



COVID-19 RESPONSE

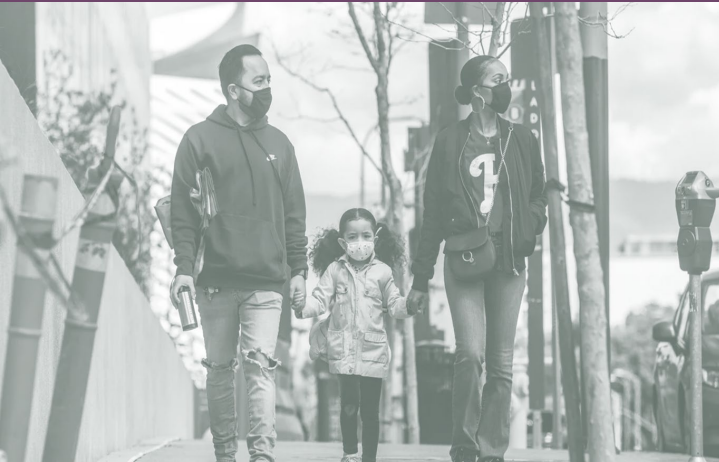
PROACTIVE PLANNING



- **UFCW 5**
 - REPRESENTS 30,000 WORKERS IN THE GROCERY, RETAIL, RETAIL DRUG, FOOD MANUFACTURING, AGRICULTURE AND CANNABIS
 - APPROXIMATELY 8,000 MEMBERS IN SANTA CLARA COUNTY
- **COVID-19 RESPONSE**
 - NEGOTIATED SIDE-LETTER AGREEMENT WITH MAJOR EMPLOYERS THAT GUARANTEED:
 - EXPANDED PAID LEAVE 14 DAYS FOR WORKERS THAT WERE IMPACTED BY THE VIRUS
 - GUARANTEED PPE FOR ALL WORKERS
 - **WORKED AT STATE LEVEL**
 - EXPANDED PAID LEAVE FOR ALL ESSENTIAL WORKERS
 - EXPANDED WORKERS COMP TO COVER WORKERS WHO CONTRACT COVID-19 AT WORK
 - CAL-OSHA EXPANDED GUIDELINES TO COVER WORK IN THE GROCERY INDUSTRY



COVID 19 RESPONSE



- NECESSARY NEXT STEPS
 - LIMITS SHOULD BE SET FOR THE AMOUNT OF PEOPLE IN A RETAIL STORE ENVIRONMENT THAT ALLOWS FOR PROPER SOCIAL DISTANCING
 - INDIVIDUALS SHOULD BE PROPERLY TRAINED ON PROPER APPLICATION OF PPE AND THERE SHOULD BE READILY AVAILABLE
 - SAFEGUARDS SHOULD BE IN PLACE WHEN A WORKER CONTRACTS CORONAVIRUS IN A WORKPLACE
 - ALL WORKERS SHOULD BE NOTIFIED AND ALLOWED TO BE TESTED AND GIVEN PAID TIME OFF WHILE WAITING FOR THEIR TEST RESULTS
 - WORKERS WHO CONTRACT VIRUS SHOULD BE GIVEN IMMEDIATE RELIEF FOR 2 WEEKS AND GO ON WORKERS COMP AND UNEMPLOYMENT THEREAFTER
 - STORE SHOULD BE CLOSED FOR 24 HOURS SO PROPER SANITATION PROCEDURES CAN BE APPLIED
 - ALL EMERGENCY ORDERS SHOULD BE MADE PERMANENT

**QUESTIONNAIRE RELATING TO THE ECONOMIC RECOVERY
PHASES OF COVID-19 AND PLANS, GUIDELINES, AND NEEDS
RELATIVE TO THE SAFE OPENING OF BUSINESSES AND OTHER
INSTITUTIONS**

Company/Organization Name: UFCW 5

Industry/Sector: Labor Union representing grocery/retail/cannabis

Date: June 2, 2020

1. Are you open or partially open? **YES**

a. Are you an essential business? **YES**

b. Are you open under an exception such as: **YES**

i. Outdoor Business?

ii. Pickup/Delivery?

iii. Curbside Retail?

iv. Food Distribution?

c. Have employees and customers cooperated with the health safety protocols? **NO**

d. To your knowledge, have employees or customers become infected with COVID-19? **YES**

2. How many of your activities can be moved outdoors? **there can be some curbside retail for cannabis companies**

3. For indoor activities:

a. How can social distancing be maintained at points of ingress and egress, where people normally cluster? **It would be good for employers to assign a staff member to do this.**

b. How can employees and visitors be protected from transmission of the virus (e.g., no-touch temperature checks, hand sanitizer, masks, and face shields)?

They should be required to wear masks at all times, employees should be assigned to sanitation.

- c. How will Personal Protective Equipment (such as face covering and gloves) and hand sanitizer be provided before entry?

Employers have provided PPE to employees, but it has been harder to enforce customers. Enforcement has created conflict between staff and customers and in some instances has created a dangerous situation with workers.

- d. Can the times of activities be staggered to reduce the amount of people gathered at any one time? **YES**
- e. Can customers make appointments to gain entry while inside capacity is restricted? **NO**
- f. How can social distancing be maintained inside your premises?

See above

- 4. What is your plan to acquire and distribute Personal Protective Equipment (like masks and gloves) and testing to your employees?

See above.

- 5. How can you adapt to accommodate different size gatherings that may be allowed by the Public Health officer? (Smaller gatherings are likely to be allowed before very large ones.)

This is left up to employers but UFCW 5's position is that employers should limit the amount of people in a store at one time.

- 6. To meet the need for possible contact tracing, how would you maintain lists of employees and visitors with their contact information for contact tracing? (It is understood that lists of attendees would only be provided in the event of an infection that needed to be traced, and then only to public health personnel trained in medical confidentiality.)

n/a

7. In order to assist safe and productive re-opening, what are your needs relative to:
- a. Regulation? **Clear directions on how to report violations and enforcement of regulations**
 - b. Licensure? **N/A**
 - c. Childcare? **A list of accessible childcare locations on a county site.**
 - d. Housing?
 - e. Digital Inclusion? **N/A**
 - f. Commute-Free Working? **N/A**

8. If you have been opened or partially opened, what challenges have you experienced?

Our members have been working since the beginning of the pandemic and have faced an incredible amount of challenges related to all health orders.

9. If you have been opened or partially opened, how has the community's adherence and response to the COVID health safety protocols been?

It has been inconsistent and it depends highly on the employers' willingness to respond to employees needs. The biggest issue is when an employee contracts the virus in the store and the unwillingness of employers to close down for any amount of time.