

Impacts of COVID-19 on Labor

Citizens Oversight Panel

Leslie Jones, Chief Labor Relations Officer

July 22, 2020

Why we are here

Today we are here to provide information to you about the Impacts on Labor by the COVID-19 Pandemic.

In this briefing, we will discuss:

- Timeline of Labor Related Covid-19 issues
- Sound Transit's Response to Labor
- Issues Addressed With Labor
- COVID-19 Numbers

***Timeline of Labor Related
Covid-19 issues***



January 21, 2020 at 10:58 am

Snohomish County man has the United States' first known case of the new coronavirus

A Snohomish County resident is infected with the new coronavirus that has killed at least nine people and sickened hundreds more in Asia, This is...

[LOCAL NEWS](#) | [HEALTH](#) | [NATION](#) | [NATION & WORLD](#) | [NORTHWEST](#)

TIMELINE

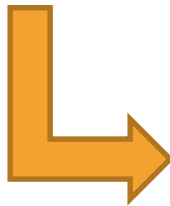


February 29, 2020 at 10:17 am

King County patient is first in U.S. to die of COVID-19 as officials scramble to stem spread of novel coronavirus WATCH

The man's death and two more cases at a long-term care facility in Kirkland led Gov. Jay Inslee to declare a state of emergency to try to...

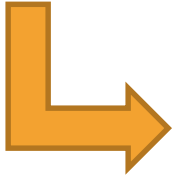
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February 29, 2020 - Governor Jay Inslee Signs Proclamation 20-05, State of Emergency Declaration

TIMELINE

March 11, 2020 - Non-Essential Sound Transit Staff begin remote working.



March 23, 2020 – First positive Covid-19 test reported by a construction worker on a Sound Transit project (N140)



March 31, 2020 – First Sound Transit Briefing to the Labor Leaders from Washington State, King, Pierce, & Snohomish Counties



April 7th, 2020 | Mike Lindblom, Heidi Groover

Sound Transit halts 'almost all' construction work due to coronavirus outbreak

But several construction projects that Sound Transit labels critical will continue, including work on the Interstate 90 floating bridge to extend light rail to the Eastside.

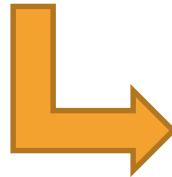
TIMELINE



April 24th, 2020 | Joseph O'Sullivan, Michelle Baruchman

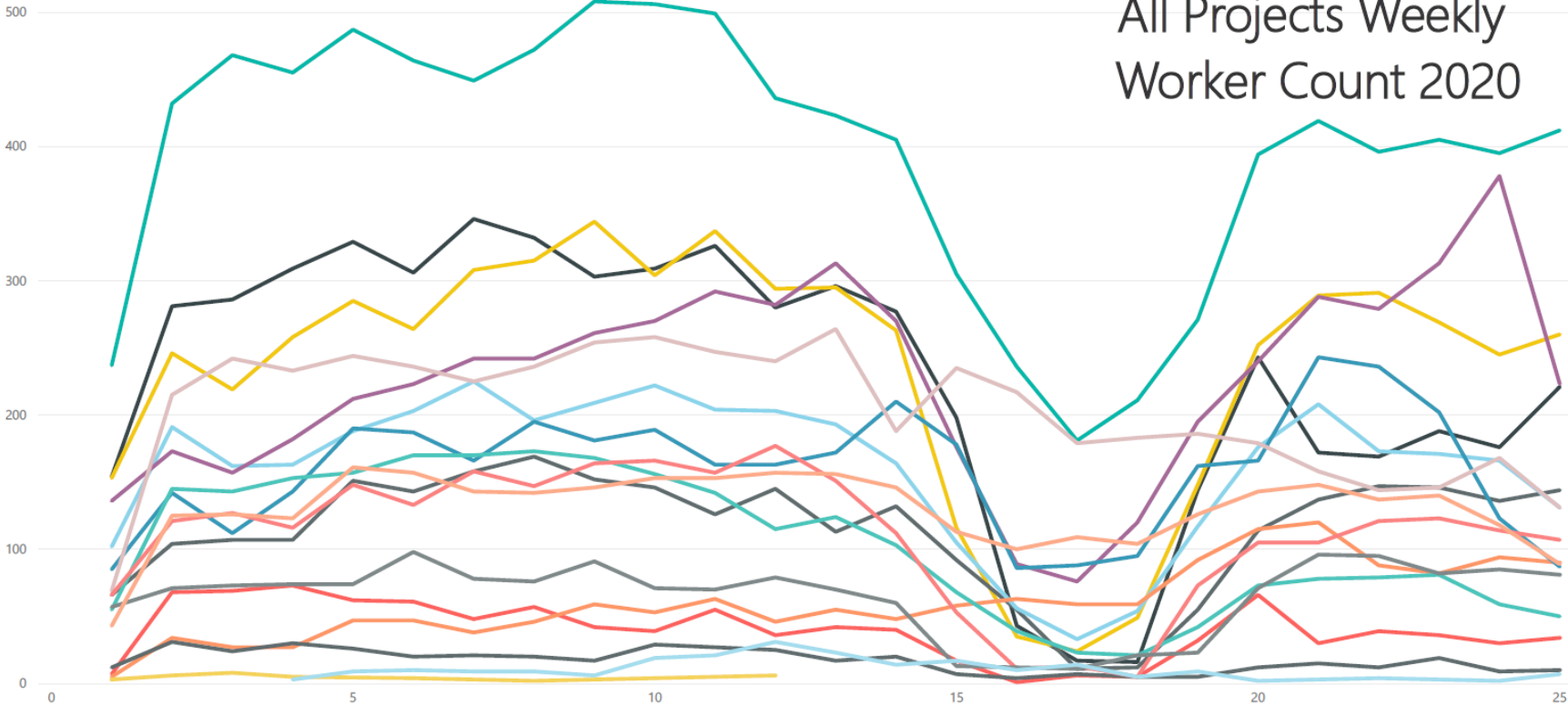
Inslee allows some construction projects to reopen with safety rules to protect against the coronavirus

