

# CAUSE ADVISORY

**\* In Regard to CUSD's Failed COVID-19 Response \***  
**CUSD Employees Must Take Action**

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CUSD Staff, Faculty, Administrators, and District Families,

The situation in our school sites, classrooms, and common spaces is different than the official reports being released by CUSD. Although Union Leadership continues to provide its members with accurate data associated with the current COVID-19 outbreak at ALISO and CANALINO; CUSD's administrative team remains resistant and in denial.

The Union has confirmed that district stakeholders are unable to rely upon CUSD management to protect them. The time has come for employees and district families to reach beyond our local administrators and elected Board politicians.

Below, CAUSE leadership is providing two resources; where staff, faculty, students, and families may report the current COVID-19 HEALTH & SAFETY violations to the external authorities responsible for supervising CUSD's mitigation obligations.

# 1 : California Department of Public Health

<https://caschoolsopening.powerappsportals.us/comments-and-concerns/?stepid=e7b29749-a555-eb11->

[a812-001dd801a230](#)

# 2 : The COMPLAINT Process for CAL OSHA (California Office of Occupational Safety & Health Administration)

<https://www.dir.ca.gov/dosh/Complaint.htm>

Moving forward, we believe educators and support staff have an obligation to prioritize the HEALTH and SAFETY of our students, employees, and their families. Although District leadership has engaged in public attacks on those who share their concerns and experiences, we ask that each of you stand together and file a daily report, clarifying the extent of the violations you are experiencing across the CUSD. It is important employees and families participate in this collective action; if we are to better inform the authorities of the conditions and recent outbreaks on CUSD's sites and facilities.

Examples of the types of conditions being observed and reported to Union Leadership include:

- The mixing of cohorts; Employees being directed to work between more than a total of 2 cohorts in a week.
- CUSD's erroneous DASHBOARD, which fails to maintain accurate records related to COVID-19 positive cases, transmissions, exposure to other staff/faculty /students.
- CUSD's failure and refusal to notify exposed individuals of close contact, even when close contact has been demonstrated.

- The failure of CUSD to meet its sanitation and hygiene responsibilities associated with COVID mitigation protocols.
- The failure to respond appropriately to OUTBREAK conditions, as defined by CAL OSHA [i.e. *3 or more positive cases reported in a 14 day period at a single worksite*]
- The failure to provide testing to those employees who have been directed to quarantine.
- The failure to conduct contact tracing at school sites experiencing OUTBREAK conditions, as defined by CAL OSHA [i.e. *3 or more positive cases reported in a 14 day period at a single worksite*]
- The coordinated effort by CUSD management to retaliate and publicly smear employees trying to share and report their experience with COVID-19 and the District's mitigation efforts. Including the use of a variety of District resources to humiliate, frighten, and discourage employees.

You can be certain that filing these reports is entirely legal and professional. The District is NOT ENTITLED to discipline employees and/or CUSD families for participating in this outreach. Union leadership is confident that each of you can add specificity (*i.e. names, dates, locations, frequency,*

*duration, etc.*) to the categories of violation cited above.

In Unity,

**~ CAUSE Leadership**

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