

Frequently asked questions for field staff

I live in NJ but work in NY. Can I still travel in for work?

- Public transportation will continue between states for those who need to travel in for work.
- Any curfew that has been put into place does not apply to people going to or from work.

I am afraid I am going to get sick due to my work responsibilities. What can I do?

Commercial

- The union and employers have been in close contact since the beginning of the crisis in order to understand the enhanced cleaning protocols that need to be in place to keep our members safe.
- The protocols are fully in line with the guidance being sent from the CDC. In the event that you believe the proper protocols are not being applied, please immediately contact your steward or union representative.
- In the event that there is a confirmed case in your building and you do not feel comfortable cleaning a particular floor, you may ask your supervisor to switch floors. Please know that they may not be able to accommodate this request, however.
- In the event you do not feel comfortable cleaning a floor that has been contaminated, you may put in for a sick day.

Security

- The union and employers have been in close contact since the beginning of the crisis in order to understand the impact that the spread of coronavirus has on security officers, knowing that there are many differences across sectors.
- The protocols are fully in line with the guidance being sent from the CDC. In the event that you believe the proper protocols are not being applied, please immediately contact your steward or union representative.
- In addition, as the situation evolves the union is advocating for additional safety measures to be put into place to further protect public facing officers, such as taking into account social distancing guidance and the distribution of safety gloves.
- In the event you do not feel comfortable with your post, you may put in for a sick day.

I have been told to self-quarantine due to a work related exposure. Will I be paid?

- Typical symptoms of COVID 19 include: fever, coughing, shortness of breath and pneumonia. You may have some or all of these symptoms.
- Immediately contact your health care provider and/or the department of health for testing information if you believe you have symptoms. Do not go directly to the ER or medical provider. Call first.
- Stay home if you are sick, even if it with symptoms not commonly associated with COVID 19.

Assuming the exposure is worksite related, you will be given two weeks paid time, without impact on your PTO bank.

I have been in direct contact with someone who has tested positive for COVID-19 and I need to self-quarantine. Will I be paid?

- Immediately contact your health care provider and/or the department of health to determine if you should be tested and for testing information.
- Monitor yourself for symptoms- fever, cough, and shortness of breath.
- You may utilize your PTO or statutory paid leave, if available.

I heard about Governor Cuomo's order for businesses to reduce staff by 50%. Am I included?

- We have reached out to the governor's office to for more clarity and will update as soon as we have more information. However, if you work in a building that provides cleaning or security to "essential" business, then you may not be impacted.

There are reports of contamination in my building and I do not feel comfortable with this work assignment. Can I call out?

- You may request your paid time off for this purpose
- Alert your field rep of the issue right away. In the event of contamination in your building, we may be able to demand that cleaners are given enhanced personal protective equipment to protect themselves and tenants.

According to CDC materials, I am "vulnerable" to the illness. I am over the age of 65 or I have an underlying health condition. Can I call out?

- You may request your paid time off for this purpose
- You may be eligible for FMLA. Contact your HR department for guidance on how to do this/I can show you how to do this. (It is important to note that all underlying conditions may NOT be FMLA eligible)

My child's school has been closed/my dependent parent is no longer able to attend their program and I am unable to work at this time. What can I do?

- You may request your paid time off for this purpose
- You may be eligible for FMLA. Contact your HR department for guidance on how to do this/I can show you how to do this.
- If your child has special needs, you may be eligible for paid family leave. Contact your HR department for guidance on how to do this/I can show you how to do this.

- When your PTO runs out, you will be eligible for unemployment. New York State has waived the 7-day waiting period, making it easier than ever to apply for unemployment. Contact your HR department for guidance on how to do this/I can show you how to do this.

I am afraid of being laid off. What can I do?

- I understand your concern. We are in close contact with employers every day to ensure that in the event of a temporary reduction, member's rights are protected under the contract.
- The union and the RAB have reached an agreement that in the event of a lay off related to COVID-19, health benefits will extend for 60 days from the date you were laid off.
- In the event of a temporary reduction, bumping has been suspended for 30 days in order to minimize disruption in RAB buildings.

Will I lose my health insurance?

- The union and the RAB have reached an agreement that in the event of a lay off related to COVID-19, health benefits will extend for 60 days from the date you were laid off.

I have been laid off and am in need of support. Where can I go?

- In coming days and weeks, if additional work becomes available in other commercial office or residential buildings, the union, the RAB and employers will cooperate to offer temporary employment.
- New York State has waived the 7 day waiting period, making it easier than ever to apply for unemployment and to ensure more rapid compensation. Contact your HR department for guidance on how to do this/I can show you how to do this.
- At the state level, 32BJ is advocating for the expansion of other social safety net programs such as back pay and wage replacements in the case of staff reductions and increased federal funding for programs like SNAP and Medicaid.