

December 9, 2021

Mr. Andrew R. Jassy
Chief Executive Officer
Amazon
410 Terry Avenue, North
Seattle WA 98109

Dear Mr. Jassy:

For nearly two years, America's essential workers have had to contend with an ongoing deadly pandemic that has upended their daily lives and forced them to confront a series of workplaces challenges. Unlike millions of other workers, these essential workers did not have a choice of whether to work at home or not, they were forced by financial necessity and community need to go to work, therefore putting their health and safety at risk every single day. In fact, since this pandemic began a countless number of essential workers have been exposed to COVID, including at least 497 UFCW essential workers who have died, 35,945 who have been exposed and 68,891 who tested positive for COVID.

As you know, throughout this difficult period, the threat of COVID-19 variants has persisted and evolved even as many of America's largest food and retail companies have relaxed their safety measures. Now, with the Delta variant driving a dangerous [winter surge of COVID-19 cases in 39 states](#) and new variants like Omicron further raising fears about public safety, we believe it is critical for our nation's largest retail and food employers, including Walmart, Amazon, Safeway, and Kroger to take immediate steps to protect essential workers and members of the public during this holiday season.

Given our responsibility to protect our 1.3 million food and retail union workers, as well as the millions of non-union food and retail workers, we are urging your company to implement stronger in-store measures this winter as we see COVID-19 cases rapidly rising again:

- **Promote Mask Wearing:** To reduce transmissibility, we encourage you to promote mask wearing for all customers at all locations.
- **Free PPE to All Retail Workers:** To help protect essential workers, free access to personal protective equipment like masks and hand sanitizer must be provided while on the job.
- **Re-establish Social Distancing:** As the pandemic has progressed, social distancing rules have been dramatically relaxed. To protect workers and essential workers, social distancing should be enforced at all locations.
- **Support Vaccination/Boosters for Workers:** While the government is mandating vaccinations for large employers, not enough is being done to support the vaccination of food and retail workers. Specifically, paid sick leave benefits should be provided to all workers as an added benefit to encourage them to get the initial vaccination and/or the vaccination booster should they have a reaction from the vaccine.

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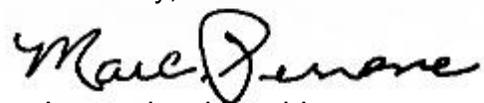
- **Implement Inflation Wage Protection:** The exploding spike in food prices is impacting all workers and has added an additional burden to many essential workers—especially those with families. The reality is that the threat of COVID and the new variant is clearly contributing to historic inflation, fueling customer frustrations, and is making the job essential workers do in this pandemic even more difficult. Food and retail companies must use record profit margins to increase worker hourly pay and alleviate the impact of inflation.

Collectively, each of the safety and protection actions outlined above represent critical steps that you and your respective company must implement to save lives and livelihoods. While some may argue that such measures are not needed at this time, waiting for this pandemic to worsen again is not an option. Based on our discussions with virus experts, these actions must be taken now to help reduce the risk of a worsening pandemic that will cost lives.

Lastly, it is important for all of us to remind each other of the responsibility we all have to America's essential workers. To date, we have been proud to work with a countless number of employers who are sincere about their commitment to health and safety. Regardless of the actions you have taken in the past, we remain determined to work together with you to do what is necessary to protect our essential workers who have already risked and sacrificed so much. For the sake of all our families and given the enormous risk of COVID and variant exposure that essential workers still face, we implore you and your respective company to do what is right and responsible and take the five immediate safety actions outlined above.

Working together, we sincerely believe we can protect lives and ensure that this holiday season is one that is not just prosperous for your company, but is safe for essential workers, the customers we all serve, and the American people.

Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Frans Muller
Chief Executive Officer
Ahold Delhaize
Provincialeweg 11,
1506 MA Zaandam The Netherlands

Dear Mr. Muller:

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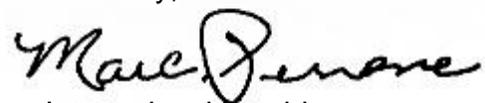
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Vivek S. Sankaran
Chief Executive Officer
Alberstons Companies
250 Parkcenter Boulevard
Boise ID 83706

Dear Vivek:

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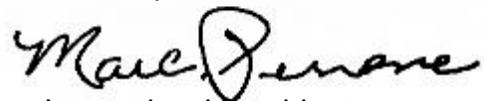
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Sincerely,


