

THE NEW NORMAL

Guidance for a safe and successful return to the
workplace in the wake of COVID-19

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WHO WE ARE

- The National Association of Government Employees (NAGE) is an organization of members united by the belief in the dignity and worth of workers and the services they provide, dedicated to improving the lives of workers and their families.
- NAGE represents over 20,000 employees in the Commonwealth of Massachusetts.

We are front line workers in the face of this pandemic. We are the core, essential employees who have kept the Commonwealth running. We are the MassDOT and MWRA, keeping public transportation running, roads safe and water clean. We are the employees of the RMV providing identification, licenses and IDS throughout the pandemic to keep drivers safely on the roads. We are the Trial Court & Probation officers protecting the public in our court houses and keeping us all safe. We are the EHS employees at state hospitals, soldiers homes, state labs, DTA and DCF providing support for the most vulnerable citizens. We are the DOC employees working at state prisons and the DUA employees working around the clock to provide unemployment assistance to the thousands left unemployed from the pandemic.

PRIORITIES FOR FRONT LINE WORKERS, HEALTH & HUMAN SERVICES AND PUBLIC SAFETY

NAGE members within these sectors have continued to work throughout the COVID-19 pandemic. NAGE has fought for many of the health and safety protections needed for our members, and WON many already.

Here are the protections achieved, and several we continue to fight for:

- Telecommuting for as many members as possible
 - 10,000+ currently telecommuting successfully
- Documented cleaning and sanitization of all workplaces
- Stock cleaning supplies, soap and hand sanitizer
- Stock PPE for employees in the workplace
- COVID-19 Testing of all essential employees currently in the workplace.
- COVID-19 Testing of all employees before they are returned to the workplace.
- Hire Medical professionals to take temperature of all entering state offices.
- Mandatory Social Distancing of 6 feet in all state offices.
- Mandatory Masks or Face Covering must be worn by all employees and all customers visiting state offices.
- Temperatures will be taken by medical professionals at all state offices upon entrance.

NUMBER ONE PRIORITY: TELECOMMUTING

Approximately 10,000 NAGE Members are currently telecommuting and Governor Baker has remarked it a success.

Telecommuting for Executive Branch employees was extended by Baker on May 12th.

- Expansion of Telecommuting to include all titles that have duties that can be performed remotely.
- Invest in equipment, laptops, smartphones, VPN access, video conference programs and online applications to allow state employees the ability to work remotely.
- Redesign how to service customers virtually.
- Develop online applications for services



CHARLES D. BAKER

Governor

KARYN E. POLITO

Lieutenant Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
100 CAMBRIDGE STREET, SUITE 600, BOSTON, MA 02114

MICHAEL J. HEFFERNAN

Secretary

JEFF MACUE

Assistant Secretary
Chief Human Resources Officer

The following guidance is in effect starting May 10, 2020 and will remain in effect until further notice.

Consistent with preliminary guidance from the COVID-19 Coronavirus Response Command Center and Reopening Advisory Board, the Executive Branch will be extending the current remote workforce arrangements to ensure full adherence to the health and safety provisions of the [Four-Phase Reopening Plan](#) presented by the Baker-Polito Administration on May 11, 2020. The extension of these policies are important to complement measures underway in many sectors across Massachusetts to support required social distancing and a staged reopening.

The reopening plan is based on law, research and most importantly, direct input from NAGE members through the health & safety survey conducted.

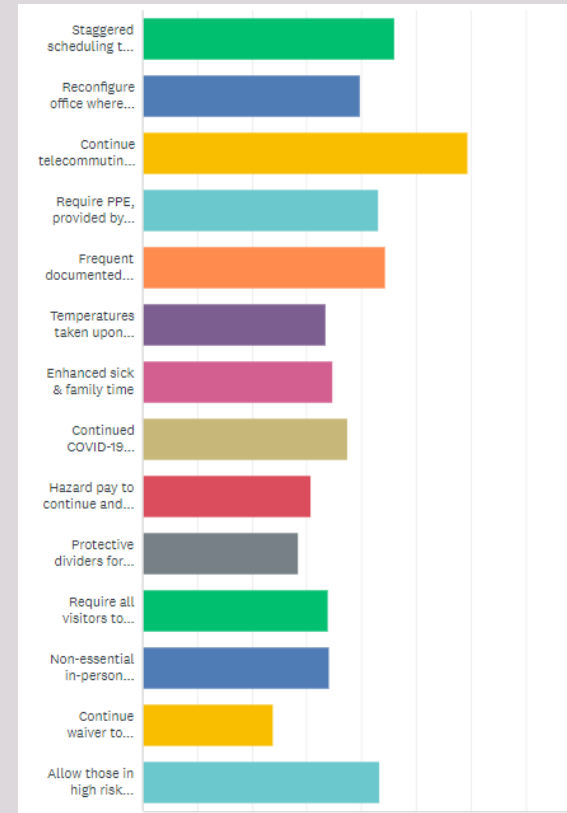
The survey results are below, and you can see that our reopening proposals directly mirror the results.

