

COMMITTEE ON FINANCIAL  
SERVICES

SUBCOMMITTEE ON  
CONSUMER PROTECTION AND  
FINANCIAL INSTITUTIONS

SUBCOMMITTEE ON  
HOUSING, COMMUNITY DEVELOPMENT,  
AND INSURANCE

SUBCOMMITTEE ON  
OVERSIGHT AND INVESTIGATIONS

COMMITTEE ON OVERSIGHT  
AND REFORM

SUBCOMMITTEE ON  
ECONOMIC AND CONSUMER POLICY  
VICE CHAIR - SUBCOMMITTEE ON THE  
ENVIRONMENT

**Congress of the United States**  
**House of Representatives**  
**Washington, DC 20515**

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November 20, 2020

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

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

Steve Yancey  
Corporate Vice President  
The Kroger Company  
1014 Vine St.  
Cincinnati, OH 45202

John McPherson  
Vice President Labor Relations  
The Kroger Company  
1014 Vine St.  
Cincinnati, OH 45202

Dear Ms. Spangler-Opdyke, Mr. Gusman, Mr. Yancey, and Mr. McPherson:

I am writing urgently on behalf of employees of the Kroger Corporation who are on the front lines of America's response to COVID-19. I am outraged to learn that while Kroger continues to earn record profits, it has also eliminated hero pay and maximized workers' hours and their exposure to COVID-19. It is unacceptable that Kroger would both use the pandemic as an opportunity to enrich itself, and that it would also do that with such little regard for the health and well-being of the workers it relies on.

Kroger would be nothing without its heroic workers on the front lines of this pandemic, who each day put themselves and their families at risk to perform the essential service of providing others with food and supplies. Many of them have contracted the coronavirus, and many of them have died. In addition to immediately reinstating "hero pay," Kroger should be doing everything in its power to make conditions safer for its workers, including:

- Limiting hours of operation allowing for cleaning and restocking to occur in a safe environment;
- Disinfecting high-touch surfaces daily;
- Reduction of customer capacity to 20% of normal store capacity;
- Enforcement of customer social distancing and mandatory mask wearing;
- Implementation of physical barriers and other hard measures to prevent infection;
- Routine cart cleaning; and
- Temperature checks, PPR, and hand sanitizer readily available to workers.

If Kroger can afford to pay its CEO \$21.1 million in 2019, Kroger can resume paying the workers who are the lifeblood of the company the hazard pay they deserve and begin implementing aggressive measures to keep them safe as cases continue to climb to record highs. Beyond what it owes to its

workers, Kroger must also understand the role its stores play in their communities, and the potential for these facilities to contribute to the community spread of the virus if proper safety measures are not taken and enforced.

I urge you to work alongside union officials to immediately implement the lifesaving policy changes described above, and I look forward to an update on the status of these requests at your earliest convenience.

Respectfully,

A handwritten signature in blue ink that reads "Rashida Tlaib". The signature is written in a cursive, flowing style.

RASHIDA TLAIB  
Member of Congress