REOPENING SUNY

UUP Outlines *Minimum* Standards for Reopening During the COVID-19 Pandemic

UUP's report, "Guidelines for Reopening: Assuring a Safe Working Environment During the COVID-19 Pandemic," outlines the union's core issues for reopening:
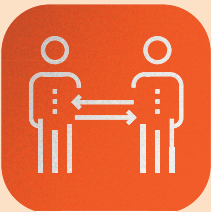
Fundamental Conditions

WARNING CORONAVIRUS

Campuses cannot reopen safely without meeting two fundamental conditions:

- **Mandatory baseline testing of all students and staff returning to campus, followed by recurring surveillance testing; and**

- **Employee telecommuting to the maximum extent possible to decrease density on campuses.**

Other needed protections include:

Maximize Social Distancing

- To support its social distancing mandate, UUP believes the telecommuting agreement between UUP and the state allowing employees to work remotely should extend at least through Dec. 31.

- Employees who opt to work remotely should be allowed to; workers who are high risk, who live with high-risk family members or who face COVID-19-related child care issues must be allowed to telecommute or be given alternate assignments.

- Common areas in buildings and residence halls should be closed; dormitories should be off-limits to all but students and staff living and working there; libraries should not be open to the general public; and limits must be placed on the number of people at one time in libraries, cafeterias, gyms and other common areas.

Test, trace, isolate

The key to reducing the possibility of recurring outbreaks is widespread testing, tracing those in contact with someone with the virus, and isolating anyone who comes down with it.

- Symptom monitoring and testing of symptomatic individuals and their contacts is not enough. Waiting for symptoms to appear before testing is provided will miss asymptomatic and pre-symptomatic cases that could result in campus-closing outbreaks.

- All students and employees should receive diagnostic tests before returning to campus.

- Plans for surveillance testing throughout the semester should be developed.

- Employees testing positive for COVID-19 would leave work or stay home until they test negative. Students with the virus would be quarantined in housing away from residence halls and students.

- SUNY and UUP should work together to develop a plan to administer recurring COVID-19 tests to staff and students and to broaden the testing if there's an infection spike on campus.

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Personal (PPE) and Workplace Protections

- Under UUP's plan, the campus would provide students and staff with cloth or surgical face masks, which would be worn in classes and common campus areas. Gloves should be provided to employees working with "high-touch surfaces," and hand sanitizer and sanitizing wipes should be readily accessible.
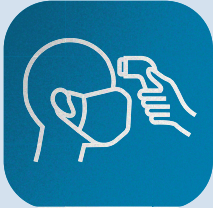
- A cleaning schedule to disinfect and sanitize high-traffic areas like restrooms, door handles, stair rails, elevator buttons and vending machines must be in place, as well as criteria to close and disinfect areas where people with COVID-19 have been.

- All work areas must be evaluated for possible modifications to enhance social distancing, and HVAC systems should be adjusted to minimize infection.

- Work spaces must be cleaned and sanitized daily.

Front-line Workers

UUP's plan also extends to the nearly 13,000 members it represents at SUNY's public teaching hospitals in Brooklyn, Stony Brook and Syracuse.

- Employees at SUNY's hospitals and nursing homes must be provided with personal protective equipment (PPE), including new N95 respirator masks, gowns, face shields and other gear as provided in historic CDC guidance.

- All patients set for elective surgeries should be tested for COVID-19 within 24 hours prior to being admitted.

- Current patient visitation restrictions must be maintained and enforced.

Communication is Key

Protecting employee health and safety requires robust communication among management, UUP campus representatives and the broader campus community.

- Campus risk assessments to identify risks for exposure and possible responses to address the risk should be jointly conducted by management and union representatives prior to finalizing any return-to-work plan.

- Clear, transparent communication with campus employees is also critical. Campus employees need to know and understand that our and our students' health and safety is the campus's top priority.

Check out UUP's Reopening Guidelines at
http://uupinfo.org/legislation/pdf/UUPReopeningGuidelines200601.pdf