



March 17, 2020

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

RE: CSU EMERGENCY RESPONSES – ESSENTIAL WORKERS

Dear Ms. Nazario:

Although campuses have moved quickly to close many campus operations through online instruction and telework, there are employees who remain at the campus and at risk. There are three problem areas:

- Inconsistent and unclear designation of essential workers (Unit 7).
- Continued health care services into emergency conditions (Unit 2).
- Additional sanitation duties for custodial staff (Unit 5).

CSUEU's position is that campuses are in emergency status and closed based on contract provisions on emergency work. The presence of any employee on the campus performing work constitutes emergency work while other members of the campus community have been evacuated. Those remaining staff should be limited to essential workers.

As we have pointed out in prior emergencies, there is no consistent list of essential workers and no framework for making that designation. As a result, some managers are making individual decisions to keep their employees on campus, particularly if they cannot figure out teleworking arrangements. This does a disservice to those employees who should be released for health and safety reasons – the presumption should be released unless there is a critical need to retain.

For those employees who are still on campus, their essential and emergency work should be defined. CSUEU repeatedly raised a concern about Unit 2 employees working in student health centers. We have been told that it is business as usual since health professionals deal with dangerous diseases all the time. This is not true and has led to health centers trying to provide services well beyond their capability. Triage for the flu is not triage for COVID19 and placing health centers in the testing pipeline is a mistake. We urge the CSU to put the health centers on emergency footing, releasing all employees except those who have defined emergency work to perform.

We are also concerned about Unit 5 employees who are performing sanitation on the campus. We have mixed reports on cleaning; sometimes contractors are brought in, sometimes our workers perform the clean-up. In at least one case, ground workers were assigned custodial work. Again, employees are being retained on campus but not given emergency equipment or instructions. Only critical workers should be kept on campus.



As in the past, CSUEU is requesting information on those workers designated essential – which jobs, which employees, and when they are working. This information is necessary and relevant for the representation of bargaining unit employees under HEERA.

We fully understand that this is an emergency. These problems, however, have been brought up repeatedly after emergencies and in bargaining for the union contract and CSU safety policies. Hesitation on release of employees from unsafe situations and confusion on the role of the remaining is unwise.

To summarize:

- We request that all employees except essential workers be placed on administrative leave or granted telework assignments.
- We request that essential workers be given specific instructions.
- Provide us with information on essential workers.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Brian Young". The signature is written in a cursive, flowing style.

Brian Young  
Senior Labor Relations Representative

Cc: CSUEU Bargaining Team  
Christine Checel  
Steve James