



March 13, 2020 Greg Frazier, President • Janet Lucero, Secretary-Treasurer

Via Fax, Email, and US Mail

Mr. Kenny Kimball  
Smith's President  
1550 South Redwood Rd.  
Salt Lake City, UT 84104

Dear Mr. Kimball

My name is Greg Frazier, and I am writing on behalf of three thousand Kroger workers in New Mexico. As you are aware, we are facing unprecedented times with this World Pandemic COVID-19. Your employees and UFCW members must not only endure this crisis themselves but also assist both healthy and sick customers. Everyone is doing their part to ensure safe practices to limit this outbreak and its effects.

I need to do my part as the Employees' Bargaining Representative to make sure their safety and well-being is also addressed as they keep families fed and surviving this National Emergency. We need some questions answered so we can properly guide and direct.

1. All schools in New Mexico have been closed for at least three weeks starting on March 16, 2020. What will take place with our members, your employees, who cannot work because they have no options or assistance to leave their young children?
2. Employees that may want to wear a mask to reduce their exposure to this contagious virus. Will this be allowed and is Smith's providing masks?
3. In the event an employee must wear a mask and is not allowed to, will they be paid, or what plans are in place?
4. If an employee does not look or feel well at work, and they are sent home by Smith's, will they be paid for the loss of hours since Management sent them home?
5. If an employee is told to go to the doctor and they have not yet qualified for health insurance, are there any special plans to cover these costs?
6. Will employees be provided gloves if they choose to wear them?
7. In the event an employee or a customer is confirmed presumptively positive of COVID-19 and exposed to certain employees, will Smith's pay for the employee's lost time to get medical attention or be tested?

I realize these are tough questions, but your wonderful team needs to be made aware of these answers. I ask with the urgency that you respond within 48 hours of receiving this letter.

Sincerely,

Greg Frazier  
President, UFCW 1564 of NM