International President

December 9, 2021

Mr. Rodney McMullen
Chief Executive Officer
The Kroger Company
1014 Vine Street
Cincinnati OH 45201

Dear Mr. McMullen:

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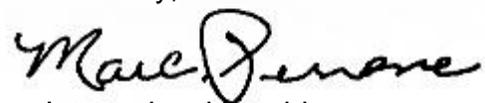
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Douglas McMillon
President and Chief Executive Officer
Walmart Incorporated
702 S.W. Eighth Street
Bentonville AR 72716-6209

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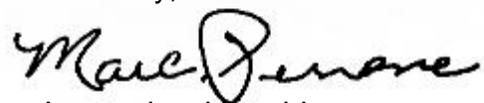
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Sincerely,


International President

December 9, 2021

Mr. W. Craig Jelinek
Chief Executive Officer
Costco Wholesale Corp.
999 Lake Drive
Issaquah WA 98027

Dear Mr. Jelinek:

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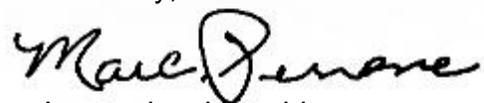
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Sincerely,



Marc Demore
International President

December 9, 2021

Ms. Karen S. Lynch
Chief Executive Officer
CVS Health
1 CVS Drive
Woonsocket RI 02895

Dear Ms. Lynch:

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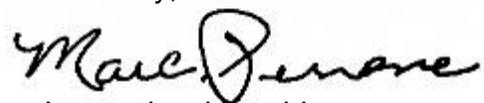
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Mr. Jeff Gennette
Chief Executive Officer
Macy's Incorporated
151 West 34th Street
New York NY 10001

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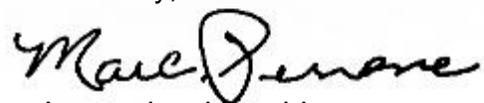
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Working together, we sincerely believe we can protect lives and ensure that this holiday season is one that is not just prosperous for your company, but is safe for essential workers, the customers we all serve, and the American people.

Sincerely,



Marc Genovese
International President

December 9, 2021

Mr. Brian Cornell
Chairman and Chief Executive Officer
Target
1000 Nicollet Mall
Minneapolis MN 55403

Dear Mr. Cornell:

For nearly two years, America's essential workers have had to contend with an ongoing deadly pandemic that has upended their daily lives and forced them to confront a series of workplaces challenges. Unlike millions of other workers, these essential workers did not have a choice of whether to work at home or not, they were forced by financial necessity and community need to go to work, therefore putting their health and safety at risk every single day. In fact, since this pandemic began a countless number of essential workers have been exposed to COVID, including at least 497 UFCW essential workers who have died, 35,945 who have been exposed and 68,891 who tested positive for COVID.

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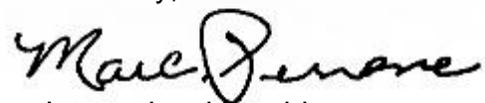
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Sincerely,



Marc Demore

International President

December 9, 2021

Mr. Todd J. Vasos
Chief Executive Officer
Dollar General
100 Mission Ridge
Goodlettsville TN 37072

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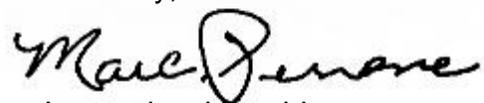
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Sincerely,



Marc Demore
International President

December 9, 2021

Ms. Heyward Donigan
President and Chief Executive Officer
Rite Aid Corporation
30 Hunter Lane
Camp Hill PA 17011

Dear Ms. Donigan:

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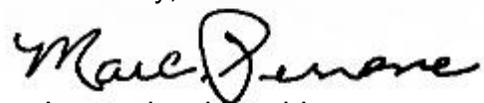
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Sincerely,



Marc Demore
International President

December 9, 2021

Ms. Rosalind Brewer
Chief Executive Officer
Walgreens
200 Wilmot Road
Deerfield IL 60015

Dear Mr. Brewer:

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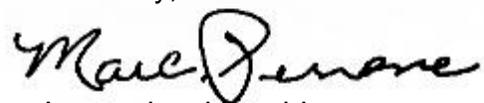
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Erik Nordstrom
Chief Executive Officer
Nordstrom
1617 6th Avenue
Seattle WA 98101

Dear Mr. Nordstrom:

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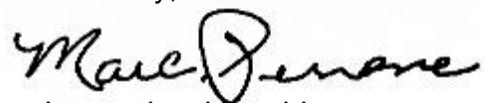
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Craig Menear
Chief Executive Officer
The Home Depot
2455 Paces Ferry Road, NW
Atlanta GA 30339

Dear Mr. Menear:

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Sincerely,

A handwritten signature in black ink that reads "Marc Menear". The signature is written in a cursive, flowing style.

