



Federal Contract Guards of America

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Dear Employer:

In light of the WHO's declaration of pandemic status for the Coronavirus ("COVID-19") outbreak there is naturally a high degree of concern amongst our membership due to the nature of their daily work responsibilities. During the last few days, we have received a number of inquiries from members concerned about potential exposure to COVID-19 and what steps their employers are taking to protect them.

As such, it is imperative that your company provide the proper guidance to the officers and other staff to ensure all possible safety precautions are being taken. Specifically, please provide the Union and bargaining unit members with copies of any client directives that you have received regarding procedural changes to post orders or the statement of work and normal responsibilities as a result of COVID-19. In addition, please note how employees will be compensated if their building/posts are closed.

Earlier this week, OSHA, in coordination with the Department of Health and Human Services, released "Guidance on Preparing Workplaces for COVID-19." The OSHA Guidance not only explains the symptoms of Coronavirus and how it spreads, but it also outlines steps employers can take to reduce the risk of exposure in the workplace. These steps include:

- Developing an Infectious Disease Preparedness and Response Plan;
- Preparing to Implement Basic Infection Prevention Measures (promote frequent and thorough handwashing, encourage employees who are sick to stay home, encourage respiratory etiquette when coughing and sneezing, etc.);
- Developing Policies and Procedures for Prompt Identification and Isolation of Sick People (how to handle sick detainees);
- Developing, Implementing, and Communicating about Workplace Flexibility and Protections (i.e., ensure sick leave policies are flexible, do not require employee who are experiencing Coronavirus symptoms to provide a note from a healthcare provider to validate their illness or return to work);
- Implementing Workplace Controls (sanitizing screening areas and materials, provide and replenish personal protective equipment for officer, change work policy or procedures to reduce or minimize exposure);
- Following existing OSHA Standards.

We implore you to incorporate this Guidance into your health and safety practices immediately. As always, if you would like to discuss this further with the Union, or require assistance in any way, please reach out.

Sincerely,

Michael Jones
President

Stronger Together!