April 15, 2020

Joe Anyboss

HR Manager

Exploitem, Inc

200 N. Main Street

Anytown, USA 12345

Dear Mr. Anyboss,

We, the undersigned employees of Exploitem, Inc, demand hazard pay for employees at this facility currently working during the COVID-19 pandemic at the rate of time and one half pay for all hours worked.

The U.S. Department of Labor defines hazard pay as "additional pay for performing hazardous duty or work involving physical hardship" (<https://www.dol.gov/general/topic/wages/hazardpay>). You have designated our labor to be “essential” during this period and are requiring nonmanagerial employees to report to work for our normal shifts. This means that we are routinely exposed to infection from co-workers and customers on a daily basis. Many of us are at higher risk for severe illness due to Covid-19 infection, and many others have family members who are older or are otherwise at higher risk for severe illness or death due to the virus.

We call on Exploitem to recognize the sacrifices that your employees are making during this difficult time by paying employees hazard pay at the rate of time and one half for all hours worked. Due to the urgent nature of this request, we need you to respond to us by Noon ET on April 18, 2020.

Sincerely,

Employees of Exploitem, Inc. Anytown Facility