

**Memorandum of Understanding
between**

SEIU Local 1021;

and the

Sacramento City Unified School District

COVID-19 Employee Leave, January 28, 31, 2022 Wellness Days, and Hazard Pay

This Memorandum of Understanding (“MOU”) is entered into between SEIU Local 1021 (“SEIU” or “Union”) and the Sacramento City Unified School District (“District”) (collectively “Parties”) regarding employee leave, the January 28, 31, 2022 wellness days and hazard pay in light of the COVID-19 pandemic and surge of the omicron variant.

WHEREAS, the Parties are committed to working together to support the safety and wellbeing of students and staff during the COVID-19 pandemic;

WHEREAS, the Parties recognize the invaluable and essential work staff perform daily to keep the District running during the pandemic;

THEREFORE, the Parties agree as follows:

1. Retroactive SB 95 Sick Leave

- a. In recognition of the expiration of the supplemental COVID-19 paid sick leave provisions of Senate Bill 95 (“SB 95”) on September 30, 2021 and the importance of enabling employees potentially infected with COVID-19 to isolate or quarantine in order to care for themselves and protect District employees, students and parents, for unit members quarantined by the District consistent with Cal/OSHA, Sacramento County Public Health, the ten (10) days of paid COVID leave provided by SB 95 shall be extended through December 31, 2021.
- b. For employees that took unpaid leave or accrued sick leave for reasons identified in SB 95, between September 30, 2021 and December 31, 2021, the District shall retroactively pay those employees for those days or restore sick leave banks with a cap of 10 days pursuant to a. above.

2. COVID-19 Leave for Employees. Employees shall be provided a 10-day accrual of

COVID-19 leave effective January 1, 2021 through June 30, 2022 (not accumulative, thus employees are capped at a 10-day accrual for this category of leave). Employees shall be eligible for the COVID-19 leave established under this MOU if they fit into either of the following categories:

- a. Employees quarantined by the District. For employees quarantined by the District, the District shall determine the quarantine period.
- b. Employees who test positive for COVID-19 and provide the results of a positive COVID-19 test to the District.

2. January 28, 31, 2022 Wellness Days

- a. To support the health and wellbeing of staff districtwide, January 28, 31, 2022 shall be Wellness Days for Union members scheduled to be on duty for the day. The Parties strongly encourage Union members to utilize the day to receive vaccinations and/or boosters and engage in self-directed learning on COVID-19 safety. The District shall distribute a list of locations to all employees where they may receive vaccination/booster shots.

3. Hazard Pay

- a. The District shall provide a one-time payment to all bargaining unit employees in the amount of \$3,000 the pay period immediately following the execution of this agreement.

All components of all existing agreements, including side letters, between SEIU and the District not addressed by the terms of this MOU shall remain in full effect.

SEIU LOCAL 1021

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
