



It's unfortunate that the union has been misrepresenting our proposals. We've been very open and transparent; however, the union continues to mislead you with their rhetoric. **Here are some examples of the union's misrepresentations.**

Don't take our word for it. Our language and health care proposals are available for your review on www.krogerhoustoncba.com.

Company Proposal	Union Misrepresentations
<ul style="list-style-type: none">• We still need to negotiate wages for your new contract• The \$2 temporary premium was a thank you and recognition along with the two bonuses you received• We continue to look for ways to express our thanks and reward you for your work, including investments in your everyday wages• Remember: associates received a non-contractual increase in October 2019 and another increase in April 2020	<ul style="list-style-type: none">• \$2 hero pay take away
<ul style="list-style-type: none">• This would be only for NEW Part Time associates hired after 1-3-21	<ul style="list-style-type: none">• Reducing vacation weeks to 3 weeks
<ul style="list-style-type: none">• We want to update language to store management or division designee – we are not removing management involvement	<ul style="list-style-type: none">• Removing Store Manager and District Manager from grievance process
<ul style="list-style-type: none">• We would NOT eliminate 15-hour minimum. We want to give associates the option to waive the weekly minimum if they chose to do so	<ul style="list-style-type: none">• Eliminating the 15-hour minimum
<ul style="list-style-type: none">• We would NOT limit transfers - seniority would still apply; for promotions associates would also need the skills for the job	<ul style="list-style-type: none">• Limiting employees to a transfer qualifier when it comes to transferring to another store
<ul style="list-style-type: none">• The union can still organize any new store	<ul style="list-style-type: none">• Wanting to build non-union stores