Giant Eagle - COVID-19 Policy/Protocols:

Following discussions with Dan Guerva, Human Resources for Giant Eagle, the Company will be following the below protocols as it relates to COVID-19:

April 9, 2020

- In response to your question in your e-mail about the customer capacity limits I wanted to share some additional steps the company is taking in order to help enforce the proper social distancing for our customers.
- Effective next week we will be implementing One Way Aisles throughout all of our stores.
- In addition, to the question about the 50% capacity I did obtain additional information regarding what makes up the total number. Unlike other retailers we are counting all of the Team Members & Team Leaders in that number which makes sense.
- I believe I had mentioned we have obtained new technology that will help us enforce the capacity limits.
- Finally, we now changed to only having one main entrance and exit to help enforce the capacity limits.
- I did get an update we may be receiving the thermometers early than mid-May as we had discussed. I will provide you an update when that takes place as well.
- See Illustrations Below:
One way only. Enter here and maintain a distance of 6 feet from your fellow guests.
introducing
one-way aisles

To maintain social distancing and help minimize contact, please walk in the direction shown at each aisle.

6 ft.

one way

wrong way

giant eagle

SPACE FOR HARDWARE
MEMORANDUM OF AGREEMENT
BY AND BETWEEN

Giant Eagle Markets Company
(hereinafter referred to as the “Company”)

And

United Food and Commercial Workers Union, Local 1776 KS
(hereinafter referred to as the “Union”)

As parties to the following Collective Bargaining Agreements – Master Grocery, Master Meat, Chippewa, Edinboro, Girard, Harborcreek, Harmar GEX, Millcreek, North Versailles, Rochester, Seven Fields, and West Mifflin – the Company and the Union agree to the following due to the national emergency and Coronavirus crisis:

1. The Company will provide a minimum of two (2) weeks of emergency replacement pay for any employee who has a confirmed diagnosis of COVID-19. Any employee who is required by their health care provider or the Company (based on current CDC risk assessment factors) to self-quarantine resulting in the employee being unable to work will be provided up to two (2) weeks of emergency replacement pay. Any employee who continues to be medically unable to return to work will be eligible to apply for and receive short term disability to which employees are normally entitled under the applicable collective bargaining agreement. Also, any employee who continues to be medically unable to return to work may use any paid time off that he or she has accrued under the applicable collective bargaining agreement. The Company and the Union agree to meet and discuss the impact of the emergency replacement pay on locations covered by the Pittsburgh Sick Days Act (the “Act”) and modifications to the Act the City of Pittsburgh may pass.

2. The Company will pay all employees a Rally Bonus in appreciation for the hard work that they are doing to rally for the community and help get the community the critical things they need during this time. From March 15, 2020 through March 21, 2020, employees will receive an additional $1.00 for every hour worked. From March 22, 2020 through May 2, 2020, employees will receive an additional $2.00 for every hour worked. Employees will be paid the Rally Bonus in a lump sum (one-time total bonus payment) after May 2, 2020. Employees must be active at the time Rally Bonuses are paid in order to receive the lump sum.

3. The Company will waive all minimum hours requirements to maintain health benefits for all employees through April 2020. For employees who take a personal leave of absence, the Company will maintain health benefits through April 2020. Prior to the end of April 2020, the Company will discuss with the Union whether to extend these benefits beyond April 2020.
4. The Company will waive discipline under the Attendance Policy during the Coronavirus crisis, except for no call/no show violations for all employees, which will continue to be applied according to the Attendance Policy.

5. The Company will notify employees by May 1, 2020 (instead of April 1, 2020) of vacation schedules.

6. The Company may utilize third-party temporary community partners in the stores to clean and sanitize. The Company may also use those third-party temporary community partners to stock product and operate the registers due to the large number of call offs, as long as all employees' hours are maximized, including overtime. The Company agrees to maximize all employees' hours by making additional hours, including overtime, available to employees who volunteer. The Company will identify available work when it offers additional hours, including overtime.

7. The Company may utilize corporate or other employees to perform bargaining unit work, as long as all bargaining unit employees' hours are maximized, including overtime. The Company agrees to maximize all employees' hours by making additional hours, including overtime, available to employees who volunteer. The Company will identify available work when it offers additional hours, including overtime.

8. The Company and the Union agree that increases in employees' hours due to the Coronavirus crisis will not trigger the full-time position creation language in the following collective bargaining agreements: Chippewa, Girard, Harborcreek, Rochester, and West Mifflin.

9. The Company modified the bid process as follows from March 22, 2020 through March 28, 2020:

a. For specialized positions, CHRCs conducted phone screens with employees who signed the bid letters and made the final selections based upon the phone screens.

b. For non-specialized positions, the positions were granted by seniority, provided that the employee was available and had the ability to perform the necessary duties.

10. The Company and the Union agree that the Company will resume following the bid process contained in the applicable collective bargaining agreement beginning on March 29, 2020.

11. The term of this Agreement shall be for the duration of the 2020 national emergency because of the Coronavirus crisis as defined by a declared State of Emergency by the Governor of the applicable of State or Commonwealth or until May 2, 2020, whichever occurs sooner. The Company and the Union will discuss whether to extend the term of this Agreement.
12. The Company and the Union agree that they will not use the Agreement outlined above in any way in any grievance, arbitration, or other legal or administrative proceeding, or to claim the establishment of a practice, with the exception of a proceeding between the Company and Union in which a party seeks to enforce the terms of this Agreement.

