



## **FAQs – Wage Increases and Health Care Implementation**

### **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](http://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.