Inslee's 30-point plan calls for keeping workers 6 feet apart at all times and making sure contractors provide protective equipment like masks, gloves and goggles, if needed.



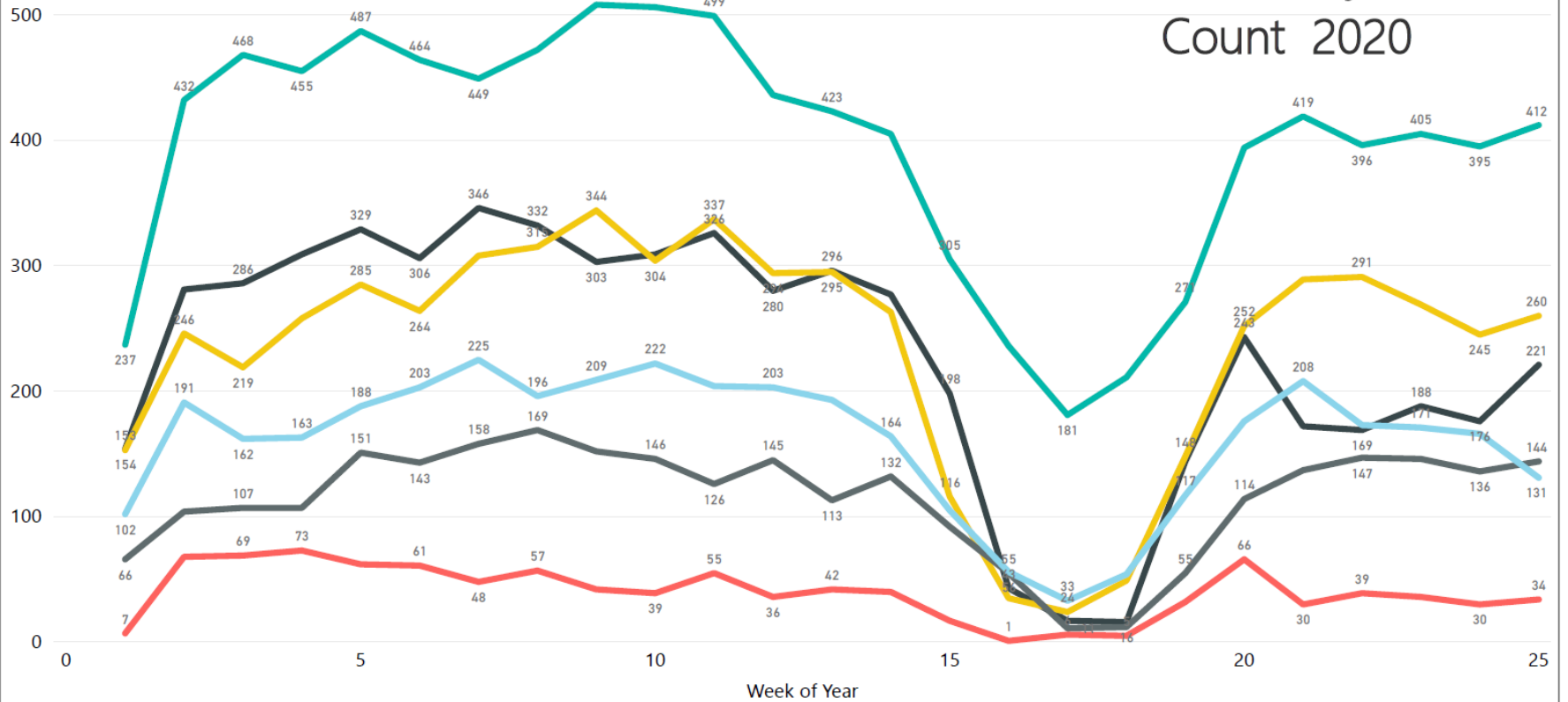
May 04, 2020 – Sound Transit Projects with approved COVID-19 Safety Plan allowed to Resume Construction