Most important, as ranked by MA State Members

1. Continue telecommuting where possible
2. Staggered scheduling to minimize in-person interaction
3. Frequent documented sanitization and cleaning of all offices
4. Allow those in high risk groups or caring for someone in a high-risk group to continue to telework
5. Require PPE, provided by employer
6. Reconfigure office where needed to maintain safe distance standards of 6ft.
7. Continued COVID-19 testing for all employees
8. Enhanced sick & family time
9. Non-essential in-person meetings continue to be conducted via video conference
10. Require all visitors to office to wear masks
11. Temperatures taken upon entry of all state offices
12. Hazard pay to continue and/or establish where it has not been yet
13. Protective dividers for all public-facing areas
14. Continue waiver to eliminate childcare prohibition when telecommuting

Least Important, as ranked by MA State Members

Please rank the following health and safety measures from most important to you (1) to least important to you (14)



OPEN-ENDED SURVEY RESULTS

We asked NAGE members if there were additional health and safety measures that we should include in our reopening proposals, based on their specific work location and the duties performed there.

Here are the results:

Suggestion/concern	Number of Members Reiterating the Response
Importance of continuing Telework/Flexible Schedules	205
Public Transportation/MBTA safety concerns while commuting	79
Employer provides PPE and sanitizer to employees	73
Lack of childcare, camps, school, etc.	52
More materials for teleworking (laptop, printers, cell phone, VPN, etc)	51
Enforcement of social distancing between work stations (dividers, 6ft apart, etc).	46
Documented, frequent cleaning of workplace (BR, hand rails, caf, etc)	38
Parking vouchers/availability	35
Importance of Hazard Pay for CORE employees	33
Crowding concerns in elevators, bathrooms, or communal spaces	26
Testing for all public employees	22
Requirement for employees and visitors to wear masks	19
HVAC/Air quality concerns	18
ERIP/Retirement options	17
Hold meetings, trainings, updates via teleconference/zoom	14
Keep offices closed to the public	13
Offices should screen for symptoms	9
Employees should have freedom to choose to wear PPE	7
Concern for layoffs, furloughs, job protection, etc.	7
Mental health and emotional support resources	5
Procedure checking and accountability of management	5
Automatic systems in buildings to avoid touching (doors, sinks, soap dispensers)	5
Safety of Road Test Examiners	4
Options for Overtime	4
Should have security in buildings	4
No longer having shared work spaces	3
Masks suitable for the hearing-impaired	3
Guidance on evaluation in the future (Form 30)	1

Article 19 of the NAGE Collective Bargaining Agreement for Units 1, 3 and 6 provides that the employer must provide a healthy & safe work environment for employees, and must correct any unsafe conditions.

NAGE has, and will continue to advocate for protections against COVID-19, and for a safe & healthy work environment for all NAGE members specific to their duties, agency and location.

