

SOLIDARITY *in Paper*

April 14, 2020

USW Bargains COVID-19 Protections at IP

After discussions with the USW, IP announced new paid leave policies designed to protect our members and their families. If you have questions or concerns about the policy or eligibility, talk with a local union leader.

Summary of Temporary Pay Practices Related to COVID-19

Under the new policy you may be eligible for up to 14 calendar days paid leave if you:

- Are diagnosed with COVID-19;
- Being tested for COVID-19;
- Had close contact with someone with a confirmed case of COVID-19;
- Have symptoms consistent with COVID-19 (respiratory illness such as cough, shortness of breath, fever) with other risk factors (lives in or recent travel to/from high risk location, close contact with confirmed case).

Under this policy, the employee will remain active on IP payroll and be paid their permanent rate (regular pay excluding O/T, shift differential and other forms of compensation) and regularly scheduled hours (normal shift schedule) that occur, or would have occurred, during the absence, up to the 14 calendar days. Then, it may convert to S&A, if required.

For employees with minor children where the schools have been closed due to COVID-19, the site leadership teams will work directly with them to find potential solutions, which may include swapping shifts or other accommodations as appropriate. The IP Attendance policy remains in effect and management will evaluate exceptions on a case-by-case basis.

For situations not addressed here or other questions related to eligibility, contact a Local Union leader.

These pay practices are intended to be temporary and may be modified or discontinued as necessary.

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