

UFCW Locals 135, 324, 770, 1167, 1428, 1442 and 8GS

Recommend a “NO” vote on Food 4 Less/FoodsCo’ Unfair Proposal

The Food 4 Less/FoodsCo Offer:

- **Inadequate Wages:** After working under hazardous conditions for a year, Food 4 Less is only offering a 50 cent wage increase for those 38% of workers already at the top rate of pay.
- **There is no wage increase offered for 2,316 Utility Clerks (27%).**
- **2,900 workers (34%) who are not at top pay get no additional increase. They are stuck with the 10 cent increases as they move through the wage progressions.**
- **Refusal to consider proposals from the Worker Bargaining Committee:**
 - The Company rejected proposals regarding hazardous conditions;
 - The Company refuses to offer full-time positions by seniority;
 - The Company refuses to include Food 4 Less workers in the same Scholarship program as Ralphs workers;
 - The Company refuses to reconsider its use-it-or-lose-it holiday system where workers forfeit their personal holidays if they are unable to schedule them.
 - The Company rejected a 4th week of vacation for workers hired after October 4th, 2004; and
 - The Company refuses to provide proper pay and promotion to Utility Clerks who work in a higher classification.

Food 4 Less workers deserve better! During Kroger's fiscal 2020, its net profit totaled \$2.56 billion - versus \$1.66 billion, in fiscal 2019 - a 54 percent increase! The company spent nearly \$2 billion on stock repurchases and dividends to investors. Why should all the profit go to the CEOs and shareholders instead of the workers who risked their health and their lives as well as their families' health and lives to keep the company profitable and the community fed?

Don't let temporary hazard pay distract you from the permanent raise you deserve!

A “NO” vote authorizes a boycott or strike only if necessary to achieve a fair offer. Food 4 Less will only improve the offer if you demand more. The bargaining committee needs your support and the power of your voices behind them.

It's time for Food 4 Less workers to fight 4 more. Reject this offer and authorize a strike or other economic action so your worker-led bargaining committee can return to negotiations and get a better offer.



#Fight4More