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ADOPTED-BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
DECEMBER 10, 2020

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508 COUNTY OF COOK AND STATE OF ILLINOIS

RESOLUTION TEMPORARY POLICIES AND AUTHORIZATION OFFICE OF THE BOARD OF TRUSTEES

WHEREAS, the Illinois Public Community College Act, as amended, lists the powers and duties of community college districts in the State of Illinois, and states in 110 ILCS 850/3-30, that:

“The board of any community college district has the powers...that may be requisite or proper for the maintenance, operation and development of any college or colleges under the jurisdiction of the board”; and

WHEREAS, Section 4.3 of the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois, (the “Board”) Bylaws of City Colleges of Chicago provides for the adoption of policies and states that:

“The Board may adopt, from time to time, policy statements, guidelines, procedures, regulations, collective bargaining agreements, codes of conduct, or similar documents issued for the governance of the Board, the District and the Colleges”; and

WHEREAS, the Bylaws of the Board (as revised March 9, 2017) and the Board Policies and Procedures for Management and Government (Adopted December 1, 2011 and revised May 29, 2019) (the Board Policies and Procedures”) codify rules, policies and procedures and further provide for specific authorities for the Board, Board Chair and other Officers of the Board, the Chancellor, Provost, and other Officers of the District; and

WHEREAS, on March 9, 2020, the Governor of the State of Illinois issued a disaster declaration related to an outbreak of Coronavirus Disease 2019 (COVID-19); and

WHEREAS, temporary restrictions on travel and gatherings of large groups have been implemented by the City of Chicago to stem the spread of this virus; and

WHEREAS, the Board deems it both prudent and necessary to authorize certain interim and emergency authorities to deal with the current health threat.

NOW, THEREFORE BE IT RESOLVED, that the Board hereby:

- (i) Adopts and amends the Temporary Telework Policy Concerning the COVID-19 Pandemic (the “Temporary Telework Policy”), substantially in the form attached

hereto as Attachment 1, which shall be effective as of July 3, 2020 and which shall terminate upon the earlier of (1) May 31, 2021, or (2) revocation of such temporary policy by the Board;

- (ii) Adopts and amends the Sick Leave Policy Concerning the COVID-19 Pandemic (the “Temporary Sick Leave Policy”), substantially in the form attached hereto as Attachment 2 which shall be effective as of July 3, 2020 and which shall terminate upon the earlier of (1) May 31, 2021, or (2) revocation of such temporary policy by the Board; and
- (iii) authorizes the Chancellor, upon receiving the prior approval of the Chair and the Vice Chair or their respective trustee designees, to approve temporary policies (the “Approved Chancellor Temporary Policies”) that revise or replace (1) the Employee Manual; (2) the Student Employee Handbook, (3) the City Colleges of Chicago Academic and Student Policies, (4) Sections 4.10, 4.11, 4.13 and 9.10 of the Board Policies and Procedures, (5) the Temporary Telework Policy, and (6) the Temporary Sick Leave Policy; provided that such Approved Chancellor Temporary Policies along with the Chancellor’s authorization to implement such policies shall terminate upon the earlier of (i) May 31, 2021 or (ii) revocation of such Approved Chancellor Temporary Polices and Chancellor authorization by the Board.

Attachment 1

Board of Trustees of Community College District No. 508, County of Cook, State of Illinois Temporary Telework Policy Concerning the COVID-19 Pandemic Effective July 3, 2020

1. Purpose

This Temporary Telework Policy Concerning the COVID-19 Pandemic (this “Policy”) provides an option for certain employees to work remotely and for Supervising Managers to help manage their workforce during the COVID-19 pandemic. This Policy is not intended to serve as a permanent Telework Policy for City Colleges of Chicago and shall terminate upon the earlier of (i) May 31, 2021, or (ii) revocation of this Policy by the Board of Trustees of Community College District No. 508, County of Cook, State of Illinois (the “Board”).