International President

December 9, 2021

Ms. Corie Barry
Chief Executive Officer
Best Buy
7601 Penn Avenue
S. Richfield MN 55423

Dear Ms. Barry:

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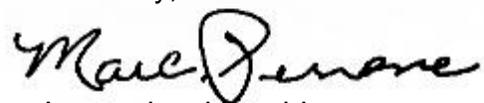
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Mark J. Tritton
Chief Executive Officer
Bed Bath & Beyond
650 Liberty Avenue
Union NJ 07083

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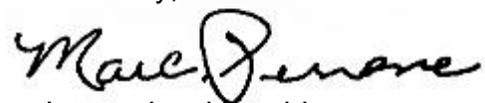
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Working together, we sincerely believe we can protect lives and ensure that this holiday season is one that is not just prosperous for your company, but is safe for essential workers, the customers we all serve, and the American people.

Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Todd Jones
Chief Executive Officer
Publix Super Markets Inc.
3300 Publix Corporate Parkway
Lakeland FL 33802-0407

Dear Mr. Jones:

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Sincerely,



International President

December 9, 2021

Ms. Kathryn McLay
Chief Executive Officer
Sam's Club
2101 SE Simple Savings Drive
Bentonville AR 72712-4304

Dear Ms. McLay:

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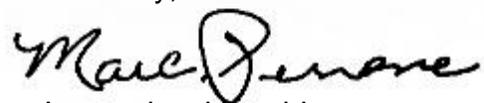
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Charles Butt
Chairman
H-E-B
646 S Flores Street
San Antonio TX 78204-1219

Dear Mr. Butt:

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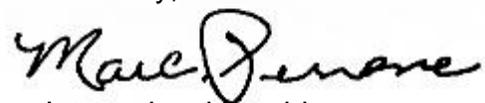
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. John Mackey
Chief Executive Officer
Whole Foods Market Inc.
550 Bowie Street
Austin TX 78703-4644

Dear Mr. Mackey:

For nearly two years, America's essential workers have had to contend with an ongoing deadly pandemic that has upended their daily lives and forced them to confront a series of workplaces challenges. Unlike millions of other workers, these essential workers did not have a choice of whether to work at home or not, they were forced by financial necessity and community need to go to work, therefore putting their health and safety at risk every single day. In fact, since this pandemic began a countless number of essential workers have been exposed to COVID, including at least 497 UFCW essential workers who have died, 35,945 who have been exposed and 68,891 who tested positive for COVID.

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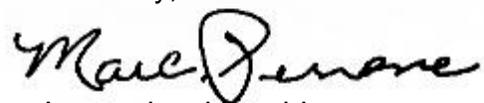
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Jason Hart
Chief Executive Officer
Aldi Inc.
1200 N Kirk Road
Batavia IL 60510-1443

Dear Mr. Hart:

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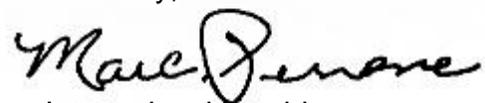
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Anthony Hucker
Chief Executive Officer
Southeastern Grocers
8928 Prominence Parkway, Bldg 200
Jacksonville FL 32256-8264

Dear Mr. Hucker:

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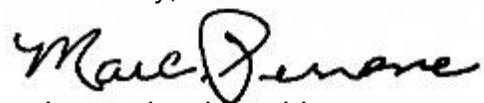
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Sincerely,



Marc Demore
International President

December 9, 2021

Ms. Colleen Wegman
Chief Executive Officer
Wegmans Food Markets Inc.
100 Wegmans Market Street
Rochester NY 14603-0844

Dear Ms. Wegman:

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Sincerely,

A handwritten signature in black ink that reads "Marc Demore". The signature is written in a cursive, flowing style.

