

DIVISION OF BUSINESS & FINANCIAL AFFAIRS COVID-19 BRIEFING - UPDATE

May 20, 2020

Unit: Human Resources

Prepared by: Laurie Nichols

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. **On May 19, 2020, the CO issued an update that the emergency pay provision will cease as of May 31, 2020 at 11:59 pm.**

BACKGROUND AND POLICY ISSUE(S): With the rapidly changing circumstances regarding coronavirus and the Governor's "stay at home" directive, the CO announced the implementation of emergency pay for CSUEU and Teamsters 2010, retroactive to March 20, 2020. CSUEU and Teamsters 2010 members assigned to work on campus during the governor's stay at home order have been eligible for emergency pay in accordance with their respective collective bargaining agreements.

CURRENT UPDATE: On May 19, 2020, the CO issued a memorandum noting that, in recent weeks, the Governor's Office has begun easing guidelines and slowly lifting previous orders. As a result, the CO has determined that the provision of emergency pay will cease May 31, 2020 at 11:59 pm. The CO has noted that if a serious second wave of the pandemic occurs in the fall, it will evaluate the reimplementation of emergency pay, if necessary.

SUPPORTING DOCUMENTATION:

- March 25, 2020 Memorandum from Evelyn Nazario, Vice Chancellor Human Resources, "Emergency Pay for CSUEU, IUOE, and Teamsters 2010."
- May 19, 2020 Memorandum from Evelyn Nazario, Vice Chancellor Human Resources, "Emergency Pay for CSUEU, IUOE, and Teamsters 2010"

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.

MEMORANDUM

DATE: May 19, 2020
TO: CSU Presidents
CC:
FROM: Evelyn Nazario
Vice Chancellor Human Resources 
SUBJECT: Emergency Pay for CSUEU, IOUE and Teamsters 2010

On March 19, 2020, Governor Newsom issued an order requiring all individuals living in the State of California to stay home or at their place of residence. In response, we implemented the emergency pay provisions for CSUEU, IOUE and Teamsters 2010 and asked all campuses to identify those employees who performed essential duties in order to compensate them for reporting to our campuses for work.

In the past few weeks, Governor Newsom began easing guidelines, slowly lifting the previous orders, **therefore, the emergency pay provision recently implemented will cease May 31, 2020 at 11:59 pm.**

Please note that, if a serious second wave of the pandemic occurs this fall, as being predicted; we will reevaluate the need to reimplement emergency pay at that time, if necessary.

Please let me know if you have any questions.

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