All Projects Weekly Worker Count 2020



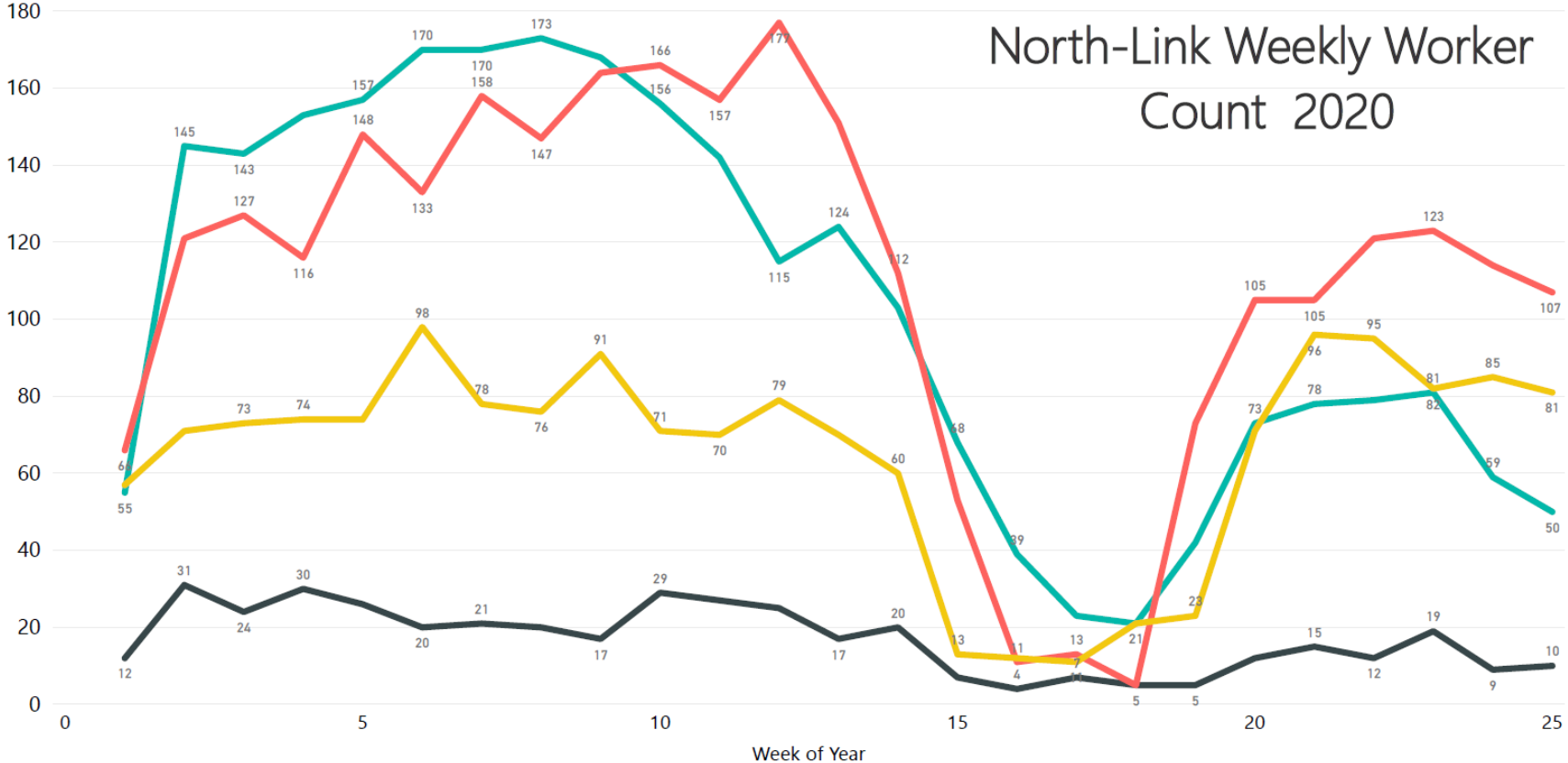
Project Code E-130 E-320 E-330 E-335 E-340 E-360 F-200 L-200 L-300 M-200 N-140 N-150 N-160 N-180 N-830/E-750 R-200 T-100

