



Educators' Bill of Rights

2020 COVID-19 School Reopening

Know your rights!



Right to Teach:

Members have the right to teach and work in a safe, secure, orderly environment.



Right to Organize:

Members have the right to organize individuals to address concerns, including engaging a college & safety committee, board members, other elected representatives, community members, and/or parents.



Right to Report:

Members have the right to report violations of safety requirements to the county local board of health, and NJ Office of the Secretary of Higher Education.



Right to Request:

Members have the right to request colleagues and visitors uphold district mandates, including the wearing of masks and physical distancing during the workday.



Right to Technology:

Members have the right to employer-provided technology devices and professional development to provide high-quality remote instruction and student services.



Right to Request/ Paid Leave:

Members who have been advised by a health care provider to self-quarantine related to COVID-19 or who are seeking treatment for COVID-19 symptoms have the right to request paid leave in accordance with their local association contract, as well as up to 10 days (80 hours) of paid leave (up to \$511/day) under the Families First Coronavirus Response Act (FFCRA).

Members who are unable to work because of a need to provide care for a family member who is sick or subject to quarantine due to COVID-19, have a right to request paid leave if available under the local contract, as well as up to 10 days (80 hours) of two-thirds paid leave (up to \$200/day) under the FFCRA.

Members whose school or childcare provider is closed due to COVID-19 and who are unable to work due to a need to provide childcare for a child, have the right to request up to 10 days (80 hours) of paid leave up to two-thirds of an employee's daily rate of pay (up to \$200/day) for employees under the FFCRA.

Members who have been employed for at least 30 days have a right to up to an additional 10 weeks of paid

expanded family medical leave at two-thirds the employee's regular rate of pay (up to \$200/day) where an employee is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19 under the FFCRA.



Right to Reasonable Accommodations:

Members have the right to ask for reasonable accommodations if they have an underlying health condition that puts them at greater risk for infection, serious illness, or death if infected with the COVID-19 virus.



Right to Assistance:

Members have the right to ask for assistance from colleagues, the college administration, board of trustees, and their local association in dealing with the challenges of COVID-19.



Right to Bargain:

Local associations, with the assistance of their UniServ Field Rep, have the right to bargain protection of pay and leave benefits if a member exceeds the allowable entitlements under the FFCRA.