

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.