

# MOHR OIL'S RESPONSE REGARDING COVID-19

March 2020

Juan C. Campos  
Teamsters Local Union 705  
1645 W. Jackson Blvd.  
Chicago, IL 60612

Dear Mr. Campos:

Thank you for your letter dated March 6, 2020 regarding Corona Virus Prevention and Procedures. We share your concern as the health and safety of our employees is our top priority. It follows therefore, that aligned other local, union oil companies we have instituted the following:

1. Driver start times staggered to limit interaction.
2. Drivers assigned one truck when possible to avoid cross contamination.
3. Drivers load their own trucks to avoid cross contamination.
4. Drivers directed not to get tickets signed by customers to limit interaction with the public.
5. Drivers directed to sanitize truck interior, door handles and pumps at beginning and end of each shift.
6. Drivers directed to utilize hand sanitizer located in each truck upon completion of each stop.

Regarding the amount of sick leave, personal leave and medical leave, please refer to the contract executed on November 1, 2018. However, these are extraordinary times and employees are encouraged to stay home if they exhibit any symptoms of sickness. As always, we will work in good faith to accommodate our employees in their time of need. It is my understanding that the federal government may be enacting a sick bill later this week.

In this same vein of cooperation, we ask that the union allow for flexibility in job sharing with other union companies in the event that we experience a significant work shortage. Specifically, we request the ability to subcontract with other Teamster Signature Employers. The goal is to prevent non-union companies from profiting from our customers during this difficult time. Let me know if the foregoing is amenable to the union.

We welcome any additional ideas relative to keeping our employees safe and healthy.

Yours truly,

Michael Mohr Jr.