



**SENATE DEPUTY LEADER MICHAEL GIANARIS
ASSEMBLY MEMBER KARINES REYES**

March 14, 2022

Dina Nathanson, Senior Vice President, Human Resources
Dotdash Meredith
225 Liberty Street
New York, New York 10281

Dear Ms. Nathanson,

It has come to our attention that Dotdash Meredith appears to be failing to comply with sections 218-b and 27-d of the New York State Labor Law, also referred to as the “NY HERO Act.” We write to express our support for the nearly 200 employees of Dotdash Meredith Union, part of the NewsGuild of New York, CWA Local 31003, and their fight for health and safety standards in their workplace consistent with the HERO Act.

The legislature passed the HERO Act in 2021 to protect employees from the threat of COVID-19 and future airborne diseases in the workplace. The law mandates enforceable minimum health and safety standards, including the provision of PPE, requirements for social distancing and personal hygiene, and engineering controls. The law was also written with the recognition that workers themselves are often in the best position to monitor the safety of their workplaces, and therefore it requires employers to recognize employee-led health and safety committees to help safeguard against exposure to airborne infectious diseases. Governor Kathy Hochul designated COVID-19 an airborne infectious disease in September 2021—and has maintained that designation since—because of the ongoing hazard the virus continues to pose.

After speaking with your workers, it appears that Dotdash Meredith is not adhering to the requirements of the HERO Act. According to several Meredith Union members, the company has failed to comply with its own airborne infectious disease exposure plan and does not recognize their ability to form a workplace safety committee. As the designated management employee responsible for HERO Act compliance and communication, Meredith Union workers also contend these compliance failures were brought to your attention but that they did not receive a response.

The workers at Meredith, like many workers in New York State, are empowered by law to form health and safety committees to monitor their employer’s compliance with their airborne infectious disease exposure plan and request enforcement in areas where management has failed.

Dotdash Meredith employees have always worked tirelessly to produce popular, high-quality products—even more so during the past two tumultuous years. Their labor continues to deliver rewards to the company and its shareholders—Dotdash purchased Meredith for \$2.7 billion last fall. Their health is the health of the company. Therefore, we write to ask that you and Dotdash Meredith review the provisions set forth by the Department of Labor in relation to Labor Law sections 218-b and 27-d and ensure immediate compliance with the required health and safety standards. We expect a prompt reply to these concerns.

Sincerely,



Senator Michael Gianaris
Deputy Majority Leader



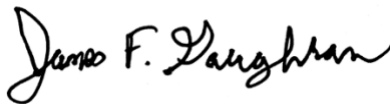
Assembly Member Karines Reyes



Senator Jessica Ramos



Senator Jabari Brisport



Senator James F. Gaughran



Senator Julia Salazar



Senator Rachel May



Senator Roxanne Persaud



Senator Andrew Gounardes



Senator Gustavo Rivera



Senator Toby Ann Stavisky



Senator Liz Krueger



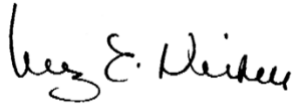
Senator Brad Hoylman



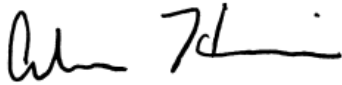
Senator Alessandra Biaggi



Senator Elijah Reichlin-Melnick



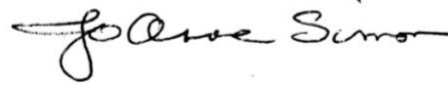
Assembly Member Inez Dickens



Assembly Member Andrew Hevesi



Assembly Member Linda Rosenthal



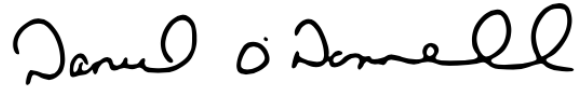
Assembly Member Jo Anne Simon



Assembly Member Jeffrey Dinowitz



Assembly Member Phara Souffrant Forrest



Assembly Member Daniel O'Donnell