ARTICLE 19 SAFETY AND HEALTH

Section 19.1

- A. The Employer agrees to provide a safe, clean wholesome surrounding in all places of employment.
- B. Each Department head shall issue instructions to all supervisory personnel to carry out the provisions of this Article.
- C. When an employee reports any condition which he/she believes to be injurious to his/her health to the administrative head of a work location, the administrative head shall correct the situation if within his/her authority, or shall report said complaint to his/her supervisor.
- D. A copy of the provisions of this Article shall be conspicuously posted in each work location.
- E. In all new places of employment, where the Union alleges that the air quality is inferior, the person in charge of the location will make reasonable efforts to have air quality checked. If the air quality is found to be sub-standard, the person in charge of the location shall make reasonable efforts to improve it.
- F. Whenever temperature inside any work location is unusually hot or cold, the person in charge of such work location shall immediately contact the person responsible for the building to determine the cause and probable length of time necessary to correct the problem.
- G. The Employer will make every reasonable effort to abate asbestos containing materials as recommended by the Division of Occupational Hygiene. Where such cleanup is not possible, the Employer will make every effort to avoid making work assignments, which will unduly expose employees to known hazardous materials.
- H. Pregnant employees who work in conditions/situations deemed hazardous or dangerous to the pregnancy by the attending physician may request a temporary reassignment within their job description or a comparable position, and may be reassigned within two (2) weeks of notification for the duration of the pregnancy. Upon request by management, the employee will provide medical evidence. Such work assignments shall be determined by the appointing authority or his/her designee. This request must be made in writing to the Appointing Authority.
- I. Grievances involving the interpretation or application of the provisions of this Article may be processed through Step III of the grievance procedure set forth in Article 23, but may not be the subject of arbitration.

Section 19.2

The Parties agree to establish a program to monitor air quality at new and existing worksites. The parties agree to negotiate over the specific provisions of such a protocol within 60 days.

Section 19.3

The parties agree to establish a safety and security committee to study all state buildings and leased property where state employees work. The mission of the study will be to establish more consistent safety and security policies to ensure the safety and security of all state employees at their work site and citizens of the Commonwealth that visit state agencies. In addition, the parties agree to establish a training program to promote the safety and security of all state employees that

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may include, but shall not be limited to active shooter training, front line security, and reception practices and protocol for 911 emergencies.

CDC Guidelines

According to the CDC guidelines on [Opening Up America Again](#), the following should apply:

- Individuals should continue to:
 - Wash hands often
 - Cover coughs and sneezes
 - Avoid close contact with others
 - Disinfect frequently used items and surfaces
 - Stay at home when feeling sick
 - Use cloth face coverings when out in public
- Employers should:
 - Notify and work with State and local public health officials if an employee tests positive for COVID-19
 - Develop and implement appropriate policies in accordance with Federal, State and local regulations and guidance and informed by industry best practices, regarding:
 - Social distancing
 - Personal protective equipment
 - Health checks like temperature screening
 - Isolating and sending home those who are sick
 - Not allowing employees positive for COVID-19 to physically return to work unless cleared by a medical provider or according to guidance for discontinuing home isolation
 - Notifying local health officials and individuals who may have been exposed when someone is confirmed or presumed positive with COVID-19
 - Sanitization, cleaning and disinfecting
 - Business travel

EMPLOYEES AT HIGH RISK

Employees who are at high risk are to apply for reasonable accommodation.
We will continue to advocate for high risk individuals to remain telecommuting.

CDC guidelines for defining high risk individuals

Based on what we know now, those at high-risk for severe illness from COVID-19 are:

- [People 65 years and older](#)
- People who live in a nursing home or long-term care facility
- People of all ages with [underlying medical conditions, particularly if not well controlled](#), including:
 - People with chronic lung disease or moderate to severe asthma
 - People who have serious heart conditions
- People who are immunocompromised

Many conditions can cause a person to be immunocompromised, including cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications

- People with severe obesity (body mass index [BMI] of 40 or higher)
- People with diabetes
- People with chronic kidney disease undergoing dialysis
- People with liver disease

NAGE guidance for high risk members

March 26, 2020

If you have been deemed CORE personnel during the COVID-19 pandemic and are at high risk of infection according to the [CDC](#), please read the following.

NAGE has been advocating for self-disclosed high-risk individuals to be removed from the workplace during the current health crisis. HRD has recently notified us that you must notify your individual ADA coordinator to request to telecommute, based upon your pre-existing condition, age, or caretaker responsibilities for a high risk or elderly family member. NAGE received the following statement regarding this matter:

"It is very important to note that in order to expedite the ADA process, the Commonwealth has temporarily waived the requirement that employees submit medical documentation to request an alternative work assignment. We believe that this measure will significantly help expedite the decision-making process while maintaining consistency and ensuring that employee confidentiality concerns are satisfied."

