

March 23, 2020

Hi Greg,

Based upon the exceptional circumstances related to the current coronavirus outbreak, Safeway/Albertsons will pay any employee who is diagnosed with COVID-19 up to two weeks of replacement pay while they are unable to work and before the employee will need to use any other pay which they may be entitled to under our contract (sick leave, vacation, etc.).

In addition, Safeway/Albertsons will also pay any employee who is required to self-quarantine up to two weeks of replacement pay if they were told 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. Again, this will be paid to the employee before they will need to use any other pay which they be entitled to under our contract (sick leave, vacation, etc.).

If the employee is still unable to return to work after these two weeks, the employee will then be able to use any other sick leave, vacation pay, etc. to which they are normally entitled under our contract.

We are providing this additional replacement pay on a non-precedent setting basis pursuant to the unparalleled health challenges facing our employees and our nation today.

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

Thank you.

Bob McLauchlin  
Director, Labor Relations  
Albertson's/Safeway – Seattle & Denver Divisions

