

COVID-19 HAZARD PAY FACTS:

FACT: Where workers organize and take collective action there is MUCH higher rates of hazard premium pay.

Below is a list of hazard pay for certain essential workers:

0% Most all facilities including cities with COVID-19 positive hot spots like Virginia Beach and others that DO NOT HAVE A UNION CAMPAIGN

\$2,000 Norfolk, VA city workers got this in their August pay checks.

\$1,500 VA Health and Human Services state employees

Virginia Cities of Hampton and City of Portsmouth VA are also getting hazard pay!

5% City workers in Cities where UE has organized and fought for hazard pay - City of Raleigh, City of Durham, City of Greensboro and City of Charlotte. This resulted in payments of between **\$400 and \$1,000** over the course of the last 4 months.

25% DHHS state facilities pays 25% hazard premium pay for all employees in the building, including direct care, housekeeping, maintenance and food service staff, once there is a positive patients but NOT when employees test positive.

50% NC DHHS state employees directly on unit with positive patient

Note: DHHS Hazard pay was **won after the union circulated a petition and collected over 900 worker signatures** and had workers in several facilities confront the Director/CEO and deliver the letters. It was literally the day after letter deliveries that this new "Communicable disease policy came out, which explained the hazard premium pay.

50% The University of NC System housekeepers and maintenance workers after UE Local 150's statewide UNC system petition

\$2/ hour premium - some grocery stores including Albertson's, Harris Teeter, King Kullen, Meijer, Randall's, Safeway, Shaw's, ShopRite, Stop&Shop, Von's, Whole Foods. Most of these are either unionized or the result of workers concerted activity.

Virginia Beach City Workers Stand Strong, demand Hazard Pay! Workers can win ALL our demands if we stay united and build a workers' organization!

Virginia Beach sanitation workers should be proud - you stood strong and took a major collective action to say enough is enough, and demanding hazard pay.

This action was seen all across the state of Virginia, the US South and the nation. **All essential workers were inspired by your bold, decisive action.**

All essential workers deserve:

- **Hazard pay (of at least 25%),**
- **Full PPE** including **daily supplies** of clean masks, face shields, and gloves ,
- **Full safety measures** such as required social distancing with **no more than 2 workers in a truck,**
- **Full information** about COVID-19 positive cases
- and more.

City workers in the union in Charlotte, Raleigh, Durham and Greensboro have won hazard pay after circulating petitions, talking to the press and speaking up at city council meetings. City workers have also won additional rules, allowing only 2 workers in a truck, and additional cleaning of vehicles.

We can win so much more if we organize!



UE Charlotte City Worker Union officers, Dominic Harris, Craig Brown and Nichel Dunlap at Press Conference on April 7, 2020.

City Workers Across VA and NC win Hazard Pay, PPE and other safety measures after organizing and action!

City workers across Virginia and North Carolina have been organizing since late March to win safety measures and hazard pay to protect them from COVID-19 pandemic.

When workers come together, take collective action, and build organization we can win -- and we have won.

City workers, that are part of the **Virginia Public Service Workers Union-UE Local 160** and the **North Carolina Public Service Workers Union - UE Local 150** have been building serious power to win changes. We invite Virginia Beach City workers to join our efforts to organize to have a voice with department management, with City Hall and the City Manager.

Union workers won rotating A&B schedules so that they only worked every other week, while receiving full pay. This allowed less workers in the building so workers could clock in and grab equipment safely, while keeping half of the workforce isolated in case of outbreak. **Let's organize VA Beach today!**



May 12, UE union members and community supporters rally with city workers at Goldsboro City Hall to demand hazard pay and PPE.

Learn more about the union at UEUnion.org or by calling us at 919-539-2051