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WENDELL YOUNG IV
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Recorder

March 26, 2020

Dear Governor Wolf,

On behalf of our 35,000 members and their families, thank you for your strong record of support for working families and for your quick and decisive action managing the COVID-19 crisis in Pennsylvania. As we deal with how to effectively regulate Pennsylvania businesses that are deemed essential during the Covid-19 pandemic, we are working together with the Legislature to take quick and immediate action to help protect employees who work in retail grocery, retail pharmacy and food/protein production here across our Commonwealth.

As you know, all Pennsylvanians and every American depends on the safe and uninterrupted production and retail sale of our essential food items. In order to keep our employees, customers and our food safe, we are urging the Legislature to quickly enact legislation establishing mandatory guidelines that employers must follow to protect their employees, their customers and the general public. We hope that we will have your support on this legislation.

For retail grocery and pharmacies, some of the following guidelines are:

- Implement social distancing measures, such as floor markings to promote appropriate distances between customers at checkout areas; the installation of plexiglass shields at registers and other areas where customers check out.
- Limit the number of customers allowed in a store at one time; implementation of indoor and outdoor line control measures that include appropriate spacing between customers.
- Waivers of in-store and curbside pickup fees to avoid in-store crowds; and allow designated times for elderly and high-risk customers to shop.
- Mandatory store hour reductions so stores can be restocked, cleaned and disinfected.
- Open just half of all registers remain open at any time; provide space between open registers.
- Schedule sanitary breaks for employees, and provide hand sanitizer and lotion at checkout stations.
- Encourage electronic coupons and credit card use over cash. Ban the use of reusable shopping bags.

For food production workers:

- Implement social distancing measures, such as designating additional break area and spaces for break and meal periods.
- Stagger the start time of employees to mitigate the risk of exposure; include staggering break and meal periods; elimination of time/attendance tracking devices (biometric punching in/out)



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Affiliated with the United Food and Commercial Workers International Union

- Limit access to food production facilities to established third party vendors/contractors until further notice and establish self-screening guidelines at the entrances of all facilities for third-party vendors.
- Limit temporary employees to one worksite (no interchanging), establish a self-screening measure and define timeframes temporary workers can work at specific facilities.
- Establish cleaning protocols in all facilities, clean high-use area and surfaces frequently, make sanitizer and disinfectant wipes available in common and work areas, allow for sanitary breaks for employees and limit the number of employees in locker rooms at given times.

For both sectors, we urge the implementation of the following policies:

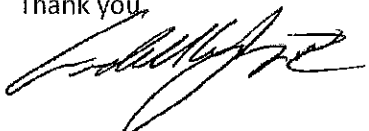
- **Paid Benefit Policies:** If an employee is directed to [or has to] quarantine, the Employer should provide financial compensation (at the employee's regular rate of pay) for the duration of the infection or quarantine. A quarantine may, among other things, be due to exposure to someone in the household. Where applicable, no Employer should disrupt or have an employee's benefits terminated because of any quarantine or medical leave. In the case of any short-term disability, Employers should waive any waiting period for any COVID-19 related matter/claim.
- **Attendance Policies:** Employers should suspend their attendance policies surrounding any quarantine (whether medically directed or voluntary) or COVID-19 related circumstance. For circumstances that involve the care of a family member or for childcare related issues, the Employers should not penalize any employee and allow either (1) use of any personal paid time off ("PTO") or (2) an unpaid leave of absence.

Protocols if an Employee is Diagnosed with COVID-19: If the Employer has a confirmed case at their facility, the Employer should immediately clean the production line/department the employee was on and send those employees that worked on the same line home immediately (with their regular pay for the remainder of their shift). Further, the Employer should map the path the employee took in the previous day(s) and cleaning those areas immediately. Those employees that were identified as being in contact with the infected employee should also be quarantined and paid up to fourteen (14) days at their regular rate of pay.

A Senate co-sponsorship memo for legislation to help protect our food, our essential employees, our customers and the general public has been introduced by Senator Tartaglione. These are essential food, worker and public safety policies that should be mandated into law during the duration of this pandemic and social distancing. We are hopeful that the Legislature will move swiftly on these vital bills and that you will sign them into law.

If you have any questions, please contact the Local's legislative director, Chris Naylor, at cnaylor@ufcw1776.org or by phone at 610-940-1812.

Thank you,



Wendell Young IV
President, UFCW 1776KS