



March 16, 2020

Evelyn Nazario, Vice Chancellor for Human Resources
The Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802

RE: CSUEU GRIEVANCE ON PANDEMIC RESPONSES

Dear Ms. Nazario:

Attached please find a CSUEU omnibus grievance covering all bargaining unit employees during this pandemic period. The Union does not take this step lightly. We appreciate the communication and cooperation between labor and management at the Chancellor's Office and the campuses. We understand the necessity for emergency measures to respond to this unprecedented situation.

Nevertheless, the Union must take our own action to protect collective bargaining rights in this period. Many of the steps already taken involve changes and potential violations of the union contract. At the same time, some important issues are not being addressed such as the need for a compassionate absence policy that allows employees to care for their families while protecting their income.

The key issues in this grievance are:

- Defining the current state of campus closures as emergency situations and employee work as emergency work.
- Obtaining information on emergency plans and instituting liaison relationships between labor and management.
- Creating flexible telecommuting arrangements for personnel working off campus.
- Creating a leave program that will pool leave accruals and guarantee use of catastrophic leave for dependent care situations.
- Monitoring emergency assignments which are different from normal work including disaster services work assignments.

Our remedies include new leave and telecommuting programs and strengthened labor-management communications at the campus and system levels. We expect all of these issues and remedies will be negotiated rather than litigated.

We believe that this omnibus grievance is the best way to protect our rights while still allowing negotiated settlements of the identified issues. We request that this grievance being immediately elevated to the Chancellor's Office level and that timelines be tolled to allow for a comprehensive discussion of what measures are being taken and will be taken in the emergency.

Please contact me regarding our request for elevation and tolling.

Sincerely,

Brian Young
Senior Labor Relations Representative

cc: CSUEU Bargaining Team