

PCC COVID LOU Summary

This summary covers the terms and conditions of the COVID letter of understanding that was negotiated on behalf of PCC Union Members. All terms and conditions apply to all PCC Union Members in all stores with the exception of hazard pay as local ordinances have been passed in Seattle and Burien that mandate hazard pay for employees working in those cities.

- 👉 **The LOU covers PCC workers under both the meat and grocery contracts in all of PCC's stores.**
- 👉 **Under the LOU all PCC employees outside Seattle/Burien will receive \$4/hr hazard pay for all hours worked from 2/3-6/5, unless the Governor's state of emergency is lifted sooner.**
- 👉 **PCC stores in Seattle and Burien will follow their respective local hazard pay ordinances.**
- 👉 **Workers that contract COVID 19 will receive up to 2 weeks quarantine pay without needing to use sick or vacation banks.**
- 👉 **PCC workers that are quarantined by PCC shall receive up to 2 weeks replacement pay without needing to use sick or vacation banks.** PCC workers that are directed to quarantine by their healthcare provider can receive two weeks quarantine pay when sick and vacation banks are exhausted.
- 👉 **Workers diagnosed with COVID 19 will not have their seniority or vacation benefits impacted while out on sick leave due to COVID.** PCC will work with employees on a case-by-case basis to make sure workers out for extended periods due to COVID will not lose health coverage.
- 👉 **PCC will notify workers of a positive COVID case in a store within 8 hours through Dayforce.**
- 👉 **Workers may use any paid time off to care for or supervise dependents.**
- 👉 **In order to reduce exposure of a worker in a high-risk category or meet business needs that cannot be fulfilled, PCC and UFCW 21 agree to allow workers to work in other classifications after hours are offered to all existing workers in those classifications.** Workers receive the highest applicable rate.
- 👉 **PCC commits to following CDC and State guidelines for social distancing in stores and use a sanitization worker to clean high traffic areas and frequently touched surfaces.**
- 👉 **PCC will continue daily wellness checks in the stores.**
- 👉 **PCC will begin to supply KN95 masks to workers who wish to wear them.** Workers who choose the KN95 masks should be provided with appropriate fit and use training.
- 👉 **UFCW is withdrawing its previously filed grievance about hazard/appreciation pay that PCC previously offered and then ended in July, 2020.**
- 👉 **PCC and UFCW will collaborate on sharing job postings.**
- 👉 **PCC will join UFCW in supporting grocery workers receiving priority for vaccines.**
- 👉 **PCC will make efforts to accommodate scheduling for childcare needs during school closures, including voluntary transfers if necessary.**
- 👉 **The terms will be in effect through June 5, 2021 or when the Governors COVID 19 state of emergency has been lifted, whichever is sooner.** UFCW 21 and PCC will meet prior to the expiration to discuss extensions or modifications.

*The full text of the agreement can be viewed here:

<http://ufcw21.org/s/021021-PCC-COVID-LOU-fully-executed.pdf>