



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) 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.
- 5) 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.
- 6) Cease and desist from threats of retaliatory disciplinary action for "unauthorized" absences due to sickness.
- 7) 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.
- 8) 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.
- 9) Improve communication and provide rapid response and sharing of information with workers and Teamsters as the situation evolves.
- 10) Respect and involve front line workers and our unions in developing a response.
- 11) Create a catastrophic Leave Pool/Bank for all who need it.
- 12) 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.