

CAUSE ADVISORY

Update: Impact Bargaining CUSD Pulls the Rug Out on Employees with Childcare Needs!

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CUSD Colleagues:

Although we have not reached an agreement, CAUSE Leadership has been able to confirm one detail:

“Visitors, family members including children, volunteers, pets. an/or any non-district employees are NOT to be on campus.”

~ Human Resource Director Diana Zapata [Aug. 17, 2020]

What does this mean:

- a. Just five days before students return for the 2020-21 school year, the CUSD has unilaterally decided to prohibit District employees from bringing their children onto District school-sites & facilities.
- b. Not only is this announcement in conflict with the guidance previously provided by select District Principals; at this late hour the timing couldn't be worse. District employees are now left scrambling for quality childcare, with less than a week notification.
- c. Given the limited options before us, the Union is compelled to share the terms of the **“Family First Coronavirus Response Act,”** which clarifies the newest LEAVE options related to the COVID-19 pandemic. These options, coupled with our current contractual LEAVE provisions (*afforded all CUSD employees*) may be the only way District employees can resolve this issue in the limited time we've been provided.

Please review the attached document, and feel free to contact your site-rep if you have any questions.

In Unity,

~ CAUSE Leadership

