

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 to change from face-to-face courses to Flex courses, or other adjustments to their assignment. Faculty members directed to quarantine by the Florida Department of Health guidelines or by SAFER 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>. 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.
  - 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 symptoms begin.

Renisha Gibbs  
Co-Chief Negotiator

FSU BOT  
DocuSigned by:

*Renisha Gibbs*

4B67C2D50C49E2  
Date 8/26/2021 | 11:13 AM EDT

Michael Mattimore  
Co-Chief Negotiator

FSU BOT  
DocuSigned by:

*Mike Mattimore*

5F238F37194161  
Date 8/26/2021 | 11:12 AM EDT

Irene Padavic  
Co-Chief Negotiator

UFF FSU Chapter  
DocuSigned by:

*Irene Padavic*

D0114B15AC41C9  
Date 8/25/2021 | 4:47 PM EDT

Scott Hannahs  
Co-Chief Negotiator

UFF FSU Chapter  
DocuSigned by:

*Scott Hannahs*

67E66066D7E34CF  
Date 8/26/2021 | 10:37 AM EDT

- Everyone is expected to continue 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.

Renisha Gibbs  
Co-Chief Negotiator

DocuSigned by:

*Renisha Gibbs*

4B6762DB08C44E7

Date 8/26/2021 | 11:13 AM EDT

Michael Mattimore  
Co-Chief Negotiator

DocuSigned by:

*Mike Mattimore*

B2F243E9A1044A12

Date 8/26/2021 | 11:12 AM EDT

Irene Padavic  
Co-Chief Negotiator

DocuSigned by:

*Irene Padavic*

AD1D8115AC74C9

Date 8/25/2021 | 4:47 PM EDT

Scott Hannahs  
Co-Chief Negotiator

DocuSigned by:

*Scott Hannahs*

67E6906877E34651

Date 8/26/2021 | 10:37 AM EDT