



Ammons Supermarkets

August 24, 2020

Wendell Young, President
UFCW Local 1776KS
Walton Campus
3031A Walton Road, Suite 201
Plymouth Meeting, PA
19462-2344

RE: Bonus Pay

Dear President Young:

As a part of our continuing efforts to thank our Associates during these challenging times, the Ammons Family is providing a bonus pay for our Associates. Starting August 30th full time and part time Associates who remain with the company until December 26th will be eligible to receive bonus pay as described in the attached announcement.

This investment demonstrates our commitment to our Associates during these times of uncertainty.

Sincerely,

Cindi Bowman
Cindi Bowman

cc: /
D. Cannella, Esq.
P. Durning
P. Ammons
M. Bullard



Thank **YOU** for Making a Difference

To Our Associates:

Thank you for your support and dedication during this challenging year. Each of you contribute to the success of helping our Customers shop in our stores by coming to work every day!

Because of you, we are announcing our “Thank **YOU** for Making a Difference” Program. Here is the criteria for the Program. It is simple!

BONUS PAY

Full Time Associates: \$600.00 (½ paid on October 30th and ½ paid on December 31st)

Part Time Associates: \$300.00 (½ paid on October 30th and ½ paid on December 31st)

Any Associate who is on active payroll August 30th and remains working through October 24th will receive the following:

Full Time Associates: \$300.00 (paid in October 30th paycheck)

Part Time Associates: \$150.00 (paid in October 30th paycheck)

Any Associate who is on active payroll October 24th and remains working through December 26th will receive the following:

Full Time Associates: \$300.00 (paid in December 31st paycheck)

Part Time Associates: \$150.00 (paid in December 31st paycheck)

Associate must be active through the entire eligibility period and will be based on their status (Full Time or Part Time) as of pay out dates.

YOU are the essential piece to our team! We are proud of all of you.

The Ammons Family

Fiergang & Simmons, P.C.
Attorneys at Law
540 Pennsylvania Avenue, Ste 202
Fort Washington, PA 19034

July 1, 2020

Mr. Wendell Young IV, President
UFCW Local 1776
3031A Walton Road Suite 201
Plymouth Meeting, PA 19462

VIA EMAIL and U.S. MAIL
[wyoungiv@ufcw1776.org]

**RE: Temporary Compensation Program on behalf of The Individual
Employers trading as ShopRite and FreshGrocer**

Dear President Young:

Since we first implemented our Temporary Emergency Compensation Program on March 22, 2020, we have responded to the many discussions with our Union partners by extending the program several times. In the current discussions we have been requested to continue the program indefinitely, and we have responded with a number of suggested proposals. We cannot agree to maintain the payments on a semi-permanent basis.

Rather than conclude the program on July 4, 2020 when the current extension ends, we will modify the premium from \$2.00 per hour to \$1.00 per hour on July 5, 2020. The new premium will continue through August 1, 2020, when our program will be completed.

Of course, our safety protocols will continue as long as needed. We will monitor the changing situation and make adjustments when necessary. We also will continue to maintain our open dialogue with our collective bargaining partners about these issues and about our mutual concern for the welfare of our associates who are your members.

Very truly yours,

Anthony S. Fiergang

cc: Dewey Cannella, Esq.
Pat Durning



AMMONS SHOPRITE 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 ShopRite 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
- Face masks must be worn by all associates
- Registers are now to be cleaned and sanitized every hour
- Associates should wash hands at least once per hour
- Reduced store hours to allow for more cleaning
- All bathrooms and floors to be sanitized 7 days a week
- Associates can wear 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 and carts
- Specified shopping hours for seniors and other at-risk populations only
- Poly-Gloves available for non-food handling associates
- Vendors/Associates will have their temperatures taken when entering the building
- Associates will only bag with store- provided bags

Leave Provisions

Any associate, with at least 60 days of employment, diagnosed with COVID-19 will be paid, up to eighty (80) hours of sick pay for full-time associates and forty (40) hours of sick time for part-time associates, while they are unable to work. If the associate is unable to return to work after the paid leave ends, the associate will be able to use other paid time off. The associate will not be subject to the attendance policy during the effective period of this policy, as long as the associate maintains regular contact with the Employer.



AMMONS SHOPRITE COVID-19 Member Resources

If an associate, with at least 60 days of employment, is excluded from the workplace due to a government or Employer mandated quarantine without regard to the source of the exposure, or if the store is closed by order of a government entity and the associate is not reassigned to another store, then the eligible associate will be granted sick pay of up to 80 hours for full-timers or up to 40 hours for part-timers. The associate will not be subject to the attendance policy during the effective period of this policy, as long as the associate maintains regular contact with the Employer. An associate who is unable to return after the paid leave under this policy may use any other available paid time-off.

