

Asplundh Region 21

Subject: Response to Union "Safety Issues"

Rich,

As discussed last night, following is a response to the "issues" you sent to me yesterday.

As a follow-up to our conversation yesterday, we agreed to inform all employees at each of the Region 21 yards that soap, water and disinfectant would be available for each crew and that the Crew Foreperson would be responsible to ensuring the supplies are on their truck. A copy of the message was emailed to you last night. If a GF fails to furnish the needed supplies the Foreperson or union representative should contact Pat Pinelli with details of the affected crew and missing supplies.

Also as addressed in my email to you last night, the Employer will arrange to have portable toilets placed at each of the show-up locations (one for each GF parking there). These will be provided for the duration of the Governor's emergency order for Southeast PA.

Regarding employees who are quarantined, employees who are diagnosed suspected of infection by their medical provider or who are exhibiting symptoms, may be required to self-quarantine. Such employees must keep their GF informed of their need for additional time off, if necessary. These employees will not be disciplined or lose seniority for having to be quarantined. We are considered to be supporting critical infrastructure. We have work available for employees and those who are medically fit to work are expected to do so.

Whether an employee, who may be required to remain at home under quarantine, is eligible for unemployment benefits is a decision made by the State, not the Employer.

Employees will be limited to two per cab in the vehicle. If the vehicle has a separate "man cab", there could be up to four employees per vehicle.

Regarding employees who may have been "exposed" to another employee who has tested positive: if the employee is not exhibiting symptoms (fever of 100.4 degrees or higher, cough or difficulty breathing) they should self-monitor for symptoms. If they are exhibiting symptoms, they will be sent home until they are able to return to work (see below). "Exposed" means that they have had "close contact" with an individual diagnosed with COVID-19. "Close contact" means living in the same household as a person who has tested positive for COVID-19, caring for a person who has tested positive for COVID-19, being within 6 feet of a person who has tested positive for COVID-19 for 15 minutes or more, or coming in direct contact with secretions (for example, sharing utensils or being coughed on) from a person who has tested positive for COVID-19 while that person was symptomatic.

An employee who is not allowed to work can return to work under either of the following:

1. They have provided documentation from a physician or licensed health provider stating that the employee is safe to return to work, or
2. They meet all the following:
 - a. Have not had a fever for 72 hours (3 full days) without use of fever-reducing medicines, and

- b. Other symptoms have improved (cough and difficulty breathing), and
- c. At least seven days have passed since symptoms first appeared.

Regarding retaliation for an employee raising safety concerns, the company welcomes any employee to raise any safety concern or questions at any time and will not retaliate against any employee who raises a concern.

I did receive your email regarding your proposed "per diem". I will discuss that with the leadership team and respond shortly.

Please let me know if you have any questions.

John