



JBS Souderton 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 JBS Souderton 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, facial masks and facial shields for all of our members. 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 update and other important information.

This executive summary is for your general information only and is not a substitute for your Union 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:

- Sanitation Crew increased to 40 individuals, working throughout facility day and night;
- Deep clean on nights and weekends throughout the JBS and MOPAC facilities;
- Non-JBS international visitors are prohibited from entering company locations;
- Infrared equipment to test temperatures of all employees and visitors;
- Outdoor medical assessment area to screen and monitor all employees;
- Sanitizing foot bath and hand sanitizer prior to entering facility;
- Staggered breakings; cafeteria and tables/chairs spaced out; additional outside seating in Tents;
- Supervisors monitoring social distances and enforcing pedestrian traffic flow in hallways and common areas;
- All bathrooms, locker rooms and production areas are to be sanitized 7 days a week;
- Members are provided with facial masks, gloves, and face shields that are attached to helmets. Facial masks and shields are mandatory for all to wear;
- Enhanced Cleaning & Disinfecting Procedures in common areas: locker/bathrooms, cafeteria, hallways, offices, etc.;
- Hand Sanitizing stations located throughout the facilities;
- Limited visitors and contractors onsite;
- Plexiglas dividers on cafeteria tables;
- Dividers between workstations in the Fabrication Department;
- Following CDC and Pennsylvania Department of Health ("DoH") guidance and directives on all quarantine requirements;
- Random onsite weekly COVID-19 testing of five percent (5%) of the workforce. If a member refuses to test, they will be placed on an unpaid Leave of Absence ("LOA");
- Any member or family member enrolled in the JBS Benefit Plan and is treated for COVID-19 will have 100% of their treatment paid for under the plan if they utilize an in-network facility. This policy is retro-active for any past COVID treatment since March 16, 2020 and for any future treatments;



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Leave Provisions:

Any employee diagnosed with COVID-19 can file for short term disability. The waiting period has been waived for COVID-19 related filings. Any employee that has to quarantine due to exposure to COVID-19 can also file a short term disability claim. At-risk populations, including those with underlying conditions can apply for disability.

At-risk populations (pregnant, undergoing dialysis or cancer treatment) will receive 40 hours paid time at their hourly rate per week through short term disability. The Company is continually reassessing this policy based on case counts at the plant and in the community. If cases increase, this will include any employee age 60+ to go out on short term disability.

Short term disability claims should be filed through Unum. The amount of short term disability is \$425 per week. For questions or any matters on short term disability, you can contact your Human Resources Department.

Unpaid leave options are available for those who would qualify, including anyone who is caring for a child due to school closure or general concern.

For leave of absence options available to you, please see flowcharts on the following pages, respectively. Leaves can be filed through your Human Resources Department.

Bonus/Premium Pay:

Team members received a temporary four dollars (\$4.00) per hour wage premium for all direct hours working, which ended on May 28, 2020. A permanent two dollars (\$2.00) per hour increase for all Job Grades was negotiated and ratified on June 18 and 19, 2020; this took effect on June 22, 2020.

A \$1,500 bonus was paid as follows; \$500 on July 31, 2020 and \$1,000 on December 4, 2020 for members in good standing and on the active payroll on those dates; no more than two unexcused absences will be allowed between May 28 and December 4, 2020 to receive this bonus.

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LiveHealth Online – a Free Tele-Health Benefit for JBS Souderton Members as Negotiated in your Union Contract, part of the Medical Benefits Plan:

LiveHealth Online Enrollment Instructions

1. Visit www.livehealthonline.com or download the **LiveHealth Online mobile app** on your smartphone.

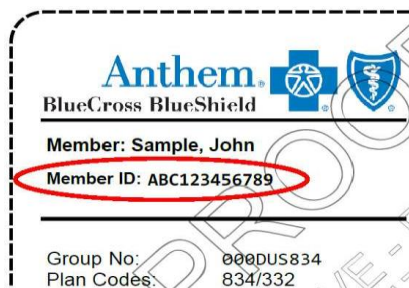


2. Sign up is quick and easy! You must include:

- ⇒ Your personal information
- ⇒ **Anthem Blue Cross Blue Shield** as your Health Plan
- ⇒ Subscriber ID

And you're done!

3. Once sign-up is completed successfully, a **Congratulations!** screen will appear.



To start using LiveHealth Online, you will logon with the email and password you registered with.

Want to add dependents?

To add dependents under the age of 18, click **My Account** >> **My Children** >> **Create a New Profile**.

