

## **COVID-19/CORONAVIRUS UPDATE**

MAPE Stewards:

As we move through this stressful time MAPE would like to share information that will help you respond to questions from our members.

### ***Our current agreement regarding the coronavirus:***

- We have a current agreement that if any member has coronavirus or is caring for someone with the virus, after they exhaust sick leave they will be put on paid administrative leave which we already have contract language for under Article 14 – Leaves of Absence.

### ***For members not under the first bullet but experiencing cold/flu symptoms:***

- Some of our members may be out sick with cold or flu symptoms, but not tested for or diagnosed as Coronavirus. Their Doctor may be telling them to stay home and at that point, and as they may exhaust their sick leave, they should make an immediate request to HR to be covered under paid administrative leave. While our formal agreement mentioned in the first bullet is ONLY for diagnosed cases of COVID-19, we are trying to push MMB to expand the use of paid administrative leave, and we want to advocate for that at the HR agency level too. Please let us know whether HR is refusing to apply paid administrative leave in these instances, or indeed if they are granting it. This is new territory for all of us and we want to gather as much information as possible.

### ***Telecommuting:***

- You know that there is much support for telecommuting at this time. Telecommuting is not covered in the contract therefore grievances would not be filed if denied but conversations should be moved through supervisors up to HR to make sure the denial is reasonable and that HR is providing consistent, appropriate messaging to the supervisors. If you talk to a member who is still denied please save the data (along with the reasons given) as we may need to use it going forward.

Thank you for your continued support of the members. The virus is creating a lot of anxiety and tense situations as we move through this. All Business Agents, Enforcement and Organizing, will serve as a resource to you if you need it in tackling paid administrative leave and telecommuting issues due to COVID-19. We will send out further information as we have it.