



Memorandum

Date: March 29, 2020

To: Pamela Whitten, Kennesaw State University President

From: The Kennesaw State University Chapter of the United Campus Workers of Georgia

CC: Members of President's Cabinet, KSU

FWD: AAUP@KSU Executive Committee, Faculty Senate Executive Committee, Part-time Faculty Council Executive Committee, Staff Senate Executive Committee, Student Government Association Executive Board, Chairs and Directors Assembly Chair and Chair Elect, Deans Council

Re: UCWGA-KSU calls for increased equity and solidarity in KSU's COVID-19 response

Like you, the Kennesaw State University chapter of the United Campus Workers of Georgia (UCWGA) is concerned about the health and safety of our members, our colleagues, and the students and public we all serve. With these concerns in mind, we and other KSU community members request clarification about the following:

- What criteria has KSU established to distinguish "essential" from "non-essential" employees?
- How will students, faculty, and staff have a voice in future decisions about campus operations?
- On what basis will the determination be made that it is safe to return to normal operations?

In coordination with our state organizing committee's demands sent to the University System of Georgia earlier this week, the KSU chapter of UCWGA urges you to exercise your authority as President immediately to do the following:

- Guarantee pay for all full-time, part-time, temporary, contingent, or student staff and faculty at current wages (including number of hours per week for hourly employees) during disruptions due to this pandemic.
- Mandate telework for ALL employees who are able to do so.
- Shut down all physical parts of campuses not required for resident students to eliminate exposure risks for ALL personnel, and repurpose our campuses to expand coronavirus treatment capacity.
- Provide personal protective equipment (PPE) and cleaning supplies for all employees who cannot work remotely until campuses are shut down.
- Allow donations to, and requests for, shared sick leave outside of open enrollment. Current USG policy stipulates that "institutions should consider flexibility in this policy in rare and exceptional circumstances involving pandemic emergencies."

- Expand access to the shared sick leave pool to non-regular hourly employees whom the COVID-19 pandemic affects.
- Guarantee free telehealth visits for all workers on campus not covered by a USG health plan.
- Refund paid parking fees from March 1 and suspend future parking fees for all faculty, staff, and students.
- Include the Faculty Senate, Staff Senate, Student Government Association, and Part-Time Faculty Council in future decisions that impact campus operations during the COVID-19 pandemic.
- Schedule three interactive virtual town halls; one for faculty, one for staff, and one for students. The student virtual town hall should include all leaders of registered student organizations as well as SGA leadership. Each town hall should include an open question/answer section or an organized, democratic way to submit questions and should be recorded and well publicized.
- Partner with the Faculty Senate to provide faculty with an option to suspend promotion and tenure calendars by one year.

We applaud KSU's decision to implement the USG's sanctioned Non-Closure Emergency Leave Procedures (NCELP). This decision puts workers first. However, we have heard from KSU workers who are having their hours cut or health recommendations ignored by supervisors. The policy needs to be announced officially through a campus-wide communication, and the university needs to clarify to whom it relates and how those benefits will be provided to ensure consistency and equity.

During "normal" times, it is easy to speak about a leader's commitment to the well-being and dignity of all KSU students, staff and faculty. During tumultuous times, however, it becomes urgent to illustrate the sincerity of that commitment. The KSU chapter of UCWGA calls on you to recognize that solidarity is imperative, not just in a pandemic, but always. We therefore anticipate that you will answer the questions listed above and implement the sensible policies that we have advised.

In solidarity,

Diana McClintock and Heather Pincock
Coordinating Committee Representatives
on behalf of the KSU chapter of United Campus Workers of Georgia