

**ACADEMIC SENATE  
OF  
THE CALIFORNIA STATE UNIVERSITY**

AS-3470-21/FA  
January 21-22, 2021

**NEED FOR COMPASSIONATE TREATMENT OF CALIFORNIA STATE UNIVERSITY  
EMPLOYEES DURING THE COVID-19 PANDEMIC**

**RESOLVED:** That the Academic Senate of the California State University (ASCSU) acknowledges the burden borne by California State University (CSU) faculty and staff during the COVID-19 pandemic and the unavoidable stress generated by the drastic modifications required by the shift to remote learning and our students' need for additional support; and be it further

**RESOLVED:** That the ASCSU assert that the impact on faculty and staff at CSU campuses has been heightened by the expiration of the COVID Paid Leave Programs (Coronavirus Paid Administrative Leave, Coronavirus Temporary Leave, Emergency Family and Medical Leave Expansion, and Non-Telecommuting Workers Leave) and associated difficulties arising from situations where faculty and staff who suffer from COVID-19 or who are responsible for the care of dependents (children, parents and others) are no longer provided much-needed access to paid administrative leave; and be it further

**RESOLVED:** That the ASCSU implore the Chancellor and the CSU system to minimize the ill effects of the COVID-19 pandemic by immediately engaging with the relevant bargaining unit organizations and reach agreement on mechanisms to reinstate the COVID Paid Leave Programs as quickly as possible so that our colleagues, faculty or staff, have access to compensated leave when needed; and be it further

**RESOLVED:** That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Chancellor, CSU campus Presidents, CSU campus Senates, California Faculty Association (CFA), California State Student Association (CSSA), CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA), California State University Employees Union, Academic Professionals of California, Union of American Physicians and Dentists, Teamsters Local 2010, Statewide University Police Association, International Union of Operating Engineers, Assembly Speaker Rendon, Senate Preseident pro Tempore Atkins, Senate Education Committee, and the Assembly Higher Education Committee.

***RATIONALE:** The COVID-19 global pandemic continues to create a significant challenge for many of our faculty and staff colleagues across the California State University. Many CSU faculty and staff are working from home alongside their children and other dependents, often without access to school or childcare. While we have all felt the burden of dealing with the COVID-19 crisis, the increased pressure of caregiving is particularly challenging for women and single parents, who frequently bear a disproportionate share of the*

*increased workload created by the lack of access to schools and childcare. The COVID-19 Paid Leave programs are an essential mechanism to help support CSU faculty and staff through this crisis and were central in ensuring the CSU achieving the spirit of its proclamation that, “The safety and well-being of California State University students, faculty, and staff are foundational concerns for the institution.”*

**Approved – January 21-22, 2021**