



### **Uniontown Giant Eagle - COVID-19 Policy/Protocols:**

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

The Company has agreed to extend the Essential Responder until May 30, 2020. They will then evaluate the bonus again at that time.

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

## **LETTER OF UNDERSTANDING WORK JURISDICTION DURING PANDEMIC**

The parties, UFCW Local 1776KS and Uniontown Giant Eagle, recognize that certain exigent circumstances have arisen as a result of the current coronavirus pandemic. Specifically, the parties recognize that the employer party to this agreement has experienced unforeseeable staffing exigencies that make full compliance with the work jurisdiction provisions in the parties' labor agreement impracticable. Therefore, to avoid potential disputes under the labor agreement, and to provide fair conditions for employees required to work additional hours due to the pandemic, the parties agree to the following terms on a temporary basis.

1. The parties will make a joint demand of the applicable state agencies or officials to provide funding for a Grocery Store Emergency Child Care Fund and to be classified as first responders for support services.
2. The Company will make all reasonable efforts to accommodate scheduling changes needed by employees with child care needs during school closures, including working different schedules. In addition, the Company and Union agree to work together to help employees find needed child care facilities.
3. Any work done in the meat cutter classification will only be performed by individuals qualified and licensed (where necessary) to perform such work.
4. Workers out on sick leave during this period will not suffer loss in seniority or vacation benefits under the Agreement. For any employees whose H&W coverage is not continued in place by other current provisions of the H&W plan, the parties will work together on a case by case basis to find ways for employees who are out on sick leave during this period to maintain their healthcare coverage.
5. The Company will pay any employee diagnosed with COVID-19 replacement pay while they are unable to work, for a period not to exceed two (2) weeks; with proper certification by a qualified physician.
6. In addition to the above, the Company will also pay any employee who is required to self-quarantine, replacement pay, for a period not to exceed two (2) weeks; if they were guided to do so by their health care provider or if the company requested they do so based on current CDC risk assessment factors, while they are unable to work.
7. The Company, in recognition of its employees and their essential duties, will pay all eligible employees an additional premium of \$1.00 per hour for all hours worked during the following weeks:
  - The week of Sunday, March 15 through Saturday, March 21;
  - The week of Sunday, March 22 through Saturday March 28;
  - The week of Sunday, March 29 through Saturday April 4;
  - The week of Sunday, April 5 through Saturday April 11.
  - The week of Sunday, April 12 through Saturday, April 18;
  - The week of Sunday April 19 through Saturday April 25, and;
  - The week of Sunday April 26 through Saturday May 2.

The employee must be actively employed as of Sunday, May 3, 2020 in order to receive the premium pay. The premium will be paid to eligible employees in a lump sum check.

8. This agreement shall be on a non-precedent setting basis and the term of this agreement shall expire on Saturday May 2, 2020.

THE COMPANY

*Arch. Allred*

Dated: 4-11-20

UFCW LOCAL 1776KS

*Ed A*

Dated: 4/10/2020

## LETTER OF UNDERSTANDING WORK JURISDICTION DURING PANDEMIC

The parties, UFCW Local 1776KS and Uniontown Giant Eagle, recognize that certain exigent circumstances have arisen as a result of the current coronavirus pandemic. Specifically, the parties recognize that the employer party to this agreement has experienced unforeseeable staffing exigencies that make full compliance with the work jurisdiction provisions in the parties' labor agreement impracticable. Therefore, to avoid potential disputes under the labor agreement, and to provide fair conditions for employees required to work additional hours due to the pandemic, the parties agree to the following terms on a temporary basis.

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  - The week of Sunday, March 15 through Saturday, March 21;
  - The week of Sunday, March 22 through Saturday March 28;
  - The week of Sunday, March 29 through Saturday April 4, and;
  - The week of Sunday, April 5 through Saturday April 11.

The employee must be actively employed as of Sunday, April 12 in order to receive the premium pay. The premium will be paid to eligible employees in a lump sum check.

Letter of Understanding (Continued):

8. This agreement shall be on a non-precedent setting basis and the term of this agreement shall expire on Thursday, April 30, 2020.

FOR THE COMPANY

And Allridge V.P.

Dated: 3-24-20

UFCW LOCAL 1776KS

Ed Am

Dated: 3-24-2020



Thank you for stepping up during this critical time to help our customers and communities through this unprecedented event. Our communities count on us for food, medication and other needs for their families and households and your service to the community has not gone unnoticed.

Giant Eagle will not expect your service to come at the compromise of your personal safety.

To reduce the chance of spreading illness, including COVID-19 (coronavirus) here is what you need to know:

- Virus can be stopped through
  - **Destruction** (soap and water break them up like cleaners break up grease)
  - **Drying** (alcohol, disinfectants, sanitizers or enough time for droplets to thoroughly dry up on a surface)
  - **Distance** (COVID-19 drops out of the air after about 6-10 feet)

### **Destruction**

- If your hands are dirty and you touch your eyes, nose or mouth that can spread illness.
- **Unless your hands have cuts or open sores**, healthy skin is a good barrier and there is no evidence that COVID-19 can "absorb" through healthy skin.
  - If you choose to use gloves, follow existing policies and procedures.
  - Change gloves whenever a job task is changed, or the gloves become soiled or contaminated.
  - Wash hands whenever you change your gloves.
  - For front-end Team Members, consider washing your hands as above, or at least every 2 hours.
- Always wash your hands with soap and water for at least 20 seconds (sing Happy Birthday twice) before eating, handling contact lenses or doing other things requiring contact with your eyes, nose or mouth.
  - Hand sanitizer is effective **but not better** than soap and water at removing viruses, **it is meant to be used if you do not have access to soap and water.**

### **Drying**

- Routinely clean all frequently touched surfaces in the workplace, such as check stands, countertops, and doorknobs. Use the cleaning agents that are usually used in these areas and follow the directions on the label.
  - Clean high-traffic areas about every hour
  - Moderate traffic areas about every 2-3 hours
  - Other areas daily or as they are normally maintained
- For areas requiring disinfection refer to the Temporary Disinfecting Program sent earlier circulated about this, consult with your Store Leader, Team Leader or Food Safety Specialist with additional questions.

### **Distance**

- We are a friendly company, however, for now **avoid close contact with individuals** even if both of you appear healthy.
  - Be polite, but hugging, shaking hands or other close contact should be avoided.
  - Do your best to maintain 6-10 feet distance between people.
    - If a customer is sneezing or coughing, ask them politely to do so away from others and serve them when they have stopped.
      - Once the customer has left, clean and disinfect surfaces they may have contacted according to existing procedures.
    - Do not report to work if you have a fever or are feeling ill.