



UAW LOCAL 2865

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25 January 2022

Ms. Nadine Fishel
Associate Director, Labor Relations
University of California, Office of the President
Systemwide Labor Relations
1111 Franklin St., 5th Floor
Oakland, CA 94607

Dear Ms. Fishel,

As the university prepares to recommence in-person instruction amid a severe surge in COVID-19 cases, UAW 2865 members urge UC to act quickly to ensure all workers are protected. In-person instruction is set to begin at the end of this month, and the university has not yet addressed many essential issues regarding the health and safety of Academic Student Employees (ASEs). As it stands, we have significant concerns about the university's preparations to adequately protect ASEs and our students. To ensure the health and safety of ASEs and our students, the university must act swiftly to implement the following policies:

1. Require all faculty, staff, and students to be vaccinated and booster by the end of January.
2. Per California Department of Public Health recommendations, require surgical masks or higher-level respirators (e.g., N95s, KN95s, KF94s) with good fit for all faculty, staff, and students, and make these available and distributed free of cost to all students and employees
3. Implement mandatory weekly testing for all students, faculty, and staff during peak COVID periods
4. Expand availability and accessibility to safe testing sites. Testing sites should be outdoors whenever possible and conveniently located on campus, including near university housing. Home testing kits should also be made widely and freely available to all UC community members to the maximum extent enabled by available supply.
5. Provide transparent, data-driven criteria for deciding to shift modality of instruction and/or research (e.g. UCLA's Pivot & Decision matrix).
6. Offer sufficient notice to the campus community regarding shifts in modality.
7. Provide transparent reporting of campus COVID statistics, including numbers of positive cases, utilization capacity of quarantine facilities, etc.
8. Expedite the process for meeting access needs and provide interim measures for ASEs to ensure that access needs are met
9. Extend Emergency Paid Sick Leave. Provide an additional 128 hours of COVID-19 paid administrative leave for UC employees; extend leave programs through at least the end of 2022; extend leave hours to all new hires; restore sick, vacation, PTO or any other benefit time retroactive to January 1, 2021 and instead use COVID-19 supplemental emergency



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paid sick leave; and enhance the Cal OSHA Emergency Standard that continues an employee's income when they are excluded from work for COVID-related reasons.

10. To discuss instructional workplace safety during the pandemic, hold more frequent Joint Labor-Management meetings during peak COVID periods.

All best,

Rafael Jaime
President, UAW 2865