International President

December 9, 2021

Mr. Bob Eddy
President and Chief Executive Officer
BJ's Wholesale Club Inc.
25 Research Drive
Westborough MA 01760-9601

Dear Mr. Eddy:

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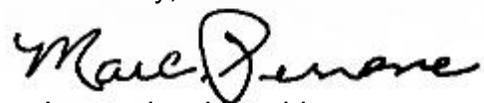
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Randy Edeker
Chairman
Hy-Vee Inc.
5820 Westown Parkway
West Des Moines IA 50266-8223

Dear Mr. Edeker:

For nearly two years, America's essential workers have had to contend with an ongoing deadly pandemic that has upended their daily lives and forced them to confront a series of workplaces challenges. Unlike millions of other workers, these essential workers did not have a choice of whether to work at home or not, they were forced by financial necessity and community need to go to work, therefore putting their health and safety at risk every single day. In fact, since this pandemic began a countless number of essential workers have been exposed to COVID, including at least 497 UFCW essential workers who have died, 35,945 who have been exposed and 68,891 who tested positive for COVID.

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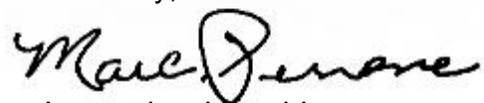
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Sincerely,


International President

December 9, 2021

Mr. Grant Haag
Chief Executive Officer
WinCo Foods LLC
650 N Armstrong Place
Boise ID 83705-0756

Dear Mr. Haag:

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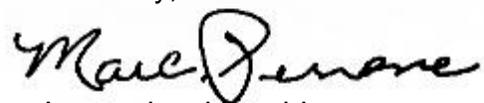
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Sincerely,


International President

December 9, 2021

Mr. Kenneth McGrath
Chief Executive Officer
Save-A-Lot
100 Corporate Office Drive
Earth City MO 63045-1511

Dear Mr. McGrath:

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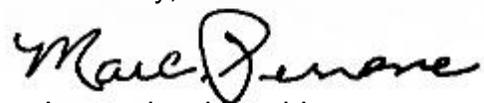
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Anthony Hucker
Chief Executive Officer
Winn-Dixie Stores Inc.
8929 Prominence Parkway #200
Jacksonville FL 32203-0297

Dear Mr. Hucker:

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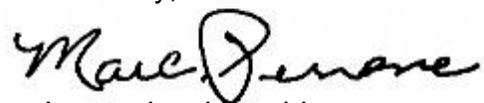
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Jack L. Sinclair
Chief Executive Officer
Sprouts Farmers Markets
5455 E High Street, Suite 111
Phoenix AZ 85054-5464

Dear Mr. Sinclair:

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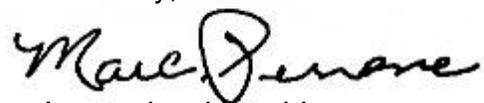
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Arthur T. DeMoulas
Chief Executive Officer
DeMoulas Supermarkets Inc.
875 East Street
Tewksbury MA 01876-1469

Dear Mr. DeMoulas:

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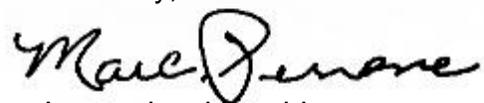
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. David G. Hirz
Chief Executive Officer
Smart & Final Stores LLC
600 Citadel Drive
Commerce CA 90051-0377

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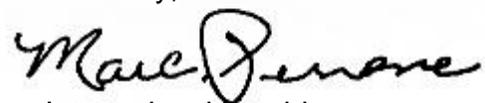
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Marc Demore
International President

December 9, 2021

Mr. James W. Lanning
Chief Executive Officer
Ingles Markets Inc.
2913 US 70 Highway
Black Mountain NC 28816-6676

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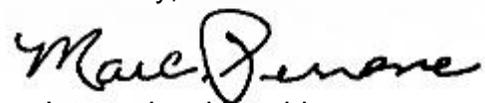
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Brian Haaraoja
Chief Executive Officer
Golub Corporation
461 Nott Street
Schenectady NY 12308-1812

Dear Mr. Haaraoja:

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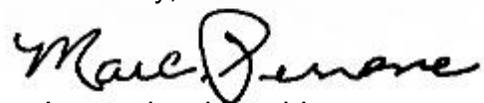
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. John Ross
Chief Executive Officer
IGA Inc.
8745 W Higgins Road
Chicago IL 60631-2704

Dear Mr. Ross:

