

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General President

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Catharine Ellingsen  
Republic Services, Inc.  
18500 N. Allied Way  
Phoenix, Arizona 85054

Ms. Ellingsen:

I am writing to inquire about your company's plans to implement a nationwide workplace COVID-19 vaccination program. We believe it's imperative that frontline workers have every opportunity to receive the COVID-19 vaccination. Your company can and should play a central role in providing such opportunities to your employees. In turn, as the elected representatives of thousands of your employees, we would welcome the opportunity to work with your company to plan and support a nationwide COVID-19 vaccination program.

In the spirit of partnership, we would ask that you answer some basic questions:

1. Has your company begun the planning process for or developed a workplace COVID-19 vaccination program? If so, please share relevant details.
2. Has your company made any efforts to coordinate with county, state and/or federal officials to facilitate access and distribution of the vaccine to your essential employees?
3. Has your company developed any guidelines or proposals for providing employees paid-time-off to attend vaccination clinics, or to deal with side effects following vaccination? What documentation requirements would be needed to receive paid-for-time?
4. Have there been discussions on a corporate level concerning mandatory vaccination policies?

We know that taking on this type of program will prove to be complicated. Given that current vaccines require two different doses, workers will need flexibility in their schedules to receive vaccinations at the proper times. Transportation workers will also need to wait 15 to 30 minute intervals after receiving the vaccination before driving, per CDC guidance. In the interest of efficiency and fairness, we encourage your company to offer vaccinations free of charge to employees at their worksites, during work hours. If hosting vaccination clinics proves to be impossible at certain jobsites, we'd encourage you to offer paid-time-off to employees for the purpose of receiving vaccinations in their community.

In turn, we would partner with our Local Union representatives to educate our membership about the benefits of vaccination, and to encourage participation in company vaccination programs. Should you develop educational materials, we would help distribute these as well.

I hope you would agree that this is a clear, mutually beneficial partnership opportunity for our respective organizations. Helping to vaccinate your essential workers will not only prevent the further spread of COVID-19, but will reduce absences and doctor visits, improve employee morale, and ultimately lead to better service for your customers.

As always, we're committed to preserving and protecting the health and safety of our membership and look forward to working with you to achieve that worthy goal.

Sincerely,

A handwritten signature in black ink, appearing to read "Chuck Stiles". The signature is fluid and cursive, with a large initial "C" and "S".

Chuck Stiles, Director  
Waste & Recycling Division  
International Brotherhood of Teamsters

