

Dear Sisters and Brothers,

I'm reaching out to you with an update on several things that we have been working on over the last few weeks. I want to reiterate that our number one priority in any of the conversations that we have with the University is **your safety**, while currently working, or upon your return to work.

The second priority that we have is to ensure that we all have jobs during and after this very difficult period our country and university are going through.

The current suspension of all campus teaching, administrative support, conferences, camps and limited research is having a drastic effect on departmental budgets that will extend into the next fiscal year. We do not have a crystal ball to see what fiscal year 2021 has in store for us, but we can tell you some of what we are looking at for the remainder of this fiscal year ending August 31, 2020.

Some of the actions below are **specific waivers of our contract for the duration of the COVID-19 pandemic only**. These decisions have been negotiated or made in order to keep our members safe, employed, as well as properly compensated.

Pay Continuation:

After weeks of community push for Stanford to extend Pay Continuance past June 15, we got some good news. You may have received President Tessier Lavigne's email stating that the COVID-19 Pay Continuance will be extended through the end of this fiscal year (August 31, 2020).

Pay Continuance ensures that you receive your current base rate of pay, up to 40 hours per week, if because of reduced operations, full-time and part time members don't work their full percentage of time.

Pay will continue for (Regular) and (Part Time) members for whom there is a temporary lack of work, whose work is not conducive to being done remotely, or who are at home due to a public health or university approved situation. For example, members that are self-isolating related to COVID-19, have a chronic health condition, or are over the age of 65 all qualify as a university approved situation.

Stanford will also continue to pay members who cannot work due to caregiving obligations that have arisen as a result of widespread school closures which prevent them from coming to work or effectively working from home.

Members who are affected by these various circumstances **need to work with their managers** to determine required work responsibilities.

STANFORD HEALTH CHECK:

The Stanford Health Check which was rolled out to the entire campus community on Friday, May 22 supports the university's plan for a gradual, phased restart of campus operations, but most importantly was rolled out to comply with a new county order **REQUIRING** daily temperature and COVID-19 symptom screening for those working on campus.

All members who are **WORKING ON-SITE** at a **Stanford location** will be required to use Health Check to self-report their health status before arriving on-site each day they expect to be working on campus.

Based on information entered, the system will immediately inform you if you are cleared to be on campus that day.

If you **ARE NOT** CURRENTLY working at an on-campus location, you **will not** need to begin using the system **UNTIL** you are notified that you can return to on-campus work.

Personal information entered into the Health Check tool is confidential and your managers do not have access to the detailed employee health information in the system.

To this effect we have entered into an agreement with Stanford that **Article 7.5.D. (WORK FROM REMOTE LOCATIONS) shall not apply to use of the Health Check application** by workers prior to reporting for their shift on campus.

Instead, to compensate for time spent completing the Health Check, Stanford and SEIU agree that members will receive **six (6) minutes of paid time each day they are expected to report to work, provided they actually used Health Check.**

Also if it actually takes a member longer than six minutes to complete Health Check, the member is required to report the additional time to their manager promptly, they will be paid for the additional time, and Stanford will assist the member in reducing the time needed to complete Health Check in the future.

It is understood that the six minutes added to time worked is intended to be time **OUTSIDE of the members' shift.**

Should any departments that employ members seek to adjust members' shifts in order to alleviate the need for overtime, Stanford and the Union will discuss the matter prior to implementing such schedule adjustments.

This agreement shall remain in effect during the COVID-19 pandemic while Stanford is requiring employees to complete Health Check.

HAZARD PREMIUM PAY:

For those members currently required to report to work at a Stanford location they will **continue to receive the 10% Hazard Pay Premium added to their base rate of pay for work actually performed at any Stanford location.** This premium pay will continue until the university provides a 5 day notice to the union of its intent to end the premium pay.

WORK OUTSIDE OF CLASSIFICATION:

The current COVID-19 pandemic and the shelter in place orders have resulted in the reduction of available work for our members in many classifications while at the same time, based on public health guidance, many workers are unable to fulfill some or all of their shifts.

Consequently, there is insufficient work for members in certain classifications and a shortage of available members in other classifications. Working with the University we have been able to keep those without work employed by having them reassigned to positions where there are shortages of personnel to ensure that essential work can be accomplished.

Because neither Stanford nor the Union can predict how long these circumstances will persist, **we have agreed that the four month limit on temporary reassignment of members as described in Article 9.13 (WORK OUTSIDE OF CLASSIFICATION) of the CBA will be suspended through October 31st 2020.**

BENEFITS MEETING:

We have resumed regularly scheduled meetings with the University regarding the future costs of our benefits and possible changes for next open enrollment. We will keep you informed as we learn of any changes.

Parking

We have been informed by the University that **starting July 1, 2020, parking permits will once again be required for any worker who is required to come to work to any Stanford location that requires permits.**

If you have any questions regarding this update please reach out to your steward and/or work site organizer.

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In Solidarity,

Jose Escanuela

President, SEIU Local 2007