

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SEIU LOCAL 1021
AND
SACRAMENTO CITY UNIFIED SCHOOL DISTRICT**

Subject: Impacts of COVID-19 Pandemic

In order to promote the public health and the stability of employees, and to reduce the negative financial impacts on employees, SEIU 1021 and the Sacramento City Unified School District (SCUSD) agree to the following:

- 1) When any classified bargaining unit member is directed to be absent from their worksite by order of any Federal, State, or local agency, including the District, the employee shall receive their hourly rate of pay and benefits for so long as the Federal, State, or local order remains in effect. In the event that the District is going to return a classified member or classification back to their work site, the District agrees to provide the Union with advance written notification of the classified member or classification that will be returned and will



meet and confer prior to their return so that concerns can be addressed.

- 2) Bargaining unit members who exhibit symptoms that are consistent with symptoms of the virus as defined by Public Health (e.g. fever, cough, and difficulty breathing) and who are working at District sites may be sent home by the District for the duration of the active symptoms. Unit members shall not return to work until asymptomatic or unless the unit member provides a medical note clearing the unit member to return to work. In these cases, bargaining unit members will not have sick leave deducted from their leave balance.

5) SCUSD employees who are on an FFCRA leave, and are only eligible to receive two-

[REDACTED]

may opt to use accrued sick or vacation leave to make up for the one-third of pay they are not receiving.

6) District's proposal - Consistent with Article 16.1.1 SCUSD shall provide the personal protective equipment (PPE's) as outlined by CalOSHA for any employee working and performing duties that require such PPE's, such as interacting with the public, as outlined

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training will notify their immediate supervisor in writing, which may include texting, so that alternate arrangements can be made. For example, employees may take the required trainings online or the District will make computers available, via loan, for those employees who do not have access to a computer. For those employees who do not have

access to the internet, the District will make a space available. Professional growth hours

are available for these mandated trainings.

12) This MOU is subject to the grievance process as defined in Article 18 of the contract between SEIU 1021 and SCUSD.

13) If the need for this MOU as it is related to COVID-19 extends beyond June 30, 2020, SEIU 1021 and SCUSD will negotiate this agreement. This is one-time, non-representative

Education Team Field Director

Signature: Kaden Kratzer

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