

March 16, 2020

Mr. Greg Frazier
President, UFCW Local 1564
130 Alvarado Drive, NE
Albuquerque, NM 87198

Email: Greg@ufcw1563.org
By U S Mail and Email

Dear Greg:

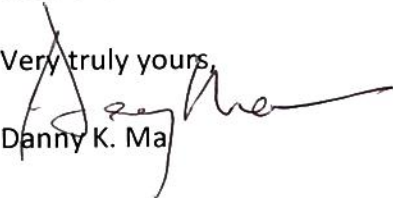
Based upon the exceptional circumstances related to the current coronavirus outbreak, the Company will pay any of your members, our associates diagnosed with COVID-19 up to two weeks of replacement pay while they are unable to work. We will also pay any associate who is required to self-quarantine up to two weeks of replacement pay if they were guided to do so by their health care provider or if the company requested they do so based on current CDC risk assessment factors 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, etc. pay to which they are normally entitled under the CBA and/or past practice.

The number of days of sick leave applied during any week shall be based on the number of days the employee was scheduled to work during the week immediately preceding the illness or when the employee is asked to be isolated, up to forty (40) hours a week.

We are providing this replacement pay on a non-precedent setting basis pursuant to the unparalleled health challenge facing our nation.

Attached is a letter that I will be sending to your members on this topic.

Please feel free to contact me to discuss or with any questions.

Very truly yours,

Danny K. Ma

VP Labor Relations

cc: Sarah McClanahan