

# CAUSE ADVISORY

## COVID-19 Tests

### Who pays? The Employee or District ?

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CUSD Colleagues,

Recently, several employees were contacted by CUSD's Human Resource Director, Diana Zapata. These employees received the email regarding COVID-19 testing (highlighted below). It suggests that as a matter of employment, employees with District health insurance are responsible for paying for COVID-19 testing.

Specifically, HR Director Zapata states : "If you are insured through CUSD, your insurance is required to pay for testing."

This announcement caught many of you off guard, as it did your Union leadership. Although there may be truth to the statement, the Union is uncomfortable with the CUSD transferring operating costs upon the shoulders of District employees. And given that we have no record of bargaining this detail, more clarification is needed. Therefore, we demand clarification upon the authority that directs the CUSD's expectation as stated by Ms. Zapata; prior to the District being permitted to arbitrarily require either (A) the medical procedure itself or (B) payment for a medical procedure such as this.

In the meantime, CUSD employees are strongly discouraged from providing the requested insurance information until the CUSD has an opportunity to clarify further and confirm said authority.

Similarly, in the event that you have already provided said data, you are encouraged to retract any permission you may have provided the CUSD until confirmation that the CUSD's expectations are permissible.

Again, the District needs to clarify this expectation before any employee is required to provide insurance information or co-pay monies for the purpose of COVID-19 testing. Union Leadership looks forward to prompt response from the CUSD. Once resolved, we will notify District employees of our position on this matter.

In Transparency, and

**Happy Halloween !!!!**

- j. Hotchner