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Marietta English
PRESIDENT

Kenya Campbell
SECRETARY-TREASURER

April 6, 2020

The Honorable Larry Hogan
100 State Circle
Annapolis, Maryland, 21401-1925

Dear Governor Hogan:

During this tumultuous and difficult time, your leadership here in Maryland and across the nation has been rightfully heralded. While we all figure out what life looks like moving forward, as a state federation AFT-Maryland has a number of concerns on behalf of our public employees.

There are resources our front-line workers need that at this moment, they simply don't have. Without these key resources, our state and municipalities are knowingly sending workers into harm's way. We are confident that working with your administration and federal and local governments, we can address the concerns and ensure the people who make our cities, counties, and state function during this period, can do their work effectively, and safely return home to their families.

We recognize and are sympathetic to the challenges Maryland and other states face from a lack of leadership from the federal government and hope to work through this with you as best as possible. If AFT-Maryland may be of service in any way to use our connections and federal resources to help Maryland receive the federal aid it is due, please do not hesitate to let us know how we can help. Here are some of the needs of the members of AFT-Maryland.

- Fortunately, many state workers are able to telework but for those who are not there needs to be greater clarity on who is indeed an essential employee and who is not. The ambiguity there for our members in **Maryland Professional Employees Council Local 6197**; **AFT Healthcare Maryland Local 5197**; and **Maryland Classified Employees Association Local 1935** increases the potential to unnecessarily expose Marylanders to this deadly virus. Just as you have detailed explicitly which businesses remain open, we ask you to follow a similar pattern and spell out precisely which public employees are essential and which can telework. We also ask that this statewide guidance be binding for city and county employees as well. In issuing this guidance we ask that you make considerations for those who are particularly vulnerable public employees whose jobs are essential and provide directives to them.

- State employees also need extensions on grievance and appeal time limits. During this uncertain period, time limits need to be extended or waived to accommodate those who are unable to file a grievance or appeal or further process one that had been previously filed. This does not have to be a permanent unlimited amount of time for filing a grievance or appeal, however a worker's concern for their health should not mean they forfeit their workplace rights.
- While we recognize the differential pay bump, we respectfully ask the administration to reconsider hazard pay for those working during these extraordinary times. We believe there's no way working during a global pandemic can be considered anything other than hazardous and believe state employees should be compensated as such.
- Our healthcare professionals at the county level, represented by **Baltimore County Federation of Public Health Nurses Local 5102**, have workers at community health centers that lack the aforementioned masks as well as gowns for nurses and auxiliary staff that would help ensure their safety.
- Correctional officers at the Baltimore County Detention Center, represented by **Baltimore County Federation of Public Employees Local 4883**, are in dire need of disinfectant wipes to help keep that facility as clean as possible, as well as N95 masks and protective gloves.
- In Baltimore city, **City Union of Baltimore Local 800** members who work for the city across a number of professions including but not limited to housing, construction inspectors, traffic enforcement officers, WIC, and DPW lack the aforementioned masks as well as gloves and gowns when necessary that would help make their work safer. We also have members there who need disinfectant wipes.

While this moment of isolation will not last forever, we know when we return to some semblance of normalcy, the threat of the virus will not be completely gone. Therefore, our members across the state are asking for the following:

- A deep and daily sanitation of facilities;
- Better building ventilation to alleviate potential respiratory issues; and
- Special accommodations for at-risk state employees.

Furthermore, our teachers, service providers, paraprofessionals and school-related personnel (**Baltimore Teachers Union Local 340**) need:

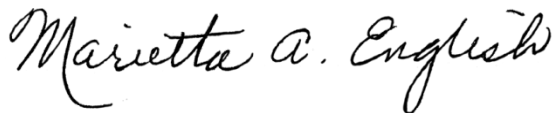
- Access to technology such as computers, laptops, tablets, and the Internet for both staff and students;
- Adequate training with e-learning platforms;
- State moratorium on the Individual Educational Plan (IEP) Process timelines;
- Flexibility for students with special needs to receive accommodations and modifications via distance learning; and
- Identifying and securing electronic programs and services with confidential interaction between students, parents, educators, and service providers.

We recognize the state is working hard to keep all public employees safe, including those that do not report directly to your administration. However, as Governor, all public employees on the state and municipal level are directly or indirectly impacted by your actions.

We are eager and willing to work with your administration and local governments to ensure workers are serving the public in as safe a manner as possible. We understand the great importance of investing in public employees and the sacrifice they make when working under these circumstances, which deserves to be acknowledged and rewarded.

Again, your excellent leadership has been on display for all to see thus far during this unprecedented global pandemic. We stand ready to work with you.

In Solidarity & Safety,

A handwritten signature in cursive script that reads "Marietta A. English". The signature is written in black ink and is positioned above the typed name and title.

Marietta A. English
President, AFT-Maryland

Cc: Speaker of the Maryland House of Delegates Adrienne Jones
Cc: Maryland Senate President Bill Ferguson
Cc: Sen. Ben Cardin
Cc: Sen. Chris Van Hollen
Cc: Rep. Andy Harris
Cc: Rep. C.A. "Dutch" Ruppertsberger
Cc: Rep. John Sarbanes
Cc: Rep. Anthony Brown
Cc: Rep. Steny Hoyer
Cc: Rep. David Trone
Cc: Rep. Jamie Raskin