

Acme - COVID-19 Screening Protocols:

1. Goes to the unit and answers latest health screening questions
2. Then there is a contactless temperature scan – 99.68 degrees
3. Upon clear of fail:
 - Store associates enter their employee ID
 - Vendors will enter their Name, company and phone (optional)
4. Clear: Sticker will print indicating clear with date, time and black and white image of individual (no images will be retained or stored)
5. Fail: Sticker will print indicating fail with instructions to immediately leave the store, contact Supervisor and MedCore (including the 800 number) minimizing potential exposure from sick individual. The Store Director will get email notification if all fails.
6. If temperatures are temporarily elevated due to strenuous activity or excessive temperatures outside, it may take a minute for the body to cool down.
 - If so, prior to submitting the FAIL, associates can tap “try again later” and screen again after the body has a chance to cool to normal. While cooling down, be mindful to stand far apart from other associates and customers and always keep six foot social distance.
7. A Spanish version will be available shortly.
8. Daily reports will be sent to Division HR for logging and contract tracing as needed.
9. No private data is captured or retained for associates other than date/time and the screening was a pass/fail.



ACME 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 Acme 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
- A Cleaning Captain has been designated in each store
- Registers are now to be cleaned and sanitized every hour
- Associates should wash hands at least once per hour
- All bathrooms and floors to be sanitized 7 days a week
- Associates can wear PP- masks and gloves
- "6 ft. rule" throughout the store, which includes taping serve departments, aisles, and registers
- Eliminated self-service product
- Enhanced "Cleaning & Disinfecting Procedures"
- Reduction in store occupancy
- Enhanced cleaning and sanitizing of baskets, carts, and mart carts
- 7AM – 9AM shopping hours for seniors and other at-risk populations
- Poly-Gloves available for non-food handling associates
- Vendor/Associate/Shopper self-evaluations
- If customer uses their own bag, they must bag their own merchandise.

Leave Provisions

Any associate diagnosed with COVID-19 will be paid up to two weeks of replacement pay while they are unable to work. If the associate is unable to return to work after two weeks, the associate will be able to use any other sick leave pay or short-term disability. Also, any associate who is asked to self-quarantine by their health care provider or by the Company, based on current CDC risk assessment guidelines, will be paid up to two weeks of replacement pay while they are unable to work.

For a full-time associate, one week of replacement pay is equal to 40 hours at their regular rate of pay. For a part-time associate, one week of replacement pay equals their average hours worked in a week over the last 52 weeks at their regular rate of pay.

For leave of absence options available to you please see the flowchart on page 3.



