

August 30, 2021

Dear Banks and Jennifer,

As you are aware, pursuant to the UAW 4121 Academic Student Employee Collective Bargaining Agreement, the University has contractual obligations to provide and maintain a safe and healthy workplace for ASEs, as well as to provide ASEs paid training necessary to fulfill job duties.

With the planned return to campus upcoming and the COVID pandemic continuing to rapidly evolve, the health and safety of our members – along with all other UW community members – is of utmost priority. **We believe the best way to ensure the health and safety of our members is to ensure every ASE has the option to work remotely. As Fall Quarter approaches, there are also a number of areas that UAW 4121 members have significant questions and concerns about.**

We understand that the University has begun updating policies and protocols, and appreciate early action to adopt measures such as indoor mask mandates. That said, with ongoing concerns about the return to campus, we are also actively informing members of their rights if they face an immediate situation that puts their health and safety at risk. We believe the more clarity the better, and the more we proactively anticipate situations together, the smoother and safer things will run. To that end, we would like to know what steps the University has taken to ensure the safety of ASEs and what protocols it has put into place for when ASEs feel unsafe.

Below you'll find a more specific request for information necessary to ensure everyone's safety. Our concerns include, but are not limited to: risk of COVID exposure; updates to University HVAC and filtration systems; training on and enforcement of UW policies within our classrooms and labs; protocols in place to expeditiously inform ASEs of positive exposures and ensure safety after exposure; vaccination accommodations for international ASEs facing travel or access concerns. We additionally have concerns for the health and safety of ASEs with children who are too young to be vaccinated or who are sent home from school because of an exposure; as well as ASEs who have household members who are immunocompromised.

We look forward to discussing these issues further at tomorrow's meeting.

Sincerely,  
UAW 4121 Joint Council

Please find below a request for information pursuant to our status as exclusive bargaining representatives for UW Academic Student Employees. Please let us know if you would like to further clarify any of these requests. Please provide this information as it becomes available, and no later than September 13, 2021. We look forward to hearing from and working with you.

1. What benchmarks or metrics is the University using to determine whether it is safe to return to in-person work? How are these decisions being made?
2. How much notice will the University give if there are changes of plans regarding in-person work in response to breakthrough cases or new COVID-19 variants?
3. What circumstances would trigger a specific course or all courses to become remote? What additional training will ASEs receive to ensure smooth transitions from in-person to remote work?
4. What is the protocol for ensuring ASEs' workload rights are protected while maintaining high quality instruction, whether due to shifts in work (e.g., shifting from in-person to remote instruction) or due to additional demands (e.g., meeting emergent student needs or accommodations)?
5. How will ASEs be notified if a COVID infection is detected in their classroom, lab, or other workspace? What will be the protocol for isolation/quarantine or moving to remote work after an exposure?
6. How will paid administrative leave be made available to ASEs who need to be quarantined/isolated due to a positive test or exposure?
7. How will the University verify the vaccination status of students/staff? What is the timeline for students/staff to complete verification? How many students/staff have been verified already?
8. How will the vaccine mandate be enforced in classrooms, labs, and other ASE workspaces? What accommodations are available to international ASEs or others who might not have immediate access to vaccinations?
9. Will there be any COVID testing requirements for students/staff? How will testing requirements be enforced? What is the University doing to make at-home rapid tests available to students/staff?
10. Will unvaccinated students be allowed to attend in-person instruction? What enforcement processes will be in place?
11. Will unvaccinated students be required to practice social distancing? What enforcement processes will be in place?
12. Will ASEs receive a list of their students with a verified vaccination status?
13. How will the mask mandate be enforced?
14. Will ASEs be expected to enforce vaccination, social distancing, or mask mandates, and if so, what training will they receive?
15. What signage is/will be posted on campus with information on mask and vaccine mandates, and where will it be posted?
16. How will ASEs be provided with N95 and/or KN95 masks for in-person work? Will hand sanitizer and other sanitizing supplies be made available in all campus buildings?
17. What criteria are DRS and DSO using to determine eligibility for a COVID-related accommodations? What types of accommodations are being made available?

18. Who approves telework requests? What criteria do they use in approving/denying those requests?
19. What is the University's plan for improving ventilation across all campus buildings? How will testing of HVAC systems be communicated?
20. Are there any capacity limits for events, rooms, or in-person gatherings held on campus? If so, how will this be enforced?
21. What is the University doing to encourage a campus culture of everyone staying home when symptomatic, including students in the classes ASEs teach? What resources or guidance are being communicated to faculty/instructional staff about this?
22. What resources or guidance are available to students/staff experiencing anxiety, stress, or other mental health concerns about the pandemic, return to campus? What training or resources will be available to TAs whose students may raise these concerns to them?
23. Whom should ASEs contact if there is a violation of the COVID safety protocol, or if unsafe circumstances arise that require immediate corrective response by UW?