



Greg Frazier, President • Janet Lucero, Secretary-Treasurer

Via email and US mail

November 8, 2021

Mr. Kenny Kimball  
Smith's President  
1550 South Redwood Rd.  
Salt Lake City, UT 84104

Re: Upcoming Labor Negotiations

Dear Mr. Kimball:

I write in my capacity as President of United Food and Commercial Workers Union 1564, on behalf of 2,500 essential Smith's members currently working in New Mexico. In a few short months the Labor contracts in place for Smith's will expire on January 29, 2022.

As we both know, the last twenty months have been tumultuous and turbulent for your workers. UFCW Local 1564 of NM has found itself from the start of COVID-19 and continuing to present day, trying to convince workers not to quit and to explain to them why their job is worthwhile. These workers have become angry watching other companies who are compensating their employees during the pandemic. It has also been disheartening for your long-term employees, those who train the revolving new hires and see them start at a salary that took them their career to receive.

Your workers, our members, continue to risk their lives and their family's life day after day to provide Kroger with their best gains EVER! The workers have not forgotten the \$2 per hour that was taken away after three short months. These workers are aware that the CEO of Kroger made 23 million dollars while they worked with face masks, mandatory COVID-19 nasal invasion testing every two weeks, vaccinations, and other challenges. I hope you are aware that the workers are upset and angry and the process has not yet begun. UFCW Local 1564 is tired of holding them back, and I pray that Smith's is going to take a different approach at the table. Let's work together to bring improvements to the workers and profits to Smith's.

The job market has seen Costco raise its wages multiple times, Amazon is paying very lucrative wages, and both Wal-Mart and Target have moved up their starting rate of pay. Most employers are paying hiring incentives to just get employees on board. My members, your workers see this and know they can go almost anywhere and make more than they make at Smith's. While some of them are thankful for Health and Pension Benefits, it won't be enough to keep them at bay if these negotiations go

anything like they have in past years. These times are different and require a completely different strategy and technique as workers are seeing strikes pop up across the country, along with 74% of the population in support of striking workers. All workers want and deserve large increases and premiums, especially the long-term employees who are very frustrated with the wage gap between their pay rate and the new hires starting pay rates.

In closing, and just as important as job retention, is safety for the workers and public. The drug epidemic, the homeless situation, and mass shootings taking place in various locations, including King Soopers in Colorado and Kroger in Tennessee really hits home. Your workers are scared and constantly ask why Smith's does not provide a certified police officer at the front of each store. They see other local businesses have an Albuquerque Police Officer parked on the sidewalk in front of their stores. It certainly makes everyone feel safe, it eliminates shoplifters rolling out loaded baskets with high dollar items, and most importantly, it protects lives. Saving a life is priceless.

There is not a labor shortage! There is a living wage shortage, a safe workplace shortage, a hazard pay shortage, and respect on the job shortage.

Formal negotiations over these matters will begin soon and I hope you will be a part of the Smith's Negotiating Committee. I hope you will attend and listen to the workers who worked through the past twenty months and continue to work through it. Please show them that the Company will respect them, pay them accordingly with the monumental profits they deliver to the Company, and protect them by ensuring a safe workplace.

Sincerely,



Greg Frazier  
UFCW 1564 President

cc: Milton Jones  
Bryan Wynn  
Shane Youtz  
Jon McPherson  
Leroy Westmoreland  
Ian Adams