ACME COVID-19 Member Resources

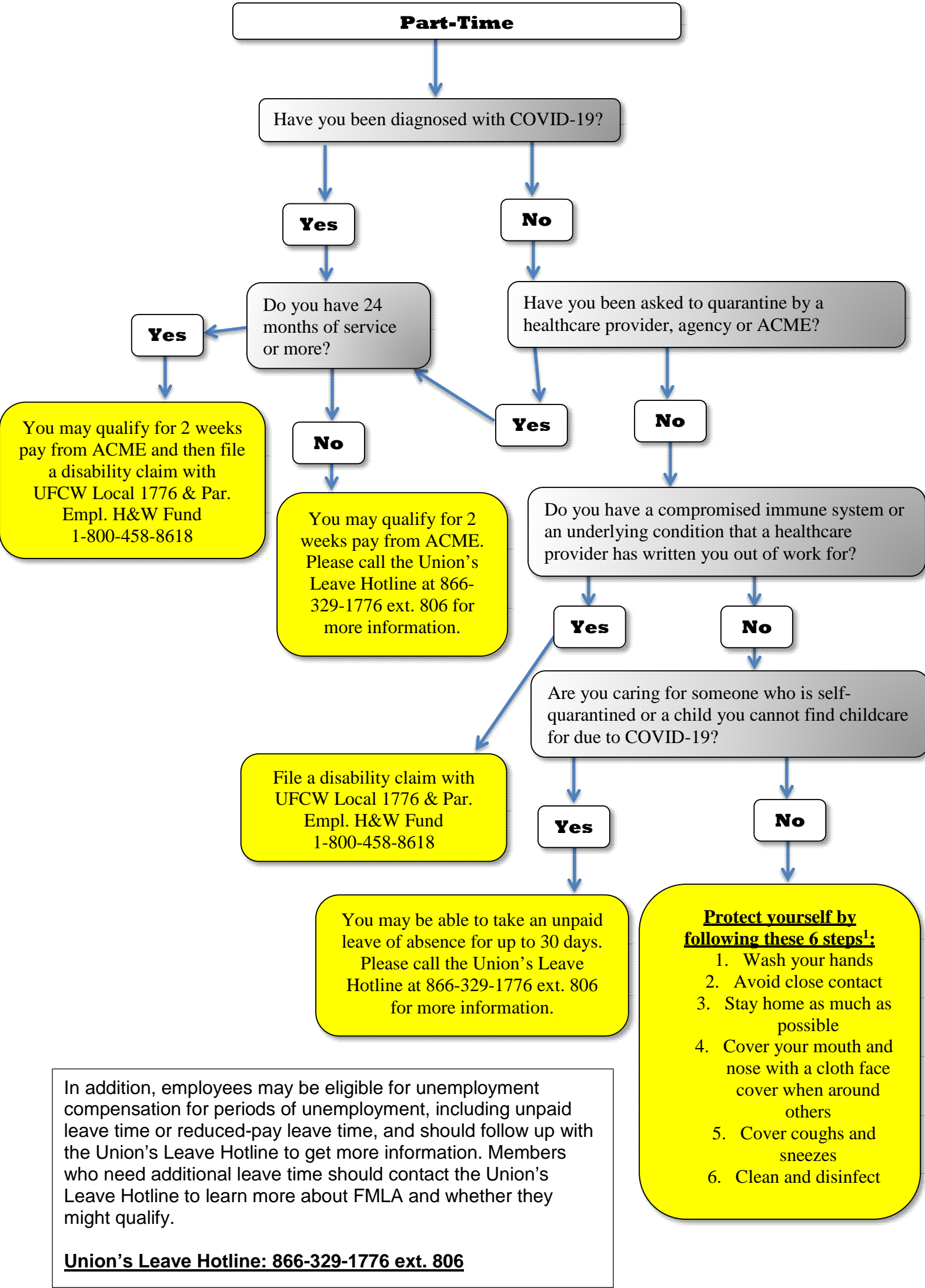
Travel Quarantine

If an employee travels to one of the designated COVID-19 “hot spots,” then they must quarantine for the two weeks as per the State of Pennsylvania. The two-week quarantine will be unpaid.

UFCW 1776 Health & Welfare Fund Updates

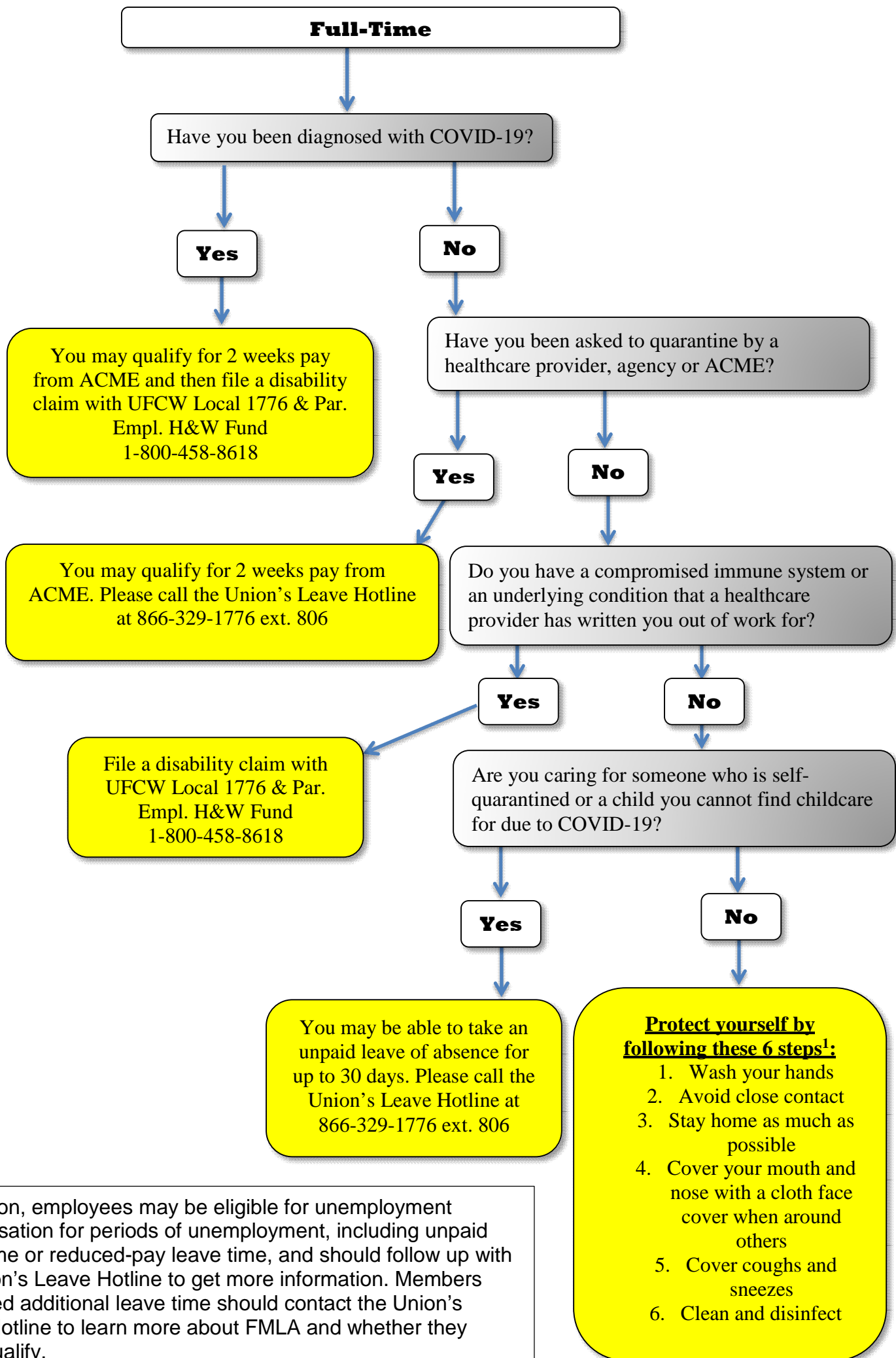
- The Fund Office is currently closed to in-person meetings.
- There will be no co-pays for COVID-19 testing.
- OptumRx Prior Authorization Extension
 - Automatically extends existing Prior Authorization approvals for most chronic medications set to expire prior to May 1, 2020, for an additional 90 days.
 - This does not apply to ALL Prior Authorizations, for example, opioids.
- 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 6 for additional information.
- Tele-medicine is available for remote access to primary care doctors.
- See pages 4 & 6 for additional information.

