



Negotiations Update

February 24, 2024

Company Shares Last, Best, and Final Offer

Late on February 24, Kroger Mid-Atlantic shared its Last, Best, and Final Offer with UFCW Local 400. This is a great offer that includes increases up to 25% over the term of the contract, gives associates more ways to earn more money, and represents the best interests of our associates.

Not Enough Common Ground

The company and union spent many long hours over the course of the last month, in bargaining sessions working through proposals to reach an agreement on a new contract. Throughout the process we have adjusted our offers, including withdrawing and revising proposals, to reach an agreement that puts more money in your paychecks, invests in your pension, and provides you with high-quality affordable health care. Despite our best efforts, the two sides have been unable to find enough common ground to reach a Tentative Agreement.

Last, Best, and Final Offer Highlights

Our Last, Best, and Final Offer puts more money in your pocket with every associate in the contract receiving a significant increase. Our offer gives associates more ways to earn more money.

Wage Investment

- **Department Leaders and Top Rate Associates: up to \$2/hour** increase over the life of the contract
- **Associates in wage scales: up to \$2/hour** increase over the life of the contract and move to a new wage scale that allows associates to earn more money.
- **Night Premium moves to \$2/hour**
- **Pharmacy Technicians:** up to \$4.50/hour increase over the life on the contract
- **Courtesy Clerks:** up to \$2.35/ hour over the life of the contract
- **Retro pay for wage increases effective February 25, if ratified by March 9, 2024**
- Starting rates move from \$11 to \$13/hour

We hope you agree this offer shows we are committed to continuing to make significant investments in our current associates as well as investments that will provide additional support in stores.

Health Care Benefits

- No increase to weekly contributions in 2024 or 2025
- Minimal contribution increases in 2026

	Plan 1		Plan 500		Plan 1000	
	With Physical	No Physical	With Physical	No Physical	With Physical	No Physical
Employee Only	\$13.00	\$23.00	\$11.50	\$21.50	\$10.00	\$20.00
Employee + Spouse	\$28.00	\$38.00	\$23.50	\$33.50	\$20.50	\$30.50
Employee + Children	\$23.50	\$33.50	\$19.00	\$29.00	\$16.50	\$26.50
Employee + Family	\$31.00	\$41.00	\$26.50	\$36.50	\$24.00	\$34.00
Ancillary (DEN + VIS)	\$3.00		\$3.00		\$3.00	
Spousal Fee (Monthly)	\$200.00		\$200.00		\$200.00	



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Focusing on Safety

In keeping with our core values, the company’s offer expands the scope the Joint Labor Management Committee (JLMC), comprised of both Kroger and union representatives, to focus on safety-related matters. The JLMC will be committed to the safety and welfare of all associates through prevention, education, and awareness with the ultimate goal of reducing or eliminating workplace accidents.

Earn More Vacation Sooner

With this final offer associates hired after October 1, 1999 will be able to **earn more vacation sooner**:

Vacation Granted	Years of Service	
	Current	Under New Offer
1 Week	After 1 Year	After 1 Year
2 Weeks	After 4 Years	After 3 Years
3 Weeks	After 11 Years	After 7 Years
4 Weeks	After 19 Years	After 13 Years
5 Weeks	After 25 Years	After 19 Years

Failing to Reach an Agreement and What it Means for You

Despite addressing nearly every union concern, Local 400 has been unwilling to reach enough common ground on company proposals to recommend our offer. **Let’s be clear, we have listened to the union bargaining committee – our associates – and this offer invests significantly in associate wages**, accelerates associates’ ability to earn time off, and continues providing affordable high-quality health care and a pension for your retirement.

Next Steps – Your Voice Matters

Your voice matters. If you agree this offer rewards associates with substantial wage increases, affordable high-quality health care and more vacation sooner, **vote “YES” on our Last, Best, and Final Offer during the union vote on Wednesday, February 28 and Thursday, February 29.**

Union Voting Schedule

Voting will occur in select stores according to the schedule below.

- **7:30 a.m. - 10:30 a.m. and 2:00 p.m. to 5:00 p.m.**
- **You must be a member to vote.**
- **You can vote at any store**

Wednesday, February 28, 2024

- Kroger #722, 80 Skyline Plaza Dr, Buckhannon, WV 26201
- Kroger #734, 406 John Raine Dr, Rainelle, WV
- Kroger #752, 2007 E 7th St, Parkersburg, WV 26101
- Kroger #781, 6306 State Rd 107, Proctorville, OH 45669
- Kroger #817, 3265 Smoot Ave, Madison, WV 25130



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Thursday, February 29, 2024

- Kroger #714, 350 Patteson Drive, Morgantown, WV 26505
- Kroger #772, 5717 MacCorkle Ave SE, Charleston, WV 25304
- Kroger #774, 102 Emily Drive Clarksburg, WV
- Kroger #794, 101 Great Teays Blvd, Scott Depot, WV
- Kroger #790, 133 Beckley Crossing Shopping Center, Beckley, WV 25801

Contract Expiration

While your contract expires at 11:59 p.m. Saturday, February 24, it's business as usual in our West Virginia, Kentucky, and Ohio stores. You should continue to report to work as scheduled. If anything changes, we will let you know.

You can **review our full offer online at www.KrogerMidAtlanticCBA.com** including wage flyers. Your Store Management Team is prepared to show you how our offer will impact your paycheck. We encourage you to review all available information about our offer.

Thank you for your continued patience during this negotiations process.