



THE KROGER CO. ESTABLISHED 1893

FMCS HELPS KROGER ATLANTA DIVISION AND UFCW 1996 REACH NEW AGREEMENTS COVERING WORKERS IN GEORGIA AND ALABAMA

The Federal Mediation and Conciliation Service (FMCS) provided mediation support for the successful renegotiation of two collective bargaining agreements between the Atlanta Division of the Kroger Company and United Food and Commercial Workers Local 1996. These agreements cover more than 22,000 grocery retail workers across 168 work sites in Georgia and Alabama—one of the largest bargaining units of retail workers in the southeastern United States. The four-year contracts, ratified on March 26, 2025, provide stability for workers, communities, and the regional economy through March 2029.

2023 U.S. Census Bureau American Community Survey Population Data

State Congressional Districts	Population(s)
Alabama 1st and 4th Districts	1,457,559
Alabama 7th District	715,132
Georgia 1st and 6th Districts	1,597,041
Georgia 7th and 10th Districts	1,612,091

Total Population Across Districts: 5,381,823

IMPACT, ECONOMIC OPPORTUNITIES, & CONSTITUENT BENEFITS



With more than 22,000 workers covered by these labor contracts, the stakes in these negotiations were considerable. Any labor disruption could have had far-reaching consequences—not only for the employees and their families, but also for hundreds of thousands of customers who rely on Kroger stores for food, prescriptions, and household necessities.



FMCS’s mediation support began in February of 2025. Over the course of several months—held both in-person and virtually—an FMCS Commissioner supported the bargaining process. On March 12, the parties reached a tentative agreement, which was ratified by UFCW Local 1996 members who work at Kroger stores throughout the region. These four-year contracts help ensure labor stability in the region through March of 2029.



The successful agreements secured stability for one of the Southeast’s largest retail employers, ensuring uninterrupted service to customers, supporting regional commerce, and maintaining confidence in the grocery supply chain.

FMCS’s successful mediation positively impacts hundreds of communities across Georgia’s 1st, 6th, 7th, 10th, and 14th Congressional Districts and Alabama’s 1st, 4th, and 7th Congressional Districts, and will:

- Help to protect consumers from potential disruption in access to affordable groceries and pharmacy services across 168 stores.
- Reinforce regional workforce stability by securing a four-year contract, aligning with national priorities of protecting good-paying jobs.
- Benefit hundreds of thousands of constituents across Georgia’s and eastern Alabama’s congressional districts who rely on Kroger stores for daily essentials.
- Help to sustain economic activity for suppliers, contractors, and local businesses tied to Kroger’s operations.

“When workers and their union come to the table together with the company to find solutions, everyone benefits.”

-International Vice President and UFCW Local 1996 President, Eric T. Taylor

Sources: ¹U.S. Census Bureau Census Reporter, 2023 Data