



Greg Frazier, President • Janet Lucero, Secretary-Treasurer

March 23, 2020

Email and US Mail

Mr. James Esqueda, General Manager  
La Montanita Food Cooperative, Inc  
901 Menaul Blvd. NE  
Albuquerque, NM 87107

Dear Mr. Esqueda:

I am writing on behalf of the workers at the La Montanita Rio Grande location in Albuquerque. As you are aware, we are facing unprecedented times with this World Pandemic COVID-19. America seems prepared to take all necessary steps to defeat this World Pandemic and we are counting on La Montanita employees to provide essential services to your customers here in Albuquerque. 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 La Montanita take the following steps for their front-line employees enduring a scared and shaken world.

1. That La Montanita follows 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.
2. That La Montanita initiate and pay a premium, perhaps in the form of Hazard Pay or Appreciation pay, for all UFCW members in New Mexico as mentioned to Governor Lujan-Grisham. The Union agrees this would be on a non-precedent setting basis only for the duration of the health emergency. Albertson's issued \$2 per hour and Smith's gave bonuses of \$300 to their employees on a temporary basis to show their gratitude and support amid this National crisis. They will be monitoring this on a going forward basis. We ask you to do the same for your employees.
3. That La Montanita 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 La Montanita limits the number of customers in the store to ensure safety for your employees.



5. That La Montanita reviews their enrollment period so uncovered employees can obtain coverage during this Pandemic.
6. That La Montanita accommodates employees who fall within the higher-risk population, as defined by the most recent CDC guidelines, by providing lower-exposure work assignments.
7. That La Montanita agrees to provide no restrictions to employees who may want to self-quarantine for 14 working days, either with or without medical documentation.

We recognize that during the hopefully short duration of this health emergency, these employer expenses will not last for long and given the record demand of sales, and profits, 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,

A handwritten signature in black ink that reads "Greg Frazier". The signature is written in a cursive, slightly slanted style.

Greg Frazier  
President, UFCW 1564 of NM

cc: Camille Quintana