East-Link Weekly Worker Count 2020



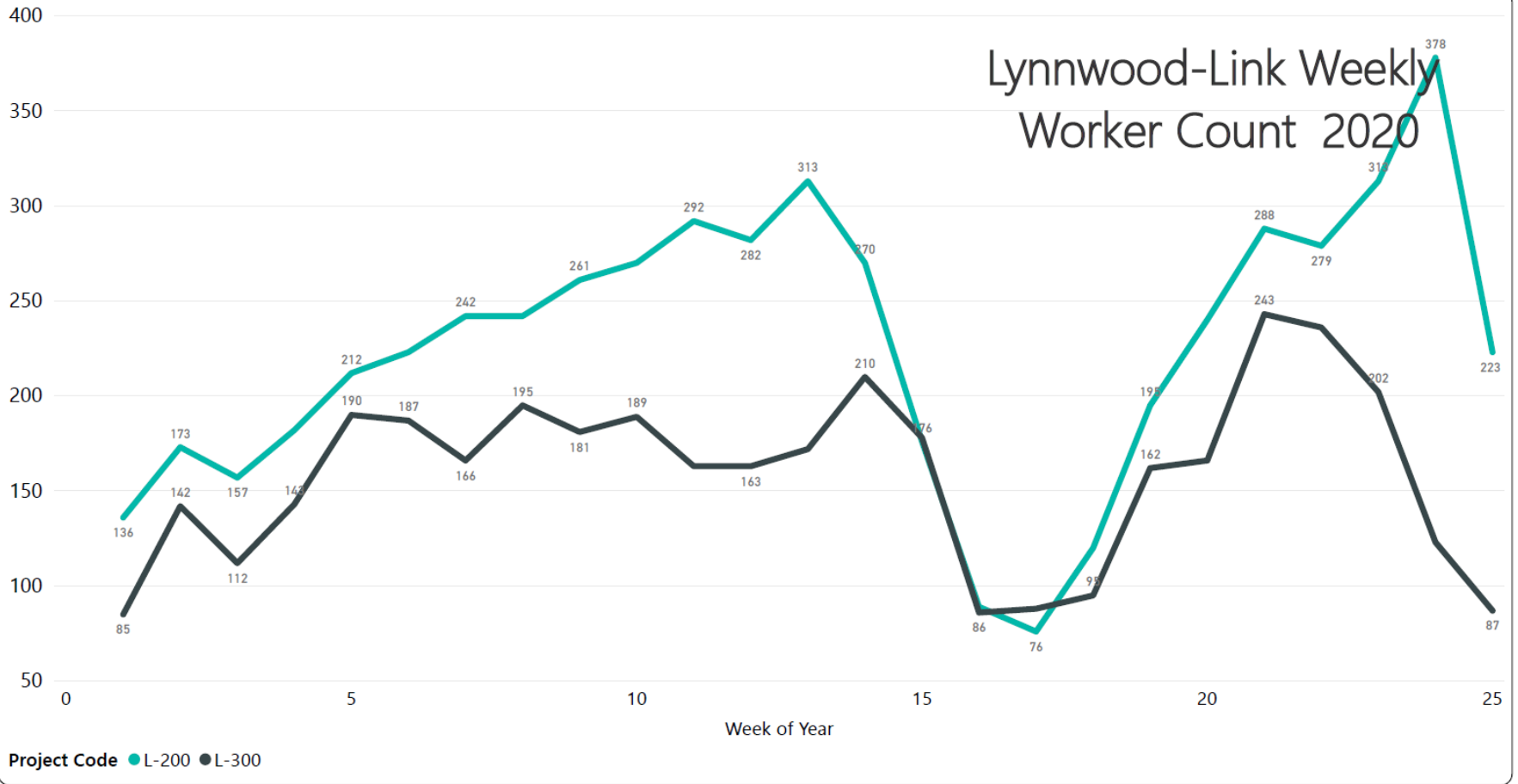
Project Code ● E-130 ● E-320 ● E-330 ● E-335 ● E-340 ● E-360

