From: noreply@buncombecounty.org
To: letstalk
Subject: Web Contact: Let"s Talk Comment
Date: Friday, March 27, 2020 4:51:41 PM

There are new comments from a https://www.buncombecounty.org/letstalk user.

Let's Talk

This email was received from a user of the Buncombe County Website.

Name:
Phone:
Email:
Subject:
Moog Music Inc CEO Pressuring Employees
Questions / Comments:
This is an anonymous tip about Asheville's Moog Music Inc's unsafe working conditions and behaviors in the light of the COVID19 outbreak and after the "Stay Home, Stay Safe" bill that Buncombe County passed

Copied below are two emails directly from the CEO of Moog Music:
(Sent 03/26)
"Folks:
Today it was announced that 3.3M Americans applied for unemployment benefits. The largest one-week increase in unemployed people in history. Yet we are still at work. Why?

First and foremost, if we are able to maintain a viable workforce, we will have the opportunity sometime in the very near future to support our country, the people impacted by COVID-19, and our medical professionals by manufacturing subassemblies for ventilators. With the decreasing number of people showing up for work today and possibly tomorrow, we have put the viability of that plan at risk. I want us to be ready to support the work from Philips, but that is compromised if we don't have enough production, quality, and warehouse (shipping and material handling) personnel available to work.

If you are sick or if you are caring for someone who is sick, please stay home. If you make the decision to stay home out of concerns for your safety or the safety of your family, we respect and support your decision.

If you are fearful, we continue to take steps and will continue to take steps to make sure this is the safest possible work environment. By:

• Taking responsibility for our personal hygiene.
• Disinfecting the facility multiple times per day.
• Providing you all with PPE
• Cleaning the entire facility three times per week.

• Creating six feet of distance between our workstations. (This rule specifically is “for interactions longer than ten minutes”. Meaning any interaction between folks that are not 6 feet apart needs to last no longer than 10 minutes.)
• And initiating temperature checks of people as they enter the building as soon as we can.

Here’s the ventilator update: Philips is meeting again this afternoon to discuss how we would support their efforts. And if not Philips, then I have already had other organizations reach out to me with the same request. The Service Agreement from Aeroflow has been received, will be legally reviewed, and likely signed tomorrow.

I am sure many of you have friends who are no longer working. They are likely in the service industry and not sure if their jobs will be there when all of this is over. In order for Moog to avoid a similar predicament, we have to build product, inspect it, pack it, ship it, and collect for it. When those functions are disrupted, then the business is compromised and vulnerable. I am not willing to place our livelihoods, our future in the hands of the government. They have not been a good partner to this company (I refer specifically to the tariffs that were instituted last year). Rather, I am putting my faith in our Employee-Owners who have so much to gain by us pulling through this together. We must take this into our own hands.

Because this is so important, effective tomorrow: We will pay a $200 bonus to any production, warehouse, and quality person that works a full week. Meaning from the 27th of March until the 2nd of April. And we will pay that again from the 3rd of April to the 9th of April when the Stay at Home order is lifted. If you are not here tomorrow or miss a day then we will pay you $25 per day for every day you are here during that time period.

If you feel safe and you are healthy, and you are willing to be here, then we want you here.

Mike Adams
President/CEO
MOOG MUSIC INC."

(Sent 03/27)
"TEMPERATURE CHECKS BEGIN MONDAY, 3/30

As the next step in our ongoing efforts to keep everyone in the building safe, on Monday, 3/30, we’ll begin checking everyone’s temperature upon entrance to the building. We will be using a no-touch, infrared thermometer. Our order of additional thermometers has still not arrived, and we are limited to one thermometer, so we ask for your patience with the process. We will try to make it as quick and easy as possible.

Here’s the procedure:

• FOR HOURLY EMPLOYEES IN 160 BROADWAY AND MARCELLUS: Zach Briggs (or his backup if he’s out) will be making the rounds of the Marcellus warehouse and to the Production floor in 160 Broadway beginning at 7:40 AM. He will be

distributing PPE and will also check your temperature.

• FOR SALARIED EMPLOYEES: Upon entering the building, please immediately go up to Ian Vigstedt's desk in the Marketing department bullpen for a temperature check before proceeding to your workstation. He should be arriving around 8:30 AM.

Here's what happens:

• If your temperature is under 100 degrees F, proceed with your work day.

• If you're temp is 100 degrees F. or greater, you will be sent home immediately.

• If you are sent home, you must remain at home until you are free of fever (anything above 100 degrees F or greater) and any other symptoms for at least 24 hours without fever-reducing medicines (Tylenol or Aspirin) or other symptom-altering medicines (like cough suppressants).

Thanks for your cooperation!

VOLUNTEERS NEEDED!

Many Moog Employee-Owners who have now gone on to other roles in the company started out on the Production Floor. If you fit this description, would you be willing to spend some time on the Production floor to help us fill the gaps and maximize our production?

If you're willing, please see your manager to get the go-ahead and to find out how you can help!

Thanks to all of you for all you do every day!"

Moog has continued manufacturing production of synthesizers although the Stay Home, Stay Safe bill has deemed that work to be "non-essential" business. Moog is still not requiring employees to wear masks or gloves while at work. Employees are feeling pressured to come in, and the CEO's language he uses towards his employees is pressuring, putting the "viability of the business" on the employees backs.

I hope that the county does what is necessary to address this unsafe behavior. Moog Music and its CEO is putting their employees lives at risk so that the business can stay open, all in direct violation of the new mandate that was just put out by the County