
From: Antonio Calcado <antonio.calcado@rutgers.edu>
Sent: Thursday, December 30, 2021 7:40 AM
To: Ryan Novosielski; Jonathan Holloway
Cc: Justin O'Hea; Lisa Leshinski; Suzanne Collado; David Cohen; Vivian Fernández; Antonio Calcado
Subject: Re: Urgent Request to Implement Immediate Remote Work/Testing for Staff

Ryan and Justin,

Thank you for your email. As you know, we are following events very closely and have already made a series of decisions based on those events. We continue to implement our contingency plans, beginning with the announcements on December 20th. I expect we will be making further adjustments in the coming weeks.

With respect to your request, there is no blanket remote work order that the administration can make. Vice presidents, deans and directors must make a determination as to the feasibility of remote work for staff in their areas, and have the discretion to make adjustments to their operating schedules if and where they can. That determination is based, in part, on the impact that remote work may have on those we serve. This is true for this week as well as for the week beginning on January 3rd. Pivoting to remote is not automatic, but instead on an individual departmental needs basis. However, I do understand your concerns and will share your email with those responsible to assure that the process is being carried out diligently.

Tony

From: Ryan Novosielski <novosirj@rutgers.edu>
Date: Tuesday, December 28, 2021 at 3:02 PM
To: Jonathan Holloway <holloway@rutgers.edu>, Antonio Calcado <antonio.calcado@rutgers.edu>
Cc: Justin O'Hea <oheajp@ubhc.rutgers.edu>, Lisa Leshinski <lleshinski@hpae.org>, Suzanne Collado <scollado@hpae.org>
Subject: Urgent Request to Implement Immediate Remote Work/Testing for Staff

President Holloway and Executive Vice President Calcado:

On December 20, 2021, you notified University staff/our members, that beginning on January 3, 2022, “to minimize employee presence to the highest degree possible, vice presidents, deans, and directors are asked to assess their operations and to allow and encourage all employees who can telecommute to please do so...” Further, you stated that employees “typically deemed essential” should continue to report to work. We write to call on you to **immediately** implement a remote work order for all staff for whom remote work is feasible. Many staff do not work on an academic schedule, and delaying the implementation of remote work for another week risks COVID disease for our members, many of whom have already been sickened by working in close proximity to other staff.

COVID-19 is spreading like wildfire in the tri-state area. It is long past time to tell all employees who can work from home that they should begin to do so immediately and until further notice, and to make it mandatory. Some large departments, such as the Office for Research, have already made this change following the University-wide message. There has been an explosion of COVID cases due to the Omicron variant, with cases doubling from just a week ago – more than 600% higher than this time last month. On Christmas Day, the state of NJ reported its highest peak ever: 16,626 new cases. NJ has never seen this number of confirmed positive cases before. We are likely weeks away from the peak, as cases will continue to climb. **Many of our staff are currently working on site.**

We call on you to send home today all employees who can telecommute, and provide free testing immediately – not starting in January – for employees who need to be on campus.

Ryan Novosielski, Co-President, HPAE Local 5094

Justin O'Hea, Co-President, HPAE Local 5094

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#BlackLivesMatter

|| \UTGERS, |-----*O*-----
||_// the State | Ryan Novosielski - novosirj@rutgers.edu
|| \ University | Sr. Technologist - 973/972.0922 (2x0922) ~*~ RBHS Campus
|| \ of NJ | Office of Advanced Research Computing - MSB C630, Newark
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