

UFF-UNF Faculty Team Proposal 6/11/20

MEMORANDUM OF UNDERSTANDING

Whereas, the University of North Florida (“UNF”) and the United Faculty of Florida (“UFF”) desire to clarify the manner in which safe office spaces and safe working conditions will be facilitated by UNF during the exigency of the COVID-19 pandemic.

Whereas, the Florida Board of Governors, through its State University System of Florida Blueprint for Reopening Campuses, has directed UNF and other universities in the Florida State University System that: “The Centers for Disease Control and Prevention (CDC), state, and local social distancing guidelines that are in place at the time of each university’s Fall opening should be implemented in all campus facilities and should include procedures for enforcement for all constituents.”

Whereas, UNF and UFF (“the Parties”) agree on these actions, they do not amend the current collective bargaining agreement but rather clarify its application during the period of the pandemic.

1. The Parties agree that UNF will develop and administer protocols to facilitate safe office spaces and safe working conditions that comply with all recommendations published by the United States Centers for Disease Control and Prevention for “Colleges, Universities, and Higher Learning” (the “CDC Guidelines”).¹
2. The Parties agree that protocols developed and administered by UNF will be updated at one (1) week intervals (7 days) so that they conform with the most recent CDC Guidelines.

¹ <https://www.cdc.gov/coronavirus/2019-ncov/community/colleges-universities/index.html>

1. The Parties agree that should UNF be able to document any inconsistency in the CDC Guidelines, UNF shall conform its protocols and their administration to the guidance that facilitates the safest office spaces and safest working conditions.
2. The Parties agree that should UNF fail to comply with its obligations under this agreement, no recourse shall be undertaken by UFF unless the failure by UNF affects the safety of office spaces and working conditions under this agreement, as reasonably determined.
3. The Parties retain all other collective bargaining agreement rights. Nothing in this agreement shall be construed as a waiver by UFF of the right to bargain future impacts from the COVID-19 pandemic.

University of North Florida

Date

United Faculty of Florida

Date

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We understand our shared UNF community responsibility for the safety of our faculty, students, and staff. In our planning, we shall be guided largely by the Florida Board of Governors Blueprint, working in teams to create and implement those adaptations necessary to reopen the campus in a safe way.

We commit to incorporating into the University’s Environmental Health and Safety procedures, COVID-19-related protocols regarding high risk populations, social distancing, sanitizing and cleaning, prevention methods and transmission minimization, and education advanced by the Centers for Disease Control, the Florida Department of Health, and the Duval County Department of Health.

As we prepare for the fall semester and the return to campus of students, faculty, staff and visitors, we must remain agile and ready to revise operating procedures as necessary based on new updated scientific evidence and guidance. We must work together, all faculty, staff, and students in collaboration and each one of us assuming the responsibility to follow guidelines to create a safe environment for every member of our Osprey community. We will only be successful if each person accepts the responsibility to take care their fellow colleague as well as themselves.