

MEMORANDUM OF UNDERSTANDING: COVID-19 HEALTH SITUATION

UFF-FSU and the FSU Board of Trustees are committed to maintaining the productive and efficient operation of the University in a safe and healthy environment. To this end, this memorandum of understanding provides clarifications to terms and conditions of the UFF-FSU Collective Bargaining Agreement. The parties agree that the terms and conditions outlined herein are effective as of August 23, 2021 and will sunset effective October 31, 2021, unless the parties agree to extend them.

1. The FSU Administration and UFF-FSU agree to continue to have open discussions on the workplace modalities and changes during the COVID-19 epidemic, particularly in their impact on faculty members. These discussions may be informal in nature or may be subject to consultation as outlined in Article 1, Recognition and Article 2, Consultation.
2. Faculty members that are assigned face-to-face courses may request through their department chair or dean, ~~based on compelling or individual exceptional circumstances,~~ to change from face-to-face courses to Flex courses, an alternative modality, "flex" courses. ~~This may result in smaller number of students in classrooms, thereby allowing social distancing in the assigned classrooms.~~ Faculty members directed to quarantine by the Florida Department of Health guidelines may also use Zoom or online work assignments when they cannot be in the classroom for limited periods of time.
3. Faculty members with a disability-related need under the Americans With Disabilities Act (or pregnancy-related) may request accommodations under the Reasonable Accommodation process; <https://hr.fsu.edu/sections/equity-diversity-inclusion/americans-disabilities-act-ada>. ~~add link~~ Accommodations may include telework if appropriate, but other modifications may include options for physical distancing, alternative work locations, reassignment, modified or flexible schedules, and/or the use of personal leave. In evaluating the request, HR will request medical documentation. HR will work with the faculty member and their department to determine a reasonable accommodation.
4. Individual faculty members teaching or meeting with students face-to-face may communicate to students in their classes or office hours the University's expectation for Fall semester. Communications and class syllabi may include the following:
 - Everyone is expected to wear a face covering or mask at all times when inside any FSU facility, even if they are vaccinated.
 - Everyone is expected to be vaccinated against COVID-19, even if they've had COVID in the past. Students should strive to be fully vaccinated, but if unable, strive to have at least one shot of Pfizer or Moderna vaccine as soon as possible no later than August 22nd.

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Renisha Gibbs	Michael Mattimore	Irene Padavic	Scott Hannahs
Co-Chief Negotiator	Co-Chief Negotiator	Co-Chief Negotiator	Co-Chief Negotiator
FSU – BOT	FSU - BOT	UFF – FSU Chapter	UFF – FSU Chapter

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Date	Date	Date	Date

- Everyone is expected to stay home when sick or diagnosed with COVID-19, self-quarantine and get tested for COVID-19 no sooner than 24 hours after ~~your~~ symptoms begin.
 - Everyone is expected to continue ~~to practice~~ good hygiene habits such as washing hands frequently.
5. The University's telecommuting policy (Alternate Work Location Agreement policy) generally does not apply to faculty members whose job duties do not require them to be on campus full time during normal business hours (8:00 am to 5:00 pm).
 6. The University will provide, upon request, face coverings to each faculty member who is on campus during this period.
 7. Faculty will make a reasonable and good faith effort to ensure students are aware of University safety policies. Faculty may address any safety infractions as described in Article 5.4(d). Faculty members also have the right to end a single class session when the instruction space becomes unsafe due to violations of University safety policy and should notify their supervisor and the Student Conduct Office if they do. Faculty members should seek guidance from their department chair/head on how to mitigate the safety violations. ~~A student choosing not to wear a mask is not considered a University safety policy violation.~~ A student choosing not to wear a mask is not by itself considered a University safety policy violation.

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