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**RE: COVID 19 Anticipated Reassignments**

Dear Ms. Miller and Mr. Solana:

Thank you for the notification dated March 18, 2020, Novel Coronavirus 2019 COVID 19 Anticipated Reassignments. The University's proposal will have significant impact on the terms and conditions of employment for CX bargaining Unit employees. Implementation of the University's proposal may also adversely impact rights and obligations contained in the parties' Collective Bargaining Agreement. Pursuant to HEERA, this is a request to meet and confer on the impact of COVID 19 Anticipated Reassignments. Teamsters 2010 would like more information on the initial plans and how this may work. Teamsters 2010 is concerned about the following issues and impact on Teamsters members.

1) Reassignments that cause a hardship; Create a process for exemptions in which Teamsters represented staff who are unable to change their assignment shift, work location, work schedule, work overtime, because of an extreme hardship such as child care or elder care needs, health condition.

2) PPE; Proper PPE, supplies and provision of PPE for employees while at work, fit-testing and trained in accordance with the law. Maintain social distancing in all assignments, increase availability and use of masks, gloves, gowns in patient settings. Provide training prior to reassignment.

3) Advance Notice: provide notice to the Union when notice is provided to Teamsters represented staff when changes are made to assignments, work locations, work schedule. Notice shall include name and the changes to occur.

- 4) Overtime, PTO, designation flexibility
- 5) Hazard and emergency pay; 15% above hourly salary
- 6) Selection process and assessment of competencies; Scope of who and which assignments may be impacted
- 7) Bargaining Unit Work: There shall be no reclassification of bargaining unit work; there shall be no transfer of bargaining unit work to out of unit work shall be compensated under Article 22, but pay shall begin on day 1 of Emergent Needs out-of-class assignment (Article 22)
- 8) Union shall be noticed on Emergent Needs Multiple Appointments at time of appointment (Article 19)
- 9) Shift differential pay; Increase is currently \$0.72/hour (Article 35); Emergent Needs shift differential proposal Evening: \$1.50, Night: \$2.50, Weekend Day: \$1.00;
- 10) On-Call pay:20% of hourly salary pay differential
- 11) Communication; system for rapid response and sharing of communication with workers and Teamsters.
- 12) Parking: Provide free parking during the duration of the COVID-19 crisis
- 13) Commute Time: If re-assignment includes a location change, commute time, if any should be applied as time worked and paid at straight time.

This list may be amended as the situation develops

Teamsters 2010 remains committed to working collaboratively and in partnership. That said, we preserve our rights under the contract and HEERA. I can be reached at 213-407-2331 or [takel@teamsters2010.org](mailto:takel@teamsters2010.org) to schedule a meeting. Once the meeting is scheduled we will forward a confirming communication with a listing of union representatives and members we would like released to attend the meeting.

Sincerely,  
*Tanya Akel*

Field Director  
Teamsters 2010