

Sisters and Brothers.

We want to remind you that on **September 1, 2020**, Stanford is introducing the new and/or revised interim pay policies below.

### **Pay Continuation**

- Stanford's Pay Continuation Policy will end on **August 31, 2020**.
- However, pay continuation will continue for employees at **SLAC through September 30, 2020**. **Employees at SLAC will continue to be eligible for pay continuation for lack of work (curtailment) only.**

### **Hazard Premium Pay**

- Our current premium pay policy will continue through **September 30, 2020**, with the exception of members at **SLAC** where it will end on **August 31, 2020**.

### **Caregiving Pay**

- Effective **September 1, 2020 through December 21, 2020**, Stanford is providing **60 hours of paid time** to eligible employees, to be used to care for legal dependent children and elders. **SLAC members are not eligible** for Caregiving Pay.
- More information is available on the [Cardinal at Work](#), including **proration for part-time members** and **proration if a member starts after September 1, 2020**.

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 plan accordingly or learn of **other leave options available**.

### **Quarantine Pay**

- Effective **September 1, 2020 through December 21, 2020**, Stanford is providing Quarantine Pay to eligible employees when all of the following criteria are met:
  - Employee is required to quarantine by Stanford, the County, and/or a physician due to exposure to COVID-19, **and**
  - Employee is well, **and**
  - Employee's regular work cannot be performed by telecommuting and no other work can be assigned.
- Quarantine time required **due to personal travel is not eligible** for this interim quarantine pay.

- Employees who are sick/test positive or who are caring for an ill family member **should use accrued sick time.**
- More information about eligibility for Quarantine Pay is available on the [Cardinal at Work](#) website.

For those of you who are in higher risk categories (including those over age 65 or with chronic health conditions) pay continuation will unfortunately end. If you are concerned about reporting on-site below are some options that should be discussed with **your supervisor/manager and local HR**. We can help with the conversation if you make that request to us **in writing by responding to this email.**

- Discuss reasonable accommodations for a medical condition, if any, including medical leaves of absence
- Alternative assignments (such as redeploying to an available assignment that does not require on-site work)
- Use of vacation/PTO/floating holiday time
- Unpaid personal leave
- Temporary or permanent reductions in FTE

It is very important that if **you speak to your manager immediately** if you need to make any of the above requests.

I wish we had better news for those with childcare, for those over 65 or with chronic conditions but this is what we have for now; however we will continue to push the University to help those members. We will check back in with any new developments including the revised Fall Quarter plans for our members in R&DE and Athletics as soon as we have them. We know there will be work as thousands of Graduate Students are returning to the campus plus almost 1000 Undergrads and many of the Sports Teams have been in training for weeks now. How much work has yet to be determined.

Be safe and stay healthy.

Jose N. Escañuela  
President, SEIU Local 2007

Union Update #13 sent August 25, 2020