Note: You would only click "Link to an Existing Profile" if the child's profile was already created under a separate parent/guardian.

Need help registering for LiveHealth Online? Contact the Benefits Help Line!

» Phone: 1-855-327-5911

» Email: bac.jbs@aig.com

» Hours: 7 a.m. - 6 p.m. (CST)





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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.



MAKING YOUR WORLD STRONGER

Nov. 23, 2020

Dear Team Member,

Throughout the coronavirus pandemic, the health and safety of our team members has been our top priority. We continuously evaluate the situation and implement safety protocols and policies to ensure we're doing everything possible to support our workforce during this critical time.

As such, effective Nov. 30, 2020, the company health plan is being enhanced to cover 100% of eligible services for COVID-19 diagnosis and treatment. This is in addition to the free COVID-19 testing that has been available since March.

If you and your dependents are enrolled in the company health plan and are diagnosed with COVID-19, all eligible healthcare services for diagnosis and treatment of COVID-19 are paid by the health plan at 100%. You will pay no deductible or co-insurance, and your HRA funds will not be used to cover any of the costs.

This change is retroactive to March 16, 2020. If you or your dependents incurred eligible out-of-pocket costs for COVID-19 diagnosis and treatment under the company health plan since March 16, 2020, you will be reimbursed for your costs in a combination of a check payable to you or a family member and a credit to your HRA account, if applicable.

Services must be provided by in-network providers, and treatments must be covered services under the terms of the health plan to be paid at 100%.

AmeriBen will begin to issue reimbursement checks on Nov. 30, 2020, with an expected completion date of Dec. 24, 2020. HRA credits will be processed by Dec. 4.

Employees who've incurred out-of-pocket costs for COVID-19 diagnosis and treatment under another employer health plan will not be eligible for reimbursement of these costs. The company can only reimburse out-of-pocket costs incurred under the company health plan.

Please check with Human Resources to ensure your address on file is correct, and contact Customer Care at 855.212.8696 if you have any questions.

Thank you for your continued dedication and for everything you're doing to ensure our families, our neighbors and our country have access to safe, quality food.



Nov. 23, 2020

Estimado Miembro del Equipo,

Durante la pandemia de coronavirus, la salud y la seguridad de los miembros de nuestro equipo ha sido nuestra principal prioridad. Evaluamos continuamente la situación e implementamos protocolos y pólizas de seguridad para asegurarnos de que estamos haciendo todo lo posible para apoyar a nuestra fuerza laboral durante este momento crítico.

Como tal, a partir del 30 de Noviembre de 2020, el plan de salud de la compañía se mejorará para cubrir el 100% de los servicios elegibles para el diagnóstico y tratamiento de COVID-19. Esto es en adición a las pruebas gratuitas de COVID-19 que han estado disponibles desde Marzo.

Si usted y sus dependientes están inscritos en el plan de salud de la compañía y se les diagnostica COVID-19, el plan de salud paga al 100% todos los servicios de atención médica elegibles para el diagnóstico y tratamiento de COVID-19. No pagará deducibles ni coseguros y los fondos de su HRA no se utilizarán para cubrir ninguno de los costos.

Este cambio es retroactivo al 16 de Marzo de 2020. Si usted o sus dependientes incurrieron en costos de bolsillo elegibles para el diagnóstico y tratamiento de COVID-19 bajo el plan de salud de la compañía desde el 16 de Marzo de 2020, se le reembolsarán sus costos en una combinación de un cheque pagadero a usted o un miembro de su familia y un crédito a su cuenta HRA, si corresponde.

Los servicios deben ser proporcionados por proveedores dentro de la red, y los tratamientos deben ser servicios cubiertos según los términos del plan de salud que se pagarán al 100%.

AmeriBen comenzará a emitir cheques de reembolso el 30 de Noviembre de 2020, con una fecha de finalización prevista para el 24 de Diciembre de 2020. Los créditos HRA se procesarán antes del 4 de Diciembre.

Los empleados que hayan incurrido en costos de bolsillo por el diagnóstico y tratamiento de COVID-19 bajo el plan de salud de otro empleador no serán elegibles para el reembolso de estos costos. La empresa solo puede reembolsar los gastos de bolsillo incurridos en virtud del plan de salud de la empresa.

Consulte con Recursos Humanos para asegurarse de que su dirección registrada sea correcta y comuníquese con Atención al Cliente al 855.212.8696 si tiene alguna pregunta.

Gracias por su continua dedicación y por todo lo que está haciendo para garantizar que nuestras familias, nuestros vecinos y nuestro país tengan acceso a alimentos seguros y de calidad.



