

LOCAL 1473

United Food & Commercial Workers Union
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John R. Eiden • *President* • *International Vice President*

Grant Withers • *Secretary-Treasurer*

March 26, 2020

Re: Maintenance of Benefits

To Whom it May Concern:

As the U.S., State, and Local governments are now mobilizing the greatest peacetime war effort of our lifetimes to combat the spread of COVID-19, Local 1473 is issuing this letter to demand and ensure that the Company is guaranteeing all of its heroic, union-represented workforce maintenance of benefits, regardless of leave time that may be taken during this time of crisis. While the rapidly changing legal landscape will now provide emergency paid sick leave in addition to the benefits in the Union contract, as well as extended family leave, there are some higher-risk and/or concerned employees who need to be assured that they will not have to choose between their personal safety and that of their families and coworkers and the maintenance of their health insurance benefits, pension benefits, vacation time, and all other contractual benefits.

The Union will be approaching you to sign off on this letter, which will serve as proof that the Union and Employer have agreed to this maintenance of benefits agreement. To the extent that the collective bargaining agreement places any restrictions on availability of health insurance, pension benefits, vacation, and/or any other benefits based on the number of hours worked, all hours missed during Governor Evers' Safer-At-Home Order of March 24, 2020 and/or because of the COVID-19 outbreak (including, but not limited to due to quarantine, COVID-19 symptoms, seeking a COVID-19 diagnosis, and/or concern regarding any of the above), will not restrict or negatively impact the cost, availability, and/or continuation of any and all benefits in any way.

Thank you for your immediate attention to this letter. The Union hopes that it is received with the urgency that is required at this unprecedented time in our history. Please contact me immediately if you have any questions.

Very truly yours,

A handwritten signature in black ink, appearing to read 'John R. Eiden', is written in a cursive style.

John R. Eiden,
President and UFCW International Vice President
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