Please email your ADA coordinator to request in writing that you are at high risk and wish to telecommute and copy your Local President.

 [Who to Contact: ADA Coordinators](#)

Below is a sample email you could send:

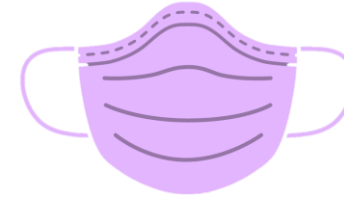
Dear ADA Coordinator,

I am writing to request that I be allowed to telecommute due to the fact that I am currently deemed essential and working in the office. I am at high risk of infection from the COVID-19 virus due to *my pre-existing medical condition or over age 60*. Please advise me of a response as soon as possible.

Thank you,

NAME/Email/phone/agency

FACE COVERINGS AND MASKS



- NAGE will advocate for face coverings and masks to be worn at all agencies, not just by employees, but by all members of the public that visit state offices.
- Governor Baker has issued a protective face covering order, covering the entire Commonwealth.
- NAGE has provided masks for members at EHS and other state agencies.

PLEXIGLASS BARRIERS AT RMV BRANCHES OR AGENCIES WITH PUBLIC FACING AREAS

Reducing the risk of contamination and promoting social distancing



Apr 13, 2020

HRD Guidance on Face Coverings

The Commonwealth is working to ensure that appropriate Personal Protective Equipment (PPE) is available for all health care workers and first responders.

In addition to these roles, we recognize that some Commonwealth employees are working in roles where maintaining social distancing is not always possible. The Commonwealth is recommending that workers who cannot maintain social distancing while working, follow the **CDC** and DPH guidance and wear cloth face coverings when possible, especially in areas where there may be a concern of significant community-based transmission. Cloth face coverings have been made available at multiple work locations and we are working to secure additional face coverings for all worksites.

Department of Public Health Advisory Regarding Face Coverings and Cloth Masks
There are many things that you can do to help protect yourself and others from becoming infected with COVID-19. People who show no symptoms of illness may still be able to spread COVID-19. A face covering may help prevent you from spreading COVID-19 to other people.

- A face covering can include anything that covers your nose and mouth, including dust masks, scarves and bandanas.
- Do not use health care worker masks, such as the N95 masks - those should be preserved for healthcare workers.
- It is important that you wear these face coverings or masks in situations where it is difficult to maintain a social distance of six feet from others. For example, in a pharmacy or grocery store.

When you wear a cloth mask, it should:

- Fit snugly but comfortably against the side of the face.
- Be secured with ties or ear loops.
- Include multiple layers of fabric.
- Allow for breathing without restriction, and
- Be able to be laundered and machine dried without damage or change to shape.

When putting on and taking off a mask, do not touch the front of it, you should only handle the ties or ear straps, and make sure you wash the cloth mask regularly. Wash your hands or use hand sanitizer after touching the mask.

Cloth masks should not be placed on young children under age 2, anyone who has trouble breathing, or is unconscious, incapacitated, or otherwise unable to remove the mask without assistance.

Instructions on how to make your own **cloth mask** are available on the CDC web site.

In addition to wearing a cloth mask you should continue to practice proven methods to protect yourself.

- Practice social distancing at all times by remaining 6 feet away from others when you have to leave your home for essential trips.
- Stay home if you are sick and avoiding close contact with others.
- Wash your hands often with soap and water for at least 20 seconds; using alcohol-based hand gel with at least 60% alcohol if soap and water are not available.
- Avoid touching your eyes, nose, and mouth.
- Clean things that are frequently touched (like doorknobs and countertops) with household cleaning spray or wipes.

Cover your mouth when you cough or sneeze. Use a tissue or your inner elbow, not your hands.

SOCIAL DISTANCING OF 6 FEET BETWEEN EMPLOYEES

ADDITIONAL CLEANING AND SANITIZATION OF STATE BUILDINGS.



