



Chartered by United Food & Commercial Workers International Union
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KIM C. CORDOVA
President

KEVIN R. SCHNEIDER
Secretary-Treasurer

Sent Via Email

Sean Hammond
Senior Director Labor Relations
Kroger, Inc.
sean.hammond@fredmeyer.com

Re: Your Correspondence of January 7, 2022

Sean,

I write in response to your communication of 11:49 PM yesterday prematurely declaring the parties to be at impasse just hours after sending a communication, at a time when you knew I was in negotiations with your competitor, requesting to meet to discuss the Union's comprehensive proposal.

Let me be abundantly clear, the parties are not at impasse, and any assertion otherwise is unserious. We have been meeting with the Company in good faith for months to work towards a new collective bargaining agreement. The most recent proposal from the Company, tendered on Wednesday of this week, although insufficient to meet the needs of workers and containing numerous concessionary proposals, nonetheless represented movement on several items from its proposals earlier that day and from those of last week. The Union's "time of the essence" comprehensive offer represented significant movement on a number of proposals from Local 7's Bargaining Committee, composed entirely of King Soopers and City Market employees. Your 11:49 PM communication to me was not even factually correct, as I had responded to your prior communications at approximately 10:51 PM – an hour earlier – writing that despite its deadline, "we remain willing to discuss any of the topics addressed in our comprehensive proposal at an appropriate time in the future."

For months, our members have been asking King Soopers to give serious consideration to the Union's reasonable and realistic proposals that ensure workers are protected at work – after all a safe place to work is a safe place for customers to shop, respected for the essential work they have shown up to do every day during a global pandemic while Kroger executives worked from the safety of their homes, and paid a livable wage in light of the skyrocketing cost of living here in Colorado.

It is unfortunate that the Company chose to let the Union's "time of the essence" comprehensive expire instead of accepting workers' proposals and ending this dispute. Nonetheless, in an effort to further demonstrate the good faith with which workers have engaged

in this process, the Bargaining Committee has authorized me to revive the Union's "time of the essence" comprehensive, with all of its previously tendered terms and conditions, except that the deadline to accept the proposal will now be 4:59 am on Wednesday, January 12. As I indicated in my e-mail of yesterday, we are willing to meet to continue discussing these proposals at an appropriate time.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kim C. Cordova".

Kim C. Cordova
UFCW Local 7 President
UFCW International Union Vice President

ccs: Leroy Westmoreland
Officers & Directors