



March 25, 2020

Dear Chair Phyllis Randall:

Thank you for joining our virtual membership meeting last week, and thank you for reaching out earlier this week to discuss PPE, safety guidelines, and more. As we discussed, the Loudoun County employees of SEIU Virginia 512 are dedicated to working with you to help prevent the spread of coronavirus/COVID-19 in our community.

We appreciate the steps you are already taking to expand telework and bring additional PPE to Loudoun County. To further ensure the safety of everyone in our community, we are asking for the county to adopt policies that support, empower and protect our frontline county workforce.

Policies that will allow us to care for our own families, as we care for the community, 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 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.
- **Provide paid leave for impacted county employees.** Provide paid leave for county employees impacted by COVID-19: employees with compromised immune systems, employees taking care of family members with compromised immune systems, employees who need child care, employees who need to be quarantined, employees who are sick, etc.

- **Emergency or hazard pay.** Provide emergency pay or hazard pay for all employees putting their health on the line.
- **Child Care for essential or emergency staff.** Employees on the frontlines need to know that their kids are safe. The county should provide child care, in line with state law and guidance, for essential or emergency staff, where needed.
- **Publicly direct county agencies to increase telework immediately.** Follow the guidance of public health experts by drastically increasing the use of telework for all county employees who can telework. Expand access to technology to increase the number of workers who can telework.
- **Direct county agencies to follow CDC guidelines.** Direct county agencies to conduct meetings and organize worksites in order to follow CDC and state guidelines, including keeping six feet apart from other people, and ensuring that no more than 10 people are in a meeting space.
- **Free testing for county employees.** Testing should 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.
- **Paid leave for employees who test positive.** Employees who test positive for COVID-19 should receive paid leave for the time it takes them to recover, so that they can heal, not spread the virus, and return to work when they are ready.

In summary, these proposed policies and investments in our workforce would allow your Loudoun County employees to contain the spread of COVID-19, take care of our own families, and provide essential services to the community during a public health crisis.

Thank you for your continued leadership, and your care for working families throughout our community.

If you have any questions or would like to discuss this further, please contact us at the union office at 571-432-0209.

In Solidarity,

Patti Nelson  
President  
SEIU Virginia 512 Loudoun Chapter

David Broder  
President  
SEIU Virginia 512