

Letter of Agreement on Impacts of Working During the COVID Pandemic

This agreement is between PPS (the Employer) and SEIU Local 503, OPEU (the Union).

This Letter of Agreement became effective April 27th 2021 and shall remain in effect through 11:59 PM on June 30, 2022. It shall supersede any conflicting provisions in the collective bargaining agreements for the duration of the Letter of Agreement.

Pandemic Recognition payment

In appreciation of the services that Nutrition Service staff have and are providing to our communities during the pandemic, and in acknowledgement that some Nutrition Service staff worked fewer hours than is usual, the parties agree to the following:

1. Nutrition service employees who (1) reported to work on site at least one shift from March 17th, 2020 – May 5, 2020 or September 1, 2020 - to February 5, 2021, and (2) are currently employed at the time this agreement is ratified by the Employer, shall receive a one-time lump-sum payment of one-thousand dollars (\$1,000.00). These payments will be subject to withholdings.
2. The parties agree to a joint statement and to communicate accurately regarding the terms of the payment consistent with the joint statement.
3. The parties agree to refrain from any untrue statements regarding the safety of working conditions for Nutrition Service employees during the pandemic.
4. This agreement fully resolves any and all bargaining obligations the District has regarding terms and conditions of employment as they currently exist.

Health and safety during the COVID-19 pandemic.

To ensure the safety and health of SEIU represented employees, the district will provide five (5) reusable face coverings that meet all current CDC requirements. Employees will be responsible for upkeep and replacing the mask if lost or they become unusable. Employees will be provided all other required PPE and Cleaning Supplies as indicated in the District's Standard Operating Procedures.

Communication

To ensure the smooth and efficient delivery of services the district will provide SEIU represented staff with:

- Notice about general changes to in person instruction and/or services
- Provide all relative and pertinent information regarding COVID-19 protocols

The District will provide information and updates that inform and/or impact their work when available, but at least every 14 days, unless there have been no changes to the protocols .
(Examples include but are not limited to: Email from Facilities Operations Manager or Director of

Facilities Operations, virtual meetings with the FOMs as needed; email from Nutrition Services Director, Assistant Director or Manager(s).)

Close Contact Notification

When the District is notified that an employee has been identified as a 'close contact' through our MESD Nurse Consultant, the employee's manager/supervisor will contact the employee and complete the 'Adult COVID-19 Form' with the employee.

Symptom/Isolation Space

Symptom/Isolation space must be separate from routine health room

- Symptom/Isolation space must have appropriate ventilation
- Students must be supervised while in symptom/isolation space
- Staff must have appropriate PPE while in the symptom/isolation space
- Appropriate physical distancing, barriers, and confidentiality must be maintained in the isolation space

Staff assigned to clean and disinfect spaces or objects that were in contact with a confirmed or presumptive COVID-19 case will be provided instructions on how to utilize equipment identified in the Symptom/Isolation Space SOP, including medical grade masks, gloves, and isolation gowns. PPE will be kept by school nurse/SHA and will be provided only when individuals are required to be in the Symptom Space or clean the space prior to four (4) hour vacancy. These PPE are specifically for Symptom Space only and are not to be used for general cleaning.

Meal distribution during the COVID-19 pandemic.

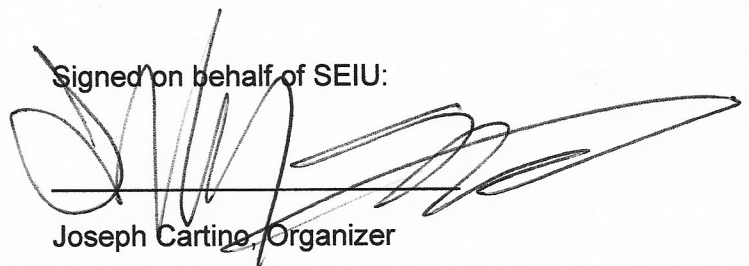
The District will ensure all staff have access to heat and weather appropriate stable shelter during their assigned shifts. Where serving in the shelter of the school building is not possible, alternative shelter will be modified or provided. Signage and necessary supports to direct the public will be provided by the district.

All Nutrition Services staff will be provided with safety vests and jackets upon request.

Signed on behalf of the District:

Sharon Reese, Chief - HR

Signed on behalf of SEIU:



Joseph Cartino, Organizer

Melissa Unger, Executive Director