

SOLIDARITY *in Paper*

April 13, 2020

USW Bargains COVID-19 Protections

After discussions with the USW, GP announced new paid leave policies, including for missing work to care for children. We want to make sure all USW members are aware of the new pay protections. If you have questions or concerns about the policy or eligibility, talk with a local union leader.

GP Temporary Changes to U.S. Pay Practices in Light of COVID-19

Under the new, temporary policy you may be eligible for paid leave of up to 14 consecutive days if you are unable to work because you:

- Are diagnosed with COVID-19;
- Are adhering to government mandated or doctor ordered self-quarantine;
- Are self-quarantining due to close contact to someone with COVID-19 and after discussing with your supervisor and local HR; or
- Are subjected to government mandated full or partial temporary site closure due to COVID-19.

Paid leave is only available for days during the 14-day period during which you were scheduled to work. For hourly employees, you will be paid at your regular wage rate for the hours you were scheduled to work. Employees may not be eligible if they are self-quarantining due to personal preference; they are self-quarantining due to return from non-company required travel to high risk areas; or if they are unable to work due to longer term site closures and layoffs brought on by market conditions.

Additionally, the company is offering 5 days of intermittent paid time off if you are forced to miss work to care for your children due to school closures because of COVID-19. The school closure leave will take effect retroactively, depending on the date of the school closing that impacted you and your family.

Should you require more time away from work during this crisis, you may be able to use vacation time, or perhaps take unpaid time as approved by your supervisor and local HR.

The union and the company are continuously evaluating this crisis and this temporary pay practice change will remain in place until further notice.

The USW will be monitoring the impacts of the policy and virus on our members and their families and will continue to engage with the company as the situation evolves.

