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March 10, 2020

The Honorable Governor Charlie Baker  
Office of the Governor  
Massachusetts State House, Room 280  
Boston, MA 02133

Dear Governor Baker,

Thank you for your Administration's response to the COVID-19 virus. Our 509 members from around the Commonwealth appreciate the measured proposals and guidelines laid out by yourself and your Cabinet.

From family child care providers to state workers to private sector human service workers and educators, 509 members work in every corner of our state and often serve our most vulnerable populations. In this time of uncertainty, one of the best responses we can provide our members is reassurance and understanding. On that important note, it is our expectation that all our members - regardless of employer - receive support and flexibility as workplace policies adjust in direct response to the COVID-19 virus.

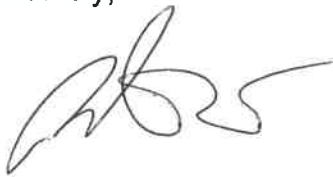
We envision that support in the following ways:

1. We request that any employee that needs to be out of work for COVID-19 quarantine be allowed to telecommute whenever and wherever possible.
2. If an employee should not be able to telecommute (for example, if they work in a hospital, group home, or at a Department of Corrections institution), it is our expectation that our members not lose any pay or benefits during a quarantine and not have to use their own paid leave.
3. In the event of illness, we ask for flexibility around sick leave for our members, regardless of profession. The health and safety of our communities is the highest priority, and we don't want anyone making the choice to go to work unwell because of dwindling sick leave.
4. For our family child care providers, we request that the Department of Early Education and Care minimize the financial impact to any provider who must close their home due to the COVID-19 virus.

It is my expectation that all 509 members - no matter their employer or type of work - be afforded the flexible policies outlined above. Where necessary, we request that the state intervene when necessary and convey to private sector employers the importance of these policies.

We continue to look toward the experts and your Administration as the situation changes.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter MacKinnon', with a stylized flourish extending to the right.

Peter MacKinnon  
President, SEIU 509