



# UNITED FARM WORKERS

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Dear agricultural employer:

We continue monitoring breaking developments over coronavirus COVID-19 on local, state, national and international levels. We are following directives issued by the Centers for Disease Control and Prevention ([www.cdc.gov](http://www.cdc.gov)), the World Health Organization ([www.who.int](http://www.who.int)) as well as all guidelines put in place by state and local agencies. We realize the situation is fluid and we are in constant contact with these organizations.

By joining together can we better combat and mitigate this crisis that the experts predict will only worsen. By working together can we ensure our industry is adopting best health and safety practices as part of a proactive approach to preventing the spread of germs, containing the virus when identified and ensuring all farm workers as well as the food supply chain itself are safer. Some of those best practices are outlined below.

**But all of us must do more during this period of genuine crisis. So it is imperative that we all take further proactive steps to ensure the safety of farm workers, protect buyers and safeguard consumers. Agricultural employers have a duty to help all farm workers feel confident as they address their own health needs as well as those of immediate family members.** So we are also calling upon you to consider taking the following steps:

- Extend state-required sick pay to 40 hours or more and remove the caps on accruing sick pay
- Eliminate the 90-day waiting period for new farm workers to be eligible for sick pay
- Eliminate the practice of asking for doctors' notes when workers take sick time
- If workers or immediate family members (spouses or children) are identified as infected with COVID-19, those employees should be placed on paid administrative leave for the duration of their illnesses
- Offer daycare assistance and flexibility since schools have closed in many communities

**We have started with our own house. The United Farm Workers is individually contacting each unionized employer with urgent appeals to take these steps. We ask you to do the same.**

To ensure *all* workers are provided training and written information on best practices to keep them healthy during this time the following are some practices we ask you to implement:

- Frequent and thorough hand washing with soap and water (front and back for 20 seconds or more)
- Encourage workers to stay home if they are sick
- Encourage avoiding touching eyes, nose or mouth with unwashed hands.
- Encourage respiratory etiquette—covering mouth when coughing or sneezing into elbows
- Cleaning and disinfecting frequently touched surfaces multiple times daily.
- Have an emergency plan in place

We encourage you to take advantage of available resources where you can find flyers, pamphlets, tips and guidelines for keeping the food supply chain safe for all workers, retailers and consumers. We thank you for your cooperation and commitment to keeping farm workers safe.

Sincerely yours,

Teresa Romero,  
UFW President

Armando Elenes,  
UFW Secretary-Treasurer

**¡Si Se Puede!®**

*Founded by César E. Chávez (1927-1993)*