2. General Policy Provisions

- a) This Policy may allow staff to work at home for periods of time under certain conditions which are described below.
- b) The terms and conditions of employment, including all Board Policies and Procedures, and all City Colleges of Chicago policies, manuals and handbooks continue to apply, except as expressly amended within this Policy.
- c) City Colleges of Chicago is under no obligation to approve any telework arrangement or to approve any telework agreement. The decision as to whether or not telework will be approved will be made on a case-by-case basis.
- d) All employees approved for telework, upon at least 24 hours notice, must still report to the office or other locations if directed by their supervisor.
- e) The time period allotted for an employee to telework under this Policy is limited to a timeframe designated by the Chief Talent Officer.
- f) Preference for telework under this Policy shall be given to employees who fall within the following categories:
 - i. Employees who have received a quarantine order by CDPH or a medical provider;
 - ii. Employees who have been ordered to remain home by City Colleges of Chicago due to exposure or potential exposure;
 - iii. Employees who have returned from international travel; and
 - iv. Employees who have an underlying medical condition that subjects them to increased risk from the COVID-19 outbreak, at the discretion of the Chief Talent Officer.
- g) Employees who have any illness or injury, including contracting COVID-19, that restricts or renders the employee incapable of performing their job duties are not expected to and should not work from home while ill or injured. Employees should consult with their HR Department on sick leave benefits.
- h) This policy applies to any person employed by City Colleges of Chicago.

3. Considerations for Telework Approval

An employee may request to telework by completing the Telework Request form (a “Telework Request”) which is attached as Exhibit 1 to this Policy. A supervising manager may also identify an employee as a candidate to telework and direct the employee to consider completing a Telework Request for review. When determining whether or not telework is appropriate, supervising managers must consider whether or not it is operationally feasible for the employee to perform the core duties of their job away from the worksite. Work to be performed from an alternate worksite must be part of the employee’s job description. Supervising managers should also consider whether the work performed can be adequately assessed to ensure that work is being performed and whether or not teleworking would pose any adverse risks to the operations of the department or City Colleges of Chicago. Specifically, supervising managers should consider the following questions:

- a) Can the work performed be monitored by output versus time spent doing the job?
- b) Is the job characterized by clearly defined tasks and deliverables?
- c) Is there sufficient work for the employee to perform away from the worksite?
- d) What are the technical and equipment needs required to perform the work and can those technical and equipment needs be readily accessed from home?
- e) Does the work require minimal need for on-site files, records, special equipment, software, or other resources?
- f) Does the work require limited need for face-to-face contact with the public or colleagues?
- g) Can communication with the public or colleagues be satisfied remotely?
- h) Can the work be performed remotely without unnecessary risk to the security of data, networks, or client confidentiality?
- i) If the position is managerial, can the employee effectively supervise their subordinate employees remotely?

4. Requirements for Telework

If a supervising manager determines an employee may work from home, then the following requirements apply:

- a) The employee must receive advance written approval from the supervising manager and Chief Talent Officer before telework can begin.
- b) The employee must continue to follow City Colleges of Chicago required time keeping through electronic means if available.
- c) The employee must work their regularly scheduled hours on City Colleges of Chicago business for each telework day.
- d) The employee must check e-mail periodically throughout the day and must be available via e-mail and phone.
- e) Employees must also complete a Telework Request. The Telework Request requires the employee to certify that his or her remote location includes a safe, private, and quiet space sufficient to allow the employee to perform the core duties of the job, and that the employee has technology and equipment needed to perform the job. The agreement also provides, among other things, that City Colleges of Chicago is not responsible for the costs

of the employee's equipment and facilities utilized during telework, including without limitation home office space, internet, computer and phone equipment.

5. Termination of Telework

- a) The supervising manager or Chief Talent Officer may terminate any Telework Request or modify any Telework Request at any time.
- b) Any employee who is unable to abide by the terms of this Telework Policy and the applicable Telework Request must notify their supervising manager immediately. The supervising manager, in consultation with the Chief Talent Officer, is responsible for determining if the employee can continue to telework.