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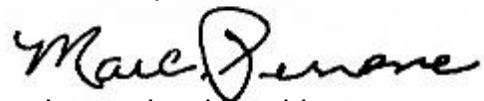
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Sincerely,


International President

December 9, 2021

Ms. Johannes Fieber
Chief Executive Officer
Lidl US LLC
3500 S Clark Street, Floor 5
Arlington VA 22202-4045

Dear Ms. Fieber:

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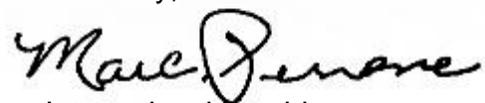
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Steven C. Smith
Chief Executive Officer
K-VA-T Food Stores Inc.
1 Food City Circle East
Abingdon VA 24212-1158

Dear Mr. Smith:

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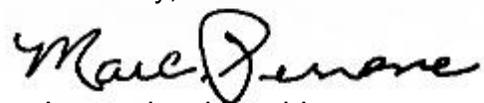
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Bradley W. Brookshire
Chairman
Brookshire Grocery Co.
1600 W Southwest Loop 323
Tyler TX 75710-1411

Dear Mr. Brookshire:

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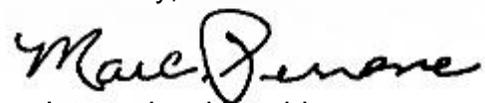
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Eric Lindberg
Chief Executive Officer
Grocery Outlet Inc.
5650 Hollis Street, Suite 100
Emeryville CA 94608-2505

Dear Mr. Lindberg:

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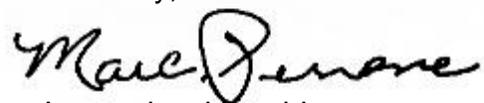
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Charles L. D'Amour
Chief Executive Officer
Big Y Foods Inc.
2145 Roosevelt Avenue
Springfield MA01102-7840

Dear Mr. D'Amour:

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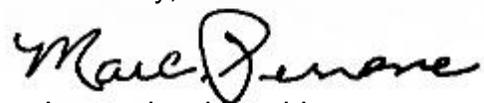
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December 9, 2021

Mr. Rich Wolowski
Chief Executive Officer
Gordon Food Service Store
1300 Gezon Parkway, SW
Wyoming MI 49501

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As you know, throughout this difficult period, the threat of COVID-19 variants has persisted and evolved even as many of America's largest food and retail companies have relaxed their safety measures. Now, with the Delta variant driving a dangerous [winter surge of COVID-19 cases in 39 states](#) and new variants like Omicron further raising fears about public safety, we believe it is critical for our nation's largest retail and food employers, including Walmart, Amazon, Safeway, and Kroger to take immediate steps to protect essential workers and members of the public during this holiday season.

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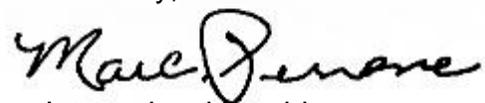
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Working together, we sincerely believe we can protect lives and ensure that this holiday season is one that is not just prosperous for your company, but is safe for essential workers, the customers we all serve, and the American people.

Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Jason Potter
Chief Executive Officer
The Fresh Market Inc.
300 N Greene Street
Greensboro NC 27401

Dear Mr. Potter:

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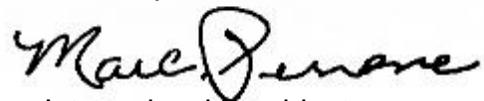
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Sincerely,


International President

December 9, 2021

Mr. Edward Basha, III
Chief Executive Officer
Bashas' Inc.
22402 S Basha Road
Chandler AZ 85244-0488

Dear Mr. Basha:

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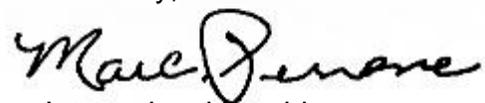
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. John Gomez
Chief Executive Officer
Cardenas Markets LLC
2501 E Guasti Road
Ontario CA 91761-7657

Dear Mr. Gomez:

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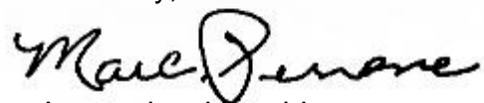
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Reynolds Cramer
Chief Executive Officer
Fareway Stores Inc.
715 8th Street
Boone IA 50036-0070

Dear Mr. Cramer:

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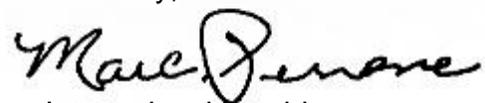
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Sincerely,



Marc Demore
International President

December 9, 2021

Ms. Donna Rusch
Chief Executive Officer
Woodman's Food Markets Inc.
2631 Liberty Lane
Janesville WI 53545-0741

Dear Ms. Rusch:

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Sincerely,

A handwritten signature in black ink that reads "Marc Demore". The signature is written in a cursive, flowing style.

