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To: Oregon AFSCME Council Representatives

Re: Coronavirus Labor Relations Practices and Bargaining

Date: 3/2/20

**\*The most important thing for preventing the spread of coronavirus in workplaces is that people who are sick know the symptoms and stay home.**

**Labor Management Committee Review of relevant contract language around a declared emergency, and a discussion of which personnel could be impacted.**

**Management can dedicate resources to educating employees about:**

1. the symptoms (fever, cough, shortness of breath), and
2. how to reduce risk of transmission through
   1. handwashing with warm water and soap - scrubbing for 20 seconds (after lathering fully with soap, and before rinsing),
   2. coughing into a tissue or the elbow of a sleeve
   3. regular thorough cleaning of commonly touched surfaces (e.g. door handles, light switches, bathroom fixtures, kitchen surfaces), <https://multco.us/health-officer/news/how-clean-and-disinfect-your-home-and-workplace>
3. the need to stay home when symptoms arise, for at least 24 hours after fever abates
4. Details about how an emergency declaration would be handled, and which personnel would be impacted.

**Interim Bargaining / LOA concepts for Locals to Consider:**

1. Provide paid leave without use of sick time (or reimbursement of sick days if used) of up to 6 weeks if confirmed to have contracted coronavirus, or any other outbreaks defined by the CDC.
2. Create a temporary ﻿moratorium on discipline for those using sick leave, especially those in social service, healthcare, or custodial functions.

A less extensive position might be for management to agree not to discipline anyone for any flu-symptom illnesses with existing FMLA-documentation based in compromised immune system or respiratory issues,

1. Ability of employees to donate sick time to peers
2. Increased telecommute an telework options.
3. Increase ability to bank/carry over/pay out time off (vacation, personal days, etc) for those declared emergency responders and unable to take time as usual.
4. Provide materials for cleaning doorknobs and countertops, and extra tissues.
5. Cover employee co-pays for doctor visits related to evaluation of a cough and fever.
6. Budget additional hours for custodial routines
7. Agreement to make the employee whole for the difference between regular salary and workers compensation, if the employee is receiving workers compensation.