ACME COVID-19 Leave Options



¹ As per CDC guidelines at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>

ACME COVID-19 Leave Options



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

¹ As per CDC guidelines at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>



Important Information Regarding Your Benefits

New Benefits and What They Mean for You

The following benefit improvements are effective immediately and will continue for the period of the public health emergency declared by the Secretary of the United States Department of Health and Human Services as a result of the 2019 Novel Coronavirus.

- ❖ \$0 cost-sharing (no copayments, deductibles or coinsurance) and no prior authorization or other medical management requirements for:
 - Diagnostic products for the detection of SARS-COV-2 or the diagnosis of the virus that causes COVID-19 that are FDA-approved, as well as the administration of such products; and
 - Items and services furnished to an individual during health care provider office visits, urgent care center visits, and emergency room visits that result in an order for or administration of a diagnostic product described above, to the extent such items and services are related to furnishing or administering such product or to the evaluation of an individual for purposes of determining the need of that individual for such product.
- ❖ Prescription drug prior authorizations currently in effect will automatically be extended for an additional 90 days for all non-opioid medications.
- ❖ The prescription drug “refill too soon” edit will be relaxed to allow you to refill your non-opioid prescriptions earlier.

In addition, the following new benefits are being offered:

- ❖ “Tele-medicine” will give you 24/7 access to board-certified physicians for medical appointments over the phone or via the internet. This new benefit begins April 1, 2020. The \$10/visit co-pay will be waived for 90 days. Watch your mail for more information on how to use the Tele-medicine benefit.
- ❖ “Tele-health” Behavioral Health therapy. Tele-health therapy sessions are identical to in-person therapy except that the therapist and patient are in remote locations and the therapy is delivered in a combination of audio and live interactive video. The co-payment is the same as for in-person sessions.

Other Important Information

- ❖ Stay safe by avoiding social contact and practicing social distancing.
- ❖ Please be sure to refill any maintenance medications in a timely manner. **Due to the COVID-19 outbreak, we strongly encourage you to take advantage of the mail order service for convenient home delivery of your medications.**
 - For mail order service, please call RXDN at 1-800-800-8769 or visit rxdn.com.
- ❖ For the protection of participants and staff, walk-ins and in-person visits to the Fund Office will be suspended until further notice. However, Fund Office representatives will remain available to you for any assistance you may need regarding your benefits. We are eager to support you during the COVID-19 outbreak and beyond. Contact the Fund Office with any questions.



ACME 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.

ACME COVID-19 Member Resources

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