



Chartered by United Food & Commercial Workers International Union  
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**KIM C. CORDOVA**  
President

**KEVIN R. SCHNEIDER**  
Secretary-Treasurer

March 10, 2020

Mr. Ken Kage  
Edible & Inedible  
Darling Ingredients, Inc.  
P.O. Box 16372  
Denver, CO 80216

Dear Mr. Kage,

As you are well aware, all of America is struggling with ways to deal with the Coronavirus (COVID-19). We, as a union, and you as an employer, owe it to our members, your employees and the public to do what we can to ensure safe practices to limit this outbreak and its effects. With that in mind, we are asking you to commit, in writing, to join with us in adhering to the latest CDC Guidelines with regard to minimizing the likelihood of infection from the virus. See attached link:

[https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?CDC\\_AA\\_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html](https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html)

Additionally, while we presently have in effect certain sick leave policies in our CBA, we are asking you to strongly consider a “one-off” enhanced sick leave policy, which will give your employees and our members some additional sick time, up to fourteen (14) days of paid leave, with no fear of disciplinary action, in addition to that already covered. Of course, we assume that our members (your employees) will be able to utilize FMLA to deal with this health crisis, as well. As you know, the recuperation from the virus might be lengthier than someone’s accrued sick pay. None of our interests are served by having sick workers being forced to come to work because of their economic circumstances or fear of job loss or suspension.

UFCW Local 7’s view is that, as with any other illness or contagious disease related concerns, the employee has the right to visit a doctor for clearance to return to work and should be allowed to return to work after receiving medical clearance. The employee should not be assessed points, lose personal days, or otherwise be penalized for this time off.

If you have any questions regarding the foregoing, please feel free to contact me. I look forward to your response.

Sincerely,

Kim C. Cordova  
UFCW Local 7 Union President  
International Vice President

cc: Officers & Directors  
Kate Meckler