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TO: MTC Council Presidents

FROM: President James Hart

SUBJECT: Council COVID-19 Return to Work Requirements

DATE: May 5, 2020

Dear Council President,

The Metal Trades Department, AFL-CIO, agrees wholeheartedly with those who feel that America needs to get back to work! However that return must be calculated, based upon science and safe. As more and more of our nations employees and employers are posed to return to work over the next several weeks and months they must abide by safeguards that ensure that the workforce will not contract the coronavirus in the workplace,

Metal Trades bargaining unit members are currently on the front lines performing mission essential tasks in the name of national security in atomic labs, manufacturing plants, military installations, shipyards and institutional facilities throughout the nation. Many more can expect to receive the direction to return to work over the next couple of weeks and every precaution must be taken to protect their lives as the first consideration in any attempt to reopen business.

Whether a Metal Trades bargaining unit member is in the direct employ of the federal government, Service Contract Act or private sector contractor, they must take steps to mitigate any and all risks posed by the Coronavirus and cannot be made to bear abnormal, undetectable risks to their health and safety when they perform their regular duties.

Our bargaining unit members are charged with the responsibility to protect themselves from the virus at all times and our contractors are not relieved from their obligation to do their utmost to protect all metal trades workers from avoidable harm in this unprecedented global health crisis and its aftermath.

The following COVID-19 safety precautions and perquisites should be in force at all metal trades bargaining unit facilities that employ essential or mission essential personnel. Please be sure that the following safety precautions and protocols are expanded to include all recalled bargaining unit members:

1. Conditions governing the return to work by metal trades bargaining unit members must apply a prudent, science based standard that ensures the safe return of workers to the worksite.
2. Universal testing for COVID-19 should be a basic goal of any plan that returns employees to work. Absent the inability to test, all wage grade, salaried employees and patrons entering

Metal Trades bargaining unit facilities must be subjected to individual daily body temperature testing (using no touch electronic thermometers by qualified, trained personnel) for fever of all entering the plant, site or facility. Anyone entering the workplace, who is symptomatic or tested and found to have a fever of 100 degrees or more must be turned away and advised to see a doctor who must provide a note for their return to work or comply with a compulsory order to quarantine for 14 days.

- a. All employees who report contact with symptomatic or COVID-19 tested positive personnel, family or friends must be removed from the worksite and quarantined for 14 days.
 - b. At risk employees should be individually judged for fitness by both the council and employer, with labor and management being ever mindful that all employees are vulnerable to the effects of COVID-19.
 - c. The employer and council must both cooperate with one another in contact tracing efforts of affected bargaining unit, company or agency worksite employees. The council should be immediately made aware of the identity, time, date and work location (s) of all wage grade and salaried employees who test positive for COVID-19.
3. All metal trades worksites must have adequate supplies available to the workforce to ensure continuing efforts that help minimize the spread of infection. These include but are not limited to employer-supplied masks and PPE, readily available high concentrate alcohol based hand sanitizer, and convenient facilities for hand washing that include hand soap and hot water.
 4. All metal trades worksites must meet safety and health standards to allow proper social distancing, dividers, regular deep sanitizing of workspaces, cleaning of tools and areas for isolation that address break, lunch time and smoking areas. Every worksite must be fully OSHA compliant and operated within CDC guidelines.
 - a. Employers should have designated representatives on site to ensure compliance with all newly enacted COVID-19 safety regulations and policies.
 5. Employers must discourage the use of employee car pools and deny such from entering worksite designated parking. All employees should forego the use of company vehicles that are not deep sanitized daily and limit ability of passengers to distance. No employee should operate or travel in any vehicle without a mask.
 6. It is imperative to ensure the safety of the collective metal trade's work force, that represented employees engage with their council officers to provide them with their concerns, information and evidence to help their union facilitate productive discussions with the employers over pandemic related issues.

7. Should the council or its agents find themselves unable to address resistance from bargaining unit members or their respective employers in adopting or abiding by COVID-19 safety provisions at the local level, the Council President is instructed to notify the Metal Trades Department General Representative immediately for assistance.
8. The department realizes that there will be variation among bargaining units with respect to terms of new policies and their implementation. It is vital that all councils vigorously bargain any and all effects of changes implemented or proposed by the company to address safety protocols brought on by the coronavirus health crisis.
9. Metal Trades Council Officials should be aware of the following details when addressing items of concerns and bargaining effects with their respective employers:
 - a. The pandemic and health crisis will not be considered alleviated or considered cured until a vaccine is approved and available for treatment. (6-18 month expectation)
 - b. The \$600.00 "CARES ACT" federal unemployment supplement will last for twelve weeks and contains a provision to expand local state unemployment eligibility for laid off employees for an additional 13 weeks.
 - c. Sick and childcare leave and the impending job security and financial issues associated with the use of such benefits must be addressed on behalf of bargaining unit members who are sick and need to stay home rather than risk infection of the workforce or have children at home during periods where schools, camps and daycare facilities are unable to open and provide service due to the pandemic.
 - d. The financial, job security, work conditions and safety necessities of bargaining unit members with known pre-existing conditions that may be adversely effected by COVID-19 such as heart disease, cancer, diabetes, respiratory ailments and being age 60 and older must be addressed by labor and management.
 - e. The impending job security and financial implications of bargaining unit employees who must take time off to protect relatives and family members who have known pre-existing conditions and may be subject to adverse reactions due to exposure to COVID-19 must be addressed by labor and management.

Should you require any assistance, questions or concerns in addressing the provisions contained within this memo, please do not hesitate to call upon at your convenience. Please do not lose sight of the fact that metal trades workers are not responsible for the pandemic nor its cause. Our members need to be diligently protected from being infected by COVID-19 and rewarded for their heroic dedication to the mission!

Thank you for your time and consideration.