

Update was sent on August 4, 2020 @ 10:17pm

Dear Sisters and Brothers.

I'm reaching out to you this evening to update you on what effects several of the changes that Stanford announced last week for the upcoming 2021 Fiscal Year will have on our Union. The University has said that for now, **208** positions will be eliminated throughout University departments though with the constantly changing pandemic situation things are subject to change.

The effects on **our Union membership** are as follows in the following departments:

Permanent Layoffs

Environmental Health and Safety: (1)

School of Engineering: (2)

Humanities and Sciences: (1)

Athletics: (1)

Temporary layoffs

School of Medicine: (2)

Humanities and Sciences: (3)

Our union reps have been reaching out to the affected members to provide support understanding or exercising their contractual rights under these circumstances as well as reviewing alternative job placement into open positions.

For more information on member rights and benefits when faced with layoffs at Stanford University click on the following link and you will be directed to our Union website where you will find the online version of our contract with Stanford

University: (<http://www.seiu2007.org/member-resources/>)

We also recommend that you visit the Stanford University Covid-19 Update webpage where you will find their links for information related to these layoffs other related information by clicking on the following link: (<https://cardinalatwork.stanford.edu/working-stanford/covid-19-workplace-faq>)

Important changes were announced to the Pay Continuation Policy. The policy currently is:

Pay Continuation

Since March 17, 2020 the Pay Continuation policy has paid all members their current rate of base pay under the following circumstances:

- When there was a temporary or full lack of work
- While Self-isolating in keeping with public health and university requirements.
- While Self-isolating for those with chronic health conditions and who are over age 65.

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- Not able to work due to caregiving obligations as a result of school closings.

****Stanford announced that the current Interim Pay Continuation policy will end for all circumstances on:**

August 31, 2020 at all Stanford Locations except for SLAC where it will end on September 30, 2020.**

In its place Stanford has introduced the following two Interim Pay Policies:

Caregiving Pay

From **September 1, 2020 - December 21, 2020** the University will offer Caregiving Pay, to help support members with **child** or **elder** care needs. This interim policy will provide **60 hours of paid time** to regular benefits-eligible members, to be used to care for legal dependant children and for elder care responsibilities.

It is very important that if you anticipate having either of these two needs you review the new policies and **speak to your manager immediately** so that you can start to plan accordingly as well as learn of **other leave options available**.

The full details of these policies are still being finalized but there is general information available for review by clicking on the following link ([Caregiving pay](#)).

****Caregiving Pay is currently under review for approval at SLAC by the Department of Energy****

Quarantine Pay

From **September 1, 2020 - December 21, 2020** the University will pay members their current rate of base pay as Quarantine Pay under the following circumstances:

- The member is well, and
- Is required to be quarantined by Stanford, the County, and/or a physician, and
- Their work cannot be performed by telecommuting.

Employees who are sick/test positive or who are caring for an ill family member may use accrued sick time.

Quarantine time required due to **personal travel is not** eligible for Quarantine Pay.

****Quarantine Pay is currently under review for approval at SLAC by the Department of Energy****

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Pay for Chronic Medical Conditions and Over 65 Years Old

We are still in discussions with Stanford about what benefits or options those out on pay continuance due to chronic medical conditions and over 65 years of age will have and we will update you as soon as possible.

10% Hazard Premium Pay

Stanford announced that the Hazard Premium has been extended through:

September 30, 2020 for all Stanford Locations except for SLAC where it will end on August 31, 2020.**

Annual Raise

In 2019 many of you participated in the fight to win the annual raises in our contract and on **September 1, 2020** wages will be adjusted as follows:

- **3.50%** for pay grades A08-A46 and A70-A80 All Serieses except those listed below
- **4.25%** for pay grades A67-A68 Custodian Series
- **5.00%** for pay grades A60-A64 Food Service Worker Series

To check on your pay grade, click on the following link and you will be directed to our Union website where you will find the online version of our contract: (<http://www.seiu2007.org/member-resources/>)

Since March, none of our members have experienced any loss of base pay. Furthermore by allowing approximately 150 members to be temporarily reassigned supporting other University or departmental operations we anticipate to continue to keep them working through the return of the Students in September until their departure in November bringing us very close to the Winter Break period.

Our primary goal has and will continue to be the safety of our members that have had to report to work. We encourage all of you to play a meaningful role in keeping yourself and other members of the community safe. Be mindful and honest about your personal health condition before reporting to work. We all have something positive to gain and a lot to lose if we do not.

Lets do our best to protect each other.

Sincerely,

Jose N. Escañuela
President, SEIU Local 2007