



TEAMSTERS LOCAL UNION 1150

150 GARFIELD AVENUE – STRATFORD, CT 06614

PRINCIPAL OFFICER'S REPORT

MAY 2020

Brothers and Sisters,

Because of the COVID-19 Pandemic we are still unable to safely hold monthly membership meetings. In lieu of a May meeting, I submit to you the following report.

FINANCES: The finances of the Local Union continue to be strong. We have recently exceeded \$4 million in assets for the first time in our history. Because this report is being posted on a public website that can be viewed by anyone, I will not post the monthly Trustees Reports, which contain the details of our finances. One important disclosure is that, with the approval of the International Union, our purchase of PPE for the membership exceeded the spending limit that the Executive Board can approve. We will be seeking membership approval of this expenditure at the next membership meeting that we hold. We will begin holding Steward meetings in early June and will review the Trustees Report with your Stewards and will review it with all of the members when membership meetings resume.

COVID-19: We continue to meet regularly with the company and emphasize the priority of ensuring that our members are given what they need to remain safe in the workplace. To that end, we visited all Connecticut locations this month, handing out masks and hand sanitizer to members. There are more available for members who need them. Please let your steward know if you missed us at the truck and we'll be sure you get yours.

Attendance is slowly returning to normal and the COVID-19 cases are headed in the right direction, proportionately with what is happening across the state. The company will continue with all of the precautions and protocols currently in place with the hopes of avoiding any rebounds or spikes in COVID-19 cases. Please continue to remember... IF YOU ARE SICK, STAY HOME and report your symptoms to your supervisor.

In the coming weeks you will see enhancements to step up safety for our members. The company is currently exploring the use of robots to do UV sanitization of workspaces and, in cooperation with a local doctor and the Fairfield County Health District, they have set up a COVID-19 test center in the upper parking lot of the Stratford plant. The test center will be open to the public, but Sikorsky employees will have first priority. The center has the ability to perform up to 250 tests per day and will test by appointment only. You can be tested whether you are symptomatic or asymptomatic, it must be done on your own time and does not require a doctor's note.

Because we have not been able to gather in large groups and hold membership meetings, we have not and will not be seeking to waive summer membership meetings this year as in past years. We are hopeful that the states will relax the meeting restrictions so that we can resume a normal meeting schedule. However, the safety of our members always comes first.

Due to the pandemic, we have extended the deadline period for Local 1150 Scholarship Applications through the end of August. The Local will award eleven (11) \$1,500 scholarships, so please get your applications in.

The Summer 2020 Career Pathways Program will not be held due to the difficulties of maintaining social distancing and other required protocols in the wake of the COVID-19 pandemic. No one is more disappointed with having to make this decision than me. We will continue to look for ways to help last year's students who had planned to return this summer.

STATE OF THE BUSINESS: The state of the business at Sikorsky Aircraft continues to be strong. Several milestones have been reached over the past couple of months; We have received an award for 24 Naval Hawk aircraft for India, we were down-selected by the customer for both the FLRAA and FARA competitions (meaning we are one of the final 2 competitors in both competitions), and the CH-53K passed its in-air refueling test – the aircraft will now enter into Sea Trials. Lastly, the VH-92 Lot II has been awarded.

While all of this is good news and Sikorsky continues to hire new employees, we need to deal with some of the challenges that the COVID-19 pandemic has created. We will be meeting with the company over the next few weeks to work on plans to maintain and continue timely deliveries to our customers.

MISCELLANEOUS: The union has stepped up its role in New Employee Orientation as we began conducting NEO sessions at union hall where we can more safely maintain social distancing and can be more efficient in delivering the required material to new workers.

The union's annual Family Outing (Picnic) has been pushed out for now. We have considered reserving new dates, but are not confident that we will be able to hold this year's event while ensuring the safety of you and your families.

The union hall continues to be open for business, but we ask all members who need to meet with a Business Agent in person please make an appointment. This will ensure that we do not exceed a safe number of people in the building at all times. We have equipped the union hall conference rooms with video conferencing capabilities so that we can move forward with scheduled arbitrations via the internet.

