


**MEMORANDUM**

**TO:** Stacy Spann, Executive Director  
Housing and Opportunities Commission

**FROM:** Gino Renne, President  
UFCW Local 1994 MCGEO 

**DATE:** March 17, 2020

**SUBJ:** Demand for Bargaining

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As a result of the declaration of emergency at the federal, state and local level in response to the containment of the spread of COVID-19 and the need to engage in social distancing, UFCW Local 1994 MCGEO hereby demands bargaining to enhance the safety of our members.

Consequently, the Union is making the following demands:

1. MCGEO demands bargaining to ascertain which bargaining unit positions/members will be classified as essential personnel in order to maintain the public safety and health of the HOC community.
2. MCGEO requests copies of all existing plans or any recent updates to plans HOC has made for containing the threat of COVID-19.
3. MCGEO demands bargaining over a plan for avoiding the spread of COVID-19 in all HOC facilities, including bargaining over increased safety and protective equipment, training, and necessary modifications to existing leave policies as well as suspension of current attendance policies.
4. MCGEO demands bargaining over the likely effects of COVID-19 on the workforce, including contingency plans in the event of quarantines, shutdowns, changes to health benefits, and layoffs.
5. MCGEO demands HOC provide all employees with high-quality gloves, hand-sanitizing stations, and other necessary protective equipment as required by actual duties performed to protect themselves and avoid potentially spreading COVID-19 to customers.
6. MCGEO demands bargaining over training for all employees regarding the implementation of any new safety procedures.
7. MCGEO demands bargaining over work schedules, meal periods and appropriate rest periods for employees designated as “essential”.

8. MCGEO demands that HOC offer more paid leave than the contract currently provides for and continue providing health benefits to workers who miss work as a result of illness, caretaking obligations, and directives to self-quarantine, regardless of whether they have doctors' notes.
9. Further, the collective-bargaining agreement protects workers from discipline or discharge except for just cause. MCGEO expects that no workers who exercise their rights under relevant law or the contract or who need to take leave because of COVID-19 will be retaliated against or face any other adverse employment actions.
10. MCGEO reserves the right to demand bargaining over any other related subjects that may have an impact on the workforce during this public health crisis, specifically as it relates to COVID-19.

MCGEO is available for expedited bargaining and requests your expeditious response to this email.

We look forward to working together to get through this public health crisis while continuing to serve the people of Montgomery County.

Cc: Patrick Mattingly, Director of Human Resources (HOC)  
Paulette Kee-Dudley, Vice President (UFCW Local 1994 MCGEO)  
Amy Millar, Special Assistant to the President (UFCW Local 1994 MCGEO)