



CU Boulder Staff Council Resolution 2020-01: **COVID-19 Response**

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Guided by organization bylaws, Boulder Campus Staff Council (BCSC) advocates for the needs of Staff on the Boulder Campus;

As a result of the COVID-19 pandemic, the students, faculty, and staff of the University of Colorado are experiencing an unprecedented disruption of their expectations and routines;

Whereas the BCSC wishes to acknowledge the decisive and prompt actions of university leadership to cancel in-person, on-campus events with a projected reopening date of no sooner than July 31, 2020;

Whereas BCSC acknowledges the necessity of prioritizing the needs of the student and faculty population during the process of creating safe new learning platforms and arranging for the physical safety and well-being of those populations;

Whereas the staff population has been left with essentially three options: work from home, stay off-campus and be paid Administrative Leave, or continue to work on campus in a critical service role;

Boulder Campus Staff Council,

Resolves to meaningfully engage in the conversation with CU Boulder administration, in partnership with University of Colorado Staff Council (UCSC) and the greater CU community;

Emphasizes that all staff currently required to perform their duties on campus continue to have access to:

- personal protective equipment
- training on the proper use of that equipment
- hazard pay as required by the [Department of Labor](#) rules and regulations

Resolves to strongly request that the provisions of [Classified Staff Layoff Plan](#) be extended to all university staff and contract employees who fulfill the role of a permanent employee to ensure that in the event of any layoff, each department and unit must submit a plan to Human Resources and Employee Relations that includes:

- How work will be absorbed by the remaining staff
- The anticipated benefits and results, including any cost savings
- Which positions will be affected
- A decision matrix for how a particular position was chosen for layoff
- An organizational chart (current and proposed) showing the changes in the unit
- Minimum of 10 workday notice for the unit's employees with information on how the unit will be impacted by the layoff



- Minimum of 60 calendar day written layoff notice to the impacted employee confirming that their position will be abolished prior to the effective date of the layoff.

Whereas, BCSC calls upon CU leadership to provide open transparency on any potential layoffs, furloughs, or reduction in hours as well as detailed financial and operational changes that impact departments and units;

Whereas, BCSC draws attention to the significant health and financial risk that frontline employees are currently under and the need for them to have priority access to COVID-19 testing and treatment;

Whereas, BCSC invites CU leadership to continue to provide an updated stream of information for non-essential staff on timelines, impacted work-flow, and financial resources;

Resolved that all staff to continue to receive necessary information on the current status of COVID-19, their safety, and any further actions made by the administration that would directly impact staff in a timely manner.

Resolution passed by the Boulder Campus Staff Council on the 8th day of April, 2020.

Deborah Prestianni, Co-Chair

Heather Martin, Co-Chair

John Kelly, Co-Chair