



Sent VIA Email to jennifer.mancini@kroger.com

August 27, 2021

Jennifer B. Mancini, Division HR Leader
Kroger Mid Atlantic
140 Eastshore Drive, Suite 300
Glen Allen, VA 23059

Dear Ms. Mancini:

United Food and Commercial Workers, Local 400 members have continued to go to work every day for the past 18 months, making huge sacrifices and putting the safety of themselves and their families at risk. Their work has resulted in a 5.6% increase in profit in 2020, and a whopping 14.1% increase in same-store sales excluding fuel. Their service and sacrifice have allowed millions of Americans to stay safely at home to avoid the worst of the pandemic. Now, with the latest explosion in COVID cases brought on by the Delta variant and the relaxation of health and safety measures, it is time for you to start enforcing mask mandates in all your locations and to bring back hazard pay.

Universal masking is the most effective way to prevent transmission of this deadly disease, outside of vaccinations, but these mandates only work if they are enforced. We are calling on you to put in place a universal mask mandate that applies to employees, vendors, and customers at all times and for the enforcement to be carried out by store management or security. If you can enforce shirt and shoe wearing, you can enforce mask wearing.

To be clear, we also have been and will continue to encourage all our members to be vaccinated. Vaccines are the best way to end this pandemic and we are willing to work with you on any efforts to educate people on the importance of getting vaccinated, as well as designing incentive programs to encourage vaccination. We are committed to working with you to create a healthy and safe workplace.

In addition, as cases increase and mask mandates return, it is long past time to bring back hazard pay. Case counts are now back above what they were when hazard pay was first put into place last year. Consumer behavior has not dramatically changed, and same-store sales and profits continue to be off the charts. It was wrong to ever end the hazard pay program, and we are calling on you to reinstate it immediately. The hazard still exists and so should the hazard pay.

I am available to meet any time to discuss the implementation of a universal mask mandate for everyone coming into a store, education and/or incentive programs to encourage vaccination, and the reintroduction of hazard pay. Please send proposed dates as soon as possible.

Sincerely,

Mark P. Federici
President and International
Vice President

MPF/lla

cc: Robert Brown
Bryan Bond