

Date: _____, ____ 2020

To: _____, President/CEO/Owner
_____, Human Relations,

At: _____ (Company)

Re: Covid-19 Strike

We, the undersigned workers, understand this company is part of the essential industries and it may continue operating under the Stay At Home Executive order by Governor J. B. Pritzker.

However, the Executive Order in response to COVID-19 (COVID-19 EXECUTIVE ORDER NO. 8), established certain requirements to continue operations:

“13. Minimum Basic Operations.

For the purposes of this Executive Order, Minimum Basic Operations include the following, provided that employees comply with Social Distancing Requirements, to the extent possible, while carrying out such operations:

- a. The minimum necessary activities to maintain the value of the business’s inventory, preserve the condition of the business’s physical plant and equipment, ensure security, process payroll and employee benefits, or for related functions.
- b. The minimum necessary activities to facilitate employees of the business being able to continue to work remotely from their residences.”

And,

“15. Social Distancing Requirements.

For purposes of this Executive Order, Social Distancing Requirements includes maintaining at least six-foot social distancing from other individuals, washing hands with soap and water for at least twenty seconds as frequently as possible or using hand sanitizer, covering coughs or sneezes (into the sleeve or elbow, not hands), regularly cleaning high-touch surfaces, and not shaking hands.

- a. Required measures.

Essential Businesses and Operations and businesses engaged in Minimum Basic Operations must take proactive measures to ensure compliance with Social Distancing Requirements, including where possible:

- i. Designate six-foot distances.

Designating with signage, tape, or by other means six-foot spacing for employees and customers in line to maintain appropriate distance;

- ii. Hand sanitizer and sanitizing products. Having hand sanitizer and sanitizing products readily available for employees and customers;
- iii. Separate operating hours for vulnerable populations. Implementing separate operating hours for elderly and vulnerable customers; and
- iv. Online and remote access. Posting online whether a facility is open and how best to reach the facility and continue services by phone or remotely.”

Regretfully, you are forcing us to work under unhealthy and possibly dangerous conditions because of the COVID-19 crisis. This company has not complied with the Governor’s requirements to continue working in safe conditions.

(list out specific problems such as working close together, lack of hand washing, or a co-worker testing positive for Covid-19)

Therefore, we have decided to declare ourselves on strike, as a guaranteed right under Section 7 of the National Labor Relations Act.

We demand that:

1) _____ (company) immediately ceases all production, so that there is a complete cleaning and sterilization of the entire factory, guaranteed and inspected by the Illinois Department of Health and the Occupational Safety and Health Administration.

2) Two weeks of wages to all workers sent home, effective immediately, that is to say, 14 days of quarantine contingency pay, which will be considered 14 extra sick days in the face of the Covid-19 crisis, while a total disinfection of the factory is carried out, and our workplace and community made safer.

3.)

The company should call us when the Covid-19 crisis is over according to the Illinois government, and/or when the company is ready to resume safe operations in compliance with Governor JB Pritzker's Executive Order. We will come back to work unconditionally at that time, also provided that health and safety recommendations issued by the Occupational Health and Safety Administration (<https://www.osha.gov/Publications/OSHA3990.pdf>) are in place.

We want to stress that this company should not hire strikebreakers or in any way try to replace us indefinitely, as those actions would constitute a violation of OSH Act 11(c), CFR 29 C.F.R. § 1977.12, and possibly the **Illinois Employment of Strikebreakers Act, (820 ILCS 30/)**.

Also, the company may be failing to abide by the General Duty Clause of the Occupational Safety and Health Act. Such violations could result in up to a \$7,000 penalty per violation and per worker. Inadequate planning and a showing of disregard for the health and safety of your employees can be deemed willful violations under OSHA. The minimum penalty for each willful violation is \$5,000 and the maximum fine is \$70,000.

Please note that we will consider the following actions as retaliation: changing work schedules or responsibilities, rate of pay, reduced work hours, or dismissals, as such actions may violate the National Labor Rights Act of 1935.

We look forward to new respect and dignity towards the _____ (company) workers and all their families, recognizing that in times of crisis and even in times without crisis, the people, your workers, come first. Our health is more valuable than your profits. The Covid-19 pandemic is a serious national emergency. We do not want to risk our lives, those of our coworkers and our families during this pandemic.

Sincerely,

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