North-Link Weekly Worker Count 2020

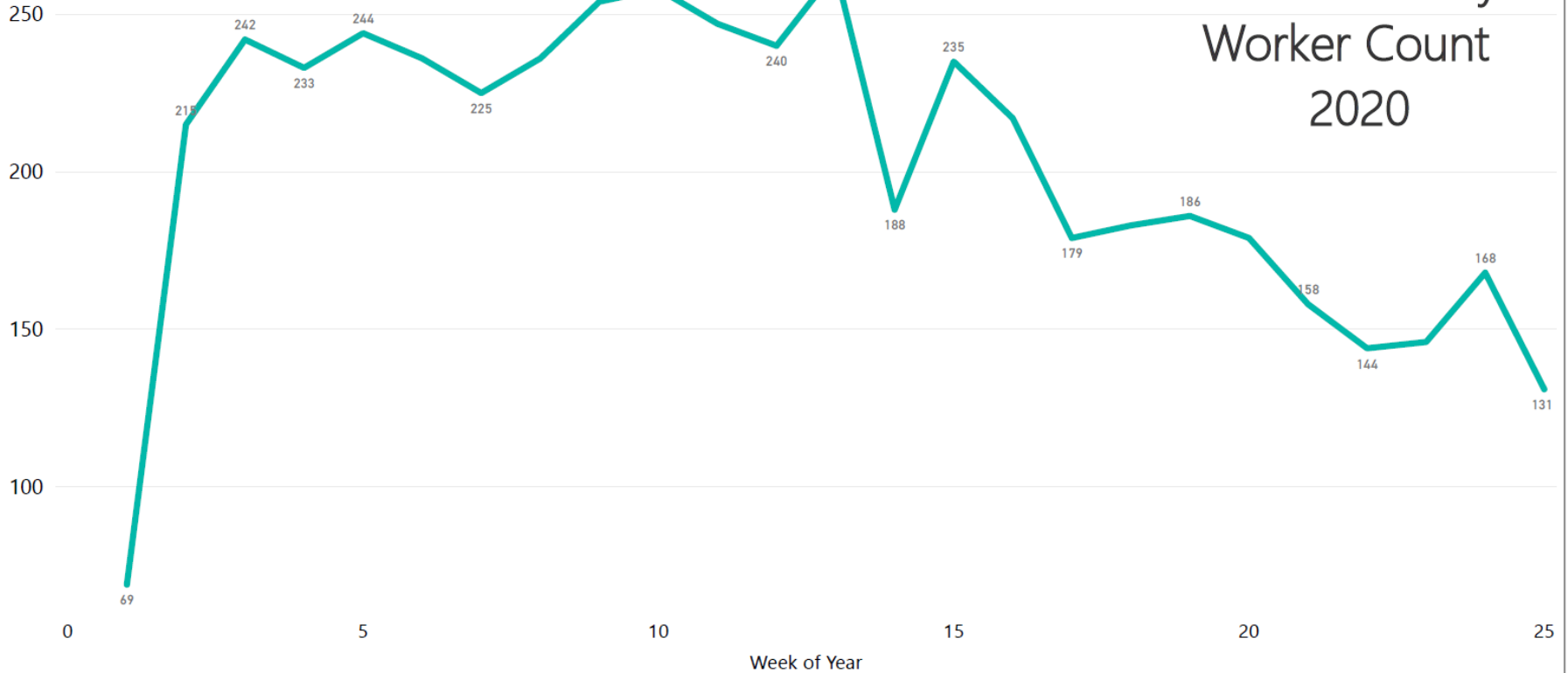


Project Code ● N-140 ● N-150 ● N-160 ● N-830/E-750

Lynnwood-Link Weekly Worker Count 2020



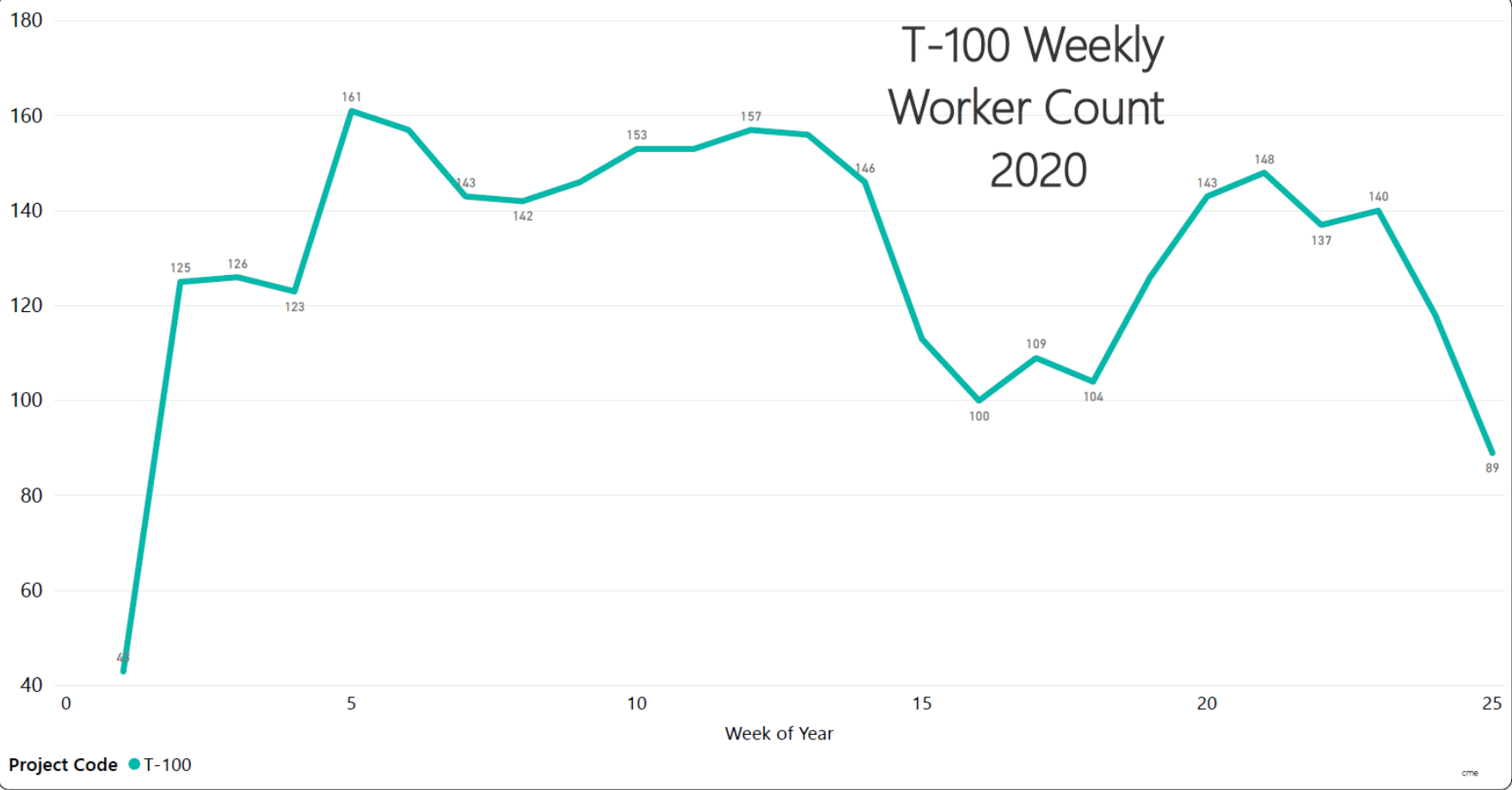
M-200 Weekly Worker Count 2020



Project Code ● M-200

cme

T-100 Weekly Worker Count 2020



Project Code ● T-100

cme

STAY HOME – STAY HEALTHY

JAY INSLEE
Governor



STATE OF WASHINGTON
OFFICE OF THE GOVERNOR
P.O. Box 40002 • Olympia, Washington 98504-0002 • (360) 902-4111 • www.governor.wa.gov

PROCLAMATION BY THE GOVERNOR AMENDING PROCLAMATION 20-05

20-25

STAY HOME – STAY HEALTHY

WHEREAS, on February 29, 2020, I issued Proclamation 20-05, proclaiming a State of Emergency for all counties throughout the state of Washington as a result of the coronavirus disease 2019 (COVID-19) outbreak in the United States and confirmed person-to-person spread of COVID-19 in Washington State; and

WHEREAS, as a result of the continued worldwide spread of COVID-19, its significant progression in Washington State, and the high risk it poses to our most vulnerable populations, I have subsequently issued amendatory Proclamations 20-06, 20-07, 20-08, 20-09, 20-10, 20-11, 20-12, 20-13, 20-14, 20-15, 20-16, 20-17, 20-18, 20-19, 20-20, 20-21, 20-22, 20-23, and 20-24, exercising my emergency powers under RCW 43.06.220 by prohibiting certain activities and waiving and suspending specified laws and regulations; and

WHEREAS, the COVID-19 disease, caused by a virus that spreads easily from person to person which may result in serious illness or death and has been classified by the World Health Organization as a worldwide pandemic, has broadly spread throughout Washington State, significantly increasing the threat of serious associated health risks statewide; and

WHEREAS, there are currently at least 2,221 cases of COVID-19 in Washington State and, tragically, 110 deaths of Washingtonians associated with COVID-19; and

WHEREAS, models predict that many hospitals in Washington State will reach capacity or become overwhelmed with COVID-19 patients within the next several weeks unless we substantially slow down the spread of COVID-19 throughout the state; and

WHEREAS, hospitalizations for COVID-19 like illnesses are significantly elevated in all adults, and a sharply increasing trend in COVID-19 like illness hospitalizations has been observed for the past three (3) weeks; and


WHEREAS, the worldwide COVID-19 pandemic and its progression in Washington State continues to threaten the life and health of our people as well as the economy of Washington State, and remains a public disaster affecting life, health, property or the public peace; and

Sound Transit's System Expansion Construction Work is Exempted from Shutdown... Deemed an Essential Service.

