

Community Care Connections - COVID-19 Policy/Protocols:

Following discussions with John Reilly, Human Resource Consultant, the Company will be following the below protocols as it relates to COVID-19:

The parties (CCC/UFCW) agree to the termination of supplemental hazard pay effective July 3, 2020 (This agreement replaces the current hazard pay agreement).

1. Staff providing face to face support in the residential homes or face to face support in the community will no longer receive a differential per hour for hours worked in face to face supports.
2. If one of our residential homes or community-supported individuals have significant symptoms as diagnosed by their PCP or a confirmed COVID-19 test, staff working in that home or face to face with that individual shall receive a differential equivalent to **ten dollars (\$10) per hour**, in addition to their regular base hourly rate of pay, for hours worked in face to face supports.
3. In addition, based on guidelines on limiting access to residential properties from the agency providing our state licensure, any additional shifts shall be offered to employees within the house first, prior to offering to staff from other houses. This item will be reviewed on or around October 1, 2020.

As always thank you for your assistance and cooperation in these matters.

Stay Safe

John C. Reilly

The Company stated they are committed to continuing dialogue as any matter(s) arise and the environment/circumstances change.

Community Care Connections - COVID-19 Policy/Protocols:

Following discussions with John Reilly, Human Resource Consultant, the Company will be following the below protocols as it relates to COVID-19:

The parties (CCC/UFCW) agree to the following supplemental hazard pay effective May 31, 2020 (This agreement replaces the current hazard pay agreement).

1. Staff providing face to face support in the residential homes or face to face support in the community will receive a differential equivalent to **five dollars (\$5)** per hour, in addition to their regular base hourly rate of pay, for hours worked in face to face supports.
2. If one of our residential homes or community-supported individuals have significant symptoms as diagnosed by their PCP or confirmed with COVID-19, staff working in that home or face to face with that individual shall receive a differential equivalent to **ten dollars (\$10)** per hour, in addition to their regular base hourly rate of pay, for hours worked in face to face supports.
3. In addition, any additional shifts shall be offered to employees within the house first, prior to offering to staff from other houses.
4. The Employer (CCC) reserves the right to discontinue this supplemental hazard pay by providing the Union (UFCW) a five-calendar day notice in writing.

The Company stated they are committed to continuing dialogue as any matter(s) arise and the environment/circumstances change.