Lastly, I ask everyone to remember our recently deceased members, keeping their families in your thoughts and prayers. We unfortunately lost Mike McNulty, Cory Murphy, Steve Lee, and Cynthia Jones in a very short period of time.

As always, Stay United and Stay Safe!

A handwritten signature in cursive script that reads "Rocco J. Cole". The signature is written in dark ink and is positioned at the bottom left of the page.

Monday, April 23, 2020

Brothers and Sisters,

Despite the cancellation of monthly membership meetings, I feel that it is important to communicate with you on a regular basis, especially during this time of uncertainty and inconsistency. Please take the time to read my report below.



UNION HALL IS OPEN – Members should remember that the Union Hall remains open and all Business Agents are here on a daily basis. However, in order to maintain a safe environment, we are doing in-person business by appointment only. If you need to see a Business Agent, please call and make an appointment.

FINANCES – The Union’s financial position remains strong and stable. Because this report is being posted publicly, I will refrain from going into details. We will read all of the required financial reports as required when membership meetings re-start.

SAFE WORKPLACE – Because of the ongoing COVID-19 pandemic and the requirement to wear face coverings in the workplace, the Union has purchased reusable, washable face masks for all members. We expect delivery soon and will distribute them as soon as we have them.

STATE OF THE BUSINESS – The company is continuing an aggressive in-sourcing initiative. That, along with a strong delivery schedule for the upcoming year, an ongoing digital transformation and the CH-53K restart, positions us well for the future. Two recent pieces of good news are the CH-53K passing the in-air refueling test and that Sikorsky has been down-selected for FARA and FLRRA, which means that we are finalists in the selection process for both of those programs.

A 2-year defense bill has been passed by Congress with a fiscal year 2021 top line of \$740.5 billion. We will continue to work with the company, our lobbyists and lawmakers to ensure that all of our priorities are included in the final budget.

COVID-19 BUSINESS IMPACT – The ongoing pandemic has already impacted the business significantly. The virus has and will continue to impact our ability to work on the aircraft. As the pandemic persists, we will do everything in our power to ensure that our members are safe. This has to be our number 1 priority. It is obvious that all businesses are experiencing a negative impact from the virus and we will remain diligent in working collectively to ensure that we can meet our customers’ needs and help keep our country strong in a safe and healthy environment.

COVID-19 STATUS – We continue to monitor the number of COVID cases throughout our facilities and will continue to make sure that the company is taking every precaution and follow-up action recommended by the CDC as well as other State and local agencies. I understand that people are looking for more detailed information on this subject, but we have

a legal obligation to protect people's private medical information. If you have specific concerns, please don't hesitate to contact Union Hall.

Many of our members have been able to take advantage of the flexibility of the programs offered to them in order to care for themselves and their families. The good news is, overall cases of COVID-19 at Sikorsky facilities remain relatively low and seem to be following national trends in terms of leveling off.

SIKORSKY IN THE COMMUNITY – The company, with the help of some Local 1150 members, is making a difference in the community during this difficult time. We have begun to produce face-shields for hospital workers. Thousands have already been delivered and we expect to produce 20,000 of them for our healthcare workers fighting the virus. We have also produced, at the request of local hospitals, Aerosol Boxes, which protect medical staff from becoming infected while treating patients.



Sikorsky is also making donations of much needed equipment out of their own depleted stock. To date, the company has donated 60 N95 Masks to local hospitals, 1000+ safety glasses to local hospitals (Bridgeport, Griffin, Norwalk, Yale, Middlesex), 6 boxes of nitrile gloves to LM Aero and 200 Face Shields to LM Spare. In addition to equipment, LMC has provided millions of dollars to fight Coronavirus. Sikorsky has secured funds to help local organizations deal with the pandemic.

- United Way of Fairfield, Health & Human Services --\$10,000
- Connecticut Food Bank, Health & Human Services --\$15,000
- Stratford School District, Distance Learning --\$25,000
- Bridgeport Public School, Distance Learning --\$15,000
- Shelton Public Schools, Distance Learning --\$10,000

Brothers and Sisters, during this time it is important for us to not only be proud Teamsters, but to be proud workers who play a vital role in the defense of our country. Your union is always here to protect you. We have been in constant negotiations with the company throughout the pandemic, fighting for your best interests and insisting that the company do everything in its power to keep you safe. Please continue to bring us your concerns, knowing that getting through this will require sacrifice on all sides. Be safe.

