



Good Afternoon,

Sent to you on behalf of Deana Abondolo-Telmany:

This is to reiterate UFCW Local 342's position on behalf of all of its members employed by your company. It is your responsibility as their Employer to provide a Safe & Healthy work environment according to your Collective Bargaining Agreement. It seems as though some of you have forgotten what safe practices are in your locations, please let me lay out what we are expecting in the way of protections for our members so that you may follow your Collective Bargaining Agreement.

Additionally, if the Employer fails to provide a safe work environment as outlined below, UFCW Local 342 Members that work in locations deemed unsafe, shall not be required to perform any work outside of a safe area, until such time that the environment is deemed safe again by the Shop Steward or a Local 342 Representative.

FOR ALL EMPLOYERS:

1. Personal Protective Equipment shall be provided to all employees. This includes, but is not limited to: masks, gloves, sanitizing equipment, face shields, sanitizing wipes, and any other Personal Protective Equipment that is relevant to protecting our members from the virus from customers, fellow workers, truck drivers, vendors, and/or all other persons present while they are working.
2. The Employer agrees to enforce mandatory mask wearing by customers, employees, truck drivers, vendors, and/or anyone else who may enter facilities where our members are working. **NO EXCEPTIONS!**
3. The Employer agrees to enforce maximum capacity rules as recommended by the CDC and mandated by the government within its locations on a person per square foot basis.
4. The Employer agrees to implement regular sanitizing and cleaning of common touch points including bathrooms, break rooms, and any other surfaces or areas that get frequent contact with more than one person. An outside, COVID-19 certified sanitizing company is strongly recommended. If you do not use an outside sanitizing company, please provide your in-house sanitizing policy and training manual to the UFCW Local 342 Safety Department immediately.
5. The Employer agrees to enforce physical distancing in all locations, in all departments, in accordance with government mandates and CDC recommendations. There must be a minimum of 6' distance between people at all times and consistent crowd control.

FOR ALL RETAIL EMPLOYERS:

1. The Employer agrees to implement additional sanitizing and cleaning of common touch points such as registers, counters, cases, and any other relevant surfaces that receive frequent contact from employees and customers.
2. Additional crowd control measures need to be implemented, such as the labeling of all aisles for one direction only and 6' apart stickers need to be placed outside departments. If the Employer fails to provide markings on the floor, a Local 342 Steward shall be permitted to mark the floors accordingly.
3. Any areas that are known as customer windows/counters where customers stand and/or wait for any period of time shall have plexiglass shields immediately installed if they have not been installed already. Any plexiglass that is damaged or that has been taken down needs to be fixed and/or reinstalled immediately.

FOR ALL HEALTHCARE EMPLOYERS:

1. Additional Personal Protective Equipment shall include goggles, glasses, isolation gowns, clothing protectors, N95 Respirators or surgical face masks.
2. Implementation of environmental and source control measures as guided by the CDC in accordance with OSHA standards.
3. In addition to routine daily cleaning and sanitizing, the Employer agrees to have all common areas of the facility such as work stations, nurses' stations, locker rooms, laundry & housekeeping, kitchen, basements, closets and offices completely cleaned and disinfected using EPA-registered chemicals deemed appropriate for SARS-CoV-2 (COVID-19) in residential healthcare settings every 5-7 days at a minimum.
4. The Employer agrees that all COVID-19 confirmed residents will be isolated to their room or the COVID-19 unit.
5. The Employer agrees to allow time for non-dedicated, non-disposable equipment used for resident care to be cleaned and disinfected between uses with each resident.

FOR ALL WHOLESALE/WAREHOUSE/DISTRIBUTION/MANUFACTURING EMPLOYERS:

1. In addition to routine daily cleaning and sanitizing of all facilities, UFCW Local 342 expects that all trucks are to be sanitized daily and treated with the same standards as the plant/warehouse/other facilities themselves.
2. Any areas that are set up as areas for employees to take breaks or eat should have plexiglass barriers in place.
3. Any driver shall not be required to make deliveries to any location where all proper COVID-19 safety protocols are not being followed.

We are at a time when the virus has come back ten-fold, as they suspected all along. We all know that as the case numbers decreased this past summer, everyone got lazy with their COVID safety and vigilance, but that stops NOW. Our members are still in danger like they were before. Local 342 demands that the company takes this virus seriously and protect our members that have helped to fill your pockets during this pandemic. Our members who risk their lives every day to go to work to service their communities and keep your doors open. They deserve better, and Local 342 will not stop until they are properly protected.

As you know, the Governor's Office has recently mandated new closures throughout New York as numbers have skyrocketed. Some of you Employers may not be in the 5 boroughs but that doesn't mean this virus will not spread. This virus does not know county lines, does not care who it infects, and as you all know, can take some of the strongest people from us.

The entire country has been dealing with this virus for almost 10 months now so there is no excuse to not have protections in place at this time to protect those that work tirelessly for you. Local 342 has made numerous offers to assist with COVID-19 sanitation programs, connect you with companies to provide appropriate protective equipment, inform you of what your requirements are, and welcomed open communication with our Safety Department for any other needs you may have had. If you are not fulfilling your requirements as the Employer to provide a Safe & Healthy working environment under the Collective Bargaining Agreement at this time, plain and simple, you are NEGLIGENT.

Just so you are aware, this letter will be communicated to the entire membership, along with how to report any negligence on your behalf, their Employer, regarding COVID-19 protections. We will not allow you to put our members in more danger than they already are by showing up to work every day. You don't get to have your cake, eat it too, and not pay hazard pay on top everything else. Our members deserve better.

You think you're tired of this virus, think of how they feel at work day in and day out, face to face with customers. Some without masks, some hover over them as they stock cases and shelves, some get in their faces at the registers and crowd them in the aisles, and all this without their Employers lifting a finger to protect them. It stops NOW.

So again, the UFCW Local 342 Safety Department is available to have a discussion with any employer who wishes to do so in response to this letter. If you need help getting personal protective equipment, or still don't understand the requirements under your Collective Bargaining Agreement, please feel free to contact:

Kelly Egan

Thank you.