



April 15, 2020

Mr. Lolley:

As the International Staff Representative for the United Steelworkers (USW), I write to request the opportunity to sit down with you to discuss Kumho's safety and health plan of action as employees return to work. The USW has successfully negotiated memorandums of understandings with every plant that we represent here in middle Georgia to address workplace safety and paid leave policies during the COVID-19 pandemic. We would like to reach an agreement with Kumho in order to ensure the safety and well-being of all employees at the Macon facility, since it appears that the plant continues to operate as "critical infrastructure."

As you know, the Executive Order signed by Georgia Governor Kemp that went into effect April 3 requires that critical infrastructure maintaining in-person operation during the effective dates of the Order must implement measures to protect employees and the public, including: screening and evaluating workers for signs of illness; enhancing sanitation of the workplace; providing personal protective equipment to employees where necessary; providing disinfectant and sanitation products for workers; and other mitigation requirements. The Order authorizes the Georgia Department of Public Health to mandate the closure of businesses not in compliance with the order.

In addition, the Centers for Disease Control (CDC) has issued guidance to prevent workplace exposure to COVID-19, including that employers: implement flexible sick leave and supportive policies and practices; provide workers with soap and water and hand sanitizers; perform routine environmental cleaning and disinfection; and establish social distancing policies; in addition to other measures. The Occupational Safety and Health Administration (OSHA) has also issued guidelines for employers, including the provision of alcohol-based hand rubs containing at least 60% alcohol, the use of EPA-approved disinfectant cleaners, and the implementation of workplace controls including increased air filtering and ventilation and the installation of physical barriers.

All workers at Kumho need their employer's clear commitment to following state and federal policies and to protecting worker health. Please provide me, as bargaining representative for the USW, with a summary of the measures Kumho is implementing at the Macon facility to comply with government requirements and ensure worker safety. I would appreciate you providing a time in which we could meet to discuss how to move forward and give your employees, our members, and the rest of the facility the peace of mind and security that a memorandum of understanding on this matter will provide. I am happy to discuss methods of meeting that maintain safe social distancing practices.

I look forward to working with you on this issue,

Sincerely,

Alex Perkins, Staff Representative
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