



September 10, 2021

Mr. Rodney McMullen
Kroger CEO
1014 Vine Street
Cincinnati, OH 45202

Dear Rodney,

As the deadly Delta variant of COVID-19 surges across the United States, masks are once more a necessity and vaccine hesitancy means the virus will continue to mutate and spread. Our members – your employees – continue to serve their customers at great risk of catching this deadly virus themselves and or bringing it home to their families.

Their courage and dedication to their customers and their communities during this deadly pandemic has earned them hazard pay. Now, more than ever before, it is time for Kroger to do the right thing and pay them the hazard pay they deserve.

More members are getting sick, more members are being put on ventilators and those that are left behind struggle to cover the work that needs to be done so that people in our communities have the food and supplies they need.

COVID-19 has changed life as we know it, and while grocery stores were always essential to thriving communities, they are more essential now than they ever have been. To protect themselves and their families, customers are still preparing meals for their loved ones in the safety of their own homes. It is the driving force behind the Kroger Company's \$2.6 billion profit in 2020, and the continued record sales and record profits in 2021.

Your record profits are a reflection of this new COVID-19 reality, in which the work that our members do is important and dangerous. Your record profits are also a reflection of the hard work our members – your employees – have put in to stock the shelves and take care of customers. It is time to share the success you enjoy because of their hard work and pay them hazard pay.

Sincerely,

President
UFCW 227

President
UFCW 75

President
UFCW 700

President
UFCW 876

President
UFCW 1059

President
UFCW 951

Cc: John McPherson, Steven Yancey, Peggy Prescott, Henry Taylor, Milton Jones