



Giant Eagle Corporate - COVID-19 Policy/Protocols:

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

All Hourly Team Members

Rally Bonus – NOW EXTENDED

We really want to thank all Team Members who continue to work hard throughout these times – you all have been so important to helping our guests and neighbors get the fresh foods, supplies, and prescriptions they need right now.

As time goes on, we will continue to evaluate our Rally Bonus program and want to share some updates that will impact all hourly Supermarket, Market District, GetGo pad site, and Pharmacy Team Members going forward.

How It Works:

- The Rally Bonus program will now be extended for a second wave starting on Sunday, May 3rd through Saturday, May 30th.
- For every hour worked, hourly Team Members will continue to receive an additional \$2 per hour Rally Bonus in addition to their base rate.
- The first wave of Rally Bonuses will still be paid in a lump sum (one-time total bonus payout) for week ending 5/9/20 (in the paychecks on 5/14/20). This new second wave of Rally Bonuses will be paid in a lump sum after June 11th.
- At the end of May, we will re-evaluate and determine whether or not to extend the program.
- Team Members must be active at the time Rally Bonuses are paid in order to receive the lump sums.

Thank you for the hard work you have done and continue to do for our neighbors and communities.

April 24, 2020



Giant Eagle COVID-19 Member Resources

Nothing is more important to the Local 1776KS team than the safety and well-being of our members, who heroically continue to work during this devastating COVID-19 pandemic. We have worked with Giant Eagle to improve a wide array of policies, from leave and sick time provisions to securing more stringent standards for cleaning worksites, to enhanced protections such as installation of Plexiglas panels. We have created this executive summary to help you navigate your employer's COVID-19 policies and safety protocols, leave of absence provisions, healthcare benefit updates and other important information.

This executive summary is for your general information only and is not a substitute for your Contract or existing policies and procedures. Members with particular questions about the improvements summarized below are encouraged to contact their Union Representative.

Safety Precautions

The following safety measures have been agreed to by the Company:

- Plexiglas shields have been added to each checkout register and Point of Sale locations
- Continuous deep cleaning in all stores. Including third party temporary community partners
- Registers are now to be cleaned and sanitized every hour
- Associates should wash hands at least once per hour
- Reduced store hours to 7AM – 9PM to allow for more cleaning
- All bathrooms and floors to be sanitized 7 days a week
- Associates must wear PPE masks and gloves
- "6 ft. rule" throughout the store, which includes taping service departments, aisles, and registers
- Implemented "one-way" isle shopping
- One main entrance and exit procedures
- Eliminated self-service product
- Reduction in store occupancy
- Installed new "occupancy tracking" technology
- Enhanced cleaning and sanitizing of baskets, carts, and mart carts
- Set shopping hours for seniors and other at-risk populations
- Implemented temporal process for Team Members
- Only bagging with store- provided bags



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Leave Provisions

- Team Members will receive 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 collective bargaining agreement.
- The Company will waive all minimum hour's requirements to maintain health benefits for all employees through May 2020. For employees who take a personal leave of absence, the Company will maintain health benefits through May 2020. Prior to the end of May 2020, the Company will discuss with the Union whether to extend these benefits beyond May 2020.
- The Attendance Policy will be waived during the Coronavirus crisis, expect for no call/no show violations for all employees, which will continue to be applied according to the attendance policy.

For leave of absence options available to you please see Part Time and Full-Time flowcharts on pages 4 and 5.

Bonus/Premium Pay

- Team Members will receive a two dollar (\$2.00) per hour wage premium effective March 22, 2020. From March 15, 2020 through March 21, 2020 employees will receive an additional \$1.00 for every hour worked.

UFCW 1776 Western Division Health & Welfare Fund Updates:

HEALTH MEDICAL BENEFITS

- **Telemedicine and virtual medicine visits** – Effective immediately, cost-sharing and co-payments associated with in network and contracted telemedicine and virtual medicine visits will be waived **for 90 days**. This will apply to all telemedicine and virtual visits regardless of

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whether the visit is related to the diagnosis or treatment of COVID-19.



- **Diagnostic testing for the Coronavirus (COVID-19)** – Effective immediately, Coronavirus (COVID-19) diagnostic testing ordered by a physician will be covered at 100% with no member liability for the test. A co-payment for the corresponding office visit will still apply.
 - The Fund Office is currently closed to in-person meetings.
 - Behavioral Health services will now be available via remote connection to a therapist. Call MHC at 1-800-255-3081 extension 1 and see page 7 for additional information.

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Full-Time

Have you been diagnosed with COVID-19?

Yes

You may qualify for 2 weeks' pay from Giant Eagle and then file a disability claim with UFCW Local 1776 Western Division H&W Fund 1-800-423-3863

No

Have you been asked to quarantine by a healthcare provider, agency or Giant Eagle?

Yes

You may qualify for 2 weeks' pay from Giant Eagle. Please call the Union's Leave Hotline at 866-329-1776 ext. 806

No

Do you have a compromised immune system or an underlying condition that a healthcare provider has written you out of work for?

