



## Last, Best, and Final Offer Associate FAQs

Kroger Mid-Atlantic and UFCW Local 400 have been bargaining for a new contract for West Virginia associates for four consecutive weeks. Unfortunately, the company and union have been unable to find enough common ground to reach a Tentative Agreement.

As a result, the company shared with the union its Last, Best, and Final Offer on Saturday, February 24. The UFCW works for you, their members and they should allow you the opportunity to vote and determine what's best for you and your family.

We understand that not reaching an agreement can be stressful for many associates and you may have questions about what a Last, Best, and Final Offer means and how it impacts you and the negotiations process. Below are answers to many of the questions you may have.

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### Associate FAQs

#### What does a Last, Best and Final Offer Mean?

A Last Best and Final Offer (LBFO) represents the ultimate, or absolute best, offer to be made in a negotiation process.

#### When will I be able to vote on the company's Last Best and Final Offer?

UFCW Local 400 has announced plans to allow its members – our associates – to vote on our Last, Best, and Final Offer 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

#### 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



**The union is telling associates if we go on strike, the company will come back with more money?**

Not true. We want to be clear that this is our last offer, best offer, and our final offer.

**Will the offer still be available if we go on strike?**

If there is a work stoppage the terms and conditions of the offer will likely change to account for the cost of the work stoppage. We believe no one wins in a strike!

The union uses a strike threat as a tactic because they believe it puts pressure on the company. In reality, it puts stress on you – potentially putting your paycheck and benefits in jeopardy. However, you can influence the union's request for strike authorization by voting to ratify Kroger's Last, Best, and Offer.

**Additional Questions?**

Please share any additional questions with your Store Leader. You can find more information about the company's Last, Best, and Final Offer by visiting [www.KrogerMidAtlanticCBA.com](http://www.KrogerMidAtlanticCBA.com).

