



Wendell Young IV  
UFCW 1776KS  
President

Sisters and Brothers:

Since the arrival of the Coronavirus, we have all been concerned with workplace safety at Mission Foods. We have demanded better protective equipment, and the training to properly use it. We have demanded better sanitary conditions and revisions to production schedules to allow for social distancing. We have demanded that you be provided with improved washing facilities, and the time to properly wash on a regular basis. And when we have requested the right to enter the plant to inspect the conditions of the plant, we have been denied.

You have told us, repeatedly and consistently, of your fears about entering the plant. You have told us that people are being pressured to come to work sick, that the workplace is not being sanitized regularly, and that you are not being given sufficient protective equipment or training. You have told us of your fears about your health, and about bringing the virus back to your family and friends.

Last month, the Company's lawyer accused the Local of conducting an "unlawful strike" because many of you were not coming to work. We did not call a strike. He demanded that we "instruct the members to report for work". We told him about your safety concerns with the Company just as we have done every day and every week since the virus came to Mountain Top and the Hazleton area.

Many folks remain out of work and many are too sick to work. I am not writing to tell you to come to work in the midst of a worldwide pandemic. I am not writing to tell you to stay out of work. We are not calling for a work stoppage. Rather, I am writing to tell you about your rights to make an informed decision about whether the conditions at the Mountain Top facility are abnormally dangerous such that you believe coming to work there is likely to cause death or serious harm to you.

Because of our grave concerns about your health and safety, we have proposed to the Company an immediate two week shut down of the plant. During that time, we have asked the Company to engage in a comprehensive program to sanitize the entire facility, consistent with CDC and state guidelines, and to meet with the Local to collectively establish operational protocols, to address the health and safety concerns of your employees when the plant reopens. ([Click here to read the letter to the company.](#))

The Occupational Safety and Health Act requires that an employer ensure that its workplace be free of recognized hazards likely to cause death or serious harm. The Labor Management Relations Act protects your right to decline to work in abnormally dangerous conditions at work. It is your health and it's your call.

If you are too sick to come to work, stay home but call the Company.

If you have someone sick at home and you need to care for them, stay home, but call the Company.

If you go to work and people are working closer than 6 feet apart, or are not being given gloves and masks, and the equipment is not being regularly cleaned and sanitized, tell the Company and tell us. If you are not being given enough time to wash thoroughly and regularly, tell the Company and tell us.

If you have questions about leaves of absence or the Family and Medical Leave Act

call your Union representative.

Whatever good faith decisions you make, your Union will stand by you. These are extraordinary times. We all need to stand by each other. We are in it together. If you have concerns or worries, never hesitate to contact the Union.



Thank you,  
Wendell W Young IV  
President,  
UFCW Local 1776 Keystone State

**IF YOU SEE (484) 589-1357 CALLING YOU, PICK UP THE PHONE!  
IT'S YOUR UNION CALLING WITH IMPORTANT INFORMATION!**