International President

December 9, 2021

Mr. Donald Rouse, Sr.
Chief Executive Officer
Rouses Enterprises LLC
1301 Saint Mary Street
Thibodaux LA 70302-5358

Dear Mr. Rouse:

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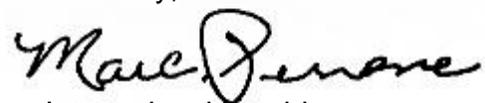
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Marc Glassman
Chairman
Marc Glassman Inc.
5841 W 130th Street
Cleveland OH 44130-9308

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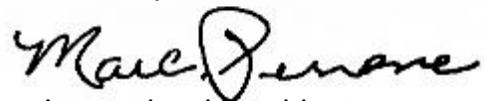
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International President

December 9, 2021

Mr. Roger Lowe, Jr.
Chief Executive Officer
Lowe's Pay and Save Inc.
1804 Hall Avenue
Littlefield TX 79339-1430

Dear Mr. Lowe:

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As you know, throughout this difficult period, the threat of COVID-19 variants has persisted and evolved even as many of America's largest food and retail companies have relaxed their safety measures. Now, with the Delta variant driving a dangerous [winter surge of COVID-19 cases in 39 states](#) and new variants like Omicron further raising fears about public safety, we believe it is critical for our nation's largest retail and food employers, including Walmart, Amazon, Safeway, and Kroger to take immediate steps to protect essential workers and members of the public during this holiday season.

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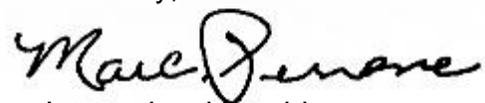
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Working together, we sincerely believe we can protect lives and ensure that this holiday season is one that is not just prosperous for your company, but is safe for essential workers, the customers we all serve, and the American people.

Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Ryan Redner
Chief Executive Officer
Redner's Markets Inc.
3 Quarry Road
Reading PA 19605-9787

Dear Mr. Redner:

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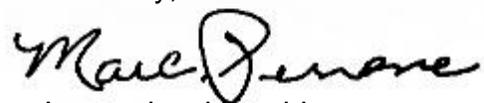
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Milton Hixson
Chairman
Brookshire Brothers Ltd.
1201 Ellen Trout Drive
Lufkin TX 75902-1688

Dear Mr. Hixson:

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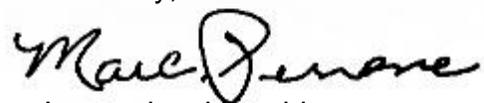
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. John Alston
Chief Executive Officer
Brookshire Brothers Ltd.
1201 Ellen Trout Drive
Lufkin TX 75902-1688

Dear Mr. Alston:

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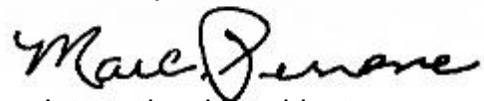
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Sincerely,


International President

December 9, 2021

Mr. David Ball
Chief Executive Officer
Four B Corp.
5300 Speaker Road
Kansas City KS 66106-1050

Dear Mr. Ball:

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Sincerely,

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International President

December 9, 2021

Mr. Neal Berube
Chief Executive Officer
Associated Food Stores
1850 W 2100 S
Salt Lake City UT 84126-0247

Dear Mr. Berube:

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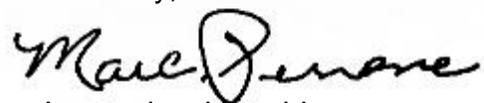
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Richard H. Niemann, Jr.
Chief Executive Officer
Niemann Foods Inc.
1501 N 12th Street
Quincy IL 62306-0847

Dear Mr. Niemann:

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International President

December 9, 2021

Mr. Jerome Cosentino
Chief Executive Officer
Cosentino's Food Stores
3901 W 83rd Street
Prairie Village KS 66208-5308

