

Montevideo, 1st of April, 2020

Statement from UNI Americas Finance on the situation of bank workers in the face of the COVID-19 crisis

The Covid-19 crisis has kept unions on alert, demanding concrete actions to safeguard working and health conditions for workers and for the population as a whole.

We understand that it is advisable that the States decide to minimize financial transactions that require interacting with customers face-to-face, avoiding personal contact between workers and customers, and crowds of people in branches, in order to prevent infection and spread. We recommend only having on-site staff to assist and provide financial resources to the elderly, and to people who do not have sufficient resources to access through other means; while making sure that the ATMs or virtual services are working correctly so that transactions can be carried out using ATMs and electronic, telephone and virtual means.

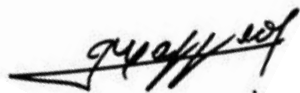
Financial institutions should therefore have the least number of staff on the premises, enough to ensure that electronic transactions and ATM cash replenishment is carried out as normal. Also, adequate working and health conditions should be ensured during telework or work from home. These actions would be effective contributions of the financial system to the fight against the spread of COVID-19. As bank workers and like always, we put all our efforts into ensuring access for all citizens to the required financial services, especially easy access to resources for the most needy population.

However, we have observed that in the current labour context in the Americas, the following actions must be taken immediately:

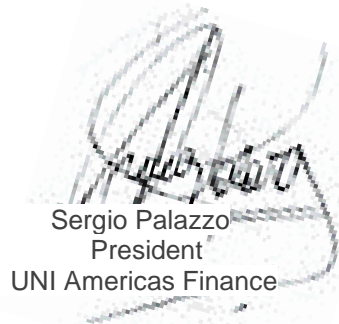
- Create Crisis Committees that include unions, the State and the Employers' Chambers of the Financial System, in order to establish a dialogue to agree on measures, actions and supervise compliance with the guidelines of health authorities in the face of the pandemic caused by the new coronavirus (COVID-19), address and agree on the measures that banks must adopt to ensure the health of workers and their families, customers and society as a whole, all depending on the evolution of the epidemic. Information transparency is required for workers and unions.
- Inviolable wages for workers in the financial system. Negotiations with unions should be encouraged to cover the needs of our workers during the pandemic.
- Companies must guarantee that workers can take care of their children during the closing of schools.
- Special leave for workers with illnesses, pregnant women, and higher age groups, etc. with full pay and remuneration; considered at-risk population by the Ministry of Health.
- Implement telework (Home Office).

- Put a stop to temporary suspension or permanent termination of employment.
- Limit the number of people entering financial institutions. Establish the necessary security safeguards to ensure that people enter banking offices in an orderly manner. Make sure people maintain a distance of 1.5 meters between each other and the bank workers.
- Increase the ATM withdrawal limit on a temporary basis with the aim of reducing the number of customers in banks.
- Provide all workers with the necessary sanitary items to avoid infections, such as alcohol gel or similar, etc.
- Enhanced cleaning and disinfection procedures in financial institutions, particularly ATMs and customer service areas.
- Suspend business targets without affecting wages.
- Temporary suspension of business activities in risk areas, such as airports and hospitals.
- Quarantine for workers in the Financial System who return from a trip abroad.
- Flu vaccination campaign to be launched early this year to help identify coronavirus cases.
- Information on actions taken in the financial system and general information on the pandemic should be widely disseminated by all existing means.

Lastly, we would like to express our gratitude to all the workers, and especially to those who every day and anonymously strive to sustain the functioning of our countries, and put themselves and their families at risk in the fight against this pandemic that is attacking humanity.



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