If an associate, with at least 60 days of employment, who otherwise is able to work but has expressed concern about reporting to work and chooses not to report to work, then the associate may use any available paid time-off, as defined below. The associate will not be subject to the attendance policy during the effective period of this policy, as long as the associate maintains regular contact with the Employer.

For leave of absence options available to you please see the flow chart on the following page.

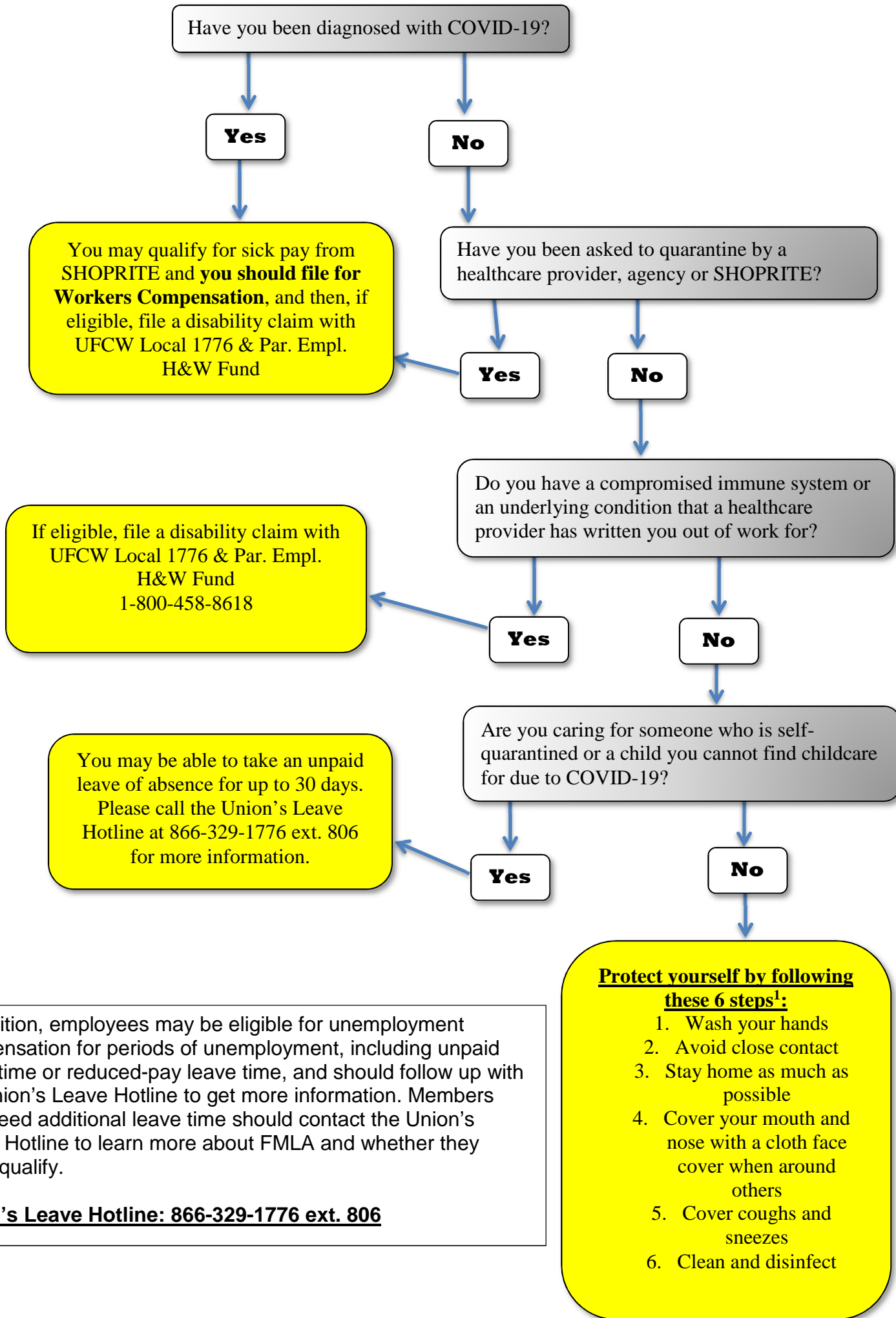
Bonus/Premium Pay

Associates will receive a temporary one dollar (\$1.00) per hour wage premium until August 1, 2020.

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 the following pages for additional information.
- Tele-medicine is available for remote access to primary care doctors.
- See following pages for additional information.

SHOPRITE 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.



AMMONS SHOPRITE 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.

AMMONS SHOPRITE 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