National Association of Government Employees

AFFILIATED WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION

April 7, 2020

Governor Charles Baker
Commonwealth of Massachusetts
Massachusetts State House,
Room 280 Boston MA 02133

Dear Governor Baker,

We are writing today to follow up on our letters of [March 26th](#) and [March 27th](#), wherein we requested immediate closure of all branches of the Registry of Motor vehicles. Since our last letter to you the number of positive COVID-19 cases, exposure and increasingly dangerous health and safety violations at RMV branches continues to increase. These incidents are a public safety hazard and not only a cause for alarm for NAGE members, but also for the citizens they serve. We believe that closure of the remaining RMV branches is absolutely necessary and the only way to prevent the ongoing spread and exposure of COVID-19 occurring at RMV branches that remain open.

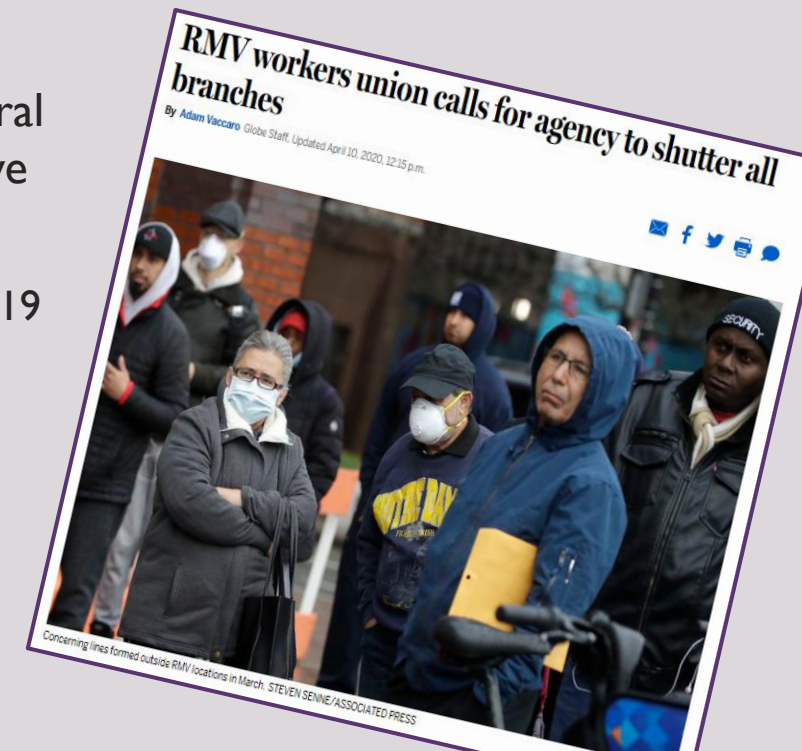
As the crisis escalates, the matter of closing down branches has reached life or death. Our members are being forced to deal directly with the public without protections in place to guard their health and safety. We have been in constant contact with the designated RMV representatives, but to no avail. Open branches have no safety partitions between the employees and the public, and the safety supplies such as gloves and hand sanitizer remain critically understocked. Non-emergency transactions without appointments continue, in direct violation of your Executive Order.

Yesterday, the Trial Court issued an order to close the Trial Courts to the public, taking progressive action to protect the citizens of the Commonwealth and the Trial Court staff. We ask that you do the same at the RMV. Lastly, linked below you will find the actions taken by many states across the country to close the DMV branches and/or provide online-only transactions at their DMV due to the COVID-19 pandemic. It should be noted that in many states with far fewer positive cases and deaths, the leadership has taken progressive action and closed their DMV branches.

We again ask that you take decisive action now and close all RMV branches in Massachusetts. We ask for your immediate response, as our previous letters have gone unanswered.

Sincerely,

- Closure of buildings/offices when positive cases reported. NAGE demanded the closure of several agencies throughout the pandemic when positive cases were reported.
- Example: RMV branches shut down when COVID-19 positive clients entered



OTHER MEASURES OF PROTECTION ACHIEVED AND WILL CONTINUE TO ADVOCATE FOR:

- Cleaning throughout the day of frequent touch points, common areas and bathrooms
- Closing of cafeterias and common areas to limit potential of 10+ people congregating
- Virtual meetings for staff
- Staggered shifts for less staff in buildings at once
- Appropriate PPE for job duties performed: masks, gloves, face shields at EHS hospitals and direct care facilities
- Temperature taken at high risk facilities and prisons
- Reconfiguration of office space to allow for social distancing

GLOVES AND MASKS FOR PUBLIC SAFETY AND TRIAL COURT NAGE HAS ADVOCATED FOR THIS AT ALL LOCATIONS

Dear members of Probation,

The Union has been in daily (and hourly) communication with the Trial Court on a number of issues affecting our Probation members. Top on that list of concerns has been securing an adequate number of gloves and masks for you to perform the essential functions of your job.