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

[Signatures]

Company Date

Union Date

04-06-2020
Giant Eagle - COVID-19 Policy/Protocols:

Following discussions with Dan Guerva, Human Resources for Giant Eagle, the Company will be following the below protocols as it relates to COVID-19:

**Action Items: Monday, March 23rd**

Existing In-Store Sustainability – Reusable/Plastic Bag signage (see attached)
- Please remove all signage and store in a safe place to be displayed upon completion of this temporary policy.

Store Sign (Bag Notice) - (see attached)
- This is to be printed by the stores, as needed.
- To be displayed on lobby doors, all front-end checkouts, and at the Customer Service desk, etc. as needed.

**Reusable Bag Perk Promotion**
- The prompt at all registers will be disabled on Monday.
- Bag Impact locations- the prompt to charge for paper bags will also be removed.

**Talking Point-Customer Service**
- Utilize the signage to explain and communicate the temporary change. With this sudden change, many guests will continue to bring reusable bags into stores. In these instances, thank the guest for bringing their reusable bags, and communicate this temporary change and let them know we will be happy to bag their groceries and will use plastic.

**Cuyahoga County-Bexley and Waterworks-Bag Impact Locations**
- A pallet of plastic bags will arrive at your locations on Monday, March 23rd. Utilize paper bags in stores until plastic arrives.
- Please have plastic bags available at the SPG racks by the ROCM stations.

- Hi everyone, I just got confirmation from Dan Guevara that Plexiglass will be installed on the Front Ends.
Thank you for your support and cooperation and for all that you continue to do to serve our guests and communities.

3-23-2020 –

- bonus pay is only retro til 3/22. Will continue to evaluate going forward.
- in regards to our request of extending health and welfare out to May for not requiring a minimum hours worked, they are wanting to keep it the same through April and will re-evaluate but said they will do the right thing.
- they are continuing their work on getting plexiglass installed in all of the stores and are still working through the prepared foods issue. I did mention having it in the walk up Getgo locations and waiting to hear back. They are also working on social distancing guidelines/project and will get into the stores ASAP
- in regards to the memo “Critical industry employee authorization to travel regardless of the time of day” from Laura Karet attached below, that was meant only for the Ohio members due to the governors stay at home order there. It shouldn’t have gone to any PA members.
- in regards to the letter from Bill Artman that included a $25 gift card, if there are any members who haven’t received it yet and don’t within the next few days please instruct them to see their store Director who will make it right for them. It could be their address is incorrect or an issue with the mail which we can attest to.
- the company also requested to move the vacation approval deadline back from April to May 1st in light of all that is happening. It will have no negative effect on any vacations scheduled or requested but gives them more time to go through the approval process.

That’s it for now but I’m sure there will be more to come

The Company stated they are committed to continuing dialogue as any matter(s) arise and the environment/circumstances change.
Notice: Reusable & Plastic Bags

As we remain committed to safeguarding the health and well-being of our guests and Team Members, we have implemented temporary adjustments regarding reusable and plastic bags:

• Please refrain from bringing reusable bags as you shop stores.

• We have suspended our reusable bag bonus perks program.

• For your convenience, plastic and paper bags will be provided at checkout at no cost.
Giant Eagle Corporate -COVID-19 Policy/Protocols:

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

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

All Retail Supermarket Team Members

WHAT: Cloth Face Cover Application & Removal

WHERE: PA/OH/WV/MD/IN

WHEN: April 14, 2020

WHY: Please review the attached instructional document for proper application and removal of cloth face covers. Discuss this document with all Team Members and remind them that this and other resources are available on the Team Member COVID-19 Information Portal, located by visiting the homepage of MyHRConnection. Each Team Member will receive one cloth face cover, arriving in stores today.
# How to Wear and Remove a Cloth Face Cover

**Method (1 of 1)**

**PPE Required:** None

### How to apply the face cover:
1. Clean your hands with soap and water or hand sanitizer before touching the cover.
2. Remove a face cover from the package and make sure there are no obvious tears or holes other than the ear slits.
3. Face covers are one-size fits all.
4. Follow the instructions below.
   a. With the nose flap pointing up, place one ear through slit
   b. Wrap the face cover around the nose and mouth
   c. Place the other ear through the slit on the other side, cover should fit snugly but comfortably across the face.
   d. Adjust fit by changing ear slits if necessary
   e. Allow for breathing without restriction

### How to remove a face cover:
1. Clean your hands with soap and water or hand sanitizer before touching the cover. Avoid touching the front of the cover, which could be contaminated. Only touch the ear loops.
   a. Hold both of the ear loops and gently lift and remove the cover.
   b. Place cover in paper bag in-between use or in well vented area

### How to clean the face cover:
1. Face covers should be routinely washed
2. Hand wash your face cover using warm water and laundry detergent, and then allow to air dry.
   a. Do not place in dryer

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Avoid touching the face cover while using it. Wash your hands prior to putting the mask on or taking it off.

If you have difficulty wearing the cloth face cover, notify leadership who can provide options.