876 President