



FAQs – Implementation of Additional Items September 17, 2020

Why is the company continuing to implement more items without a new ratified union contract?

Due to bargaining impasse, the company is implementing the terms of its Last, Best and Final Offer. The additional items we are implementing are good for associates and help keep the company competitive in the Houston market.

Why is the company making changes around vendor stocking?

Vendor stocking language provides us the flexibility to meet the needs of our business. The additional language we are implementing is around vendors being able to stock and sanitize bulk food bins. This allows the company to receive the same level of vendor support and services that our competitors receive.

What is happening with Meat associates and Clerks being able to cross over into other departments?

Allowing associates to move within departments could potentially mean additional hours for all associates and an opportunity to learn more aspects of the business. It also provides the company with flexibility to back fill hours due to call-offs or when a department is understaffed. It does not mean that Meat associates will lose hours, take someone's job or be asked to do Front-End work. In addition, Clerks will not be operating meat cutting equipment or machinery.

Why is the company taking away daily overtime? Can I still qualify for overtime?

We are not taking away daily overtime. We need to address the costs of daily overtime. As far as we are aware, our competitors do not offer daily overtime. Instead of eliminating daily OT completely, we will pay daily OT for any time after an 8.5-hour workday. This still provides you overtime if needed to service a customer or complete a mandatory task. In addition, associates will continue to receive overtime for all hours worked over 40 hours in a week.

What will the personal holiday schedule be like once implemented?

Beginning, January 3, 2021, in addition to the National Holidays, employees shall earn personal Holidays more quickly. See improvements below:

Three Two (2) years of continuous service	One (1) Personal holiday
Eight Five (5) years of continuous service	Two (2) Personal holidays
Fifteen Eight (8) years of continuous service	Three (3) Personal holidays
Twenty Fifteen (15) years of continuous service	Four (4) Personal holidays

Why are only Part-time Meat associates getting an additional week of vacation?

We are proud to offer vacation to our Part-time associates as it is a great benefit for them. In the current Meat contract, Part-time Meat associates are only eligible for two weeks of vacation. We are implementing this offer to bring their total weeks to match our proposal for new Part-time Clerks.



FAQs – Wage Increases and Health Care Implementation September 8, 2020

Why is the company giving me a pay increase without a new ratified union contract?

We have been bargaining with the union since February, have exhausted all options, and are now at impasse - deadlock - on a new agreement. The union has refused to allow you to vote on our Last Best and Final Offer. That's unfortunate. You have waited long enough for a wage increase and deserve to be rewarded for your hard work. Kroger has decided to implement its Last, Best, and Final offer, starting with the wage increases we have proposed as well as moving forward with providing health care in a company-administered plan beginning January 1, 2021. Until then, your health care will remain unchanged.

When will I see the increases in my paycheck?

Wage increases for top-rate associates and department heads as outlined in our Last, Best and Final Offer will be effective for the hours worked beginning October 4, 2020 and will be reflected beginning with your October 15 paycheck.

Associates will continue to progress in their current wage progression until February 7, 2021, at which point all associates will move to the new wage schedule as outlined in the Last, Best, and Final Offer.

This is in addition to the wage increases that you have scheduled for this year.

For more information on the wage increases being put into effect, contact your store leader or go to www.krogerhoustoncba.com to review and download wage sheets.

Will I be able to keep my current doctor and other health care providers?

Through the company-administered plan, providers are in the Blue Cross Blue Shield network. You will be able to access a provider directory that has a complete listing of all Blue Cross Blue Shield network providers.

Will the company continue to negotiate with the union on our contract?

The company wants an agreement and will meet and bargain in good faith with the union over any proposals that it makes.

Will we ever get to vote on an offer?

We certainly hope so, but that is not for the company to decide. It's a better question for the union. The union determines whether you get to vote on our offer.