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March 29, 2020

*RE: MAAC Staff & Operations Impacts - COVID-19 Pandemic Update*

Dear MAAC Familia,

*“However important the struggle is and however much misery and poverty and degradation exist, we know that it cannot be more important than one human life.” - César Chávez*

It seemed fitting to start with this quote for two reasons: First, Tuesday, March 31 is César Chávez Day. We will observe the day tomorrow, March 30; many of us will honor his life's work with a day of service in the community. Secondly, the essence of the quote – that a single human life is worth great sacrifice – speaks to the same spirit in which all of us have been asked to step up to a higher calling, to sacrifice our routines, comforts and the “knowns” of our daily life, for the greater good of our community. We are being asked to make sacrifices, to save lives.

The past weeks have been unsettling for all of us, in both our personal and professional lives. While there are many things that are unknown, this I can say with certainty: every single one of MAAC's leadership members remains focused on the health and safety of our team, is working to minimize the economic impacts of this crisis on our programs & staff and continues to be committed to providing needed services to the communities we serve.

As has been previously communicated, most of our MAAC offices will remain closed until further notice, in support of the Stay at Home order issued by Governor Newsom on March 19, 2020. But this by no means implies that MAAC's work stops.

Many of our programs are exempt from the Stay at Home order and continue providing services: foodbank and diaper distributions are growing (we distributed more than 30,000 diapers last week to over 700 families and served nearly 500 families at our food distribution the prior week); the recovery homes (Casa de Milagros and Nosotros) are in full operation; emergency support services are provided through our STEP Centers and other locations; the property management and facilities teams continue working at our affordable housing communities with an alternate staffing plan; and many of our child development staff members are reporting to their work sites on a part-time basis, to provide nutrition services, connect

with families and fulfill other funding requirements. In addition to this, staff members who are considered essential and can work remotely have been asked to do so.

Additionally, we are in the process of designing policies and procedures through which to bring the remaining MAAC programs into operation and are also exploring how we can expand the services we provide, in order to support the community in this time of great need.

**I want to thank all staff who are continuing to provide essential services to our participants, especially those of you that are leaving your homes and reporting to MAAC's worksites.**

The health and safety of our staff is a top priority and, at no time, will we knowingly place staff and/or participants in an unsafe environment. We urge staff members who have been asked to report to their work sites to continue adhering to social distancing recommendations and identify any special equipment or training you feel is needed to assure your well-being at this time. Continue to stay in communication with your immediate supervisor to receive more information about your specific work responsibilities. Be mindful of monitoring your phone calls, as your supervisor or another MAAC representative may call you if your work status changes. We may request specific assignments as they come up for limited hours, or even full time, as staffing needs are reassessed. As you know, public health guidelines, information provided by government representatives, and parameters provided by our funding sources are constantly evolving; our staffing needs change accordingly.

The need for our programs and services increases every day. There are thousands of families currently isolated at home, who are not receiving income, have limited supplies and little access to transportation. They are living with fear of the unknown, uncertainties about when this will end and how they will catch up with all of their financial commitments and other responsibilities. Already, we have been notified that many of the families living in our affordable housing communities will not be able to pay their rent this week. We are there for our communities now, and will continue to be there as the work of rebuilding the economy initiates, once the health crisis is over.

As a reminder, per CDC guidelines, if you are sick, please stay home. If you are positively diagnosed with COVID-19, or come into contact with anyone that has been positively diagnosed, please self-quarantine, follow guidance provided by your physician and/or public health officials and contact MAAC Human Resources immediately.

We committed to provide staff with their regular pay from March 16 - April 5, regardless of their work status. However, we project that the Shelter at Home order will remain in place far beyond April 5. As of today, the federal government extended the social distancing requirements, in place for the past fifteen days, through April 30, 2020. This could have adverse effects on our funding. In the event our funding ceases and/or we are unable to continue paid leave, we may need to recall you to work, resort to unpaid leave and/or layoffs. This may vary



depending on the funding source through which you are paid and will be done in accordance with our labor contracts. We will work with MCCSEA and SEIU to discuss possible staff impacts should reduced operations continue beyond April 5 and will stay in communication about our operational requirements as conditions continue to evolve.

I am committed to staying in regular communication with you throughout the COVID-19 pandemic. I will be providing weekly emails, sharing the most up-to-date information about impacts to your role and work, MAAC as an organization, and the communities we serve. Please note that this email is intended for ALL MAAC STAFF. I ask that you help me ensure that all staff receive this message, as not everyone may have access to this email. If you hear of staff not receiving my emails, please let me know and help me communicate this to them.

In these unsettling times, I continue to be grateful for each one of you and for the important roles you are all playing, at work and in our community at large. Thank you for your passion, dedication and fortitude.

Sinceramente,

A handwritten signature in blue ink that reads "Linda M. Yerger".