



January 8, 2022

Kim C. Cordova  
UFCW Local 7 President  
7760 West 38<sup>th</sup> Ave., Suite 400  
Wheat Ridge, CO 80033-9982

Dear Ms. Cordova:

I am in receipt of your letter dated January 8, 2022. Your vague and self-serving email sent at 10:51PM last night does not constitute anything resembling a satisfactory response. You failed and still fail to give any indication that you are willing to modify any of your proposals nor have you offered any time to meet between presenting your first and only comprehensive proposal at 3:36AM on January 6, 2022 and the expiration of the contract at midnight tonight – or even any time beyond. We have been in attendance at all of your “negotiation” sessions with our competitors and are fully aware that you met for approximately 6 hours combined over the two-day period of January 6 and January 7 ending at approximately 2:30PM January 7 and that you did not meet with them at all today. We have been available and remain available to bargain. Your continued failure to bargain in good faith indicates that you have no intention of reaching a peaceful resolution and is a disservice to your membership. We remain at impasse.

You say that you are willing to discuss your proposals “at an appropriate time”. That time is now. We are in Denver ready to bargain tonight, tomorrow and any time going forward. We stand ready for your immediate response.

Thank you,

Sean Hammond  
Senior Director  
Labor Relations  
The Kroger Co.

From: Kim Cordova <kcordova@ufcw7.com>  
Sent: Friday, January 7, 2022 9:51 PM  
To: Hammond, Sean M Westmoreland, Leroy D  
Cc: Kevin Schneider <kschneider@ufcw7.com>; Mathew Shechter <MShechter@ufcw7.com>  
Subject: Response to email

[EXTERNAL EMAIL]: Do not click links or open attachments unless you recognize the sender and know the content is safe.

Sean ,  
I disagree with your assertions in your email sent at 6:44 pm. You were aware that I was unavailable today due to my negotiations with your competitors.  
The company has continually refused to give serious consideration to workers proposals for months. The company had nearly 45 hours since receiving our comprehensive to consider our offer .  
Our offer expires at 11:59 pm tonight . Not withstanding the foregoing, we remain willing to discuss any of the topics addressed in our comprehensive proposal at an appropriate time in the future .  
I look forward to your response.