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TO: MTC Council Presidents

FROM: President James Hart

SUBJECT: Work Conditions / COVID-19

DATE: March 28, 2020

Dear Council President,

CORONAVIRUS IS NOT THE FAULT OF WORKERS!

I sent a separately attached memo and communication dated March 27, 2020, to the principal officers and labor relations employees of Metal Trades Council's signatory federal contracting employers regarding the passage and signing into law of the 2.2 trillion dollar Coronavirus Aid, Relief and Economic Security Act (Cares Act). The memo explained the legislations intent and the effect it is have for the workforce of federal government contractors.

The strong intent of the legislation is to stabilize the American workforce and ensure that both business and labor are ready and able to help the United States recover from the decimating effects from the pandemic that is now permeating every swath of American society. House and Senate Democrats did an amazing job of challenging business interests and preventing the legislation from becoming a gift to corporate interests. Thanks to their attentiveness to labors message and particularly that of the International Unions which comprise the Metal Trades Department, the legislation was transformed from an employer bailout into a Workers First Bill!

The Metal Trades Department and its affiliates lobbied diligently with Congressional leaders on behalf of their members and contractors in both the private and public sector of the industries we represent, ensuring that funding would be available throughout the pandemic crises to protect workers and the businesses that employ them.

Anti-worker and pro-business congressional legislators on both sides of the aisle are stunned that they have affixed their names and support to legislation that protects workers with unprecedented unemployment protections and funding to corporations whose use of those funds are directly tied to a company's willingness to protect its employees and their jobs during this trying economic period. Your union was at the table with government and business and the positive pro worker results are indicative of the great and concerted effort which was put forth by Organized Labor.

The Metal Trades Department and its affiliates worked extremely hard to protect the business interests of government federal contractors. Not only is funding available to them should their businesses require such, but language was included that overrode various current agency directives that would affect their ability to perform their contracts in the event of a plant or facility shutdown due to the pandemic.

SOME MAY SAY THAT WE ARE LUCKY TO HAVE A JOB

Metal Trades workers are privileged to have a job because they are exemplary Americans with unsurpassed skills who have through times of hardship and duress, put our country first and never compromised their commitment to the success of the mission.

In fact, the Federal Contractors that we work for are a sense of pride to all metal trades workers as they too have earned America's gratitude in making our country the most successful experiment the world has ever known. Our contractors are rightfully successful and have been rewarded for their efforts far beyond any ones practical expectation. The Metal Trades workforce takes great pleasure in their success.

For over 112 years, our workers have toiled with distinction in the nation's shipyards, nuclear laboratories, toxic waste sites, and manufacturing and production plants throughout North America. We have and continue to answer America's call to duty and have sacrificed greatly to ensure the success of not only our industry partners but more importantly our great country and its people.

WORKERS DESERVE TO BE PROTECTED

As I stated before, the pandemic is not the fault of the workers or for that fact the contractors.

The recently enacted Care ACT legislation is designed to protect workers' health and the financial foundations of both employers and workers. This is necessary if our nation is ever to recover from what many feel will be the worst economic recession since the great depression.

My goals for any recovery and stabilization agreement between Federal Contractors and metal trades workers are outlined in the attached memo that I sent to our employers yesterday. The goals of the department in protecting the economic security of our affiliates members and families should surely be aligned with the goals of the council, its officers and delegates.

If you currently have a stabilization and recovery agreement with your contractors that fails to meet the departments stated minimum goals, I respectfully request that you continue to bargain the effects of the pandemic with your employer.

If you have yet to bargain the effects of the pandemic with your employer, I urge you to begin so immediately.

Metal Trades workers deserve and have earned above and beyond the terms of the applicable collective bargaining agreement new pandemic driven benefits that provide for extended sick pay, childcare leave and the ability to care for loved ones suffering from ailments brought forth by the COVID-19 pandemic. Our workers need to be fully protected on the jobsite from workers who carry the virus and are asymptomatic. Ever mindful of the limitations that are imposed by the industries in which we are employed, social distancing rules and state regulations must be adhered to requiring the employer's cooperation in interpreting and enforcing them in a fair and practical manner.

YOU CAN COUNT ON US!

If any council requires assistance in complying with my request, the department will provide you with any resources necessary to obtain the departments stated goals. Metal Trades Department General Representative(s) Dale Troll and Ben Heurung will continue to be in contact with you in order that your concerns and needs can be addressed.

Our weekly teleconference call will continue this Wednesday, April 1, 2020. Information regarding time and call in information will be provided under a separate email.

The department and its representatives are available to you 7 days, 24 hours a week throughout the length of this pandemic crisis. Please be advised that the department website www.metaltrades.org is and continues to be the best source of update for health and employment information available to metal trades workers.

Metal Trades workers have always answered the call, whether it be in sickness or health. Our government has recognized the importance of our essential workforce and has put the funding and legislation in place to protect it. We will never let our contractors down and will always have the best interests of our employer and nation in our hearts. We have demonstrated these traits and our commitment to the success of the mission throughout time and immemorial.

My faith and commitment to you and our councils is unwavering and your dedication and commitment to America's working families is inspiring.

God bless you one and all. Please protect your health and that of your families. The health and welfare of every metal trade's worker and their families remain in the department's mind, heart and prayers.

Thank you for your time and consideration.

PLEASE WORK SAFE!