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August 4, 2021

Dear Mike Stigers,

As the coronavirus Delta variant surges, I urge you to reinstate the \$2 per hour hazard pay bonuses. At a time when Employers are implementing mask and other mandates for employees and encouraging personal responsibility for customers, reinstating hazard pay shows appreciation for the continuing sacrifices of grocery store workers on the frontlines of this pandemic who are putting their physical and mental health, and that of their families', at risk to serve and feed our communities.

Over the last year and a half we have heard repeatedly from members about the stress caused by the pandemic - from the early days when there was a rush on stores and everyone pulled together to work longer and more shifts to keep product on the shelves to later when customers refused to wear masks correctly or to socially distance as recommended and then when workers quarantined without pay or had to use vacation time to receive pay. Now we are hearing about members who are testing positive with the Delta variant. Throughout it all, UFCW Local 663 members continue to make sure customers' needs are met, and as a result sales and profits are at record highs.

Please reward the sacrifices of your employees by reinstating hazard pay and publicly voicing your support for grocery store workers to be included by the Frontline Worker Pay Working Group created by Governor Walz to receive some of the \$250 million set aside from the federal American Rescue Plan. Several UFCW Local 663 members have already testified about their experiences to make sure that all frontline workers are top of mind to be included. I ask that you do the same by signing up to testify and/or submitting a letter of support.

Feel free to reach out to me to discuss in greater detail how we can work together so that grocery store workers are acknowledged for all their hard work.

Sincerely,

A handwritten signature in black ink that reads "Matt Utecht". The signature is written in a cursive, slightly slanted style.

Matt Utecht, President  
UFCW Local 663