



May 6, 2020

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

Dear Rodney,

As the Presidents of UFCW Local Unions in Kentucky, Ohio, Michigan and Indiana, we were disappointed by your letter sent to our members signaling the end of Hero Pay weeks before other major retailers, including your competitors do so. We ask that you reconsider and join the rest of the retail community in extending this pay for as long as we face a global pandemic.

Statements by Kroger about "starting the path to recovery" and "beginning to see a return to normal" do not reflect the reality of the increasing number of cases and deaths across the country. No one knows how long this will last and no one knows what normal will look like when the threat of COVID-19 is over.

There is no path to recovery from a virus that has no cure. The members of the UFCW that work for you are stocking shelves, bagging groceries, cleaning, and running cash registers while wearing masks and gloves to try to save their lives and the lives of their families. They do this every day to protect themselves from customers who are not required to wear the same PPE.

The suggestions of social distancing, one shopper per household, having every other check lane open, and customer limits are not enforced. Anxiety continues to grow as people in communities across the country miss paychecks, and shortages of cleaning supplies, sanitizer, toilet paper, and now meat occur.

As the states across the nation begin to ease restrictions, more not less people will be going into the stores, increasing our members exposure to the public and their chances of catching COVID-19. Steve Yancey described this as "a return to normal" in an email, however the situation in the stores is anything but normal.

This is no time for the Company to turn its back on the very people who've gotten Kroger through this pandemic thus far with no end in sight. We ask that you continue the Hero Pay, as your competitors have done, through the month of May, with an open mind that Hero Pay must continue as long as COVID-19 threatens the health and safety of our members and the communities they serve.

Please feel free to contact Region 4 Director Brad Edwards ([bedwards@ufcw.org](mailto:bedwards@ufcw.org)) to convene a call for all of us to continue to discuss this important issue.

Sincerely,



President  
UFCW 227



President  
UFCW 75



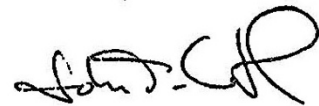
President  
UFCW 700



President  
UFCW 876



President  
UFCW 1059



President  
UFCW 951

Cc: John McPherson  
Steven Yancey  
Peggy Prescott  
Milton Jones