

CAUSE ADVISORY

Deadlines for Submitting Families First COVID Relief Act [FFCRA] LEAVE Update & Correction: Regarding HR / Principals' Notifications

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CUSD Employees,

The Union has been notified about statements from Human Resource Director Zapata, Assistant Supe. Fitzgerald, Supe. Rigby, and select CUSD Principals. Specifically, they've been telling employees and parents that, 'On October 1st, 2020, employees can make a decision. They can either report for duty or resign.' This statement, like so many others from these administrators, seems designed to intimidate, bully, and appear powerful. **And, this is anything but the truth.**

Elementary employees have also received emails such as this one from Canalino Principal, Jamie Persoon...

----- Forwarded message -----
From: Jamie Persoon <jpersoon@cUSD.net>
Date: Thu, Sep 17, 2020 at 8:43 PM
Subject: [CanalinoAll] Information request

Hello,

Please let me know via email if you will be taking a leave once we return to hybrid learning model on October 1. Please do this by September 25 so I can plan for your class or duties to be covered.

**Many thanks
Jamie**

Once again, such messages are framed as a directive, when in reality, they serve to limit your LEAVE rights during this time of uncertainty and threat. Therefore, CAUSE continues to inform both District employees (*of their rights*) and CUSD administrators and School Board members (*of their obligations*).

Just today, the **U.S. Department of Labor a rider** published a memo clarifying more details associated with the original FFCRA legislation. This memo does much to further clarify employee rights, while demonstrating the validity of CAUSE's understanding of how FFCRA works. Although we continue to encourage our members to cooperate as best you can with the

CUSD's requests for advance notice; at the end of the day, the decision of when and how to notify the District of your decision to take LEAVE is the employees alone. Only in relatively obscure circumstances, where "intermittent LEAVE" is sought, does an employee need the agreement of the CUSD. **The majority of FFCRA - LEAVE, including all categories of consecutive LEAVE, require only employee notification.**

Please see the attached document, which clarifies the recent enhancements published today.

In Unity,

~j. Hotchner * CAUSE President

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to CAUSE website: <http://cause2216.org/>]

