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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



ShopRite of Hunterdon County, Inc.

272 US Highway 202/31 North
Flemington, NJ 08822
908-782-6900
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Joseph S. Colalillo
President

March 10, 2020

Dear Associate,

As we continue to monitor the evolving situation regarding the Coronavirus, we are working to ensure you are kept regularly updated and informed.

Please note that according to the Centers for Disease Control (CDC), the risk to the American public still remains low, however, your safety and the safety of our customers is our top priority to keep you informed and safe.

Today we are sharing ShopRite of Hunterdon County's **Infectious Disease Policy** and **Infectious Disease Associate Procedures Guide**, which associates can reference for information on the proper resources and actions we can all take in the event of an infectious disease.

The **Infectious Disease Policy** is focused on reducing transmission of illness among associates and customers while maintaining "business as usual."

The **Infectious Disease Associate Procedures Guide** includes important recommendations on how to minimize those effects, such as:

- Staying home when sick
- Practicing good hygiene at work
- Performing routine environmental cleaning
- Steps to take before traveling
- Additional measures that may be taken

Both documents can also be found (wherever in store or HQ you post important information: breakroom, common area, on associate bulletin board, etc).

Below is a brief review of updated steps and current cleaning procedures at our stores and corporate offices (this section to be updated based on cleaning procedures at each organization).

- Cafeterias and bathrooms are cleaned a minimum of three to five times daily.
- Corporate lobbies are cleaned two times daily.
- Wall mounts with foam sanitizers, as well as disinfectant wipe stands, have been ordered for our facilities and will be dispersed evenly through our buildings.

Operators of Shoprite Stores in

Bethlehem, PA

Clinton, NJ

Flemington, NJ

Greenwich, NJ

Yardley, PA

As a reminder, we continue to ask for your help and cooperation in preventing the spread of this or any virus, by taking the following preventive measures:

- Staying home if sick
- Washing hands frequently
- Utilizing hand sanitizer
- Avoiding touching eyes, nose and mouth with unwashed hands
- Avoiding close contact with those who are sick

We will continue to follow and monitor all the latest CDC alerts, recommendations and guidance, and will keep you regularly updated on new developments as we learn of them.

For updated news and info on the Coronavirus, please visit the CDC's website at:
<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

Best regards,

A handwritten signature in black ink, appearing to read "Bob French". The signature is fluid and cursive, with a large initial "B" and "F".

Bob French
Director of Operations



Infectious Disease Policy

DEPARTMENT: HUMAN RESOURCES	CREATED ON: 3/7/2020
	EFFECTIVE DATE: 3/7/2020
PAGE 1 OF 3	LAST REVIEWED ON: 3/7/2020

BACKGROUND

ShopRite of Hunterdon County is committed to providing a healthy and safe environment for our associates. ShopRite of Hunterdon County strives, in cooperation with the Centers for Disease Control of the United States Public Health Service (CDC), to maintain a balance between the need to operate its business and the need to prevent the transmission of significant infectious diseases.

PURPOSE

The purpose of this policy is for ShopRite of Hunterdon County to make associates aware of proper resources and actions ShopRite of Hunterdon County will take in the event of an infectious disease outbreak. This will include (a) reducing transmission among associates, (b) protecting people who are at higher risk for adverse health complications, and (c) maintaining business operations

SCOPE

This policy applies to ShopRite of Hunterdon County associates and departments.

DEFINITIONS

“Significant Infectious Diseases” shall be defined as illnesses that are due to an infectious agent or its toxic products which is transmitted directly or indirectly to a person from an infected person or animal through the agency of an intermediate animal, host or vector, or through the inanimate environment. These diseases shall include, but not be limited to the following:

- Chickenpox
- Ebola virus disease (EVD)
- Hepatitis A, B, C and D
- Influenza
- Measles
- Meningitis
- MRSA
- SARS
- Coronavirus / COVID-19
- Staph Infections
- Tuberculosis
- Whooping Cough

“Public health orders” are legally enforceable directives issued under the authority of a relevant federal, state, or local entity that, when applied to a person or group, may place restrictions on the activities undertaken by that person or group, potentially including movement restrictions or a requirement for monitoring by a public health authority, for the purposes of protecting the public’s health. Federal, state, or local public health orders may be issued to enforce isolation, quarantine or conditional release.

