

## **Aramark (BASD) - COVID-19 Policy/Protocols:**

Following discussions with **Rose Pomodoro-Bryan**, Labor Relations Manager, the Company will be following the below protocols as it relates to COVID-19:

Aramark Food, Facilities, and Refreshment Services is committed to the safety and wellbeing of our employees and the communities that we serve. Coronavirus is creating significant challenges for all of us and our business. We know that it is creating significant personal hardships, especially for our dedicated employees who serve our customers every day. Several of our unions have contacted us to discuss this situation, and we know that all employers and unions are grappling with the best way to respond to this crisis.

In order to help during these challenging times, Aramark Food, Facilities, and Refreshment Services is planning to implement the following benefits for all active, regular full-time and regular part-time employees (excluding our event-based businesses):

- Employees working at an active location (including active offices, market centers, depots, and active client sites), who are diagnosed with COVID-19 or whom a medical professional or public health authority requires or recommends be quarantined based on their individual diagnosis or symptoms, will be eligible for up to 21 days of additional paid sick time above an employees' currently accrued sick time. The employee will need to first use any accrued sick time. These 21 additional sick days are inclusive of and not incremental to any sick time mandated by a new law, regulation, or order related to COVID-19.

Employees requesting COVID-19 sick time will need to complete and submit a form documenting the diagnosis or quarantine order (more details will be coming soon) and requesting the additional COVID-19 sick time. Please note that 21 days is the maximum additional time that will be permitted for COVID-19 related diagnoses and quarantines. Based on current CDC guidance, most employees will not need to utilize the full 21 days. These 21 additional days are available through June 30, 2020.

- We will extend company-paid medical benefits coverage through June 30, 2020 for employees enrolled in Aramark Food, Facilities, and Refreshment Services medical plans who are dealing with reduced hours or layoff related to the COVID-19 outbreak. Telehealth services will also be provided free of charge to employees enrolled in AramarkFood, Facilities, and Refreshment Services medical benefit plans.
- For Taft Hartley medical benefit plans where the trustees have not voted to extend health benefits, we will continue to submit contributions to the plan to extend medical benefits coverage through June 30, 2020, for employees enrolled in those Taft Hartley medical plans who are dealing with reduced hours or layoff related to the COVID-19 outbreak.

- Note that for Aramark businesses that are subject to normal seasonal shutdowns (such as Aramark's food and facility services businesses serving Higher Education, K-12, and Sports & Entertainment clients), the extensions in medical benefit coverage for employees who are dealing with reduced hours or layoff are through the date when the business would have closed for their normal seasonal shutdown, as opposed to June 30, 2020, unless the collective bargaining agreement requires otherwise.
- Additionally, absences under the following circumstances will not be treated as an occurrence under our attendance policies, through June 30, 2020:
  - o Anyone infected with COVID-19
  - o Anyone with a family member they care for who is infected
  - o Anyone that a doctor has quarantined or that AramarkFood, Facilities, and Refreshment Services has required to be quarantined
- Finally, our Employee Assistance Program (EAP) is available to all employees and their families at no cost. It provides helpful tools for managing anxiety and fears, including support to help employees explain this complex situation to their children.

Aramark Food, Facilities, and Refreshment Services will also continue to follow the recommendations of the Centers for Disease Control and Prevention, and the World Health Organization. To that end, the measures that we have already taken include the following:

- Using appropriate cleaning products and procedures, including standard cleaning and disinfection practices
- Routine and thorough environmental cleaning and disinfection with special attention to frequently touched surfaces
- Providing instructions on how to prevent the spread of COVID-19 and additional communications and signage on proper handwashing techniques and personal hygiene

Aramark Food, Facilities, and Refreshment Services is planning to adopt the benefits outlined above at all of our worksites, including those that are represented by your union. If you wish to opt out of these benefits, please contact me immediately. Please also contact me if you have any questions, and I will attempt to answer them to the best of my ability as this situation continues to rapidly evolve.

**Rose Pomodoro-Bryan** | Labor Relations Manager