



LETTER OF UNDERSTANDING
BY AND BETWEEN
Lower Burrell/Natrona Heights/Penn Hills Community Markets
Verona Giant Eagle
(hereinafter referred to as the "Employer")
AND
UFCW LOCAL 1776KS
(hereinafter referred to as the "Union")

The Employer and Union, being parties to the collective bargaining agreements mentioned above, hereby agree to the following:

Starting Sunday November 1, 2020 thru Saturday December 26, 2020 the Company will be giving all team members an extra \$1.00 an hour for every hour worked. The Holiday Appreciation Pay will be paid in the form of two (2) separate bonuses.

The first bonus will be based on all hours an employee had physically worked during the period of November 1, 2020 thru November 28, 2020, which will be paid to eligible employees on or about December 10, 2020. The second bonus will be based on all hours an employee had physically worked during the period of November 29, 2020 thru December 26, 2020, which will be paid to eligible employees on or about January 7, 2021.

To be eligible for the Holiday Appreciation Pay, an employee must be actively employed with the Company on the date the bonuses are paid.

This agreement is non-precedent setting and shall not, unless otherwise negotiated, extend beyond the dates outlined above.

Therefore, with the intention of being bound legally by the foregoing, the parties hereby affix their signatures to this memorandum of agreement.

FOR THE EMPLOYER


DATE 11/4/20

FOR THE UNION


DATE 11-4-2020

Natrona Heights Community Market - COVID-19 Policy/Protocols:

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

As per our phone conversation earlier today, I am writing to confirm our non-president setting agreement regarding Rosenberg stores intention to issue a one (1) time Work Incentive Covid-19 Bonus.

The one (1) time Work Incentive Covid-19 Bonus will be calculated by totaling the number of hours the employee actually performed worked during the period of **March 22, 2020 until May 2, 2020, and then multiplying the hours worked by \$2.00 per hour.**

The Work Incentive Covid-19 Bonus will be issued to each eligible employee, who is an active employee on May 21, 2020 (paycheck or direct deposit), the date the one-time bonus will be paid.

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

Natrona Heights Community Market - COVID-19 Policy/Protocols:

Following discussions with Scott Moberg, Human Resources Consultant, the Company will be following the below protocols as it relates to COVID-19:

- In regard to your email dated March 21, 2020 regarding the “Letter of Understanding Work Jurisdiction During Pandemic” the Company does not have an interest in signing the document.

The Company has been working with the needs of our employees on an individual basis and will continue to do so in accordance with the current collective bargaining agreement, State and Federal laws.

In appreciation for our employee’s efforts and commitment in response to this National Emergency the Company has and will continue to recognize the employees hard work and dedication by providing occasional bonuses in the form of Company gift cards in addition to their regular hourly rate of pay. Employees must be actively employed at the time the Company gift cards are issued in order to receive the Company gift cards.

If the Union has any questions or would like to meet to discuss any of these matters, please contact me by my cell phone number 412-913-4886.

Regards,

Scott P. Moberg SPHR, SHRM-SCP

To our valued employees:

The health and safety of our employees and our customers has always been our top priority. In the current environment, it's important for all of us to monitor the rapidly-evolving situation involving the Coronavirus or COVID-19, so we thought it would be helpful to provide an update on how we are handling the situation at the Store.

Therefore, out of an abundance of caution, we would like to take the following steps to address COVID-19.

We ask any employee not feeling well to stay at home and consult with their doctor and with us. Employees are still required to follow established call-off procedures.

If any employee has recently come in contact with someone known or suspected to have the virus, please notify the Company so suitable time-off arrangements can be made (i.e. the use of personal days or vacation time).

We ask that employees adopt a "no hand-shake policy", and when possible, employees should maintain a reasonable distance from other employees and customers.

At the Store, cleaning supplies are available to employees so they may wipe down their work areas and trucks routinely and/or as often as necessary.

Everyday preventative actions are more important than ever to help prevent the spread of respiratory diseases, including but not limited to:

- Washing your hands often with soap and water for at least 20 seconds, especially after using a restroom, before eating, and after blowing your nose, coughing, or sneezing.
- Avoiding close contact with people who are sick.
- Staying at home when you are sick. (Again, Employees are still required to follow established call-off procedures).
- Covering your cough or sneeze with a tissue, then throwing the tissue in the trash, coughing/sneezing into your inner arm if necessary.
- Avoid touching your eyes, nose, mouth.
- Using an alcohol based (at least 60% alcohol) sanitizer, if soap and water is not readily available.
- Drinking plenty of water to stay hydrated.

We would also encourage employees to stay informed at official government websites such as: <https://www.cdc.gov/coronavirus/2019-ncov/about/index.html> for the latest on the COVID-19 situation.

The Company takes the care and safety of our employees very seriously and we will take all prescribed precautions necessary to maintain a safe and healthy environment at work. Should you have any questions or concerns, please direct them to the Store Manager.

Your efforts to help contribute to the health and welfare of our employees during this troubling time are greatly appreciated.