

MEMORANDUM OF UNDERSTANDING: COVID-19 HEALTH SITUATION

During the current sharp increase in cases of the coronavirus, 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 December 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 may be assigned remote responsibilities, including remote instruction, and would not be required to report to campus for these assignments. Some faculty members may be assigned on-campus duties, which include face-to-face instruction, and are required to report to campus.
3. Faculty members may request a temporary modification to their Assignments of Responsibilities based on high-risk concerns for Fall 2021 assignments. Modifications may include remote work 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 may request medical documentation. HR will strive to be flexible as they work to accommodate faculty requests.
4. The University’s telecommuting 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).
5. Individual faculty members teaching face-to-face may require a Covid-19 risk mitigation plan, which may include masks, social distancing, or vaccinations for students in their classes or office hours. If a student chooses to not honor this request, the faculty member may elect to teach the course remotely.
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 class session when the

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instruction space becomes unsafe due to violations of University safety policy and should notify their supervisor and the Student Conduct Office if they do.

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