



March 11, 2020

Dear Associate Director Fishel and Director Chester:

As the University shifts to online/remote teaching and encourages remote work, and our members and workers across campus are rapidly adapting to changing working conditions, it is the responsibility of the University to ensure that our members receive clear guidance regarding work expectations, safety and workplace rights and minimize financial uncertainty for these individuals. UC also must ensure that our members and all other employees and students at this institution are actually able to follow appropriate public health measures.

UAW Locals 2865 and 5810 represent 30,000 Teaching Assistants, Tutors, and Readers, Postdoctoral Scholars, and Academic Researchers at all 10 campuses of UC and Lawrence Berkeley National Lab. In light of the imminent safety and health hazards posed by COVID-19, UAW Locals 2865 and 5810 demand that the University of California take all necessary measures to improve our members' working conditions, including but not limited to:

1. Ensure that all hourly and salaried workers receive full pay regardless of building closures or suspension of certain university operations.
2. Provide unlimited paid sick time, with full health benefits, during this emergency for workers to take safety precautions, to take care of their own illness or exposure, or that of a family or household member.
3. Provide expectations, instruction, equipment, and resources for all ASEs who are shifting to online instruction so that they can properly do their job. These instructions should not result in changes to ASE work requirements or workload without mutual agreement. This includes but is not limited to additionally required trainings on online instruction.
4. Reimburse the costs of all work-related travel cancelled as a result of COVID-19.
5. Provide instructions and reimburse all costs for employees to get tested, treated, and vaccinated for COVID-19 as needed.

6. Ensure that any students and scholars on F-1 or J-1 visas are able to maintain their visa status even if courses shift online, or if campus research programs are impaired or suspended, and support students and scholars who must leave the country if visa statuses change.
7. Provide legal guidance on immigration status for all international students and scholars and guarantee legal support if students or scholars cannot continue to “make normal progress in a full course of study or program” because of illness, inadequate educational resources, or other complications.
8. Include anti-discrimination protocols in the University’s response to COVID-19 in order to protect the rights of workers facing discrimination from all backgrounds, including Asian American and Pacific Islander (AAPI) employees.
9. Provide accommodations for working from home to ensure the health and safety of our members and the campus community.
10. The employer must not retaliate against any employee who takes necessary leave as a COVID-19 precautionary measure.
11. Provide clear, consistent and safe guidance on lab work requirements and lab instruction requirements.
12. Notify employees if or when other members of the campus community in their work environment are identified as having been exposed to COVID-19.
13. Implement consistent campus shutdowns so as to create consistency in our bargaining units, unless there are specific health reasons for differences. These consistencies should include names and contact details of officers and/or offices on each campus for employees to direct questions and/or concerns.
14. Should the University close its housing or dining facilities, the employer must reimburse employees negatively impacted.
15. Meet the demands made by other UC employee unions for work accommodations in response to COVID-19 -- no worker should have to choose between their financial well-being and the safety of our community.

We are ready to work together. Please let us know your earliest availability to meet.

Sincerely,

Kavitha Iyengar
President, UAW Local 2865

Anke Schennink, PhD
President, UAW Local 5810