



March 23, 2020

Dear Chairman McKay,

On behalf of the hard-working union women and men of Fairfax County, and in light of recent news that the first Fairfax County employee tested positive for COVID-19, we urge you and the Board of Supervisors to take immediate action to protect our community and our workforce.

We call on you to use tomorrow's Board of Supervisors meeting to prioritize essential services and to close county buildings to the public for non-emergency services.

We call on the Board of Supervisors to implement additional measures to help support employees and to reduce exposure to the virus while we perform our emergency and essential services. The policies below will protect the health and security of our workforce and our community as we move forward.

These measures include:

- **Close county buildings to the public for non-emergency services.** To reduce exposure and follow CDC guidelines, close county buildings (and all facilities where county employees work) to the public for non-emergency services.
- **Prioritize essential services.** To focus county efforts, and to reduce exposure for the community and employees, the county should prioritize only those services deemed essential. Please work with frontline union employees to determine which services should be deemed essential.
- **Protect the safety of frontline employees.** Employees who do work in essential services, both in county facilities and doing home visits, need to be provided with personal protective equipment and cleaning supplies, including, but not limited to, masks, gloves, splash guards, hand sanitizer, and cleaning wipes. Essential staff should be reduced, and/or work in staggered shifts, to minimize exposure, allow for social distancing, and ensure that backup staff are available.
- **Continued pay or admin leave all county employees.** Provide pay or admin leave for all county employees, regardless of job status (merit, non-merit, etc.), throughout the pandemic to protect the safety and financial health of our workforce and our community.

- **Emergency or hazard pay.** Provide emergency pay or hazard pay for all employees putting their health on the line.
- **Free testing for county employees.** Testing must be made available, for free, for any county employees believed to have been exposed to COVID-19 at work or performing work for the county.
- **Enhanced paid leave for exposed county employees.** Fairfax County needs to make additional paid leave available for county employees who develop COVID-19 due to exposure at work, or who are required to quarantine because of possible exposure.
- **Publicly direct county agencies to increase telework immediately.** Public health experts have made it clear that all employees who can telework should telework. Recent DHR memos have encouraged agencies to expand telework options. However, many employees are still being denied telework, and policies are being applied unevenly across agencies. Employees who are high risk themselves or have family members in a high-risk category are not being given due consideration for those issues and are being denied telework. The Board should publicly and clearly call on agencies to increase telework immediately.
- **Direct county agencies to follow CDC guidelines.** Despite clear guidance from the County Executive and the Centers for Disease Control (CDC) about the importance of social distancing, some supervisors are still holding in-person meetings in small spaces. The Board should publicly and clearly call on agencies to follow CDC guidelines. If social distancing is not provided for, all meetings should be cancelled, whether the meeting is staff-only or meeting with clients. Agencies must move more rapidly to using remote access technology for all meetings.

Thank you for your leadership. Closing SACC, libraries and community centers, and providing two weeks of paid leave to impacted employees, were important first steps. We look forward to working with you on the measures outlined above to keep our workforce and our community safe.

In Solidarity,

Tammie Wondong,
 President
 Fairfax County Government Employees Union,
 FCGEU - SEIU Virginia 512

David Broder
 President
 SEIU Virginia 512

cc: Vice Chairman Penelope A. Gross, Mason District
 Supervisor James R. Walkinshaw, Braddock District
 Supervisor John W. Foust, Dranesville District

Supervisor Walter L. Alcorn, Hunter Mill District
Supervisor Rodney L. Lusk, Lee District
Supervisor Daniel G. Storck, Mount Vernon District
Supervisor Dalia A. Palchik, Providence District
Supervisor Pat Herrity, Springfield District
Supervisor Kathy L. Smith, Sully District
County Executive Bryan Hill
Department of Human Resources Director Catherine M. Spage