

## **UCSF-AFSCME 3299 Agreement**

### **Campus Custodian Voluntary Redeployment to Health System Assignments**

April 1, 2020

#### **1. Voluntary Assignment**

- a. Without waiving the University's right to reassign work as outlined in Article 18 - Management Rights, for the duration of this agreement, the University will seek volunteers to fulfill the work shifts in the Health System locations. The department will communicate work shifts during the daily huddle meetings.
- b. The University shall provide AFSCME with information regarding available work shifts, and AFSCME shall encourage employees to volunteer for available assignments.
- c. Voluntary assignments and shifts shall be offered in seniority order (as defined for Hours of Work in Article 35 - Seniority), and then offered to per diem and limited employees, if any.
- d. As outlined in Article 24: Out of Classification Assignment: When the University temporarily assigns an employee to perform fully the functions of a position in a higher classification for at least 15 working days or more:
  - i. The employee shall be reclassified to the higher level position or be provided an administrative stipend.
  - ii. The employee will be paid at least 4% over his or her current pay rate or the minimum of the higher position's range,  
  
whichever is higher
- e. Shift differentials shall be paid consistent with Article 37 - Shift Differential and the current Service Unit Wage Table.
- f. Hours on pay status in the out-of-class assignment count toward the calculation of the 2021 Lump Sum Payment.
- g. Employees accepting an out-of-class assignment shall not experience a break in service, shall retain their campus position, and shall continue to accrue seniority in their home Campus/Department.

h. The University shall follow the Paid Administrative Leave Executive Order.

i. During the term of this agreement, a Campus Custodian who has volunteered to be deployed to a Health assignment pursuant to the terms of this agreement shall not be subject to curtailment, temporary layoff, indefinite layoff, or reduction in time.

## 2. Health & Safety Training

a. All staff will be trained in their prospective assigned work areas. In addition, the UCSF health systems managers will provide training specifically related to COVID 19, social distancing, waste disposal and other safety related trainings and guidelines, as provided to other health system custodians. All staff have also been encouraged to visit the COVID-19 website for daily updates.

b. Given the emergent need, and staff performing their general work duties, the University will attempt to provide an interpreter if available or be matched with a colleague that speaks the same language when conducting training.

c. Required vaccinations shall be provided by the University at no cost to the employee.

## 3. Travel & Parking

a. All campus custodial staff will work in their usual locations, i.e. East or West zones. For example staff being redeployed to Parnassus Health assignments are already assigned to work on the Parnassus campus. However, should the need arise for staff to be reassigned to areas not within the vicinity of their regular work assignments to meet emergent needs, the University agrees to provide reimbursement of travel in accordance with Article 41 and the University of California Business and Finance Manual.

b. Given the recent announcement that some public transportation entities will be reducing their operational hours, the University recently announced that staff who no longer have access to UCSF shuttles or public transportation during their shifts, may be reimbursed for commuting costs incurred using ride shares (UBER, LYFT). Expenses must be pre-authorized by the department. This will only be during the period that UCSF is impacted by this COVID-19 pandemic or as otherwise agreed upon by the department

c. The University is currently providing free parking to all UCSF staff until further notice. This free parking will be available to these staff members during the period that it is offered to all UCSF staff.

4. This agreement will be in effect through May 31, 2020, and may be extended upon mutual agreement of the parties. This agreement pertains only the deployment of UCSF campus custodians to UCSF Health assignments, shall not be precedent setting on any other matter, and shall not waive or modify any provisions of the AFSCME Service Unit Agreement.

For UCSF:

Kelly Sheridan

Date: 4/2/2020

For AFSCME 3299:

Nicolau Monteiro

Date: 4/2/2020