

Why Fair $\neq$ One-Size-Fits-All

A look at what's actually being discussed for Stores 524, 542, 554, 577 and 580.

1

It's Not Just "Add Us"

Reaching the right agreement isn't as simple as just "add us" to the Richmond-Tidewater contract. That's why Local 400 is asking to change wages, benefits and other key contract provisions.



2

Built From Where You Are

Fair means having a voice in shaping your first contract – not forcing a square peg into a round hole. A fair wage scale starts from where associates are today. It also means getting a raise soon after ratification.



3

That's What Bargaining Is For

Union representation means having a collective voice in negotiating wages, benefits and working conditions. Bargaining is how a fair agreement is reached.



4

You Get the Final Say

Reaching the right agreement requires both parties to listen, negotiate, and work through disagreements, so associates can decide if the result works for them through ratification voting.



THINK ABOUT IT



Richmond-Tidewater associates negotiated and voted on their agreement. **It was built around them.** Fair means having the same voice, not someone else's contract.

Questions? Talk to your store leader or visit KrogerMidAtlanticCBA.com.