



## Kroger Is Succeeding, Why Aren't We?

During the four years since our last contract, we have helped Kroger succeed and grow in both Richmond and Tidewater. It is our hard work that brings in customers and keeps them coming back. With that in mind, we went in to this round of contract negotiations expecting that we would be rewarded for our hard work and everything we have done to keep Kroger a top shopping destination in a very competitive market.

Unfortunately, with our contract expiring this coming Saturday, August 4, we are still very far from the fair deal we deserve. We never expect to get everything, but when the company grows and succeeds, we should as well. That means fair pay, affordable health care, access to more hours and full time jobs, the ability to transfer to other Kroger stores in the area, and respect for us and our union.

Despite being far apart, we are not going to be in a rush to get to a bad deal. We are committed to continuing to negotiate with Kroger until we have a deal that we deserve and can recommend for ratification. We are at the table every day from now through the end of the week, including Saturday, and will continue to bargain for the best possible contract.

While negotiations continue at the table, we will continue to rely on your support in the stores. Close to 500 of you have signed letters in the past week indicating your interest in more hours and full time jobs under our current contract. We presented those at the table and to store managers to demonstrate that we need hours to take advantage of the fair pay and affordable health care we have earned. We expect Kroger to give that the serious consideration it deserves.

As we move forward we will continue to be in stores letting you know how you can get involved in making sure that under our next contract we are sharing in the success we have built. That means everyone needs to take action if the time comes. As always we will continue to keep you updated every step of the way.

To stay up to date, make sure you are getting text updates by texting "Richmond" to 698-328.