MAKING YOUR WORLD STRONGER

Questions & Answers

What does this enhancement to the company health plan mean for me?

If you and your dependents are enrolled in the company health plan and diagnosed with COVID-19, all eligible healthcare services for diagnosis and treatment of COVID-19 are paid by the health plan at 100%. You will pay no deductible or co-insurance and your HRA funds will not be used to cover any of the costs.

If you and your dependents incurred eligible out-of-pocket costs for COVID-19 diagnosis and treatment under the company health plan since March 16, 2020, you will be reimbursed for your costs in a combination of a check payable to you or a family member and a credit to your HRA account, if applicable.

When can I expect to receive reimbursement of my out-of-pocket costs?

AmeriBen will begin to issue reimbursement checks on November 30, 2020 with an expected completion date of December 24, 2020. HRA credits will be processed by December 4, 2020.

As of November 30, 2020, eligible healthcare services for diagnosis and treatment of COVID-19 will be paid by the health plan at 100%.

Will my reimbursement check be mailed to my home address?

Yes, your check will be mailed to your home address. Please check with HR to be sure the company has your most recent address in SAP.

Do I need to take any action to receive my reimbursement check?

No, there is no required action on your part. AmeriBen has the information needed to issue your reimbursement check and apply your HRA credit, if applicable.

If I've incurred out-of-pocket costs for COVID-19 diagnosis and treatment under another health plan, will the company reimburse me for these costs?

Unfortunately no, the company can only reimburse out-of-pocket costs incurred under the company health plan.

Will the reimbursement payment be included in my 2020 W-2 earnings?

No, your reimbursement payment will not be included in your 2020 W-2 earnings.

Will I receive reimbursement for my COVID-19 test?

No, your COVID-19 test was paid at 100%.

Who should I contact with questions about my reimbursement check?

You should contact Customer Care at 855.212.8696 with questions.



MAKING YOUR WORLD STRONGER

Preguntas y Respuestas

¿Qué significa para mí esta mejora del plan de salud de la empresa?

Si usted y sus dependientes están inscritos en el plan de salud de la empresa y se les diagnostica COVID-19, el plan de salud paga al 100% todos los servicios de atención médica elegibles para el diagnóstico y tratamiento de COVID-19. No pagará ningún deducible ni coseguro y los fondos de su HRA no se utilizarán para cubrir ninguno de los costos.

Si usted y sus dependientes incurrieron costos de bolsillo elegibles para el diagnóstico y tratamiento de COVID-19 bajo el plan de salud de la compañía desde el 16 de Marzo de 2020, se le reembolsarán los costos en una combinación de un cheque pagado a usted o a su miembro y un crédito a su cuenta HRA, si corresponde.

¿Cuándo puedo esperar recibir el reembolso de mis gastos de bolsillo?

AmeriBen comenzará a emitir cheques de reembolso el 30 de Noviembre de 2020 con una fecha de finalización prevista para el 24 de Diciembre de 2020. Los créditos HRA se procesarán antes del 4 de Diciembre de 2020.

A partir del 30 de Noviembre de 2020, el plan de salud pagará al 100% los servicios de atención médica elegibles para el diagnóstico y tratamiento de COVID-19.

¿Se enviará por correo mi cheque de reembolso a la dirección de mi casa?

Sí, su cheque se enviará por correo a su domicilio. Consulte con Recursos Humanos para asegurarse de que la empresa tenga su dirección más reciente en SAP.

¿Necesito tomar alguna medida para recibir mi cheque de reembolso?

No, no es necesario que realice ninguna acción. AmeriBen tiene la información necesaria para emitir su cheque de reembolso y aplicar su crédito a la cuenta HRA, si corresponde.

Si he incurrido en gastos de bolsillo por el diagnóstico y el tratamiento de COVID-19 bajo otro plan de salud, ¿me reembolsará la empresa estos gastos?

Lamentablemente no, la empresa solo puede reembolsar los gastos de bolsillo incurridos en virtud del plan de salud de la empresa.

¿Se incluirá el pago de reembolso en mis ganancias del W-2 de 2020?

No, su pago de reembolso no se incluirá en sus ganancias del W-2 de 2020.

¿Recibiré un reembolso por mi prueba COVID-19?

No, su prueba de COVID-19 se pagó a 100%.

¿Con quién debo comunicarme si tengo preguntas sobre mi cheque de reembolso?

Debe comunicarse con Atención al cliente al 855.212.8696 si tiene preguntas.