



United Food & Commercial Workers Union Local 152 CLC
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Brian L. String
President

Anthony Benigno
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Recorder

June 12, 2020

Via E-Mail and U.S. Mail

Daniel Dosenbach, Manager-Labor Relations
Acme Markets, Incorporated
75 Valley Stream Parkway
Malvern, Pennsylvania 19355

Re: Appreciation Pay for UFCW 152 Members

Dear Mr. Dosenbach:

It is with profound sadness and disappointment that I have learned that Albertsons/Acme has decided to end our members' \$2.00/hour "Appreciation Pay." As you will no doubt recall, I wrote to you previously on May 12, 2020 to encourage Acme to continue providing this crucial benefit to UFCW Local 152 ("Local 152") members who continued to place their own personal safety, as well as the health and safety of their respective families and loved ones, in jeopardy every single day by coming to work to serve Acme's customers and maintain the critical food supply chain during this pandemic. They are literally on the "front lines," which is why they have been deemed "essential" in the eyes of our Local, State and Federal governments. I was thrilled when you agreed to continue that pay in response to my request.

I am disappointed that Acme is once again considering the elimination of this well-deserved benefit for Local 152 members. As we have witnessed this last week, including today, this pandemic is far from over. With the relaxing of stay-at-home orders in many states, we are seeing real dangers in the form of new spikes in the numbers of reported cases of COVID-19 infections throughout the country. Sixteen states – Alaska, Washington, Oregon, California, Nevada, Arizona, Utah, Idaho, Texas, Arkansas, Kentucky, Tennessee, North Carolina, South Carolina, Florida and Vermont – have seen the number of daily cases rise since Memorial Day after they reopened their respective economies. Washington reported new infections were up 20% statewide since Memorial Day. Just yesterday, Florida reported 1,700 new cases – the highest number of cases reported in a single day since state's first cases were discovered in March.

My members will not take their foot off the accelerator in meeting your customers' demands and maintaining America's critical food supply chain. Acme has remained open and continued to reap profits as many other businesses, including restaurants, were forced to close during these last three months. These front-line workers deserve a share of Acme's success for making that success possible

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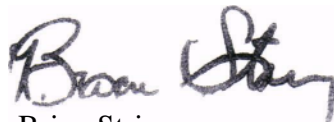
June 12, 2020

RE: Appreciation Pay for UFCW Local 152 Workers

and this small token of acknowledgement from Acme should continue until we have won the fight against this deadly virus. I implore you to continue to do the right thing for your associates and my members. I can promise you that you will reap the benefits for it! Please reconsider your actions and do not stop doing a good thing which has been so much appreciated by both my members and myself.

I look forward to your reply.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Brian String". The signature is written in a cursive style with a large initial "B".

Brian String
President