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TO: Metal Trades Signatory Federal Contractors

FROM: President James Hart

SUBJECT: COVID-19 Employment Conditions

DATE: March 27, 2020

Dear Industry Partner,

As you are aware, the House and Senate has passed the 2.2 trillion dollar Coronavirus Aid, Relief and Economic Security Act, (Cares Act) and the President of the United States has signed the legislation into law.

In the interest of workers, Congress has provided the federal government the ability to make adjustments in the procurement system to reduce the impact of COVID-19, and to ensure the full power of our government is leveraged to stabilize the workforce and our economy.

The intent of Congress has been clearly stated in this legislation, which contains language to provide employees with increased benefits due to the pandemic and provisions providing funding to government contractors to maintain their staff in a ready state during the COVID-19 crises.

The President of the United States, the Center for Disease Control and Prevention (CDC) and the National Institutes of Health (NIH) all have advised workers that they should not work if they feel sick, they should not work if they have home child care needs to be met or are responsible for the health and safety of family members endangered by the pandemic due to preexisting health issues. Reinforcing the positions taken by these esteemed leaders and organizations is the fact that the pandemic manifests itself within individuals who are asymptomatic.

Metal Trades workers are not responsible for the pandemic!

Many of our contractors have taken the time to negotiate terms above and beyond the applicable collective bargaining agreement in trying to address the health and child care needs of employees. However, some of our contractor partners appear to be unwilling to assist metal trades workers in dealing with health and childcare concerns relating to the pandemic.

To the contractors who have stepped up and put the health and childcare needs of Metal Trades workers and their families first during this pandemic, the Department salutes you and is thankful for your company's commitment to our valued partnership and the success of the mission.

To those contractors who have not seen fit to assist workers in confronting the health and childcare challenges that their employees are facing in the light and duress of the pandemic, please be advised that absent any clause in the applicable collective bargaining agreement that addresses the predicament and effects of a pandemic, the department and its councils vehemently disagree with your position and respectfully urge you to facilitate timely meetings with your labor counterparts to address these health and childcare inequities within your workforce.

Accordingly, the department on behalf of its councils, feels that every federal contractor with a bargaining relationship with Metal Trades workers needs to adjust all existing agreements to reflect the following provisions in order to address essential concerns of workers and the general public effected by the pandemic:

1. Paid sick time for all workers whether they exhibit symptoms or not.
2. Paid leave or suitable accommodation for all workers who are responsible for childcare.
3. Paid administrative leave for all workers age 60 or over.
4. Paid administrative leave for all workers who suffer from a pre-existing medical condition that is threatened by the pandemic, such as heart disease, respiratory ailments, and diabetes.
5. No employee shall be disciplined or reprimanded due to lateness or absence.
6. The assignment of a full time paid safety director for every 100 employees to ensure that all social distancing and enacted rules and regulations are complied with.
7. All the above provisions shall not impact or reduce employees existing sick, holiday, vacation and PTO bank of time.

The department appreciates our valued relationship and looks forward to working with each of you to combat against this dreaded pandemic that threatens the economic and social fabric of our nation.

Should you have any questions or concerns regarding this communication, please feel free to contact me at your convenience.

Thank you for your time and consideration.