



May 19, 2020

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

Dear Rodney,

We are disappointed and dismayed by your decision to discontinue Hero Pay. To declare that there is now a “path to recovery”, while cases and deaths continue to rise and there is no vaccine is alarming. We urge you to restore \$2 per hour Hero Pay for as long as the coronavirus threatens the health and safety of grocery workers.

If anything, your workforce, our members, face more difficult working conditions now than ever before. States are re-opening causing more traffic in the stores. Meat shortages are causing panic by frantic customers worried they will not be able to get what their families need. The Company has never enforced wearing masks, social distancing, one shopper per family, or realistic maximum limits on customers further jeopardizing our members’ health and safety.

In a time when many businesses are struggling to stay open, our members, your workforce, continue to show up every day. Your decision to stop Hero Pay shows a lack of respect for your employees that make the company so successful. To take this type of action, at the same time Kroger is giving huge bonuses to your top executives and richly rewarding your shareholders, is unacceptable. And it’s something our members won’t soon forget.

Around the country, over 90,000 people have died from COVID-19 - some of whom are Kroger workers. Cases and deaths keep rising as you try to convince yourselves, the public, and most importantly our members, that wearing a mask all day and having your temperature taken to be able to work is a “return to normal.”

Bulletin Boards and TV ads costing hundreds of thousands of dollars don’t convince our members, your workforce, that you appreciate them. They continue to serve the public at great risk to themselves and their families, and deserve to continue receiving Hero Pay. That would show you appreciate the work they do every day to help people in our communities get the food and supplies they need.

Your competitors are extending Hero Pay, some into July. They recognize that this pandemic is not going away anytime soon. But Kroger is choosing to ignore this pandemic. You can’t just close your eyes and make this go away.

Our members did not come to Kroger for a job to become frontline workers facing sickness and death every day. They came for good jobs, so that they can raise their families and serve their communities. These grocery professionals do hard jobs on a “regular” day – now, these jobs have become especially dangerous.

The hardworking men and women who make Kroger successful deserve more pay for facing that danger. Do the right thing and restore Hero Pay until they can toss the masks and ditch the thermometers – and until they do not feel scared to go to work anymore.

We urge you to continue Hero Pay – our members, your workforce, have earned it and they deserve it.

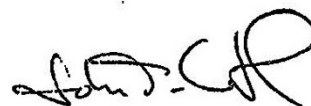
Sincerely,



Dan Pederson
President
UFCW 876



Randy Quickel
President
UFCW 1059



John Cakmakci
President
UFCW 951



Bob Blair
President
UFCW 227



Kevin Garvey
President
UFCW 75



Joe Chorpenning
President
UFCW 700

Cc: Jon McPherson
Steven Yancey
Peggy Prescott
Milton Jones