



Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC
810 Clay Street
Oakland, CA 94607
Tel 510 238 8320
Fax 510 238 8324

Interim Return to the Field Policy

Whereas, since March 2020, ESC Local 20 field staff have been required to work from home and conduct union business strictly through electronic means including phone, Zoom, Google Meets, etc.

Whereas our staff and their family members have different levels of risk for serious illness if exposed the virus depending on whether or not they have pre-existing conditions or family members with pre-existing conditions,

Whereas many of our staff have school-aged kids whose school are in remote-learning or hybrid learning from home,

Whereas during the current interim period, government-imposed Shelter In Place restrictions are still in effect; however, a large portion of our members are considered essential workers and actively working.

Whereas some ESC Local staff members have been vaccinated while others are not yet eligible,

Be it Resolved that ESC Local 20 hereby modifies its work from home policy to allow staff on a strictly voluntary basis to go to ESC represented workplaces and meet with ESC members and Employer representatives if there are business reasons to do so and if all parties are willing and able to comply with CDC mask-wearing and social distancing guidelines.

Be it resolved that no staff member shall be required to disclose their age, health status or children's school situation,

Be it resolved that ESC shall post this resolution on its website, so that members are aware that during the interim period staff shall not be required to return to the field.

Passed by ESC Local 20 Executive Board on April 9, 2021