

Congress of the United States
Washington, DC 20515

July 15, 2020

Gordon Reid
Chief Executive Officer
Stop & Shop
1385 Hancock Street
Quincy, MA 02169

Dear Mr. Reid:

We write to urge you to reconsider the decision to discontinue hazard pay for your frontline employees during the coronavirus disease 2019 (COVID-19) pandemic. While we appreciate that you began providing a 10% pay increase to Stop & Shop employees across New England in March to compensate them for the additional risk they take on as essential workers during this public health crisis, we are concerned that your decision to terminate this hazard pay while the threat of coronavirus continues strips your workers of compensation and recognition of the extra risk they currently encounter in their jobs.¹ We also agree with the sentiment your company expressed in a joint statement with the United Food and Commercial Workers (UFCW) in April 2020, that “Stop & Shop associates are essential workers and they deserve essential protections.”² Your workers are no less deserving of essential protections and hazard pay now than they were at the beginning of this pandemic. We ask that you consider the UFCW request for an extension of hazard pay for Stop & Shop employees.

Since the onset of the COVID-19 pandemic, grocery store workers have played a critical role in keeping the country fed, but doing so has put them at higher risk of exposure to COVID-19. As the pandemic continues to affect communities, it is imperative that essential workers have the rights, protections, and benefits they need and deserve to remain safe and appropriately compensated for the risks they take to serve your business and their communities. Grocery store workers are designated essential employees in Massachusetts,³ and approximately 25,000 Massachusetts workers are on the frontlines in grocery stores, including 15,000 UFCW grocery workers at Stop & Shop.⁴ With exposure to a high volume of customers and extended workdays, grocery store workers experience increased risk to their health and safety every day. At least 100

¹ WCVB, “Stop and Shop Ends Covid-19 Appreciation Pay for Hourly Grocery Store Workers,” WCVB, July 6, 2020, <https://www.wcvb.com/article/stop-and-shop-ends-covid-19-appreciation-pay-for-hourly-grocery-store-workers/33208951>.

² UFCW, “Stop & Shop and UFCW Issue Joint Statement, “Calling for Grocery Store Workers to be Classified as First Responders.” UFCW, April 27, 2020, <http://www.ufcw.org/2020/04/27/ss/>.

³ Commonwealth of Massachusetts, “COVID-10: Essential Services.” Office of Governor Charlie Baker and Lt. Governor Karyn Polito, March 23, 2020, <https://www.mass.gov/info-details/covid-19-essential-services>.

⁴ UFCW, “Grocery Worker Union Applauds Governor Baker for Protecting Massachusetts During Pandemic.” UFCW, April 16, 2020, <https://ufcw328.org/grocery-worker-union-applauds-governor-baker-for-protecting-massachusetts-during-pandemic/>.

grocery workers nationally have already died from COVID-19,⁵ including several Massachusetts residents.⁶


As Massachusetts COVID-19 cases have steadily decreased over the past several weeks, the number of new coronavirus cases in the United States continues to rise.⁷ Massachusetts is currently in Phase 3 of their reopening process, and we know that as Massachusetts reopens while the pandemic is ongoing, our frontline workers are still at risk and continue to work through challenging conditions.⁸ The extra stress, fear, and risk workers face about their health and safety has not abated, and we believe they should continue being compensated for that additional hazard.

We ask that you reconsider the decision to deny hazard pay to those still taking extraordinary risk and honor UFCW's request. Thank you for your consideration and we would appreciate your prompt response to this request.

Sincerely,



Elizabeth Warren
United States Senator



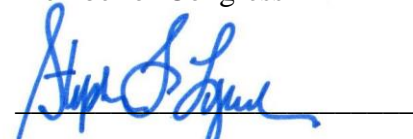
Edward J. Markey
United States Senator



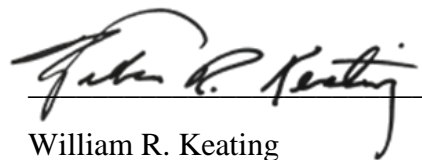
Richard E. Neal
Member of Congress



James P. McGovern
Member of Congress



Stephen F. Lynch
Member of Congress



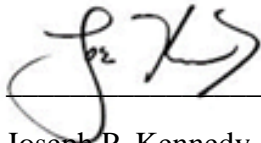
William R. Keating
Member of Congress

⁵ Boston, "COVID-19 has killed 100 grocery store workers. Vitalina Williams was one of the first." Meryl Kornfield, May 27, 2020, <https://www.boston.com/news/coronavirus/2020/05/27/covid-19-has-killed-100-grocery-store-workers-vitalina-williams-was-one-of-the-first>.

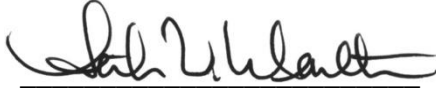
⁶ NBC Boston, "Swampscott Whole Foods Employee Dies from Coronavirus." Marc Fortier and Asher Klein, April 17, 2020 <https://www.nbcboston.com/news/local/swampscott-whole-foods-employee-dies-of-coronavirus/2109335/>.

⁷ Boston Globe, "Mass. reports 203 new confirmed coronavirus cases, 10 new deaths," Jaelyn Reiss and Martin Finucane, July 14, 2020, <https://www.bostonglobe.com/2020/07/14/nation/mass-reports-203-new-confirmed-coronavirus-cases-10-new-deaths/>.

⁸ Office of Governor Charlie Baker, "Reopening Massachusetts: Baker-Polito Administration Initiates Transition to Third Phase of Four-Phase Approach," July 2, 2020, Press Release, <https://www.mass.gov/news/reopening-massachusetts-baker-polito-administration-initiates-transition-to-third-phase-of>.



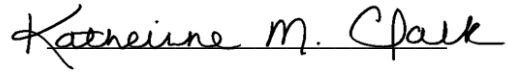
Joseph P. Kennedy, III
Member of Congress



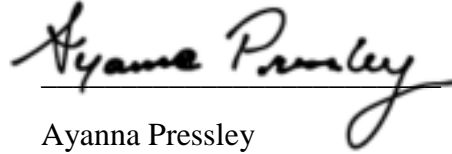
Seth Moulton
Member of Congress



Lori Trahan
Member of Congress



Katherine M. Clark
Member of Congress



Ayanna Pressley
Member of Congress