

MEMORANUM OF UNDERSTANDING

WHEREAS, the University of North Florida (UNF) and the United Faculty of Florida (UFF) intends to clarify the obligations and responsibilities that the University and faculty will follow as it implements the State University System Florida Blueprint for reopening campuses.

1. The UNF and UFF understand and acknowledge that they share as part of the UNF community, the 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.

2. The UNF and UFF commit to incorporating into the University's environmental health and safety procedures (the "Procedures") COVID-19 related protocols regarding high risk populations, social distancing, sanitizing and cleaning, prevention methods and transmission minimizations, and education advanced by the Centers for Disease Control, the Florida Department of Health, and the Duval County Department of Health (the "Recommendations"). UNF further commits to complying with the Procedures, enforcing them, and updating them to reflect changes in the Recommendations.

3. As the UNF and UFF prepare for the fall semester and the return to campus of students, faculty, staff and visitors (including vendors), we acknowledge the need to remain agile and ready to revise the Procedures as necessary based upon new updated Recommendations.

4. The UNF and UFF acknowledge the need to work together, with the involvement and commitment of all faculty, staff and students, in collaboration with each assuming the responsibility to follow guidelines to create a safe environment for every member of the Osprey community with each person accepting responsibility to take care of their fellow colleagues as well as themselves.

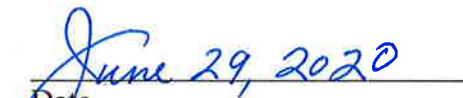
5. Breaches in safety protocols may be addressed in accordance with Article 15 of the Collective Bargaining Agreement, the procedure for addressing a University policy violation and the enforcement mechanisms contained in the UNF Blueprint for reopening campuses in the Fall Semester 2020 as adopted by and/or accepted by the UNF Board of Trustees and the Florida Board of Governors.

6. The Parties agree that should either UNF or UFF fail to comply with their obligations under this agreement, no recourse shall be undertaken by either of the Parties unless the failure to comply adversely affects the safety of working conditions and the safety of the environment for faculty, students, staff and visitors under this agreement, as reasonably determined.

7. The Parties agree that they shall retain all other rights under their current collective bargaining agreement (e.g., assignments, grievances, etc.).

8. The Parties agree that nothing in this agreement shall be construed as a waiver by UFF of the right to bargain future impacts from the Pandemic.


University of North Florida


Date



United Faculty of Florida

June 29, 2020
Date