

## **STATE EMPLOYEE/MEMBER CONCERNS:**

### **What if members are directed to not report to work?**

If members are directed by their employer not to report to work, a reason must be given.

If the reason is due to active symptoms such as fever or respiratory symptoms that risk public health, then the employee needs to stay away from the workplace. This is covered by the employee's accrued leave or shared leave request. Once cleared to work, they may return or may be offered telework on a temporary basis.

If the reason is not due to active symptoms that risk public health, and not the result of a disciplinary process, then telework should be considered.

If the reason is based on high risk, exposure, experiencing no symptoms, and required to self-quarantine or self-isolate, then telework should be offered. If telework is not possible, the employee will be on paid administrative leave for up to 14 days.

### **Who is covered by the governor's policy?**

All state agencies.

The policy is implemented by OFM and therefore has limitations on oversight of higher education institutions. However, it is the expectation and intent for this standard to be the minimum standard for all state employers.

### **What do we do if agency is not following policy?**

Members should work with their shop steward to ensure this policy is being implemented, and telework and other creative ways to stay in paid status should be explored with supervisors and local HR. If there are issues, the shop steward should consult with the local president and/or Council Rep/Member Connection Rep for guidance and consultation with the assigned Labor Advocate for elevating the issue for resolution. Matters may be elevated as appropriate.

### **What about HE? And ABHS?**

ABHS is not subject to public sector policies. The union is in contact with the employer to bargain impacts of the Emergency Declaration and public health pandemic to ensure worker safety.

### **Who qualifies for the new ESD unemployment?**

Please refer to the ESD emergency guidelines for what constitutes a "catastrophic event" for eligibility for the standby program and IU. ESD has put out an **infographic** to assist with some questions.

### **What about protecting vulnerable residents (WSH, RHC's, etc...)**

While this is a significant concern, this is a policy and program area that is the responsibility of the employer. As always, if our members are aware of unsafe conditions or treatment of vulnerable residents, they have a responsibility to raise it with proper authorities.

