



Chapter 308 Coronavirus (COVID-19) – Campus Update

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Dear Members of the Staff,

Your CSUEU leadership has been actively posting information and resources to the membership in response to decisions being made regarding the essential/critical functions of staff. Below are the most recent announcements. Despite the Governor's "stay at home" order to limit the risk of exposure and spread of COVID-19, we are aware staff are being called to physically work on-campus. There are inconsistencies in what is considered essential/critical and potential risks when working on campus. CSUEU filed a [statewide grievance](#). **Please email me (dmcculley@csueu.org) if you have been required to work on-campus from March 20 forward.** The email should contain your name, classification, department, work schedule (dates/times), supervisor, and the work you performed.



March 18, 2020 in [CSU News](#)

As a growing number of CSU campuses ceases unessential operations to mitigate the spread of the novel coronavirus, thousands of employees have experienced dramatic changes to their working conditions. Many have occurred without the CSU going through proper negotiations with CSUEU as called for in our contract.

If you are experiencing a change in working conditions that is adversely affecting you, you should report it to your Chapter President. [Locate your president here](#). The Union will be collecting and documenting reports of potential contract violations for follow-up actions.

The ad-hoc, day-to-day decisions Management has been making is understandable given the emergency nature of the health crisis we are in. However, in the interest of protecting collective bargaining rights, CSUEU has filed a statewide grievance so that employee protections may be addressed, and/or remedied in the near future. [Read our grievance letter](#) on CSU pandemic responses and the [actual complaint](#).

Many changes are happening without systemwide policies in place; for example, there is no policy on telecommuting work nor a definition of "essential" employees. We are hoping we can work with the CSU to develop new policies adaptable to future emergencies on A. "Essential" Employees B. Telecommuting and C. Dependent Care.

ESSENTIAL WORKERS

Most or all campuses have transitioned to online instruction and telework; however, there are employees who remain at a campus and at risk. There are three problem areas:

- Inconsistent and unclear designation of essential workers (Unit 7 – Administrative Support).
- Continued health care services into emergency conditions (Unit 2 – Health Care Support).
- Additional sanitation duties for custodial staff (Unit 5 – Operations Support).

[Read our letter](#) to the CSU re: essential workers.

TELECOMMUTING

We need system-wide flexible telecommuting arrangements for personnel working off campus.

DEPENDENT CARE

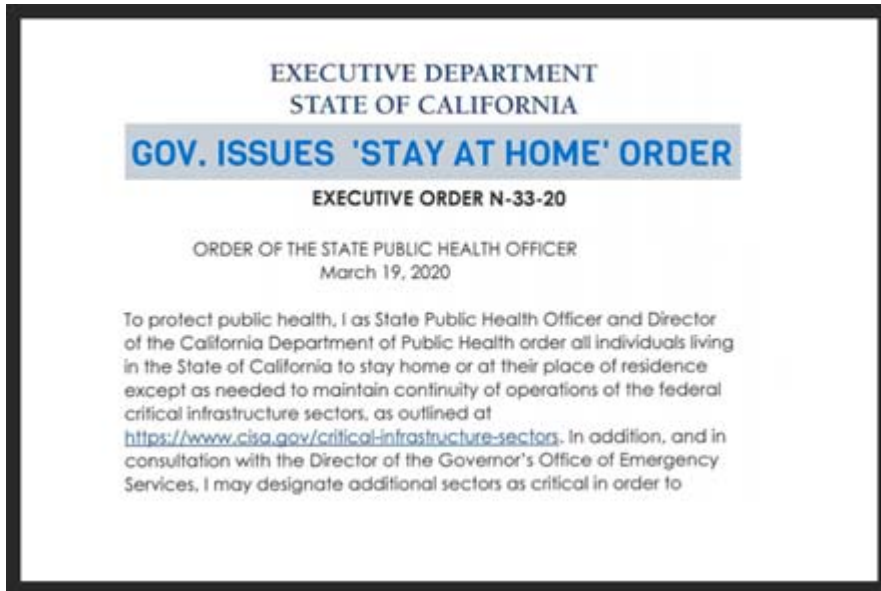
In normal times, employees who have dependents (children, disabled, or elderly) request sick leave or vacation for their care. Normal procedures include request for authorization, medical verification, and approval for vacation or sick leave. In this emergency, many employees have no choice about returning home or dependent care.

CSUEU is recommending three steps:

- Automatic approval for employees requesting dependent care absence.

- Flexible use of all accrued leave for such an absence.
 - In the event of a dock situation caused by such an absence, the employer will not apply automatic resignation.
- We also believe that the University should consider granting administrative time off for these types of absence.

REMEMBER: If you are experiencing a change in working conditions that is adversely affecting you, you should report it to your Chapter President. The Union will be collecting and documenting reports of potential contract violations for follow-up actions.



Please keep me apprised of any changes to your working conditions and any other concerns you may have.

If you are wondering how our sister campuses are responding to the COVID-19, please visit: [CSUEU News Updates](#).

In Union,
Dawn, President/Chief Steward