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**Sent via E-mail**

March 7, 2026

Kim C. Cordova  
President  
UFCW Local 7  
7760 West 38th Avenue, Suite 400  
Wheat Ridge, CO 80033  
Re: Notice of Contract Extension Cancellation

Kim,

I am in receipt of your letter dated March 6, 2026, providing notice of the Union's intent to cancel the current collective bargaining agreement extension, effective Sunday, March 15, 2026, at 11:59 PM.

Given this cancellation, we ask that you clarify immediately: is it the Union's intent to initiate a strike on Monday, March 16, 2026? As we have previously communicated, the Company requires advanced notice to safely prepare and idle the facility.

We are deeply disappointed by the Union's characterization of the Parties' bargaining history in your letter. While you focus on the recent past, these negotiations have been ongoing since 2024. Over that time, the Company has invested substantial resources to bargain in good faith and has made material improvements to employees' terms and conditions of employment. Your claim that the Company is seeking a labor dispute is frankly absurd. We have made meaningful movement on significant economic and non-economic issues throughout this process.

It is the Union, not the Company, that abruptly walked away from the negotiation table without providing any response to our updated offer, offering no further conversation, or attempting to reach a deal.

Furthermore, as we have discussed, our Last, Best, and Final Offer is historic. The core economic proposals we have offered in Greeley have already been accepted by all other Beef and Pork processing facilities represented by the UFCW nationwide, and they carry the endorsement of the International Union. It was unfortunate that Local 7 withdrew from those national negotiations opting instead to focus on a strike at King Soopers and is now trying to force a strike on our employees rather than accepting a proven, nationally recognized package that improves wages, benefits, working conditions, and creates the first pension in the industry since the 1980s.

By rejecting this offer without a vote, you are denying our employees a full and fair opportunity to decide for themselves if they want the significant wage increases, bonuses, and first-in-a-generation pension benefits we have proposed.



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Adding to this concern, several employees have come to the Company reporting that they are being threatened with Union fines if they choose to cross a picket line to work and provide for their families. Weaponizing confusion and intimidation to stop people from working, while simultaneously claiming to champion their economic well-being, is harmful and hypocritical. Our employees deserve economic certainty and the fundamental right to decide for themselves.

In light of the Union's apparent march toward a strike, the Company demands your written confirmation that Local 7 will not fine, penalize, discipline, threaten, or otherwise retaliate against any bargaining-unit employee who elects to continue working during a labor stoppage. Employees must be free to make their own personal economic decisions without fear of internal union punishment, especially since you have denied them the right to vote.

Please provide this written assurance no later than Monday, March 9, 2026. If we do not receive it, we will proceed with the understanding that the Union fully intends to financially penalize employees who choose to work and will seek to economically harm them for doing so.

Despite your decision to walk away from the table, the Company remains prepared to continue bargaining in good faith and is available to meet to resolve these disagreements without causing unnecessary economic harm to our team members.

Sincerely,

A handwritten signature in blue ink, appearing to read "Matthew J. Lovell", written over a light blue horizontal line.

Matthew J. Lovell  
Head of Labor Relations, EH&S, and Security  
JBS USA