



HOLLYWOOD MUNICIPAL EMPLOYEES, LOCAL 2432

“THE WORKING PEOPLE OF HOLLYWOOD.”

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June 6, 2020

Via E-mail Only: thechler@hollywoodfl.org

Tammie L. Hechler, Director
Office of Human Resources
City of Hollywood, Florida
2600 Hollywood Blvd, Suite 206
Hollywood, FL 33022-9045

RE: Request for Meeting to Address the Impact of the
City Manager's Back to Work Directive

Director Hechler,

I am providing this letter as President of the Hollywood Municipal Employees, AFSCME Local 2432 to advise that our union has serious concerns regarding the June 3, 2020 notice that the City Manager sent to all City of Hollywood employees ordering us to return to our traditional worksites on Wednesday, June 10, 2020. By that same notice, he advised that the City will be reopening its offices to the general public, as well.

As we all know, In March, the City closed its offices to the public, and employee worksites were altered to address safety concerns in response to the COVID-19 pandemic. Multiple AFSCME Local 2432 members have expressed their concerns that returning to their traditional worksite may unnecessarily increase the possibility of their exposure to the COVID-19 virus.

One member at the Wastewater Treatment Plant (“WWTP”), who works in a small office within close proximity of two other employees, was told that no barriers or alterations were being made to his office, yet he will be required to return to his office this Wednesday. He has been asked to contact his supervisor about his known work conditions, rather than departmental management being expected to pre-plan for safe workplace areas, consistent with social distancing guidelines.

Local 2432 has been made aware of confusion amongst the employees from department to department related to the implementation of the City Manager's directive. Some employees of the Building Department have stated that they were instructed by their supervisors to continue to work remotely because their cubicles were adjacent to

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each other, yet no written approval has been provided by the City Manager. Other employees at the WWTP who have been working remotely due to the close proximity of their cubicles have not received any direction from their supervisors whether or not to return to their adjacent cubicles, and to date, not barriers have been installed to create a true separation between their workspaces.

Since the closing of City offices to the public and the implementation of telecommuting, general operations have successfully continued. With the City now reopening to the public, those employees who do not meet with the public and have been performing their job duties remotely should be allowed to continue working remotely. That should lessen their chances of exposure to the COVID-19 virus.

The current Broward County Administrator's Emergency Order 20-14 (effective June 1, 2020) states, "Whenever feasible, allow employees to telework or establish a rotation or staggered schedule to reduce the number of employees working on site." The COVID-19 virus is still active in Florida. A Miami Herald report on Thursday, June 4, 2020 stated that "Florida's Department of Health on Thursday morning confirmed 1,419 additional cases of COVID-19, bringing the state's total to 60,183 confirmed cases." This number represents the highest number of confirmed cases since the Florida's Department of Health began providing daily updates on the novel coronavirus in March.

Most recently, on Friday, June 5, 2020, Local 2432 learned that two employees in the Public Works Department tested positive for COVID-19 this week. Other employees who may have been in contact with these employees are voluntarily getting tested for the virus.

In the City Manager's memo dated June 3, 2020, he stated that any employee who seeks authorization not to report to work as directed, must procure the approval of the City Manager's office before June 10, 2020. That only leaves a few working days to procure that approval before our members have to return to their traditional worksites.

Another concern that we need addressed involves procuring the City's sharing with Local 2432 --- as the certified bargaining representative for the General Employees Bargaining Unit, the Supervisory Employees Bargaining Unit and the Professional Employees Bargaining Unit --- its advanced planning that has been designed to protect our employees, in addition to Hollywood's residents and businesses, from any contagion or further viral outbreaks in the workplace, and the impact of those plans on our members' ability to fulfill their responsibilities.

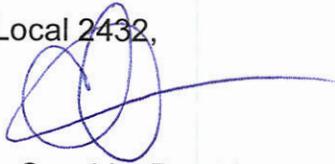
Additionally, we need to address whether the City has made arrangements in advance to properly relocate all technology, equipment and supplies that our members need to do their jobs.

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Consequently, Local 2432 hereby requests that the City contact Local 2432 to schedule meetings to discuss and address the above-identified concerns for our members' workplace safety, including, but not limited to identifying expected measures that will be undertaken to ensure compliance with social distancing guidelines, the availability and adequacy of personal protective equipment supplies, and the feasibility of allowing employees to continue to telecommute, and to work outside of their traditional worksites, as possible, consistent with their ability to perform their jobs.

On behalf of Local 2432, I await your provision of times that we can meet to address our union's concerns.

For Local 2432,



Chris Cassidy, President,
AFSCME Local 2432

cc: Dr. Wazir Ishmael, City Manager - WISHMAEL@hollywoodfl.org
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All Local 2432 Officers and Stewards (Via E-mail)