Dear Mr. Cosentino:

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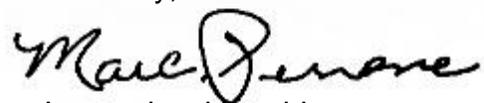
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Marc Demore
International President

December 9, 2021

Mr. Gerald Taylor
Chief Executive Officer
All American Quality Food Inc.
125 Eagles Landing Parkway
Stockbridge GA 30281-5092

Dear Mr. Taylor:

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As you know, throughout this difficult period, the threat of COVID-19 variants has persisted and evolved even as many of America's largest food and retail companies have relaxed their safety measures. Now, with the Delta variant driving a dangerous [winter surge of COVID-19 cases in 39 states](#) and new variants like Omicron further raising fears about public safety, we believe it is critical for our nation's largest retail and food employers, including Walmart, Amazon, Safeway, and Kroger to take immediate steps to protect essential workers and members of the public during this holiday season.

Given our responsibility to protect our 1.3 million food and retail union workers, as well as the millions of non-union food and retail workers, we are urging your company to implement stronger in-store measures this winter as we see COVID-19 cases rapidly rising again:

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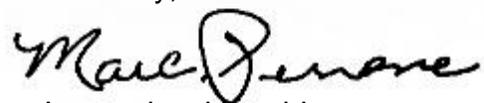
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Working together, we sincerely believe we can protect lives and ensure that this holiday season is one that is not just prosperous for your company, but is safe for essential workers, the customers we all serve, and the American people.

Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Kevin Ladd
Chief Executive Officer
Food Giant Supermarkets Inc.
120 Industrial Drive
Sikeston MO 63801-5216

Dear Mr. Ladd:

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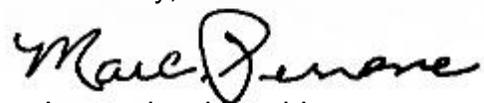
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Dean Peterson
Chief Executive Officer
Harmon City Inc.
3540 S 4000 W, Suite 500
West Valley City UT 84120-3296

Dear Mr. Peterson:

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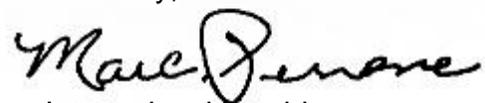
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Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Agustin Herran
Chief Executive Officer
Sedano's Supermarkets Inc.
3140 W 76th Street
Hialeah FL 33018-3803

Dear Mr. Herran:

For nearly two years, America's essential workers have had to contend with an ongoing deadly pandemic that has upended their daily lives and forced them to confront a series of workplaces challenges. Unlike millions of other workers, these essential workers did not have a choice of whether to work at home or not, they were forced by financial necessity and community need to go to work, therefore putting their health and safety at risk every single day. In fact, since this pandemic began a countless number of essential workers have been exposed to COVID, including at least 497 UFCW essential workers who have died, 35,945 who have been exposed and 68,891 who tested positive for COVID.

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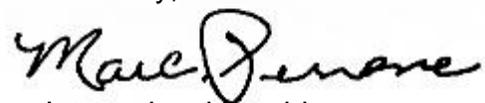
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Stew Leonard, Jr.
Chief Executive Officer
Stew Leonard's
100 Westport Avenue
Norwalk CT 06851-3915

Dear Mr. Leonard:

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December 9, 2021

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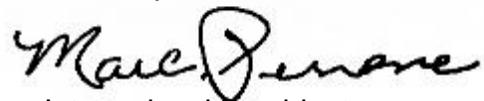
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Sincerely,


International President

December 9, 2021

Mr. Michael Needler, Jr.
Chief Executive Officer
Fresh Encounter Inc.
317 W Main Cross Street
Findlay OH 45839-1007

Dear Mr. Needler:

For nearly two years, America's essential workers have had to contend with an ongoing deadly pandemic that has upended their daily lives and forced them to confront a series of workplaces challenges. Unlike millions of other workers, these essential workers did not have a choice of whether to work at home or not, they were forced by financial necessity and community need to go to work, therefore putting their health and safety at risk every single day. In fact, since this pandemic began a countless number of essential workers have been exposed to COVID, including at least 497 UFCW essential workers who have died, 35,945 who have been exposed and 68,891 who tested positive for COVID.

