

July 2, 2020

Mr. Jon McPherson
The Kroger Co.
1014 Vine Street
Cincinnati, OH 45202

Dear Jon:

Even though we are over 100 days into this pandemic, the fact is this - the COVID-19 crisis has not passed. In fact, as we are witnessing in a growing number of states across the country, COVID-19 cases are on the rise.

Last week, Arizona reported 17,000 new cases, which is a 90% increase from the previous week. Utah's cases rose by 40%, Nevada's rose by 33%, and California's rose by 25%. Not only are the numbers in Arizona going up but the number of members/employees testing positive is higher than it has been this entire time.

UFCW Region 8 Local Unions represents members in grocery stores, meatpacking plants, healthcare facilities and other essential businesses in these same states. With each daily increase, our members grow more and more concerned about the threat of the virus.

What has changed in the past 100 plus days is how employers are reacting to that threat. In the early months, our members were hailed as heroes and given additional benefits like additional sick leave and hazard pay. As states started to ease restrictions, these benefits were pulled back even though our members are still risking their lives every day they go to work.

Therefore, we are calling on you, and every grocery employer, union and non-union, in our region, to do the following:

- **Immediately Reinstate Hazard Pay and Additional Sick Leave:** Employers should do this and commit to continuing hazard pay and additional leave as long as COVID-19 threatens the health and safety of our members and the communities they serve.
- **Assign a Manager to Enforce Mask Use:** Some employers require and enforce mask use among customers, while others do not. However, both customers and employees need to wear masks in order to truly reduce the spread of the virus.

Employers should assign a manager to enforce mask use at the entrance of the stores so this responsibility is not placed on employees.

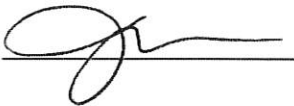
- **Assign a Manager to Enforce Additional Safety Measures:** Similarly, it should not fall on employees to enforce social distancing, one-way aisles, and other protective measures with customers.
- **Notify Employees Immediately When a Positive Case is Reported in Store:** In order to control the spread of the virus, employees must be made aware when a positive case is reported and allowed to quarantine, without penalty. Stores should also be closed for 24-hours to deep clean before re-opening. Employees at these locations should receive free on-site testing.

This is no time for employers to turn its back on the very people who've gotten them through this pandemic thus far. The members of the UFCW that work for you are stocking shelves, bagging groceries, cleaning, and running cash registers while hoping they do not get COVID-19, or, even worse, bring it home to their families. They have earned and deserve the additional protections we are calling for.

We look forward to hearing back from you.

Sincerely,

UFCW Local 5:
John Nunes



UFCW Local 8GS:
Jacques Loveall



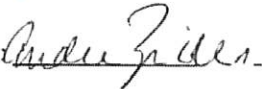
UFCW Local 99:
Jim McLaughlin



UFCW Local 135:
Todd Walters



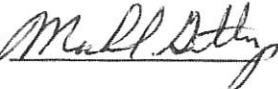
UFCW Local 324:
Andrea Zinder



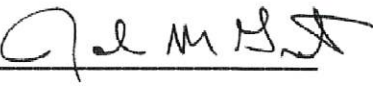
UFCW Local 648:
Dan Larson



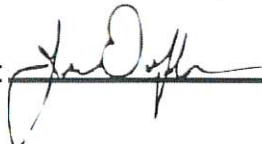
UFCW Local 711:
Michael Gittings



UFCW Local 770:
John Grant



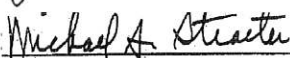
UFCW Local 1167:
Joe Duffie



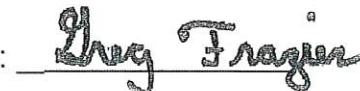
UFCW Local 1428:
Mark Ramos



UFCW Local 1442:
Michael Straeter



UFCW Local 1564:
Greg Frazier



cc: Leroy Westmoreland