As a result of our efforts, the Union has just been informed that OCP has secured approximately 500 masks for our POs to use, primarily when you are asked to do GPS hook ups. While we are thankful, we know 500 masks will not be enough for a every PO. We've been told OCP will continue, on a daily basis, to secure additional masks.

Every day we witness our country's health care community hemorrhaging and running out of these critical supplies. These are unprecedented times that call for unprecedented measures, so if you can personally secure a mask or have the ability to make one at home, please consider that option.

One of our own, a local ACPO, has taken it upon himself to construct a "shield" which separates the PO from the probationer and minimizes the exposure a PO may deal with when doing a hook up. OCP has agreed to construct these "shields" and have one delivered to every court in the Commonwealth by this Wednesday. The Union understands that this measure will not resolve all issues, but we are grateful for the protection it will provide in preventing a PO from coming in contact with another persons clothing. We realize it's not perfect but we truly appreciate the "outside of the box " thinking of our Probation member and OCP's willingness to provide these shields in our courts.

Let me finish by thanking each and every one of you for you professionalism, commitment to service, and loyalty as we collectively navigate our way through this worldwide pandemic.

Please know the Union hears you and will NEVER stop in it's fight to protect and serve you.

Thank you!

Thank you,
Dave Bernard
Public Safety Director

COMMONWEALTH OF MASSACHUSETTS

SUPREME JUDICIAL COURT

SUFFOLK, ss.

OE-144

In Re: COVID-19 (Coronavirus) Pandemic

ORDER REGARDING ACCESS TO STATE COURTHOUSES & COURT FACILITIES

In light of public health concerns arising from the COVID-19 (coronavirus) pandemic and the State of Emergency declared by the Governor, the Court, pursuant to its superintendence authority, issues the following ORDER to protect the public health by reducing the risk of exposure to the virus and slowing the spread of the disease.

Effective immediately, the following persons shall not enter any Massachusetts state courthouse or other state court facility, including, but not limited to, probation offices:

- Persons who have been diagnosed with, or have had contact with anyone who has been diagnosed with, coronavirus;
- Persons with apparent symptoms of coronavirus, such as fever, severe cough, or shortness of breath;
- Persons who have been asked to self-quarantine by any doctor, hospital, board of health, or other medical provider, or health agency, or who reside with anyone who has been asked to self-quarantine;
- Persons who have travelled to the following countries within the last fourteen (14) days:

China
Italy
Iran
Japan
South Korea

(The list may be updated as further guidance is received);

- Persons who reside or have had close contact with someone who has travelled to any of the above-named countries within the last fourteen days.

COVID-19 TESTING

- NAGE is advocating for COVID-19 testing for all State employees working now, and those returning to work in the future



Dear NAGE members,

In our latest letter to Governor Baker, found below, we requested COVID-19 testing for all employees deemed CORE/Essential during the COVID-19 pandemic. We are pleased to report the Administration has agreed to this request, and is launching a **free priority COVID-19 testing program for Core and Essential Employees.**

Agencies will be notifying all Core/Essential employees about the free testing program.

Priority testing for Core/Essential employees will be conducted at the following:

- **Gillette Stadium in Foxborough (Parking Lot P-10), Patriot Place in Foxborough; and**
- **The Big E Fairgrounds in West Springfield (Gate 1), 1761 Memorial Ave, West Springfield.**

Your agency will be sending out instructions on who to contact to set up a testing appointment.

To make an appointment they will need you to provide your name, date of birth, gender, street address, city, state, zip code, email address, and primary telephone number. Once scheduled, employees must bring a driver's license or valid ID to the testing site at time and location of your appointment. When requesting your appointment, please identify the location at which you would like to be tested.

