

DIVISION OF BUSINESS & FINANCIAL AFFAIRS

COVID-19 BRIEFING

March 25, 2020

Unit: Human Resources

Prepared by: Nathan Bowden

INFORMATION: On March 25, 2020, the Chancellor's Office (CO) issued a new emergency pay directive that requires implementation of emergency pay for CSUEU and Teamsters 2010 members, retroactive to March 20, 2020.

BACKGROUND AND POLICY ISSUE(S):

With the rapidly changing circumstances regarding coronavirus and the Governor's "stay at home" directive, the CO has announced the implementation of emergency pay for CSUEU and Teamsters 2010, retroactive to March 20, 2020. The CO is currently preparing a technical letter to provide guidance to campuses on the implementation of this emergency pay, and the technical letter will be sent to campus AVPs for HR and Faculty Affairs as well as payroll managers once complete.

The CO has also shared examples of the criteria CSU campuses are using to determine the duties that must still be performed during a time of emergency, which helps instruct which classification of employees are required to report to work. Examples provided include:

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

SUPPORTING DOCUMENTATION: March 25, 2020 Memorandum from Evelyn Nazario, Vice Chancellor Human Resources, "Emergency Pay for CSUEU, IUOE, and Teamsters 2010."

SUPPLEMENTAL DOCUMENTS:




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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

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.