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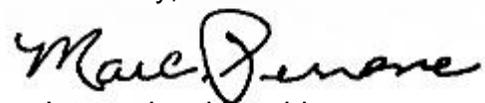
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Sincerely,



Marc Demare
International President

December 9, 2021

Mr. Mark Griffin
Chief Executive Officer
B & R Stores Inc.
4554 W Street
Lincoln NE 68505-0824

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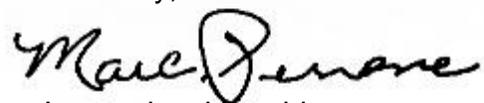
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Marc Demore
International President

December 9, 2021

Mr. Paul Kosasa
Chairman
ABC Stores Hawaii
766 Pohukaina Street
Honolulu HI 96813-5307

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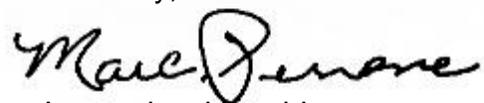
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Working together, we sincerely believe we can protect lives and ensure that this holiday season is one that is not just prosperous for your company, but is safe for essential workers, the customers we all serve, and the American people.

Sincerely,



Marc Demore
International President

December 9, 2021

Mr. Omar G. Jorge
Chairman
Aurora Grocery Group
818 E Arrowood Road
Charlotte NC 28217-5811

Dear Mr. Jorge:

For nearly two years, America's essential workers have had to contend with an ongoing deadly pandemic that has upended their daily lives and forced them to confront a series of workplaces challenges. Unlike millions of other workers, these essential workers did not have a choice of whether to work at home or not, they were forced by financial necessity and community need to go to work, therefore putting their health and safety at risk every single day. In fact, since this pandemic began a countless number of essential workers have been exposed to COVID, including at least 497 UFCW essential workers who have died, 35,945 who have been exposed and 68,891 who tested positive for COVID.

As you know, throughout this difficult period, the threat of COVID-19 variants has persisted and evolved even as many of America's largest food and retail companies have relaxed their safety measures. Now, with the Delta variant driving a dangerous [winter surge of COVID-19 cases in 39 states](#) and new variants like Omicron further raising fears about public safety, we believe it is critical for our nation's largest retail and food employers, including Walmart, Amazon, Safeway, and Kroger to take immediate steps to protect essential workers and members of the public during this holiday season.

Given our responsibility to protect our 1.3 million food and retail union workers, as well as the millions of non-union food and retail workers, we are urging your company to implement stronger in-store measures this winter as we see COVID-19 cases rapidly rising again:

- **Promote Mask Wearing:** To reduce transmissibility, we encourage you to promote mask wearing for all customers at all locations.
- **Free PPE to All Retail Workers:** To help protect essential workers, free access to personal protective equipment like masks and hand sanitizer must be provided while on the job.
- **Re-establish Social Distancing:** As the pandemic has progressed, social distancing rules have been dramatically relaxed. To protect workers and essential workers, social distancing should be enforced at all locations.
- **Support Vaccination/Boosters for Workers:** While the government is mandating vaccinations for large employers, not enough is being done to support the vaccination of food and retail workers. Specifically, paid sick leave benefits should be provided to all workers as an added benefit to encourage them to get the initial vaccination and/or the vaccination booster should they have a reaction from the vaccine.

- **Implement Inflation Wage Protection:** The exploding spike in food prices is impacting all workers and has added an additional burden to many essential workers—especially those with families. The reality is that the threat of COVID and the new variant is clearly contributing to historic inflation, fueling customer frustrations, and is making the job essential workers do in this pandemic even more difficult. Food and retail companies must use record profit margins to increase worker hourly pay and alleviate the impact of inflation.

Collectively, each of the safety and protection actions outlined above represent critical steps that you and your respective company must implement to save lives and livelihoods. While some may argue that such measures are not needed at this time, waiting for this pandemic to worsen again is not an option. Based on our discussions with virus experts, these actions must be taken now to help reduce the risk of a worsening pandemic that will cost lives.

Lastly, it is important for all of us to remind each other of the responsibility we all have to America's essential workers. To date, we have been proud to work with a countless number of employers who are sincere about their commitment to health and safety. Regardless of the actions you have taken in the past, we remain determined to work together with you to do what is necessary to protect our essential workers who have already risked and sacrificed so much. For the sake of all our families and given the enormous risk of COVID and variant exposure that essential workers still face, we implore you and your respective company to do what is right and responsible and take the five immediate safety actions outlined above.

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Sincerely,



International President