

VIA EMAIL

April 28, 2020

The Honorable Larry Hogan
Governor of Maryland
Chair, National Governors Association
100 State Circle
Annapolis MD 21401

The Honorable Anthony Cuomo
Governor of New York
Vice Chair, National Governors Association
State Capitol
Albany NY 12224

Dear Governor Hogan and Governor Cuomo:

The United Food and Commercial Workers International Union (UFCW), America's largest food and retail union, writes today on behalf of the over 250,000 members who work at meatpacking and poultry plants across this country, who suddenly find themselves on the frontlines of a global pandemic. As we have witnessed during the outbreak of COVID-19, these workers are essential to ensuring that every American is able to continue to access the food they need to feed their families.

Because of the nature of their work, but especially during the past month and a half, meatpacking and poultry workers have paid a high price as they have risked their health and safety and that of their families. The Centers for Disease Control and Prevention (CDC) and the Occupational Safety and Health Administration (OSHA) issued guidance on April 26, 2020, that is a step in the right direction, but mandatory and enforceable regulations are necessary to protect these workers from further spread of COVID-19. Therefore, UFCW is calling on our nation's governors to both enforce this guidance and take the following additional protective measures.

- **Enforce Physical Distancing:** Plants must reconfigure the workplace to achieve physical distancing of at least six feet, between workers, both on the production floor and off. Barriers, such as plexiglass barriers, should be used only to reinforce the six feet distancing, not as a substitute for six feet distancing. CDC/OSHA does not make this statement, but this type of distancing may require the speed of the line to be reduced, in order to achieve a reduction or minimization in the spread of the virus.

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- **Provide Respirators:** All workers on the production floor should be provided with N-95 respirators, which will provide the level of protection needed to protect workers from inhaling virus particles. Employers must additionally do the following to maintain the integrity of the respirators:
 - a. Provide a new respirator at the beginning of every shift;
 - b. Provide fit-testing. Replace respirators if damaged or contaminated;
 - c. Follow the current CDC guidelines for disinfecting and storing respirators, if respirators are reused;
 - d. Provide training on proper donning and doffing procedures, in languages workers understand; and
 - e. Provide additional time for hand hygiene and for proper donning and doffing of respirators.

- **Provide Testing:** All workers, including management, who are currently working in the plant, should be tested for COVID-19. Ideally, rapid testing of workers, as they enter the workplace, would ensure that workers carrying the virus are not entering the workplace.

- **Provide Mandatory Paid Quarantine:** Should a positive case of COVID-19 be identified in the workplace, those in close contact with the infected individual should be identified as well and paid to stay home for the full two weeks. This would ensure more workers are not infected, or exhibiting symptoms of COVID-19, in order to mitigate the spread of COVID-19 in the workplace.

- **Protect Workers From Retaliation:** The UFCW believes that strong, anti-retaliation protections must be in place in order to ensure that workers who feel ill, or who are suffering from COVID-19, can remain at home, in quarantine for the full period of time recommended by the CDC, until it is safe to return to work. Workers must be encouraged to report any symptoms of illness, or of COVID-19, while at work, as well as any other safety and health hazards, and not suffer any negative consequences for doing so.

As we all know, meatpacking and poultry workers have been working tirelessly since the onset of the COVID-19 pandemic to protect our country's food supply. While the guidance from CDC is helpful, it is necessary that our nation's governors enforce this guidance and take additional measures to truly prevent more workers in these facilities from being exposed to the virus. For us, this issue has nothing to do with politics, or whether these workers are union or non-union, but reflects our sincere fear that urgent

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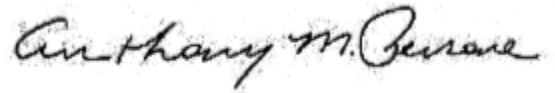
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and mandatory action is needed to protect these workers, the communities they serve, and our nation's food supply.

Again, for the sake of your state and this nation, we urge you to take immediate action.

Thank you, and I look forward to discussing these issues further.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive style with a large initial 'A' and 'P'.

International President

cc: Bill McBride, Executive Director, National Governors Association