


## MEMORANDUM

**DATE:** March 25, 2020

**TO:** CSU Presidents

**CC:**

**FROM:** Evelyn Nazario  
Vice Chancellor  
Human Resources 

**SUBJECT:** Emergency Pay for CSUEU, IUOE, and Teamsters 2010

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As discussed on our call on Monday, March 23, 2020, with the rapidly changing circumstances regarding coronavirus and the Governor's 'stay at home' directive, the provision of emergency pay for CSUEU, IUOE, and Teamsters 2010 is being implemented retroactive to March 20, 2020.

A technical letter providing instructions on implementing the emergency pay provision for each of the three collective bargaining agreements (CSUEU, IUOE and Teamsters 2010) is currently being drafted and will be forwarded to campus AVPs for HR and Faculty Affairs and payroll managers with instructions to share the information as appropriate.

I also agreed to send you the information I shared on the call regarding how some campuses are determining critical duties on campus. Listed below are the criteria some campuses are currently using to determine duties that must still be performed during times of emergency, which in turn helps identify what classification of employees are required to report to work.

1. The health, welfare, and safety of community members who remain on campus
2. Critical information technology services and security
3. Building or property safety, security, or integrity
4. Research animals, specimens, or equipment support

**CSU Campuses**  
Bakersfield  
Channel Islands  
Chico  
Dominguez Hills  
East Bay

Fresno  
Fullerton  
Humboldt  
Long Beach  
Los Angeles  
Maritime Academy

Monterey Bay  
Northridge  
Pomona  
Sacramento  
San Bernardino  
San Diego

San Francisco  
San José  
San Luis Obispo  
San Marcos  
Sonoma  
Stanislaus

5. Operation of critical infrastructure (power, water, heat, roads, etc.); or,
6. Critical business, contractual, or legal obligations.

I hope this information is helpful.

Thank you very much for your patience during this time of influx and uncertainty as we continue to work through and find solutions to all the different issues and challenges we are having to address.