You do not need to be symptomatic to be eligible, but please make a note of whether you are currently experiencing symptoms (i.e., sore throat, dry cough, fever, difficulty breathing or shortness of breath). This will assist the testing staff. Please note that call center and testing site personnel are not able to answer medical or procedural questions pertaining to COVID-19 or DPH/CDC recommendations or guidance.

Test results for symptomatic personnel will be expedited and provided in 24 to 48 hours. Test results for asymptomatic personnel will be provided within three to five days. All test results will be provided electronically.

Questions can be directed to your designated contact, upon agency designation.

HAZARD PAY FOR MEMBERS CONTINUING TO REPORT TO WORK LOCATION OUTSIDE THEIR HOME DURING STATE OF EMERGENCY



Dear NAGE member,

As the COVID-19 crisis continues, NAGE has consistently pushed for legislation to support and benefit our members across the Commonwealth. Below you will find an update on said legislation:

[House Bill 4631](#)

NAGE members recently met with the Chairs of Public Service via video conference to lobby for passage of NAGE's bill to provide hazard pay to all public employees required to report to a work location outside their home during the State of Emergency. As a result of the meeting, the Public Service Committee sent a [request](#) for federal funding in support of the employee initiatives before the committee to Congressman Richard Neal, the Chairman of the US House Ways and Means Committee. NAGE National President David Holway [submitted a letter](#) requesting federal funding specifically for House Bill 4631 to Congressman Neal.

We have MOA's in place for members at EHS and DOC for hazard pay

MOA's are also in place for members at EHS and DOC

While these agreements do not cover all members, we will continue to advocate for all NAGE members working in offices and facilities throughout the pandemic to receive hazard pay.

May 13, 2020

Congressman Neal Delivers for Working Families

The Heroes Act unveiled by Congressman Neal and House Democrats yesterday includes a wide range of initiatives designed to support American workers and their families throughout the next phase of the COVID-19 crisis.

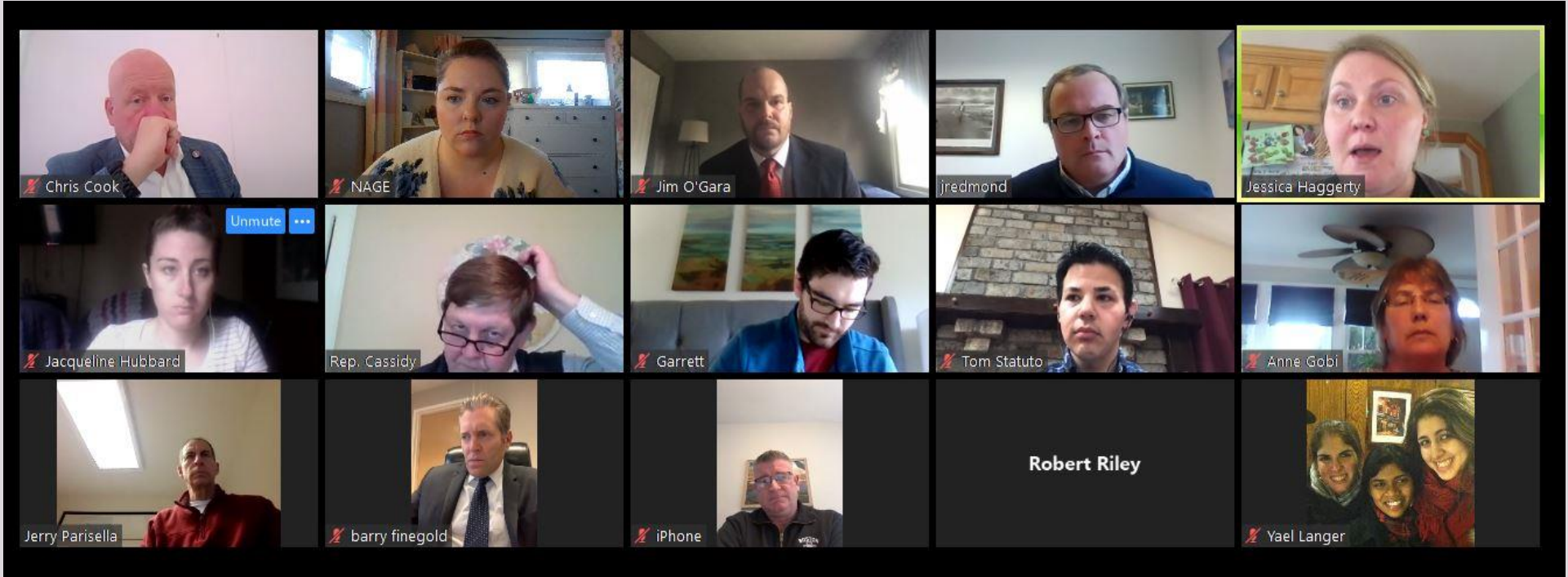
One area of the bill the NAGE has lobbied hard for is hazard pay. The bill includes a grant program to provide essential workers with \$13 per-hour, up to \$10,000 total, for service provided during the COVID-19 emergency.

