



Greg Frazier, President • Janet Lucero, Secretary-Treasurer

March 20, 2020

Via Fax, Email, and US Mail

Mr. Robert McLauchlin  
Director Labor Relations  
250 Parkcenter Blvd.  
Boise ID 83706

Dear Mr. McLauchlin:

Let me start out by thanking Safeway for the Hazard / Appreciation Pay rolled out on Friday, March 20, 2020 to the Safeway workers in Farmington, New Mexico. These workers were surprised and appreciative. America seems prepared to take all necessary steps to defeat this World Pandemic and we are counting on Safeway employees and our members to provide essential services to your customers in the communities here in New Mexico. Your employees and UFCW members must not only endure this crisis themselves but also assist both healthy and sick customers.

I am attaching a letter, which was delivered to New Mexico Governor Michelle Lujan-Grisham to designate Grocery Workers as first responders. I also want to demand that Safeway take the following steps for their front-line employees enduring a scared and shaken world.

1. That Safeway follows the same provisions spelled out in the Family's First Coronavirus Response Act signed into law on March 18, 2020. I am sure you are aware that this Act mentions employers with 500 or less employees, but this is the right thing to do for all these workers putting their safety and well-being on the line.
2. That Safeway revisits and continues to pay the Hazard / Appreciation pay and select a later date to when this will continue. This will give employees confidence in knowing how long it will last or when it will be revisited. The Union is well aware this would be on a non-precedent setting basis only for the duration of this Pandemic crisis.
3. That Safeway makes sure there is an adequate supply of hand sanitizer for their first responders and the time to wash their hands while working.
4. That Safeway limits the number of customers in the store to ensure safety for your employees.



5. That Safeway takes steps for all new employees to enroll before the 12-month waiting period for Health and Welfare so they and their families can have medical coverage during this Pandemic. This would, of course, be a "one-off" non-precedent setting agreement for the duration of this health emergency.
6. That Safeway accommodates employees who fall within the higher-risk population, as defined by the most recent CDC guidelines, by providing lower-exposure work assignments.
7. Please make sure that the method and payment to employees is not interrupted during this time. We ask that direct deposit or physical checks continue as form of payment.

We recognize that during the hopefully short duration of this health emergency, these employer expenses will not necessarily be inconsiderable. However, given the record demand of sales, and profits that you are indisputably making, it seems a small price to pay for the sacrifices your Employees, our members, are making to ensure the smooth flow of food supplies and other important products to the general public.

Sincerely,



Greg Frazier  
President, UFCW 1564 of NM