



Our SEIU Worksite Organizer Renee Anderson, several SEIU member leaders, including our Chief Steward Rose Nava, LACCRA President, Lorraine Romin, and LACCRA Vice-President Cindy Tachell; member leaders of the Legal Processing Unit and Supervisors, have met four times with Court management Joi Williams, Ambreen Zaheen Watson, members of Disability Leave Management, Labor Equity Management, and Labor Relations, to discuss the vaccine mandate imposed upon court employees on August 5, 2021.

SEIU has made several proposals to court management on behalf of court employees, which include:

- imposing, instead of termination, less severe consequences for noncompliance with the vaccine mandate, such as testing twice weekly, masking, social distancing;
- safeguarding confidentiality of employee exemption records;
- providing 4 hours of court time for each dose of the vaccine required;
- providing court time if an employee experiences side-effects from the vaccine and has to stay home;
- extending the deadline to use Supplemental Paid Sick Leave beyond Sept. 30, 2021;
- a Voluntary Separation Bonus for resignation rather than termination;
- a one-year leave of absence with reinstatement at the same status rather than termination;
- progressive discipline such as warning letters and suspension rather than termination;
- an extension of 45 days from receipt of the first dose of the vaccine in order to obtain the second dose of the vaccine;
- that the Sept. 1, 2021 deadline to upload exemption requests be extended;
- that if the exemption request is denied, that employees have 45 days from the date of the denial of the exemption request to become vaccinated;
- that the court send out a reminder to employees considering noncompliance with the vaccine to reach out to LACCRA and Human Resources prior to termination in order to make an informed decision;
- that a date certain be set to end the vaccine mandate.

The responses received from court management to date include:

- Court employees in the Federal buildings are required by federal mandate to fill out the vaccine attestation forms.

- The deadline to upload the exemption requests has been extended to October 7, 2021.
- The deadline to use Supplemental Paid Sick Leave has been extended to October 31, 2021.
- If an employee experiences side-effects from the vaccine, employees can fill out the workers compensation packet.
- Court management will consider providing a reminder that an employee reach out to LACERA and Human Resources prior to termination or resignation.
- Court Management will review the previously negotiated layoff policy regarding reinstatement of employees who choose to resign rather than termination in order to determine if employee status can be maintained if an employee chooses to become vaccinated and return to work within a specified period of time.

The remainder of the proposals have been denied by court management at this time. However, conversations are ongoing.

A new meeting date will be scheduled next week.

SEIU has met with an attorney to discuss the validity of employee-mandated vaccines. At this time the consensus is that mandates are legal. However, we continue to meet to mitigate the impact the mandates will have on our members.

As more information becomes available, LACCRA will keep you informed.

Dedicated to its members and the profession!

The LACCRA Board of Directors