Yes

File a disability claim with UFCW Local 1776 Western Division H&W Fund 1-800-423-3863

No

Are you caring for someone who is self-quarantined or a child you cannot find childcare for due to COVID-19?

Yes

You may be able to take an unpaid leave of absence or use any paid time off accrued. Please call the Union's Leave Hotline at 866-329-1776 ext. 806

No

Protect yourself by following these 6 steps¹:

1. Wash your hands
2. Avoid close contact
3. Stay home as much as possible
4. Cover your mouth and nose with a cloth face cover when around others
5. Cover coughs and sneezes
6. Clean and disinfect

In addition, employees may be eligible for unemployment compensation for periods of unemployment, including unpaid leave time or reduced-pay leave time, and should follow up with the Union's Leave Hotline to get more information. Members who need additional leave time should contact the Union's Leave Hotline to learn more about FMLA and whether they might qualify.

Union's Leave Hotline: 866-329-1776 ext. 806

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Part-Time

Have you been diagnosed with COVID-19?

Yes

No

Do you have 24 months of service or more?

Yes

You may qualify for 2 weeks' pay from Giant Eagle and then file a disability claim with UFCW Local 1776 Western Division H&W Fund 1-800-423-3863

No

You may qualify for 2 weeks' pay from Giant Eagle. Please call the Union's Leave Hotline at 866-329-1776 ext. 806 for more information.

Have you been asked to quarantine by a healthcare provider, agency or Giant Eagle?

Yes

No

Do you have a compromised immune system or an underlying condition that a healthcare provider has written you out of work for?

Yes

No

Are you caring for someone who is self-quarantined or a child you cannot find childcare for due to COVID-19?

Yes

No

File a disability claim with UFCW Local 1776 Western Division H&W Fund 1-800-423-3863

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Union's Leave Hotline:
866-329-1776 ext. 806



Giant Eagle COVID-19 Member Resources

Workers' Compensation & COVID-19

PROTECT YOUR RIGHTS

COVID-19 IS COVERABLE BY THE PENNSYLVANIA WORKERS' COMPENSATION ACT

- The Pennsylvania Workers' Compensation Act (Act) covers all injuries, diseases, and illnesses which occur during the course and scope of employment.
- To be covered under the Act, you **MUST** provide NOTICE that: (1) you have been diagnosed with COVID-19 and (2) it was due to your exposures on the job.
- The Employer **MUST** let the you know whether it will accept (Notice of Compensation Payable), temporarily accept (Notice of Temporary Compensation Payable), or deny (Notice of Compensation Denial) the claim within 21 days of you providing notice.
- If you do not receive a response OR the claim is denied, you must file a Claim Petition to protect your potential right to important wage loss and/or medical benefits.
- IT IS CRITICAL THAT ALL claims for COVID-19 should be filed as there is no way to know the long-term physical and/or financial impact that the virus could have on you or your family.
- Willig, Williams and Davidson is working with UFCW Local 1776 during this crisis to ensure that all claims are properly handled. If you have any questions or concerns regarding your rights with regard to your employment and COVID-19, please contact the Head of our Workers' Compensation Department, Michael G. Dryden, Esq., at 215-656-3645 or mdryden@wwdlaw.com.

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Mental Health Consultants:



A Guide to Utilizing Telehealth for the First Time

As large focus of a therapist's work is centered on creating strong therapeutic relationships by fostering a safe and comforting environment. This is traditionally done through in-person therapy; however due to the latest developments of COVID-19 many therapists are transitioning their practices to online services through the use of HIPPA compliant telehealth platforms. MHC is approving telehealth services to allow for timely, accessible, and most of all safe behavioral health services during this challenging time.

Benefits to Telehealth:

- Individuals are able to access their behavioral health services from the comfort and safety of their homes.
- Research shows that therapy offered via telehealth is found to be just as effective as in-person sessions.
- Telehealth allows individuals to maintain a sense of routine by remaining consistent with their regularly scheduled therapy appointments.
- Telehealth prevents disruption to already established goals and treatment.
- Therapists are able to provide timely support, coping and stress management skills to those who are struggling with the rapidly changing updates surrounding COVID-19.
- When utilizing telehealth services there is no additional cost to you. Your copay or coinsurance remains the same.

What to Expect:

For telehealth services, all you need is a computer, tablet, or cell phone that is equipped with video and microphone capabilities. Your provider will be utilizing a HIPPA compliant telehealth platform that they can share with you prior to your first appointment. It is most effective for you to treat your telehealth sessions as you would any other in-person appointment. Follow the tips below to have a successful telehealth experience:

- Find a quiet, private place that you can go to to participate in your telehealth session.
- Test out the equipment ahead of time. Speak with your provider prior to your first telehealth session and make sure you are able to access and connect with their telehealth platform without any difficulty.
- Make sure your laptop, tablet or cell phone is equipped to share both your video camera and microphone on your device.
- If using a laptop computer try connecting directly to the internet through an Ethernet cord to allow for a better connection during your session.
- Speak with your provider ahead of time to discuss any questions or concerns you may have about participating in telehealth services.

Need further assistance? Call MHC 1.800.255.3081