While Senate Republicans have voiced opposition to the House proposal, it our continued hope that your ongoing lobby efforts and public pressure will result in a strong support package that will honor our essential worker heroes and keep our families afloat.

Click [here](#) to read a summary of the **HEROES ACT**.

NAGE continues to fight for hazard pay as the bill moves through the legislature, but funding is still needed.

NAGE members met with the members of the Public Service Committee to offer their first-hand experiences in support of the Hazard Pay Bill



SICK TIME

- NAGE has fought for our members to have paid sick time if they are positive for COVID-19, quarantined or exposed to COVID-19. We will continue to fight for this:

★ **BILL SD.2870**
191st (Current)

AN ACT PROVIDING CERTAIN STATE EMPLOYEES SICK LEAVE FOR COVID-19 RELATED ABSENCES

By Mr. Feeney, a petition (accompanied by bill) (subject to Joint Rule 12) of Paul R. Feeney, James J. O'Day, Tami L. Gouveia, Stephan Hay and other members of the General Court for legislation to provide certain state employees sick leave for COVID-19 related absences. Senate Ways and Means.

Presenter: [Paul R. Feeney](#)

[View Text](#)
[Print Preview](#)
[Download PDF](#)

[Docket History](#) [Petitioners](#)

Displaying 3 actions for Bill SD.2870

Date	Branch	Action
3/19/2020	Senate	Referred to the committee on Rules of the two branches, acting concurrently
3/26/2020	Senate	Rules suspended
3/26/2020	Senate	Referred to the committee on Senate Ways and Means

[House Docket 5050/Senate Docket 2924](#)

NAGE filed House Docket 5050 and Senate Docket 2924 'An Act relative to a COVID-19 Presumption for Public Employees' last week. The bill would create a presumption of on-the-job transmission of COVID-19 for any employee testing positive who has been required to continue reporting to their worksite throughout the emergency. This presumption would make any essential/core employee who succumbed to COVID-19 eligible for a 100% survivor pension, as well as the one time death benefit payment made to police and fire.

FAMILIES FIRST CORONAVIRUS RESPONSE ACT

Mar 31, 2020

Families First Coronavirus Response Act

Under the recently passed **Families First Coronavirus Response Act**, you may be eligible for up to twelve weeks of paid leave, in addition to what you are entitled to under the NAGE Collective Bargaining Agreement, for employees who need to take time off for reasons related to the Coronavirus pandemic.

This law goes into effect on April 1, 2020 and expires on December 31, 2020. It is not retroactive. For the first two weeks of this leave, eligible employees receive their full pay. For up to ten additional weeks, eligible employees receive two-thirds of their regular pay under this law.

This law is quite complicated and we urge you to refer to the US Department of Labor Paid Leave Rights websites below to see how the law applies to your situation.

Please reach out to your NAGE Local President with further questions.

DOL: Families First Coronavirus Response Act: Employee Paid Leave Rights

DOL: Families First Coronavirus Response Act: Questions and Answers

HRD MOA ON SICK TIME

Allows members to use their sick time or accrued time to take leave when necessary during the pandemic.



NAGE WILL CONTINUE TO FIGHT FOR THE PREVENTION OF COVID-19

- Advocate for funding for all to be tested for COVID-19
- Temperature checks daily by medical professionals
- Antibody testing once testing is more reliable
- Investment in tracking and tracing programs to prevent spread and outbreaks
- Federal stimulus funding to support states to keep members safe on the job
- Advocate for hazard pay
- Vaccinations when they become available