Monday, April 20, 2020

Here is the latest update on the COVID-19 pandemic:

Contact Tracing – In accordance with adjusted CDC guidelines, the company has changed its protocol for contact tracing when an employee reports being sick or tests positive for COVID-19. The new protocol calls for quarantining any person who has come in contact with the subject individual within 6 feet for a 10-minute sustained period of time over the 48-hour period prior to first symptoms or the report of a positive test.

Paid Time Off for Dependent Care – The company has extended the paid time off allowance for employees with child/dependent care issues from 120 hours to 160 hours. It is important to remember that all of this time must be approved.

Personal Protective Equipment – The Local 1150 Executive Board has approved the expenditure of funds to purchase reusable, washable protective masks for every member. The masks have been ordered and we have been given an estimated delivery time of approximately 2 weeks from now. We are hopeful that, under the current conditions, this is an accurate estimate.

Tracking Cases – Currently at facilities where Local 1150 members are working there have been approximately 25 positive COVID-19 test results, 26 negative test results, and another 25 cases pending a test result. On all of these cases action has already been taken to minimize exposure, including deep cleaning of work areas and quarantining of persons identified through contact tracing. To date, approximately 210 Local 1150 members have been quarantined because of contact tracing and 125 Local 1150 members have returned to work from quarantine.

Wednesday, April 8, 2020

Updated information added on April 9, 2020 (in red)

Today the union and company leaders participated in the weekly conference call about the Coronavirus pandemic.

The company continued to stress the need for all employees come to work who are able to do so. They spoke of being behind schedule and that they have incurred estimated losses of \$10 million. Currently more than 900 hourly employees are out of work due to COVID-19 related issues (sickness, self-quarantine, childcare, etc.)

Paid Time Off Update

Childcare: Employees with child or dependent care issues as a result of the pandemic should work with the company in an attempt to make alternate arrangements, including shift change or altered shift to alleviate the issue. As a last resort, there is paid time off available up to 120 hours, which is an increase of 40 hours from the original arrangement.

Self-Isolation: Employees who choose to self-isolate can do so with no-points, no-pay. In order to do this, the employee must commit to at least 7 consecutive calendar days out of work. This unpaid leave, beyond the 7 days, must be approved by the company.

Quarantine: If you are required to quarantine due to COVID-19, you may be eligible for paid time off. Contact your supervisor and the Medical Department (203-386-6488) if:

- You are sick
- You have come in contact with someone who is sick or known to have the virus
- Your doctor orders you to quarantine
- You are directed by the company to quarantine (includes contact tracing, see below)

Eligible employees may qualify for up to **120** hours of paid time off **(this is an increase of 40 hours over the original arrangement)**, based on medical necessity.

Contact Tracing

We have received many questions about contact tracing. Contact tracing is initiated when an employee reports symptoms and the company quarantines that employee or when an employee reports a positive COVID-19 test. When someone receives a negative COVID-19 test, anyone quarantined due to contact with that person will be notified to return to work.

Personal Protective Equipment

The company has begun handing out masks for employees to wear while in work. They have also begun manufacturing plastic face shields and reusable cloth face masks. These will be made available as soon as possible. The company will also be sending employees strip thermometers so that you can take your temperature prior to coming to work. If you have a fever of 100.4 or higher, you should call the Medical Department at 203-386-6488. You must be fever-free for 72 hours before you can return to work.

First and foremost, if you are sick, stay home. When at work, per CDC guidelines, everyone should be maintaining social distance protocol (6 feet apart) at all times. If your job requires you to be closer than 6 feet, please wear a mask for your protection and the protection of others.

Carry Letters

The city of Bridgeport has instituted an 8pm curfew. The company has issued carry letters for all employees working in the Bridgeport plant which allow travel for essential workers. If you are not working in the Bridgeport plant but believe you need a letter, please contact your HR rep.

