



COMMONWEALTH OF VIRGINIA

HOUSE OF DELEGATES
RICHMOND

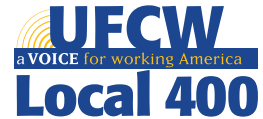
HALA S. AYALA
POST OFFICE BOX 7434
WOODBIDGE, VIRGINIA 22195

FIFTY-FIRST DISTRICT

COMMITTEE ASSIGNMENTS:
COMMUNICATIONS, TECHNOLOGY AND
INNOVATION (VICE-CHAIR)
FINANCE
LABOR AND COMMERCE

June 25th, 2020

Tom Lofland
Eastern Division President
Safeway, Inc. Eastern Division
4551 Forbes Blvd
Lanham, MD 20706



Dear Mr. Lofland,

We are writing to you today to express our concern that Safeway's "appreciation pay" program was ended on June 13. Many of our constituents work and shop in your stores and we know that the danger to your employees on the front lines continues to exist and your company continues to make millions in profits from the hard work these heroes continue to do every day to serve their neighbors.

While other industries are suffering and thousands of our neighbors are unemployed and facing financial hardship, the grocery industry is booming. Sales are up as people are eating more at home, and we know that trend will continue for the foreseeable future. With the grocery store one of the few places people are going to regularly, it has become a dangerous place and everyone who works there is putting themselves and their family at risk on every shift. Safeway has also refused to institute real limits on customers in the store, making your stores even higher risk for employees to acquire COVID-19 and potentially pass it to co-workers, customers, or family.

We know that you instituted a "thank you" bonus for some employees going forward, but that does not replace the "appreciation pay" premium added on to hourly pay, which many of your competitors have already agreed to extend farther into June, or, in some cases, July. Your employees are heroes. They were heroes for doing a tough job for too little pay prior to this crisis, and they have proven their hero status in recent months by continuing to come in every day, despite the dangers, to serve our communities. The least Safeway can do is continue to compensate them for the additional risk they are taking.

We call on you to re-institute the "appreciation pay" premium immediately for all Safeway employees and demonstrate that your company continues to be the industry leader it has been in the past by committing to continue the "appreciation pay" premium until the COVID-19 crisis is over.

We look forward to your response and will consider our next steps based on the actions you commit to take.

Sincerely,

Del. Hala Ayala
House District 51

Del. Jennifer Carroll Foy
House District 2

Del. Lee Carter
House District 50

Del. Gwendolyn Gooditis
House District 10

Del. Elizabeth Guzman
House District 31

Del. Daniel Helmer
House District 40

Del. Patrick Hope
House District 47

Del. Jerrauld Jones
House District 89

Del. Kaye Kory
House District 38

Del. Paul Krizek
House District 44

Del. Mark Levine
House District 45

Del. Alfonso Lopez
House District 49

Del. Kathleen Murphy
House District 34

Del. Kenneth Plum
House District 36

Del. Danica Roem
House District 13

Del. Ibrahim Samirah
House District 86

Del. Mark Sickles
House District 43