

CAUSE ADVISORY

Regarding Admin's "District Reopening Surveys"

Recommended Action For Employees

Greetings CUSD Colleagues,

CAUSE leadership has been flooded with questions on the topic of, **DISTRICT reopening surveys**, which have been provided by CUSD's site-principals. *(An example of these types of **survey & announcements** are provided at the bottom of this email.)*

The Union shares your many concerns about the health and safety of students and employees, let alone those impacted beyond the District by the health of these two stakeholder groups. We also understand that many of you are uncomfortable responding to these surveys, and have asked CAUSE leadership to provide direction.

CAUSE Leadership believes:

The CUSD has not provided employees sufficient information to select either of the forced options contained in these or similar CUSD administrative surveys on District reopening.

Until the CUSD has better informed our members on its response to guidelines associated with

(A) the availability of PPE
(ex. masks, face shields, gloves, etc.)

...and...

(B) social distancing procedures
(ex. 6feet?, 10 feet?, bathrooms accessibility?, passing periods?, indoor or outdoor classes?, ill students?, temperature checks?, etc.),

the Union does not believe ANY employee could respond to these surveys in an informed and intelligible manner.

Therefore, we discourage our colleagues from responding to such surveys, but to instead provide the underlined statement above. This can be done by either: (1) responding directly into the COMMENT fields of the survey, or (2) by simply emailing the underlined statement to your site-principal, instead of completing these surveys.

Finally, we remind the CUSD of the State's expectations associated with reopening from COVID-19 closures.

(Stronger Together; excerpt):

Employee Issues: Engage employees on COVID-19 plans and provide necessary training and accommodations.

a. Revisit existing bargaining agreement.

i. Engage the exclusive representatives of labor groups [sic. CAUSE] and work collaboratively in tailoring bargaining agreements to address the relevant employee issues in this checklist.

Ideally, these are matters that would be resolved as part of the reopening planning process and prior to school starting so as to provide clarity for reopening.

ii. Create a plan for future bargaining that may be necessary as additional issues arise

Although the District has not invited the Union to participate, Union Leadership continues to confirm its willingness to be a proactive and productive partner in reopening conversations in advance of associated decision-making; to include promoting the concept of a "**CUSD REOPENING COMMITTEE**" that includes ALL primary stakeholder groups. Unfortunately, District Leadership has failed to initiate or even announce the formulation of such a "**CUSD REOPENING COMMITTEE.**" But it's not too late !

Thank you for your support and interest.

~ CAUSE Leadership

*** C.A.U.S.E. - Yes We Can ***

[Please feel free to visit to CAUSE website: <http://cause2216.org/>]

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