

In light of the COVID-19 pandemic, the Cambridge University Living Wage Campaign calls upon the Central University and individual colleges to:

Transparency

1. Communicate clearly what measures are being taken to protect all workers¹ during the pandemic period, making this information publicly available.
2. Be clear about what workers the college are deeming 'essential', providing full justification for this decision.
3. Inform all workers on a continual basis of all developments in regard to their workplace, in their preferred language.

Pay

1. Guarantee payment to all workers at their full wage at what would have been their full pattern of work during the pandemic period.
2. Guarantee all workers sick pay at the rate of their full wage, including those who cannot work due to self-isolation or caring commitments.
3. Guarantee that no workers will be made redundant during or as a result of the pandemic period and that those whose contracts expire during this time will have them extended.
4. To demand that outsourced employees are guaranteed the above benefits from their direct employer, and to take action to ensure these benefits are guaranteed if this is not already the case.

Protection

1. Immediately cease all non essential activity, including, but not limited to construction, housekeeping/cleaning and gardening'.
2. Provide PPE for those deemed 'essential workers' including social distance in the workplace.
3. Acknowledge that it is at the individual worker's discretion to decide to not come in on any given day if they deem the workplace unsafe.
4. Inform all workers on visas normally subject to NHS surcharge fees that COVID-19 testing and treatment is exempt from this.
5. Provide clear guidelines and support to those whose visas expire during the Pandemic period in contacting the Coronavirus Immigration Team to extend their visas.

¹ References to 'all workers' includes staff on casual, variable or zero hour contracts, as well as those on visas that restrict recourse to public funds. They should be paid in accordance with their regular patterns of work or at an average of their last six month's pay if this is not predictable.