

**Bullies**  
*have power*  
**ONLY**  
*if you let them*

dcroffe

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(under advice of Counsel)

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**From:** Marc Parker <mparker@ufcwlocal536.org>  
**Date:** 11/13/2024 3:50:14 PM  
**Subject:** Indefinite Suspension  
**To:** [REDACTED]

[REDACTED],

I was informed that you were indefinitely suspended from employment. Could you please call the Union office at 309-686-0304? I would like to discuss and ask questions regarding this indefinite suspension, so that I can accurately represent in you this matter. If do not wish to protest this matter, please let me know.

I currently have a meeting scheduled tomorrow at 9:00 am but should be free around 11:00 am to discuss this matter.

Thanks,

Marc Parker  
UFCW Local 536 – President  
101 Grant Rd.  
Marquette Heights, IL 61554  
309- 686-0304

**From:** Marc Parker <mparker@ufcwlocal536.org>  
**Date:** 11/14/2024 3:21:04 PM  
**Subject:** Grievance and CAR  
**To:** [REDACTED]

[REDACTED],

Please see the attached grievance that UFCW Local 536 has filed on your behalf and the C.A.R. that was provided to the Union.

Thanks,

Marc Parker  
UFCW Local 536 – President  
101 Grant Rd.  
Marquette Heights, IL 61554  
309- 686-0304



101 Grant Road • Marquette Heights, Illinois 61554

Phone: 309.686.0304 • Fax: 309.686.1725

Toll Free: 800.832.9536 • Email: ufcw536@mtco.com

November 14, 2024

Brook Bolton  
The Kroger Company  
5960 Castleway West Drive  
Indianapolis, IN 42650

Re: [REDACTED] – Indefinite Suspension- Store 943

Dear Mr. Bolton:

United Food and Commercial Workers Local 536 hereby protests the following. On or about November 12, 2024, the above captioned employee was indefinitely suspended for alleged discourtesy and failure to follow instructions. It is our information that the above allegations are inaccurate. We maintain that disciplinary action lacks just cause. We further seek reinstatement with back pay for all lost wages and any other compensable benefits denied due to this indefinite suspension.

Could you please advise the Union of available dates and times to meet with the grievant and myself so that we may present all facts concerning this indefinite suspension.

If you have any questions regarding this grievance, please contact me.

Sincerely,

[REDACTED]  
Marc Parker  
President

**From:** Marc Parker <mparker@ufcwlocal536.org>  
**Date:** 11/18/2024 8:12:40 AM  
**Subject:** Kroger Grievance meeting  
**To:** [REDACTED] [REDACTED]

[REDACTED],

Kroger's has proposed meeting tomorrow November 19, 2024, at 2:00 PM at the Store 943. Are you available to meet at this proposed time and date?

Thanks,

Marc Parker  
UFCW Local 536 – President  
101 Grant Rd.  
Marquette Heights, IL 61554  
309- 686-0304

From: [REDACTED] [REDACTED]  
Date: 11/18/2024 11:36:51 AM  
Subject: Re: Kroger Grievance meeting  
To: Marc Parker <mparker@ufcwlocal536.org>

Mr. Parker:

Thank you for your below "heads up" e-mail.

Yes, I am available - and will attend - tomorrow's (11/19/24) Kroger grievance meeting scheduled @ 2:00pm @ store #943.

Thank you.

[REDACTED]

From: [REDACTED]  
Date: 11/22/2024 12:00:27 AM  
Subject: 11/19/24 Grievance Meeting  
To: Bolton, Brook A [brook.bolton@kroger.com](mailto:brook.bolton@kroger.com)  
Cc: [rich.pourchot@kroger.com](mailto:rich.pourchot@kroger.com), Cisco, Sue J <[sue.cisco@stores.kroger.com](mailto:sue.cisco@stores.kroger.com)>, Marc Parker <[mparker@ufcwlocal536.org](mailto:mparker@ufcwlocal536.org)>

Mr. Bolton:

The most memorable events @ my grievance meeting held on 11/19/24 @ 2:00PM @ Kroger store #943 are as follows:

