

March 16, 2020

On Thursday, last week, Teamsters 2010 (inc. Brian Maloney and Kevin Donovan) met with the university to discuss the current situation including the use of Administrative Time Off (ATO), Essential Personnel and other related issues. Teamsters 2010 countered the University leave proposal with Paid Administrative Leave which will provide a minimum of 14 days paid leave without impact on employees' leave balances and benefit for employees who are unable to work because of:

- a. Their own or family members' Covid-19 illness;
- b. Public health or university required quarantined or self-isolation measures;
- c. Daycare or school closure that requires employees to be home with children (unless the employee is able to telecommute);
- d. University, department or unit closure.

We noted that in regard to leave balance, many Skilled Trade employees are working to have their leave and benefits accurately reflected (UCPath Issues) and are flagging this for review. If you have a problem with your leave balance, please let me know.

Teamsters 2010 confirmed that employees covered under Cal Code 5199 (ATD standard) who are quarantined use ATO and that employees who are diagnosed with Covid-19 resulting from workplace exposure will receive workers' compensation (depending upon case specifics). In the event that employees are exposed to Covid-19 at work and believe they are infected; it was suggested that employees see their own doctors. Please clarify if necessary.

We discussed absences because of illness and the temporary bypassing of doctor's notes and reviewed management's protocol for sending employees home who might be ill and/or employee self-isolation.

Teamsters 2010, in accordance with HEERA and to represent the CX and Skilled Trade workers, we request a copy of the following;

- a. Infection control plan for campus work areas (Inc. north campus);
- b. The ATD standard on campus;
- c. A list of who may be required to wear an N95 respirator, dates of annual fit testing, and training;
- d. PPE which might be distributed to employees in the course of their job;
- e. Names, employee identification number and job duties/unit of workers who would be considered essential workers for both Skilled Trades and CX;
- f. University protocol for quarantine within departments or units if an employee is diagnosed with Covid 19.

This was Thursday. Today, we added the Governor's Directive to our demand list.

Any questions – Keep talking to your stewards and you can contact me.

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Updated March 16, 2020

**Teamsters 2010 Demands Regarding the impact of COVID 19 and the proposed Novel Coronavirus 2019 (COVID-19) Paid Leave and Remote Work Provisions.**

- 1) Provide a minimum of 14 days paid administrative leave, without impact on employees' leave balances and benefits, for employees who are unable to work due to their own or family member's COVID 19 illness.
- 2) Provide paid administrative leave, without impact on employees' leave balances and benefits for employees who are unable to work due to public health or University required quarantine.
- 3) Provide a minimum of 14 days paid administrative leave, without impact on employees' leave balances and benefits in the case of day care or school closure that requires UC employees to be home with their child (unless the employee is able to work from home).
- 4) All employees over 65 or who are in another high risk category (pregnant, auto-immune condition, etc.) should work remotely and if unable to do so, will be provided with a minimum of 14 days paid administrative leave, without impact on employees' leave balances and benefits.
- 5) Ensure that employees are allowed to work and do not experience loss of pay and benefits due to any closures, cancellations, or slow-down in operations. Meet and confer with the Union prior to such reductions. Moratorium on layoffs.
- 7) Immediate implementation of telecommuting programs for all staff in which the nature of the work can be performed at a remote site. Allow employees to do online training from home as part of their work duties.
- 8) Cease and desist from threats of retaliatory disciplinary action for "unauthorized" absences due to sickness.
- 9) Establish protocols and safety measures for essential personnel that may be required to work in an emergency, even if the facility is closed in response to COVID 19.
- 10) Cease and desist from any threats of retaliatory disciplinary action for "unauthorized" employees wearing PPE, provide adequate supplies and provision of PPE for employees while at work, provide fit-testing and training in accordance with the law.
- 11) Improve communication and provide rapid response and sharing of information with workers and Teamsters as the situation evolves.
- 12) Respect and involve front line workers and our unions in developing a response.
- 13) Create a catastrophic Leave Pool/Bank for all who need it.
- 14) Implement flexible and alternative schedule programs which allow employees to work 4/10 and or schedule work taking into consideration child care and family care giving needs.
- 15) NEOs: Assist with coordinating a time with each new hire that the Union may meet with each separately for 30 minutes via teleconference using the Union's own teleconference service.

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