

SEVERANCE BENEFITS FOR EMPLOYEES IN NON-ACQUIRED SHOP 'N SAVE LOCATIONS

I. Severance benefits

a. Only two things disqualify you from severance benefits if you already qualify under the following requirements:

1) If you do not work until you are released by Shop n' Save

2) If you're in a store that WAS purchased and you decline a comparable job offer.

If your store was NOT purchased by Schnucks and you meet all other eligibility requirements, you can still apply for a job at Schnucks, Dierbergs, or any place and, regardless of their offer, you will be eligible for whatever severance you qualify for.

b. Severance pay is determined by averaging the hours an employee worked over a 52 week period (1 year)* or however many weeks worked in the 52 week period.

Local 88

Severance eligibility requirements are

- After 3 years w/ 25+ hours average
- After 5 years if averaging under 25 hours
- Up to 6 weeks pay

Severance pay will be on a separate check and mailed to you within 3 weeks after your last payroll check.

Health and Welfare and Pension

Anyone eligible for severance pay shall have 9 weeks of H&W and Pension contributions made.

Vacation Pay

All earned but unused vacation for 2018 shall be paid with last payroll.

Pro rata vacation pay eligibility is 1/12 for each full month worked past January 1, or from your anniversary date depending on classification and hire date, if eligible it will be paid with last payroll.

Paid Holidays

All employees eligible will receive holiday pay for 2018

Thanksgiving with last payroll.

At this time may be forced to take personal holidays, will have an answer by next week regarding being paid for unused personal holidays.