EXHIBIT 1

CITY COLLEGES OF CHICAGO COVID-19 TELEWORK REQUEST

The City Colleges of Chicago's ("CCC") Telework Policy may allow staff to work at their home for periods of time under certain conditions which are described in the Telework Policy. The terms and conditions of employment, including all CCC policies and procedures, and all departmental policies and procedures, continue to apply in any telework arrangement except where the terms and conditions of the Telework Policy supersede. City Colleges of Chicago is under no obligation to approve any telework arrangement or to approve any telework agreement. The decision whether to approve telework will be made on a case-by-case basis.

Employee Name: _____

Current Work Location: _____

Current Cell Phone Number: _____

Supervising Manager: _____

The employee's core hours on telework days will be consistent with their standard work hours/schedule.

For time reporting, the employee must utilize the CCCWorks Web Clock.

In the event the Department is closed or delays opening due to an emergency on the employee's regular telework day, the employee is to continue working their telework schedule unless otherwise notified.

Job Tasks

The employee will maintain contact with their work unit and colleagues, including attending meetings on telework days via telephone and/or web conferencing solution when requested to do so by their supervisor.

Communication

To maintain close communication and standards of professionalism while working from an alternative workplace, the employee shall:

- Notify their Supervising Manager and necessary colleagues of any change in the telework schedule;
- Be available to supervisors and colleagues by telephone and email during core work hours;
- Make all reasonable attempts to return calls and emails during the telework day;
- Complete required communication with Supervising Manager;
- Attend meetings via telephone/teleconference; and
- Have office forward calls to remote site if feasible.

Compensation and Benefits

The employee shall utilize CCCWorks Web clock in replacement of on-site clocks where applicable. If

employee doesn't utilize CCCWorks for time reporting they will continue with their process as it currently is completed. The employee's compensation and benefits shall not be affected by the telework arrangement. For employees eligible for overtime, the employee shall not work overtime without prior written approval from their Supervising Manager.

Equipment and Expenses

The employee and the Department shall determine the minimum equipment and software necessary for the employee to complete assignments from the alternate workplace in a timely, efficient, and professional manner. In determining which equipment (if any) shall be provided by the Department, the Department shall consider appropriateness and availability. The employee is required to return any CCC property upon request after the telework period is completed.

The Department will maintain all equipment owned by CCC. The employee will not perform maintenance or repairs on CCC-owned equipment without prior written approval from the Department. The employee is responsible for service costs, maintenance, and repairs of employee-owned equipment.

Only CCC-owned software may be installed on CCC-owned equipment. The employee may not install or download any other software to CCC-owned equipment without Department approval. All software that an employee uses for telework must be licensed by the software manufacturer.

The employee shall never purchase or rent equipment, services or supplies on the assumption the Department shall reimburse for the cost. Department prior written approval must be obtained prior to any expense incurred. The employee is responsible for ongoing operating costs, such as telephone (mobile and landline) service fees, mobile phone data plans, internet fees, utility costs, homeowner's or renter's insurance and furniture or equipment rental fees.

Equipment used to telework Provided by employee/provided by Department

Information Security

The employee teleworking will follow all CCC Policies and City Colleges of Chicago Work rules. Additionally, the employee shall ensure the following:

- The protection of CCC data on disc, hardcopy, or on portable devices from theft, loss, or unauthorized access during transit and at the alternate workplace;
- That approved firewalls and anti-virus software are on all remoted site computers and are kept with current definitions;
- That flash drives or other portable drives are not used;
- All work is saved on CCC data drives (network attached storage (e.g. S:/ or U:/), CCC OneDrive or CCC SharePoint); and
- The employee agrees to follow Department and CCC policies concerning the handling of public records.

Safety

The employee confirms that they have a suitable place to work at the alternate workplace and that to the best of their knowledge the workplace is safe from conditions that could pose a hazard to health and safety or danger to equipment.

Limitations

Teleworkers must observe the following limitations when working from the alternative workplace:

- Employees cannot operate a business or work for another employer during work hours/while clocked in;
- Employees cannot allow others to use CCC equipment or access the CCC network, applications or cloud services.