- It became painfully aware that you did not review the majority of my e-mails ... you were asked why ... you answered: 1) you don't review e-mails sent by Indefinitely Suspended employees (huh?); after you were advised that my e-mails were sent prior to my being indefinitely suspended, **you then stated you don't have time to review e-mails sent by hourly employees (double huh?!).**
- You might have come better prepared for this grievance meeting had you reviewed the majority of my e-mails sent prior to being indefinitely suspended?
- After repeatedly being requested to stop, you continually raised issues not covered in the 11/12/24 "Constructive Advice Record" ("CAR") (as you are well aware, information found on this CAR - and only information found on this CAR - can be used to prove / disprove my being justly / unjustly indefinitely suspended); specifically and just to name few: 1) my digital communications (AI: "*When it comes to social media use, employers generally have more control over how their employees use social media during work hours, including limiting access on company devices, while employees have more freedom to use personal social media accounts on their own time.*"), 2) a complaint, hand written in 03/24 on notebook paper by a then 17(?) year old bagger Justin Reinitz (and taped on or about the register lane) fussing that I refused to do ID checks @ the register (A - this was the 1st time [ @ the 11/19/24 grievance meeting] that I ever heard of - or saw - this 03/24 hand written complaint) and B - you know of course, and it's Kroger store #943 policy, that my ID check responsibilities - well, prior to my U-Scan area restrictions that is - are secondarily to the front office's ID check responsibilities being primary?) and 3) your questioning my placing masking tape on the store's floor designating the U-Scan area borders ... again, you continually raised issues not covered in the 11/12/24 "Constructive Advice Record" after being repeatedly requested to stop.
- You mentioned that you are responsible for / have under your jurisdiction some 3,000 Kroger employees ... and that you are the sole arbiter in employee disciplinary matters. How then can impartiality be expected when you are the judge, jury and executioner? ( \* see bullet point #2 as written above \* )
- You ended this meeting by saying that if you agreed to my coming back ( \* see bullet point #4 as written above \* ), this would be my "final opportunity", that there would be "no further grievances" allowed ... not only did you not consider due process (AI: "*Due process in the workplace is a set of procedures that ensure employees are treated fairly and have a chance to respond to allegation or disciplinary actions.*") but you failed to take into consideration this "final opportunity / no further grievances" employment status is not provided for in the "Agreement Between The Kroger Company and United Food and Commercial Workers Union, Local 536 (of the) United Food and Commercial Workers International Union".

As an aside, the Facebook page is now operational (under "K Roger Kroger"), as least I think it is as this is my 1st foray into that other world we call "Facebook". (This is addition to the " <https://kroger-on-oakland-in-bloomington-illinois-review.com> " website.) Submitting reviews on rating services like "Yelp", "Google Business" and "Glassdoor" are the next projects on the horizon.

Thank you.



cc: Tim Massa  
SVP & Chief People Officer  
THE KROGER CO.  
1014 Vine Street  
Cincinnati, OH 45202

Colleen Juergensen  
President / Central Division  
THE KROGER CO.  
5960 Castleway West Drive  
Indianapolis, IN 46250

**BOTH SENT VIA  
U.S. PRIORITY MAIL**

From: Marc Parker mparker@ufcwlocal536.org  
Date: 12/3/2024 10:42:34 AM  
Subject: RE: Kroger Grievance meeting  
To: [REDACTED] [REDACTED]

[REDACTED],

Please see the attached letter that I received from the Kroger Company. I apologize for the delay as I was on vacation last week. To sum up the letter, Kroger has converted the indefinite suspension to a termination.

The next step in the grievance procedure is to send you a letter to attend a meeting with the Local Union's Executive Board. This Board decides what grievances are forwarded to our Attorney's to file for arbitration.

Thanks,

Marc Parker  
UFCW Local 536 – President  
101 Grant Rd.  
Marquette Heights, IL 61554  
309- 686-0304



November 26, 2024

Mr. Marc Parker  
Local 536  
101 Grant Road  
Marquette Heights, IL 61554

**Subject: Grievance dated November 14, 2024, Filed on Behalf of [REDACTED]  
EUID RM59644 / Person# 3236618 @ J-943 – Indefinite Suspension**

Dear Mr. Parker:

Pursuant to our obligations under the Collective Bargaining Agreement, please find below the Company's position regarding the above referenced grievance.

On or about November 12, 2024, [REDACTED] was indefinitely suspended for Discourtesy towards customers and Failure to Follow Instructions. This is the correct step of discipline and was given with just cause. This is a direct violation of company policy and cannot be tolerated.

The grievance is, therefore, respectfully denied.

The indefinite suspension is converted to termination.

The Company considers this matter resolved.

Sincerely,

A handwritten signature in black ink that reads "Brook Bolton" followed by a stylized monogram or initials.

Brook Bolton  
District 6/9 Human Resource Leader

cc: S. Fair  
A. Hall  
R. Shannon  
District 9 Manager  
Unit Manager J-943