



Dear Chair McKay and County Executive Hill,

On behalf of the hard-working union members of Fairfax County, we would like to thank you for your continued support for all county employees. Fairfax County employees have worked on the front lines of this pandemic every day, keeping our community healthy and safe. We are the county's mental health professionals, social workers, sanitation workers, child educators, nurses, administrative support staff, facilities maintenance staff, parks staff, and so many more.

As we begin a new year, we are writing to ask you to implement additional measures to support employees and to reduce exposure to the COVID-19 virus while we continue to perform emergency and essential services to the residents of Fairfax County.

At the inception of this pandemic, employees continued front line duties, despite the lack of proper Personal Protective Equipment, providing services throughout the community, conducting investigations to keep children and the elderly safe; teaching and caring for our children; servicing mental health patients at crisis centers and residential facilities; and maintaining the disposal of COVID-19 waste.

When agencies were faced with staff shortages and scheduling challenges, employees stepped up, working extra shifts, and working at multiple locations throughout the county. United together, we helped our community get through an historically challenging year.

Unfortunately, the pandemic did not end on December 31, 2020. Cases continue to rise, employees and their families will face COVID-19 illnesses, and the need to quarantine in order to reduce infections is critical. A majority of schools are still being held virtually and employees are faced with balancing work with caring for school aged children.

Recently, the county allowed some employees to receive a bonus for working during the pandemic, however many others were left out.

To ensure the health and safety of Fairfax County employees and the local residents we serve, we request the following measures be implemented:

1. **COVID-19 Emergency Paid Sick Leave for all employees.** Provide up to 80 hours of emergency paid leave to allow sick employees to recover from COVID-19 or to quarantine from exposure to COVID-19, in line with the benefits provided under Family First Coronavirus Response Act.

2. **COVID-19 Emergency Family Leave for all employees.** Provide a continuation of paid leave benefits and/or childcare for employees who are unable to work or telework because they need to care for their child if the child's school or place of care is closed or if the childcare provider is unavailable, due to COVID-19 related reasons, in line with the benefits provided under the Family First Coronavirus Response Act.
3. **GAP leave and job reassignment program.** This leave and program has been very successful, and allows employees the opportunity to continue working and/or receive income if their current worksite closes due to COVID-19.
4. **Emergency or Hazard Pay.** Provide fair and equitable emergency or hazard pay to all workers who worked during the pandemic, and such awards be based on hours worked, not employee status (merit, non-merit, full or part-time).
5. **Increase the supply of PPE.** Even now, the supply of appropriate Personal Protective Equipment (PPE) continues to be a challenge.
6. **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.
7. **Vaccines.** Access to vaccines for all employees, consistent with state policy.

Thank you for your leadership. 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 Chair, Mason - Penelope A. Gross
Braddock - James R. Walkinshaw
Dranesville - John W. Foust
Hunter Mill - Walter L. Alcorn
Lee - Rodney L. Lusk
Mount Vernon - Daniel G. Storck
Providence - Dalia A. Palchik
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