Termination and Amendments

This agreement is not a guarantee of employment and can be terminated at any time by CCC or employee. CCC will not be held responsible for costs, damages or losses to the employee resulting from termination of the agreement. The employee and the employee’s union representative, if applicable, do not have the have a right to grieve or appeal the termination of this Agreement.

This Agreement may only be amended in writing, signed by all signatories to the original Agreement. A copy of this agreement and any amendments will be provided to the employee and placed in the employee’s personnel file.

AGREEMENT:

EMPLOYEE: By signing, the employee states they have read, understand, and agree to the terms and conditions of this agreement and the telework policy:

Employee signature

Date

APPROVED BY:

Supervising Manager signature

Date

Chief Talent Officer signature

Date

Attachment 2

Board of Trustees of Community College District No. 508, County of Cook, State of Illinois Temporary Sick Leave Concerning the COVID-19 Pandemic Effective July 3, 2020

I. PURPOSE

City Colleges of Chicago is committed to providing a safe work environment for all employees. City Colleges of Chicago's objective during the COVID-19 pandemic is to continue providing services to all students while ensuring the safety of its employees. This Temporary Sick Leave Policy Concerning the COVID-19 Pandemic (this "Policy") provides sick leave for certain City Colleges of Chicago employees affected by the COVID-19. This Policy is not intended to serve as a permanent Sick Leave Policy for City Colleges of Chicago and shall terminate upon the earlier of (i) May 31, 2021, or (ii) revocation of this Policy by the Board of Trustees of Community College District No. 508, County of Cook, State of Illinois (the "Board").

Employees that are eligible for the benefits set forth in the Families First Coronavirus Response Act ("the Act") must utilize the benefits set forth in the Act prior to utilizing the benefits set forth in this Policy.

II. GENERAL POLICY PROVISIONS

- A. The Board of Trustees of Community College District No. 508, County of Cook, State of Illinois Board Policies and Procedures remain in effect.
- B. City Colleges of Chicago's Family and Medical Leave Act Policy remains in effect. Please refer to Section IX below for further information.
- C. For purposes of this policy, "isolated" means a person who has been diagnosed or is exhibiting symptoms of the COVID-19 virus and has been ordered into isolation at home or in a medical facility by a public health agency or medical provider. "Quarantined" means a person who has not been diagnosed with the COVID-19 virus, but who has been ordered into quarantine by a public health agency or hospital.

III. ABSENCE DUE TO COVID-19 ILLNESS

- A. City Colleges of Chicago will provide up to twenty (20) business days of paid time off to any employee who is absent due to contracting the COVID-19 virus. City Colleges of Chicago may provide additional time off to any employee hospitalized for at least three (3) days due to the COVID-19 virus.
- B. The employee must report their absence to their Supervising Manager and their location's HR Department as soon as possible. The employee will be required to provide reasonable evidence to support any absence for this reason. Such documentation may include, but is not limited to, an order from a public health agency or medical provider directing them to isolate due to contracting the virus.
- C. The employee will be required to complete relevant paperwork specified by Human Resources to receive the paid time off set forth in this Section III, including Family Medical Leave Act paperwork. All paid time off pursuant to this Section III shall run concurrently with FMLA.

IV. ABSENCE DUE TO DIRECTED OR ORDERED QUARANTINE / ISOLATION

- A. The employee must report the directed quarantine, ordered quarantine or ordered isolation (each an "Order") to their Supervising Manager and their location's HR Department as soon as possible. The employee will be required to provide reasonable evidence to support any absence for this reason. Such reasonable evidence may include, but is not limited to, a copy of such Order.
- B. If an employee is absent from work due to an Order from a public health agency or a medical provider, and the employee is not currently ill or exhibiting symptoms of COVID-19, the employee should first work with their department to determine if telework is feasible pursuant to Board's Temporary Telework Policy Concerning the COVID-19 pandemic.

