

COVID-19 and Meijer FAQs March 13, 2020

UFCW 951 has been in ongoing communication with Meijer regarding the company's handling of the COVID-19 health crisis. It is clear that the company is diligently working to ensure the best decisions are made for its employees, customers and communities.

Answers to members' frequently asked questions surrounding the impact of COVID-19 on them as Meijer employees are listed below. However, circumstances are changing quickly, and the company may need to amend or change their position from what it is today. When this happens, the company and union will communicate these changes to you as soon as possible.

During this time of crisis, we all need to remain flexible and work together to achieve our common goal of securing everyone's health and safety.

Q: My child's school closed due to COVID-19 and I have no one to watch him. What options do I have?

A: You can stay home and use paid time off. You can also secure up to 15 days of free childcare using meijer.care.com. Currently, there is more work to be done than employees available to do the work. Check with your supervisor to see if you can pick up other shifts at your unit or other Meijer units in the area. Should you miss work because your child's school is closed, your mPerformance will not be impacted.

Q: What should I do if I feel sick but can't afford to go to the doctor?

A: Meijer is providing all of its employees with access to the Blue Cross Blue Shield TeleMed program at no cost. If the TeleMed call results in you being sent to see a doctor, Meijer will cover any out-of-pocket costs you incur for that office visit.

Q: If I have a confirmed case of COVID-19 or have been directed to self-quarantine by a governing health authority, will I be paid?

A: Yes, per the Meijer COVID-19 pay continuation program you will receive up to two weeks of full pay. Should you require more time off, you will then be placed on short term disability (STD), regardless of whether you elected this benefit. Under STD you will receive 70% of your regular pay. The standard seven day waiting period to receive STD will be waived.

Q: I am uncomfortable working because my job puts me in contact with a large number of people who I'm afraid may have or have been in contact with someone who has the coronavirus, what options do I have?

A: You can use your paid time off. If you do not have any paid time off, you can take an unpaid voluntary leave of absence for up to 30 days.

Q: I am being asked to work in a department where several employees are out sick. Can I refuse to work there based on the fear of the coronavirus?

A: Meijer is taking steps to ensure all areas of their operation are safe. However, if you do not feel safe, you will be allowed to go home without receiving attendance points for the time you miss. However, you will not be paid for this time.

Q: Can I wear a mask or gloves to protect myself from the coronavirus?

A: ~~The CDC does not recommend people wear face masks because it won't protect them from respiratory diseases, including COVID-19. Meijer is following this guideline and is not allowing employees to wear face masks at this time. Wearing gloves is also not recommended, however, the company is not asking anyone that was wearing them before COVID-19 to stop. Meijer is prepared to provide gloves at a higher level of escalation of the spread.*~~

***UPDATE AS OF 3/19/20:**

The CDC has repeatedly stated that surgical masks do not provide protection against the coronavirus (COVID-19); however, **if members request to wear a mask for their own personal sense of security, Meijer will allow it but will not provide them.**

The CDC states that one of the ways to minimize the risk of contracting COVID-19 is to avoid touching your face. Wearing a mask can cause people to touch their face more frequently as they adjust the mask during the day.

For cashiers, the best practice to help protect yourself against the coronavirus is to frequently apply hand sanitizer during your shift.

Although gloves do not prevent the transmission of the coronavirus, cashiers may wear them. Any disposable nitrile, vinyl, or polyethylene glove (excluding latex) will be acceptable. Gloves should never be reused and it's important that even if wearing gloves, members should **still wash their hands frequently.**

Due to limited supplies, Meijer will only provide gloves to members working in the following departments: Bakery, Deli, Meat, and Pharmacy.

Person-to-person contact remains the primary way someone can contract the coronavirus. We are continuing to reinforce safe social distancing practices with our customers while also requesting they do not visit our stores if they are ill.

Q: What happens if Meijer is forced to cut hours or temporarily close a store or facility due to the coronavirus?

A: Employees will be offered opportunities to temporarily work at other Meijer locations.

Q: How will my mPerformance level be impacted if I miss work to due to COVID-19?

A: A worker's mPerformance level will not be impacted if they miss work because they are using the COVID-19 pay continuation program, need to self-isolate because someone in their household is sick, or need to care for their child(ren) due to school closings caused by COVID-19.

Q: Will employees returning from travel in or near COVID-19 outbreak areas be allowed to work?

A: Meijer will follow the CDC's guidelines to determine a worker's eligibility to return to work.