



## *State Employee Council*

**To address the effects of the COVID-19 pandemic on Wisconsin's state employees, state services, and budget, we call on Wisconsin's state agencies and government to:**

1. Use meet and confer meetings between labor and agency leadership at each agency to discuss and come to agreement regarding solutions to worksite issues. This includes the issues described below relating to building reopening, workplace health safety matters, temporary work reassignments, furloughs, hiring to meet temporary needs, and layoffs.
2. Categorize state workers' risks with regard to exposure to COVID-19 infected or potentially infected populations for purposes of risk assessment and application of proper safety protocols and pay options. This includes consideration for: priorities for PPE distribution, need and frequency for various types of screening and testing, prerequisites for engaging in work duties, and eligibility for hazard pay.
3. Create minimum standards for reopening buildings and assurance of workplace health and safety protections for state employees working in offices and high-risk state institutions. Such standards should include:
  - a. timely application of appropriate screening and testing for active COVID-19 infection and COVID-19 antibodies for all workplace entrants,
  - b. frequent professional disinfectant cleaning of all surfaces in offices, work areas, conference rooms, break areas and restrooms, and
  - c. provision of adequate supplies of appropriate PPE, including but not limited to masks, disinfecting wipes, and hand sanitizer.
4. Maintain state services throughout the pandemic, so that the Badger State can bounce back following the crisis. To that end:
  - a. Temporarily reassign state employees to positions that strengthen and expand public services needed in high priority areas such as those supporting unemployment insurance processing or COVID-19 infection and contact tracing efforts. Workers should be involved in vetting the options for temporary reassignments.
  - b. Federal relief funds, rainy day funds, budget surplus funds, and equitable, progressive tax revenue should be used to avoid hour reductions for hourly employees, or furloughs or layoffs of salaried state employees, whether in permanent, project or temporary positions.
5. If, as a last resort, furloughs must be used:
  - a. Structure them progressively, with more furlough time assigned to those with higher pay, and no furloughs for those earning under \$31,200.
  - b. Structure them to allow eligibility for unemployment.
  - c. Involve workers in vetting all furlough options.
6. Continue state health insurance options for all state workers: coverage should not be dropped if people cannot report to work for any excusable reason, and insurance coverage options should be expanded to those who currently don't have it.