

Brothers & Sisters,

Based on questions that we have received from you and some questions of our own, we posed the following questions to Lockheed Martin. Below are their responses.

While we don't agree with some of the company's responses, we need to work collaboratively to get through this pandemic and will address certain concerns at a later date. Our number one priority right now is to keep our members as healthy and safe as possible.

Company responses are in red and comments from the union are in green:

1. Am I entitled to hazard pay?

Certain industries, such as healthcare workers, grocery store workers and others with a high level of public contact, have been provided hazard pay. However, for our workforce, performing your regular job and following social distance and sanitation practices, is not considered to be a hazard pay eligible environment.

While we do not agree with this answer, there are no state or federal laws / statues at this time that compel companies to pay increased wages for continuing to work through this pandemic. If at a later date legislation is passed to address this issue, we will revisit it with the company. If not it will be a topic at next negotiations.

2. Can we open the turnstiles / gates, so people don't have to touch them every time they enter or exit?

Given our stringent security protocols, as well as the need to account for employees coming into the facility, this is not an option at this time. The company will look at options to keep as many internal doors open which would help address this concern.

We will continue to monitor this situation and advocate for our members' safety.

3. What happens if I self-quarantine for 14 days then come down with symptoms how do I handle my attendance?

The attendance policy would apply here, which provides for absence under FML and STD.

If you need assistance with understanding how Family Medical Leave or Short-Term Disability work, or with filing the proper paperwork, please call union hall.

4. I am sick and staying home but the doctor won't see me just basically treated me over the phone, so I have no note or charge, how do I get the SDN code applied to my attendance?

Sick Doctor's Note (SDN) is not applied to an employee's record until they return to work. Upon a return to work, an employee should attempt to provide documentation to substantiate their absence and/or cooperate with the company in verifying the absence. As always, employees are expected to keep their supervision informed of their absence and timing of their return to work.

We don't think this will be an issue, we are just being cautious. Remember to keep the company updated on your status and keep a record of any calls made to your healthcare provider or any evidence of contact with the provider. No one should lose a job because they are out sick especially

during this pandemic. Again, for everyone's safety we are stressing that if you are sick do not come to work.

5. I am out for an extended period and am eligible for FML but my doctor doesn't want to see me or the person I'm caring for at this time so I cannot get FML paperwork filled out, what do I do?
For Continuous Leave - Due to the current environment, if doctors are unable to complete FML certification forms, the company will approve the leave for the time requested or 30 days, whichever is shorter. Beyond 30 days, the company will reach out to the employee on the status of the certification forms.
For Intermittent Leave – The company is approving any absences within the first 30 days and following up for certification beyond that time.
Employees must be eligible for, and have FML time available, in order to be covered by this process.

FML can be applied retroactively at a later date. Keep the company informed of your status and a record of who you speak to and when. Again, we do not anticipate anyone losing a job due to absences during this crisis, but we just want to be cautious.

6. We have had questions on the availability of PPE, (i.e. masks, gloves)
There have been instances of delayed or short shipments being delivered to the facility. One of the reasons for this is that certain supplies, including the two mentioned, are being diverted to medical facilities. The company is monitoring the situation on a regular basis. No employee should feel compelled to perform a job/task if they feel it is unsafe to do so, which includes a shortage of PPE being available.

Our chief safety steward and all of our safety stewards are staying on top of this. If you have a specific concern, please do not hesitate to contact them or the Union Hall.

7. We need to address the curfew letter that went out recently, it confused people.
Currently, the curfew letter is not applicable to employees who reside in the state of CT. We are working a process for employees who work outside of CT but commute to a CT location daily.

This is a very fluid situation that we continue to monitor.

8. We need to understand what happens to someone who quarantines for the 14 days and comes down with symptoms or gets sick and needs to stay out longer, normally STD has a 7-day waiting period, when would the STD period start.
Employees who have sought medical attention and are likely sick with COVID-19 (either with a diagnosis or pending diagnosis) should immediately contact Cigna to commence a leave. The STD period starts on the day the employee becomes disabled and the STD benefit payments will commence after the employee satisfies the 7-day waiting period, unless the employee is hospitalized. The waiting period will end on the day the employee is hospitalized. Employees who are quarantined can cover the waiting period with the new quarantine charge code. Cigna will evaluate any individual who is unable to perform their occupation due to Sickness. The Claims Manager will contact them and their treating providers to obtain necessary information in order to determine if benefits are payable. Please note there must be the presence of Sickness and meet the Definition of Disability. If an employee is not exhibiting symptoms but are under quarantine either by self or following a request to do so, this would not be a covered disability because an actual Sickness is required.

If you need assistance navigating through the benefit system you contact Union Hall and we will help guide you through it.

9. The notification of the positive case was sent out late last night, but the employee went out sick on 3/13, why did the notification take so long? Also how were the areas to be cleaned determined and the people who came into contact with the person identified?

(We discussed this situation on the phone). The company only became aware of the positive test on Sunday March 22nd. As soon as this occurred, notifications and a thorough cleaning of the area took place. Due to HIPPA regulations, the company will not release the name of the employee who tested positive.

The employee was not tested until 3/19, the company was informed of the results on 3/22 and did the cleaning and tracing outlined in the protocol which led to an additional 6 employees being quarantined out of an abundance of caution. Please refer to our post with protocols that should be taken for various situations and contact us if you feel the protocols are not being followed. This is very tense time for everyone, and we understand everyone's concerns. We all need to do everything we can to stay safe and keep those around us safe by following protocols, by exercising caution, and staying calm.

10. Has there been any consideration on closing the cafes, staggering shifts, etc.?

Yes, the company recently announced a cut back in hours for the East cafeteria and will consider the use of staggered shifts based on the needs of the employee and business conditions in any area.

11. Employees in some areas are ignoring the social distancing guidance. What can be done in this area?

Reports have come in that there have been instances of employees ignoring the social distancing guidelines, especially in the cafeterias. It has been noticed that employees have moved chairs closer to other coworkers during lunch and break times, which is contradictory to the social distancing guidelines. The company strongly suggests that all employees closely follow these guidelines in order to ensure not only their personal health and safety but also the health and safety of their coworkers.

We should self-police this, by not only following social distancing guidance, but all guidance surrounding COVID-19, including hygiene and surface and equipment cleaning.

We should all be proud that we are continuing the work that keeps our nation safe and our warfighters out of harm's way. While things seem difficult and tense right now, we will get through this... we always do. Please continue to check our social media pages for updates on this situation and do not hesitate to contact Union Hall with any concerns. The Union Hall is open and staffed and will continue to be throughout this crisis.