



HOLLYWOOD MUNICIPAL EMPLOYEES, LOCAL 2432

“THE WORKING PEOPLE OF HOLLYWOOD.”

2734 HOLLYWOOD BOULEVARD

HOLLYWOOD, FLORIDA 33020

TELEPHONE: 954-381-1519

E-MAIL: AFSCMELOCAL2432@local2432.com

March 31, 2020

Via E-Mail Only: wishmael@hollywoodfl.org

Dr. Wazir Ishmael, City Manager
City of Hollywood, Florida
2600 Hollywood Blvd, Suite 421
Hollywood, FL 33022-9045

RE: Employee Concerns regarding Workplace Safety

Dr. Ishmael,

Multiple AFSCME Local 2432 members have brought to our attention their concerns about potential exposure to the COVID-19 virus while performing their job duties. Our membership has also inquired about the implementation of the measures that the City has taken in response to the pandemic.

In order to slow the spread of the COVID-19 virus and to best protect the employees represented by Local 2432, and in the interest of all City employees whether members of Local 2432 or not, we are seeking to get clarification of the City's policies, and to ensure that those policies are implemented effectively. Additionally, we are interested in fostering an open channel of communication through which we might offer suggestions for the City's consideration of other precautionary actions.

Several measures in line with the recommendations of the CDC and Federally issued guidelines have commendably been initiated by the City, including telecommunicating, social distancing, additional distribution of hand sanitizer, encouraging hand washing and refraining from physical contact, and the closure of City Hall to the public, closing of parks, beaches and other City facilities.

Although these measures appear ideal to help stop the spread of the virus, they appear to have been implemented only in some areas, and we believe that a broader implementation may afford better protection for the employees.

In City Hall, each time an employee enters the building, their temperature is taken to determine if a fever is present, and then access is either approved or denied. In other facilities, like the WWTP, employees' temperatures are not taken upon entry. Some facilities have adequate hand sanitizer and masks, yet in other facilities, these preventative devices are scarce or nonexistent.

Affiliated with: American Federation of State, County and Municipal Employees and AFL/CIO

Dr. Wazir Ishmael, City Manager
City of Hollywood, Florida
March 31, 2020
Page Two

Some inspectors are able to perform their jobs via telephone and tablet computers, yet others are still required by their managers to go into their offices.

Social distancing has been addressed in some areas, but employees are concerned about possible exposure while riding tandem in vehicles, and while using community areas, such as locker rooms.

Additionally, code enforcement officers and other field employees are in regular contact with the public, who may not be adhering to social distance protocol, or respecting employees' right to a safe distance between themselves and the employees.

We welcome the measures that the City has thus far taken to combat the spread of COVID-19, but hope that they are implemented throughout every department, when and where feasible. We would like to suggest that the City consider the following:

- ⇒ Employees who can perform their job duties without entering their offices and without direct contact with other employees should be allowed to do so.
- ⇒ Preventative devices should be made readily available to all City employees.
- ⇒ A temporary, on-one-day / off-the-next-day schedule could be implemented for employees throughout the City in order to limit the number of employees in a section at a given time.
- ⇒ Community areas that have to be occupied by employees, like locker rooms, should be cleaned and sanitized between shifts.
- ⇒ Some routine maintenance duties could be postponed in order to facilitate the suggested staggered scheduling, with a focus on the performance of critical and emergency work.
- ⇒ A notice should be posted on the City website advising residents to maintain a safe distance from field employees.
- ⇒ Additional cleaning and sanitizing of City facilities and vehicles should be performed.

Dr. Wazir Ishmael, City Manager
City of Hollywood, Florida
March 31, 2020
Page Three

Local 2432 would appreciate the opportunity to open and maintain a channel of communication with the City in order to enhance our collective efforts to protect all employees.

We trust that the City knows our membership is committed to providing the residents and businesses with all essential services, especially during these troubling times. Therefore, it is incumbent upon us, both Local 2432 and the City, to remain vigilant and to ensure a safe workplace for all City of Hollywood employees.

We look forward to your response to this letter.

For Local 2432,

Christopher Cassidy

Christopher Cassidy, President,
AFSCME Local 2432

cc: George R. Keller, Jr., Deputy City Manager (Via E-mail gkeller@hollywoodfl.org)
Gus Zambrano, Assistant City Manager (Via E-mail gzambrano@hollywoodfl.org)
Adam Reichbach, Assistant City Manager (Via E-mail areichbach@hollywoodfl.org)
John Berak, Local 2432 Vice President (Via E-mail john.berak@local2432.com)
Barbara Armand, Treasurer (Via E-mail barbara.armand@local2432.com)
Richard M. Weiner, Esq. (Via E-mail rmwlaw@comcast.net)