Sound Transit's Response to Labor

Reviewing the Workers “Safety Nets”

COVID-19 Scenarios & Benefits Available					
The information shared on this flyer does not necessarily reflect the official policy or position of any other agency or company. It is the reader's responsibility to verify the facts of coverage.					
COVID-19 SCENARIOS	Paid Sick Leave (employer paid)	Unemployment Insurance		Paid Family & Medical Leave	Industrial Insurance (LI)
	Current Law	Current Law	Emergency Rule	Current Law	Current Law
1 Worker is mildly ill with COVID-19.	✓	✗	✓	?	?
2 Worker is severely ill with COVID-19.	✓	✗	✗	✓	?
3 Worker was exposed and quarantined. Business remains open.	✓	✗	✓	✗	?
4 Worker is caring for sick family member.	✓	✗	?	✓	✗
5 Schools are closed by a public official because of COVID-19 and worker has no children.	✓	✗	✗	✗	✗
6 Worker is immune-compromised and advised to self-quarantine.	?	✗	✓	?	✗
7 Worker is afraid of gathering in a group and refuses to go to work (self-distancing).	✗	✗	✗	✗	✗
8 Employer must shut down due to a quarantine by a public official.	✓	✓	✓	✗	✗
9 Employer shuts down due to a business slowdown or lack of demand.	✗	✓	✓	✗	✗
10 Employer reduces available hours due to business slowdown or lack of demand.	✗	✓	✓	✗	✗
11 Employer stays open in defiance of public health urging to close.	✗	?	?	✗	✗
12 Health care workers and first responders are under quarantine.	✓	✗	✗	✗	✓



Employment Security Department
WASHINGTON STATE

The Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711

✓ YES
✗ NO
? MAYBE (see flyer)

ESD.WA.GOV

UPDATED: 03.12.20 - 1:00 p.m.

On March 11, 2020, we participated in a teleconference with Washington State Employment Security Department to learn of new emergency rules for Unemployment Insurance

Established Communication Protocols with Labor Partners

- ***Weekly Covid-19 Briefing Meeting with Labor Leaders from Washington State, King, Pierce & Snohomish Counties***
- ***ST & Labor Shared all Covid-19 Information, Materials & Best Practices***
- ***ST Communicates with Labor when there is a suspected or confirmed case on our projects***
- ***NO SUPRISES!***

Sound Transit Assisted Other Partners with Established Communication Protocols

- ***Snohomish County – Met with their Public Works Department to discuss ways to address Covid-19 in contracting practices***
- ***Port of Seattle – Met with a representative from their Labor Relations Department to demonstrate our Covid-19 briefings with Labor***

COVID-19 Protective Measures

With the onset of COVID-19 the existine N160 Absher Site Specific Safety Plan is being supplemented by this document to r situation surro highest priori



COVID-19 AWARENESS PLAN

PURPOSE

Stacy and Wilbeck/Atkin and provides requiremen other similar infectious vi

1. Education

- a. All Ho
b. En sy

SWIA and each of its sub personal hygiene require practices. Signage may i Department of Health, Cu view at locations frequen

BEST MANAGEMENT F

The following best manag County, Occupational Sa Labor & Industries (L&I pandemic) by a respons assigned by the employ COVID-19 Awareness Pl

- d. Su syl loc

- 1. Employees who have stay home and not o daily Start Card COV
2. Employees who have who has tested posit exposure.

- e. Im

- 3. Employees at higher Risk" as:
- People aged 65
- People of all age
o Chronic lung
o Serious hear
o People who organ or bor such as rheu
o Severe ohea particularly if
- People who are illness; however,

2. Training.

- a. Cu For NI co Sti be
b. Ne Pri sp

- 4. Exposures and/or c Construction Safety Project Response Im
5. Ensure employees a after exposure. Empl COVID-19:
- Cough
- Shortness of bre

Appendix AA - COVID-19 Awa

SKANSKA

COVID-19 Exposure Response Procedure for Projects and Offices

This Procedure sets forth the assessments, protocols and actions that a projectoffice team must undertake when a projectoffice is expos

As a preliminary matter, it sh prohibits employees/workers illness. This is an important f number of "Confirmed Infec However, if despite the Zero project or office, the protocol



E130 Seattle to South Bellevue Heavy Civil GC/CM

RTA/CA 0004-15C

KIEWIT-HOFFMAN EAST LINK CONSTRUCTORS
This document has been reviewed for general conformance with the contract documents. Contractor's review does not relieve the Vendor/Subcontractor of responsibility for compliance with all requirements of the contract, including completeness and accuracy of his/submittal.
DATE: 04/30/2020 SUBMITTAL # CRE-13264
BY: Bryan Hardaway SUBMITTED BY
CHECKED BY:

The projectoffice team should applicable, appointing memb described therein. In doing a Exposure Incident Decisor which is a job that will assist that are compliant with this P team should either close the circumstances change (for e infected), reassess the incid

- 1 A "Confirmed Infected" pe
2 A "Potentially Infected" pe
- has come into "close Control (CDC)" with
- exhibits "COVID-19 i
- recently completed to quarantine for the CC the United States.

According to the CDC, "COV The CDC defines "close con prolonged period, which has defines "direct contact" as h 19 (e.g., being touched, cough based on applicable laws, re

COVID-19 Exposure Response Proc Page 1 of 12

E130 COVID-19 Response and Prevention Plan Update 2020-04-27

Section 01 35 29.10

East Link Extension
Link Contract E130 Seattle to South Bellevue GC/CM

COVID-19 Work Plans Were Required from ALL Contractors Prior to Resuming Construction Activities

We Expect Contractors to Plan their Work, and Work Their Plan!