- C. If it is not feasible for the employee to work from home, City Colleges of Chicago may provide additional time off to any employee who is absent due to an Order; provided, such additional time off shall run concurrently with FMLA.
- D. If the employee becomes symptomatic or ill, they must report the change in their condition to their Supervising Manager and their location's HR Department as soon as possible.

V. ABSENCE DUE TO SELF-QUARANTINE

- A. An employee who has not been directed to stay at home due to an Order or has not been diagnosed as having COVID-19 by a health care provider, but has an illness or injury that restricts or renders the employee incapable of performing the employee's job duties may use their benefit time to cover the absence from work. If an employee has exhausted their paid benefit time, City Colleges of Chicago may advance the employee's benefit days at the Chief Talent Officer's discretion. The employee should first work with their department to determine if telework is feasible pursuant to Board's Temporary Telework Policy concerning the COVID-19 pandemic.
- B. The employee must report their absence to their department based on the current policies of City Colleges of Chicago. Employees must specify the reason for their absence. If the employee receives medical treatment for an illness, and has received documentation from their health care provider indicating that they should stay off work they should submit such documentation to their HR department as soon as possible. Otherwise, employees may be required to self-certify the reasons for their absence from work.

VI. ABSENCE DUE TO EMPLOYER MANDATED TRAVEL-RELATED QUARANTINE

- A. Any employee who has travelled internationally will be ordered to stay home and monitor their health for 14 days following the employee's return.
- B. The decision as to whether or not City Colleges of Chicago may provide additional paid time off, which shall run concurrently with FMLA, to any employee who is ordered to stay home under these circumstances will be made on a case-by-case basis, taking into consideration reported COVID-19 cases for such foreign country or region prior to the employee's travel.
- C. In the event that additional paid time off is not provided to an employee who has returned from international travel, the employee will be allowed to use their own benefit time to cover their absence. In the event that the employee has exhausted their own benefit time, City Colleges of Chicago may advance the employee's benefit days at the Chief Talent Officer's discretion.

VII. ABSENCE DUE TO AN ORDERED SCHOOL CLOSURE

- A. Any employee who needs to remain home due to an ordered school closure to care for a minor child, may use their benefit time to cover the absence from work. If an employee has exhausted their paid benefit time, City Colleges of Chicago may advance the employee's benefit days at the Chief Talent Officer's discretion. The employee should first work with their department to determine if telework is feasible pursuant to Board's Temporary Telework Policy concerning the COVID-19 pandemic.
- B. The employee must report the school closure to their department as soon as possible.

VIII. TIMEKEEPING

- A. Employees are required to report their absences from work as soon as possible and will be required to sign an edit form upon returning to work from any absence or illness.
- B. For COVID-19 related absences as outlined in Sections III, IV, and VI above, timekeepers should use CATA pay code **CORV** for tracking purposes.
- C. For any non-COVID-19 related absence, timekeepers should continue to use the codes as defined in City Colleges of Chicago CATA Guide.

IX. FAMILY AND MEDICAL LEAVE ACT AND REASONABLE ACCOMMODATIONS

- A. Employees who are ill due to COVID-19 may be eligible for Family and Medical Leave as provided for under City Colleges of Chicago Family and Medical Leave Act Policy (“FMLA Policy”). Employees who have provided documentation that they are absent due to contracting the COVID-19 virus, or because they need to care for a family member as defined in the FMLA Policy who has contracted COVID-19, may have their absence designated as FMLA Leave.
- B. Employees who believe that they require a reasonable accommodation related to the COVID-19 pandemic may request an accommodation pursuant to City Colleges of Chicago Reasonable Accommodation Policy.

X. RETURN TO WORK

- A. Employees who were absent from work due to an illness or injury, including contracting the COVID-19 virus, may be required to provide a return to work certification from their medical provider if there is a reasonable belief that the employee is unable to perform the essential functions of their job or if the employee’s return would create an unsafe or unhealthful work environment or if the employee would pose a direct threat of harm to themselves or others. Otherwise, a self-certification may be provided by the employee in order to return to work.
- B. No return to work certification is required if the employee did not have an illness or injury but was absent from work due to a quarantine or an ordered school closure.