

September 1, 2021

Dear Banks and Jennifer,

As you are aware, pursuant to the UAW 4121 Postdoc Collective Bargaining Agreement, the University has contractual obligations to provide and maintain a safe and healthy workplace for Postdocs, as well as to provide Postdocs 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 Postdoc has the option to work remotely. As the return to campus approaches, there are also a number of areas that UAW 4121 members have significant questions and concerns about.**

Below you'll find a more specific request for information necessary to ensure everyone's safety. This request is in addition to the information request submitted pursuant to the ASE Collective Bargaining Agreement on August 30th, which also includes a number of requests relevant to Postdocs.

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 Postdocs. 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. How will Postdocs be notified if a COVID infection is detected in their workspace? What will be the protocol for isolation/quarantine or moving to remote work after an exposure?
2. How will paid administrative leave be made available to Postdocs who need to be quarantined/isolated due to a positive test or exposure?
3. How will the University verify the vaccination status of Postdocs? What is the timeline for Postdocs to complete verification? How many Postdocs have been verified already?
4. How will the vaccine mandate be enforced in Postdoc workspaces? What accommodations are available to international Postdocs or others who might not have immediate access to vaccinations?
5. What accommodations are available to new Postdocs who are not able to receive their first vaccine until after their start date? What accommodations will be available to such Postdocs until they are fully vaccinated?
6. Will Postdocs be expected to enforce vaccination, social distancing, or mask mandates, and if so, what training will they receive?
7. How will Postdocs 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?
8. What criteria is DSO using to determine eligibility for a COVID-related accommodations? What types of accommodations are being made available?
9. Who approves telework requests for Postdocs? What criteria do they use in approving/denying those requests?
10. What resources or guidance are available to Postdocs experiencing anxiety, stress, or other mental health concerns about the pandemic, return to campus?
11. Whom should Postdocs contact if there is a violation of the COVID safety protocol, or if unsafe circumstances arise that require immediate corrective response by UW?