COVID-19 Updates

We are working with the company to get weekly updates on numbers related to COVID-19. Until then, members can visit the Inside LM homepage from a company computer and click on COVID-19 Communications for RMS to get updated information including numbers of positive tests by facility.

The company has reported that, as of today, 2 employees who tested positive for COVID-19 have fully recovered and have returned to work.

Wednesday, April 1, 2020

Brothers and Sisters,

Today, union leadership participated in a conference call with Sikorsky leaders and medical professionals to have some of your questions answered and to get an update on the latest conditions with respect to the Coronavirus pandemic.

VP of Sikorsky Operations hosted and made a plea to the entire workforce, stating the importance of the work we do to our nation's security, pointing out that "our enemies are watching." He thanked everyone for their dedication, reiterated the need to come to work if we can, and asked what the company can do to make workers feel safe coming to work.

Leaders of the Sikorsky Medical department stressed that the company is following all CDC guidelines and recommendations in terms of personal precautionary measures, inquiry processes, and employee notification of sickness, exposure, or concern.

Facilities Management is reporting that a 3rd contracting company has been added to do cleanings and sanitizing of the factories. They are doing deep cleaning of work areas, which includes common areas, toolboxes, work stands, work benches and tools. There is a shortage of hand sanitizer, but the company has acquired a 55-gallon drum of hand sanitizer and will be refilling the dispenser bags.

The company has answered the following questions that were posed by our members:

Company answers in red – Union comments in green

Can I take a temporary voluntary layoff or be furloughed until such time as the State or Country is re-opened? **At this time the company is not planning any shutdowns and will not be offering any voluntary layoffs at this time. Employees can continue to take advantage of the temporary changes to the attendance policy.**

Remember that this is a very fluid situation. The union continues to encourage the company to consider all options to keep our members as safe as possible.

Will the company be providing more than 2 weeks paid time off for medical or dependent care issues? The 3rd stimulus package passed last Friday gives employees up to 10 weeks of paid dependent care that is a result either directly or indirectly of the virus. **The company is inquiring at the corporate level about extended paid leave. They are waiting on guidance.**

Anyone who is currently on paid or unpaid leave and wishes to extend such leave should contact the company before your leave expires and request an extension in writing. We are not entitled to extended paid leave under the federal stimulus package, but the union is asking the company to accommodate our members who require this assistance.

We currently have people who are out and being paid because they have a preexisting condition that puts them at risk, will the company be extending that that time? If so for how long and what is the application process? **Again, the company is awaiting guidance from Lockheed Martin corporate on extended paid leave.**

Anyone in this position should submit a request in writing for an extension of their leave.

How are you sanitizing an aircraft when and if it becomes a contaminated workspace? **We have identified several ways to sanitize aircraft and is working with the customer to gain approval.**

How do we handle someone who took advantage of the dependent care time and pay and later is told to quarantine, can they collect pay for both circumstances? **Yes.**

The cleaning process involves the immediate area the employee worked in, it does not include tools, boxes, work stands, etc. Why is there not a more thorough investigation on everything the employee came in contact with? **The company is beginning to clean tools and toolboxes as part of the daily regimen, and including work stands and all tools as part of deep cleaning as necessary.**

Is the company considering a 2-week shutdown to sanitize all manufacturing areas and to allow employees to evaluate if they develop symptoms prior to returning? **At this time the company is not considering any shutdowns of the factories. Cleaning will continue and the company will continue to explore every avenue to improve the cleaning process.**

If the company is not willing to release the identity of someone who tested positive how can others be sure that they have not come into contact with the person? **The company is following CDC recommendations for contact tracing. We are unable to release protected health information (PHI), including the name of a person who has tested positive for or is suspected of having the virus because it is a violation of HIPAA laws.**

If you believe that you have come in contact with someone who is sick, has tested positive, or is suspected of having the virus you should call and report this at 203-386-6488.