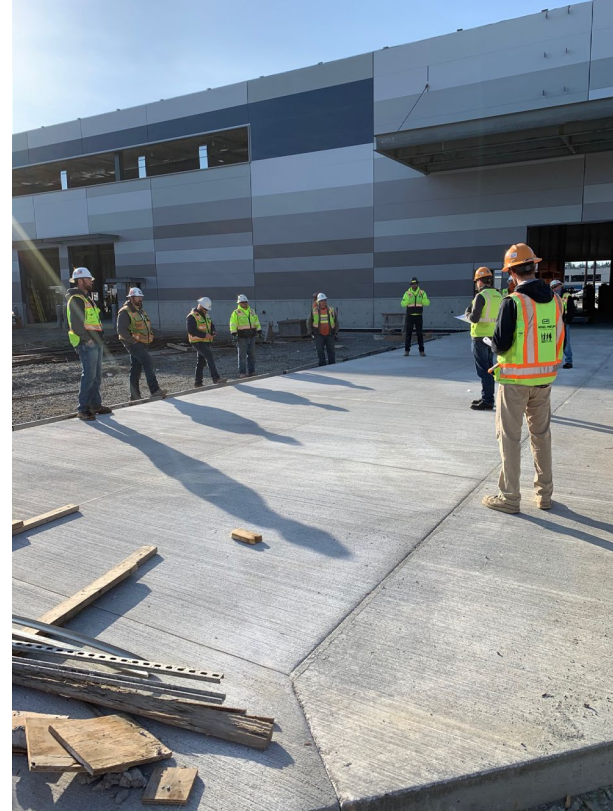
Sound Transit Issued Stop Work Orders to Contractors and Work Crews who were not following their Covid-19 Safety Plans

Construction Site “New Normal”

...A day in the life of a Construction Worker

- ***No Carpooling***
- ***Temperature Check Before entering Work Site***
- ***No “Mass Gatherings” e.g. Safety Talks***
- ***Masks/ Face Coverings Required***
- ***Staggered Breaks / Lunches***
- ***Sanitization crews cleaning common areas***
- ***COVID Safety Managers were assigned for each Project***

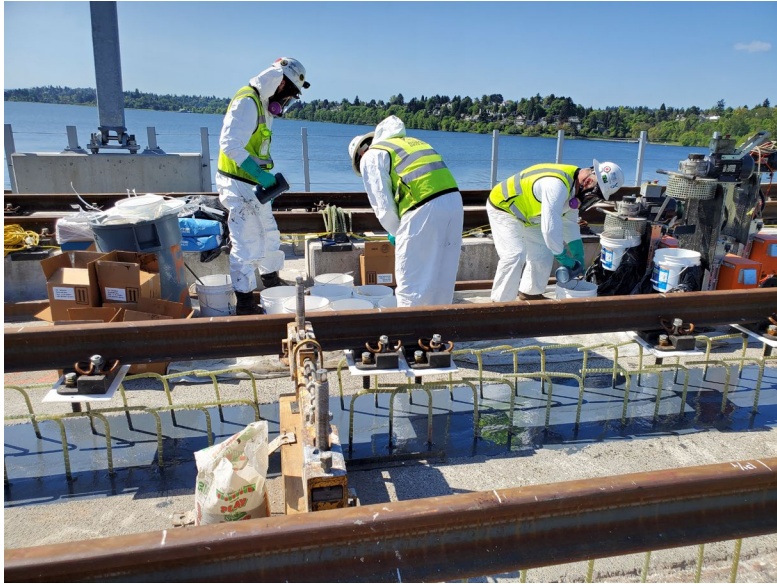
COVID-19 Training Prior to Return to Work



COVID-19 Training Prior to Return to Work



Workers Adjusting to COVID-19 Requirements



Worker Issues/Concerns

- ***Self & Family Care***
- ***Sick Leave / Unemployment***
- ***Mental Health***
- ***Wearing Masks all the time***
- ***Safety Glasses - Fogging up***
- ***Social Distancing***
- ***Safety Issues***
- ***Heat Stress Rule - Currently Under Review***

Challenges Facing Workers

- *14 day quarantine period for out of state workers*
- *Summer Heat*
- *Correct PPE – Masks, face shields*
- *Glasses Fogging Up*

COVID-19 Numbers

- *Between March and July 13, 26 Workers have Confirmed Cases of C-19*
- *23 cases were between 6/10 and 7/13 (5 cases per week on average)*
- *Over 90,000 temperatures taken. Only 1 worker sent home with temperature over 99.9*
- *With one exception, no evidence of transmission on the job site*

Thank you.



 [soundtransit.org](https://www.soundtransit.org)