“Quarantinable communicable diseases” for which federal public health orders are authorized is defined by Executive Order and includes “severe acute respiratory syndromes.” COVID-19 meets the definition for “severe acute respiratory syndromes” as set forth in Executive Order 13295, as amended by Executive Order 13375 and 13674, and, therefore, is a federally quarantinable communicable disease. <https://www.cdc.gov/coronavirus/2019-ncov/php/risk-assessment.html>

For additional reportable diseases, see www.cdc.gov. ShopRite of Hunterdon County will follow the procedures for providing notification as specified by the CDC or as promulgated by the relevant State or County Health Department by public health order or by other methods.

POLICY

Any associate who has reason to believe that they are infected with a significant infectious disease, including those who have been diagnosed with, exposed to, or show signs of significant infectious diseases, whether symptomatic or not, have an obligation to conduct themselves in accordance with such knowledge in order to protect themselves and others, and are expected to immediately seek medical advice and, thereafter, notify the ShopRite of Hunterdon County Human Resources department.

In the event of a significant infectious disease outbreak, ShopRite of Hunterdon County will take reasonable proactive steps to protect the workplace. Associates are encouraged to engage in good hygiene practices while at work, especially coughing/sneezing into his/her elbow or into a tissue that can be immediately discarded, avoiding close contact with people who are sick and hand washing with soap and water for at least 20 seconds or, if water is not available, using alcohol-based disposable hand wipes or gel sanitizers. Associates are also encouraged to participate in ShopRite of Hunterdon County wellness program which includes annual influenza shots available to associates for \$10.

A committee will be designated to monitor and coordinate events around a significant infectious disease outbreak, as well as create work rules that could be implemented to promote safety through infection control. ShopRite of Hunterdon County is committed to providing authoritative information about the nature and spread of significant infectious diseases, which may include, but not be limited to providing information on symptoms and signs to watch for, posters, and required steps to be taken in the event of an illness or outbreak. Associates are also encouraged to review and monitor content on the CDC website, located at: www.cdc.gov for the most up-to-date information.

Paid and unpaid time off is provided pursuant to the ShopRite of Hunterdon County collective bargaining agreement in an effort to make all reasonable attempts to ensure that associates not attend the workplace while contagious.

Any restrictions placed upon associates who are infected, reasonably believed to be infected with a significant infectious disease, or have traveled to an area that has experienced an outbreak or where there is a significant risk of exposure to a significant infectious disease will be based on a case-by-case basis. Our Company has the authority to restrict such associates from reporting to any ShopRite of Hunterdon County facility or retail store for the purpose of ensuring the well-being of all associates and customers. If ShopRite of Hunterdon County reasonably determines that the significant infectious disease requires limited contact with others ShopRite of Hunterdon County may prohibit an associate from returning to work until a diagnosis has been made and clearance has been given by a healthcare provider or the State or County Health Department.

A significant infectious disease outbreak may have an impact on any or all of the following:

- Cancellation of scheduled vacations
- Approval of overtime
- Re-assignment of staff to a different department or function
- Separation of an associate that is exhibiting symptoms of being sick

It is the goal of ShopRite of Hunterdon County, during any time period of quarantine or significant infectious disease outbreak, to strive to operate effectively and ensure that all essential services are continuously provided and that associates are safe within the workplace.

Every effort will be made to ensure confidentiality of information received as a part of this policy and to protect the privacy of all parties involved. Retaliation against associates who report concerns is strictly prohibited and may be grounds for disciplinary action.

RELATED POLICY, PROCEDURE AND ADDITIONAL DOCUMENTS

www.cdc.gov