Is the company considering asking employees who test positive or are presumed to have the virus for a HIPAA release, allowing the company to release their name? **The company is not considering this. We are not interested in releasing any PHI.**

The union believes the company should make every effort to provide transparent information to its workforce. Again, if you believe you have come in contact with someone, report it to Medical at 203-386-6488.

Why isn't the company hiring more medical staff to check temperatures on the way in and out? **The company is not currently doing this but encourages all workers to take their own temperature and self-assess for other symptoms before coming to work. At the union's request the company will explore other options to address this concern.**

Unless the company was willing to pay employees who are not allowed to enter work because of a fever, this would be a potential problem from a labor standpoint as well.

What is L/M doing to help the medical community, such as 3D printing equipment? **The company has made some small equipment donations to local hospitals, but we do not have the resources they need. We are exploring the use of our equipment to produce face shields but would likely do so to provide our workers with this PPE due to the shortages in the supply chains.**

Can masks or other PPE be issued to people that work in close proximity to each other such as people assigned to work in cockpits? **We will look into providing masks or face shields to those employees who are required to work in close proximity to one another.**

Any member who is asked to perform work in a manner that is not in compliance with social distancing guidelines should report to management and request that the condition be corrected.

Can specific sanitizing training be provided for the folks at PAX that are still being required to share helmets? **The company has distributed this information to the affected employees.**

If you did not receive this information you should request it from management.

Why can't the gates be open for entry as well with a guard or two at each gate to minimize contact with potential contaminated surfaces at the turnstiles? **We will follow up with company security to inquire about this.**

We feel that this is a reasonable request that will reduce risk of contact and which can be done while maintaining facility security.

Monday, March 30, 2020 - Brothers and Sisters in Maryland and Florida, we have been informed that the company will be issuing "Carry Letters" to the members. These letters are a simple template that states you are an employee of Lockheed Martin and are considered essential allowing you to travel to and from work. This comes after the Executive Order that has been issued by the Maryland Governor.

Friday, March 20, 2020 – Connecticut Governor Ned Lamont issued an Executive Order closing all non-essential businesses in the state. This order **DOES NOT INCLUDE SIKORSKY AIRCRAFT**. Our facilities are still open and operating as usual.

During Governor Lamont’s address, he stated that employees should “self-treat prior to entering the facility and before leaving.” This statement remains in line with what has been previously posted throughout Sikorsky facilities:

Every employee is asked to “Self-Check” before coming to work. Verify you do not have a fever, show signs of a cough, or experience shortness of breath. If at any time you start to exhibit these symptoms, do not come to work. Notify your supervisor, Human Resources representative and the Union so that we can ensure the health and safety of you and your co-workers.

Here are the highlights from Governor Lamont’s press conference:

Gov. Lamont held a COVID-19 update press conference this afternoon to give an update and announce a new “Stay Safe, Stay Home” that will be formally rolled out later today following his signing of new Executive Order that will go into effect on this Monday, March 23rd

Overview:

- The formal process will be laid out in the Executive Order, with a formal list of critical industries.
- Businesses that are non-essential will have to stay close and not open
- More details and a full list of exempted businesses will be included in the Governor's Executive order which is expected to be released sometime this evening.
- Commissioner David Lehman (DECD) will be in charge of inventorying and approving the critical industries that will be exempt
- Certain businesses and industries, that will be deemed essential, will be allowed to stay open. Among the categories industries that will be deemed critical are:
- Healthcare services
- Food supply chain (grocery stores, gas stations, restaurants - take out only)
- Auto repair/hardware stores
- Certain childcare
- financial institutions and banks
- Construction projects and construction workers on currently operating construction projects
- Manufacturing, especially those in defense

Other key points:

- State will work on this on a community basis but there will be no fines for individuals
- State will promote self-enforcement and they will not be heavy handed on the enforcement of the Order by public safety officials, but businesses could be subject to fines if they refuse to close.

- Package stores? They will stay open at this time
- Restaurants/coffee shops? Allowed for takeout only
- Hardware/auto repair? They are considered essential and will stay open
 - ul 15th tax situation? State will likely follow the Federal government extension, and will provide additional guidance on this shortly
- What about state employees? Already sent most employees home to work and going forward all non-essential employees will work from home