

## Giant Foods Updated COVID-19 Essential Responder Pay:

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

The GIANT Company announced that it was temporarily providing Appreciation Pay for our team members beginning on March 22<sup>nd</sup>.

Although this was originally scheduled to expire on **May 2<sup>nd</sup>**, The GIANT Company extended Appreciation Pay until **May 30<sup>th</sup>**. The \$2/hour Appreciation Pay was extended to bargaining unit employees at our Lewistown and Burnham stores as well as to our non-bargaining unit team members. Hourly Appreciation Pay will end as planned on Saturday, May 30.

To show our appreciation for everything our team members have done over these past few months, we have announced a one-time Appreciation Bonus, payable on July 3, 2020 to team members who worked between 3/22/20 and 5/30/20 and are still active on 6/27/20 as follows:

- Part-time: \$200
- Full-time Non-exempt: \$400

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

### **Giant Foods - COVID-19 Policy/Protocols:**

Following discussions with Sylvia Rosa-Ortiz, Human Resources for Giant Foods, the Company will be following the below protocols as it relates to COVID-19:

The Giant Company and UFCW collectively bargained to agreement on the actions The Giant Company is taking to protect the health, safety and well-being of all of our team members, including those team members in stores 6025 and 6055 during the COVID-19 crisis, I shared with you some of the actions we have already implemented, and you agreed that these actions were acceptable and appropriate.

Some of the actions are:

- Team members can request Leave of Absence with or without pay (paid using PTO) with no repercussion on their attendance, seniority or benefits
- Installation of plexiglass in every other register to afford protection to our team members and customers
- Social distancing program in place to control spacing between customers and team members, insofar as is possible
- We have been flexible with the schedules, trying to accommodate team members requests when possible, but taking in consideration the store operations needs
- Communication of proper handwashing, hygiene and social distancing guidelines provided by the CDC and other state health agencies
- Reduce the availability of unpackaged prepared food items, so as to minimize direct contact between team members and customers
- Increase the Grab & Go program in the Deli so customers can pre order thus minimizing contact with team members
- We created a temporary Appreciation Incentive of \$2 per hour worked until May 2 with review at that time
- Permit team member to wear masks and gloves if it is their desire

The Giant Company is continually evaluating ways to protect the safety, health and welfare of all of our team members, and is following the recommendations of the CDC and the Pennsylvania Department of Health. As we discussed on March 22<sup>nd</sup>, we have agreed that Giant will treat the bargaining unit employees with the same consideration given to non-bargaining unit employees as it pertains to actions specific to the COVID-19 pandemic, and UFCW 1776 agrees that this is acceptable for purposes of collective bargaining regarding terms and conditions of employment. Finally, The Giant Company reserves the right to return to the contractually agreed-upon terms and conditions of employment at such time as that decision is implemented for non-bargaining unit terms members.

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- They are installing plexiglass at the registers
- Making deli grab and go customers can preorder no contact with employees
- Employees may use vacation or sick time with no lost in seniority or other benefits during the leave of absence
- Adjusting schedule to accommodate employees needs
- Will pay an additional \$2 per hour to all employees until May 2 and will review at that time.
- They are being proactive and have not had any employee or customer issues

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