



2589 INTERSTATE DRIVE
HARRISBURG, PA 17110-9602
MAIN (717) 657-7677
TOLL FREE (800) 932-0368
FAX (717) 657-7662

PRESIDENT STEVE CATANESE • SECRETARY-TREASURER JOANNE P. SESSA



March 17, 2020

Michael Newsome, Secretary
Office of Administration
207 Finance Building, 613 North Street
Harrisburg, PA 17120

John Gasdaska, Director
Office of Employee Relations and Workforce Support
404 Finance Building
Harrisburg, PA 17120

RE: Demand to Bargain

Dear Mr. Gasdaska:

SEIU Local 668 ("Union") previously forwarded a Demand to Bargain notice to your office in relation to COVID-19 and the potential policy changes related to the Commonwealth's response. Your office acknowledged receipt of the Demand to Bargain.

Until Monday, March 16, a number of employees represented by SEIU Local 668, including Income Maintenance Caseworkers and Supervisors, Licensing Representatives under Department of Human Services, Office of Childhood and Early Development Certification Representatives, and others have historically been deemed non-essential. None of these employees have ever received or signed a Written Notification for Essential Employees. Approximately an hour after Governor Wolf announced the closing of offices for all non-essential state employees, the Union was notified that most workers in County Assistance Offices were deemed essential and were to report to work as scheduled. Later, those workers were sporadically notified as well. While the Union wasn't notified of all changes to emergency status, reports of changes in such status were reported to the Union by bargaining unit members, such as those in the positions above.

Such a designation change clearly impacts employee working conditions and as such is a mandatory subject of bargaining. This action is a unilateral change in working conditions and a violation of Act 195.

On behalf of Local 668, SEIU, I am invoking our right to bargain. We demand to bargain as soon as possible and insist the Commonwealth immediately rescind its directive to reclassify these DHS employees as essential employees and bargain any changes related to COVID-19 policies with Local 668. This demand to bargain applies to all bargaining unit members

represented by Local 668 that have had their designation changed to "essential" as a result of COVID-19

SEIU 668

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I appreciate your time and attention in this matter.

Sincerely,

Steve Catanese,
President, SEIU Local 668

cc: JoAnne P. Sessa, Secretary-Treasurer
Statewide Executive Board
CAO R&F and Supervisor Committees