



California Public Employees' Retirement System  
Human Resources Division

400 Q Street, Sacramento, CA 95811 | Phone: (916) 795-3065 | Fax: (916) 795-4001  
888 CalPERS (or 888-225-7377) | TTY: (877) 249-7442 | [www.calpers.ca.gov](http://www.calpers.ca.gov)

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Rocco Paternoster  
Association of California State Supervisors  
1108 O Street, Suite 400  
Sacramento, CA 95814

A handwritten signature in blue ink, appearing to read "Rocco Paternoster", is written over the printed name and address.

March 20, 2020

**Subject: CalPERS COVID-19 Work Options Program and Guidelines**

Dear Mr. Paternoster,

The California Public Employees' Retirement System (CalPERS) is sharing important information and taking steps to meet the challenges of the COVID-19 crisis. In the current climate, the health and well-being of our entire CalPERS community is at the forefront of our thinking. To ensure the safety of our employees, CalPERS is moving quickly to promote and enable social distancing as well as additional work options.

The CalPERS COVID-19 Work Options Program and Guidelines will outline the ability of team members to work from home or from an alternate work location, to the extent possible based on available equipment, the capacity of the network, and whether the team members job can be performed at home with the proper equipment.

The COVID-19 Work Options Program and Guidelines is in effect only during the response period for COVID-19, initially deemed to be through the end of March 2020, and will sunset when the Executive Team determines the program should end. At that time, all employees approved to telecommute under this program will return to their regular work locations.

For those employees whose work cannot be done remotely, we promote social distancing and other best practices, and development of individualized workplans that minimize close contact by limiting time on campus to what is necessary; conducting meetings virtually; or implementing other creative strategies to reduce the density of employees on campus. We are especially attentive to employees who may be at a higher risk for Covid-19.

All CalPERS team members participating in the Program are expected to be aware of the guidelines and comply with its provisions. The Program will be implemented effective immediately. There are approximately 639 excluded employees that will be affected by the implementation of the Program.

Please feel free to contact me if you have any questions.

Sincerely,



Julie Morgan  
Labor Relations Officer  
CalPERS Human Resources Division

cc: Paul Starkey, Deputy Director of Labor Relations Officer, Excluded/Supervisory Employees, CalHR