



June 29, 2007

Mr. Dave Hirz, President  
Ralphs Grocery Co.  
P.O. Box 54143  
Los Angeles, CA 90054

Dear Dave:

We read your letter to our brothers and sisters in California. Your interpretation of the contract deal in Texas couldn't be more wrong. "Working together" in Texas did not work. Kroger did not "work" with us. The only thing Kroger did in the Texas negotiations was try to work us over. You should know . . . you're trying to pull the same tricks in Southern California - stalling negotiations, deliberately trying to under fund the health care plans, and talking out of both sides of your mouth to your employees. So pardon us if we take exception at you using us to try and snow your Southern California employees. The last thing we need is some management yahoo from California telling us what we know and want. You couldn't care less what we want, and you obviously have no idea what we know. But we do know you. Just like your brethren here in Texas, you will sit at a bargaining table and stall until the cows come home. You will nickel and dime your employees to DEATH while raising your own salary to the stratosphere. And you will say anything, true or not, to keep your employees from getting their fair share.

There's no "give and take at the bargaining table," like you said in your letter to our brothers and sisters. For you and Kroger, there's only "take". So let's set the record straight: We didn't hammer out a deal at the bargaining table, like you suggest. We had to take a strike vote, cancel our contract extension and have one foot out the door with our picket signs in our hands ready to give Kroger a good ol' fashion Texas ass whoopin' before your people even STARTED to negotiate.

We don't need you telling our brothers and sisters in California what we were doing and thinking in our negotiations. Your thoughts on that matter are about as welcome as an outhouse breeze. So keep 'em to yourself.

Sincerely,

A handwritten signature in black ink that reads "Johnny Rodriguez".

Johnny Rodriguez, President  
UFCW Local 540  
Dallas, Texas

A handwritten signature in black ink that reads "William Hopkins".

Bill Hopkins, President  
UFCW Local 455  
Houston, Texas

A handwritten signature in black ink that reads "Chad Young".

Chad Young, Trustee  
UFCW Local 408  
Houston, Texas

JR/BH/CY/lr

cc: Shaun Barclay, Int'l Vice President  
& Director, UFCW Region 8