



July 17, 2020

Worker's Compensation Management-Labor Advisory Committee
Department of Consumer and Business Services
PO Box 14480
Salem, OR 97309

Dear Management and Labor Advisory Committee (MLAC) Chairs and Members,

Since the onset of COVID-19 United Parcel Service (UPS) has been operating as an essential service in all states across the U.S. and around the world. Within Oregon, UPS employs approximately 6000 individuals working at more than 50 operating locations. This letter to MLAC is in regards to Governor Kate Brown's directive to study how Oregon's existing workers' compensation coverage is working during the pandemic.

UPS's highest priority is to ensure the health and safety of our employees, customers, suppliers and communities in which we work and live. As a result, UPS has been operating differently and has implemented the following policies and procedures:

1. UPS provided up to an additional 10 days of compensation for any employee who is diagnosed with the COVID-19, or who is required to quarantine, or if a household member is diagnosed with the virus and the employee is required to quarantine.
2. The use of face coverings or masks are required when working in our operations. UPS drivers and employees facing the general public must wear a face covering or mask when facing the general public. UPS is providing face masks to all employees as needed.
3. We have modified normal operating procedures to maintain social distance protocols. For example, we have added space between work stations inside our facilities and suspended requiring a customer to sign for "signature required" packages.
4. We have substantially increased cleaning and disinfecting surfaces throughout our facilities.
5. Our vehicles and equipment are cleaned and disinfected daily with an emphasis on the interiors and frequent exterior touch points.
6. Distribution of Personal protective Equipment (PPE): We have distributed PPE to employees and are regularly replenishing supplies at our facilities. In addition to masks, this includes antibacterial soap, hand sanitizer and wipes and disposable gloves.

Thanks to the work of MLAC and state leaders over the years, UPS believes Oregon's existing workers' compensation system is working and providing stronger benefits to workers than many other states. Enacting statutory presumptions on broad occupational categories and irrebuttable presumptions have no basis in science and typically provide workers with less money than other programs (such as enhanced paid leave) already instituted and place an extraordinary burden on businesses.

In Oregon, every claim has been investigated by a 3rd party administrator and in nearly every case, the individual was found to have contracted the virus outside of the workplace. The impacts of COVID-19 are widespread and deep, however weakening the foundation of Oregon's worker's compensation system will impact businesses and injured workers for years to come.

Please do not hesitate to reach out to me should you have questions. I can be reached at 206-418-9006. Thank you for your consideration

Sincerely,

A handwritten signature in cursive script that reads "Kristal Fiser".

Kristal Fiser
Director State Government Affairs