

## MOU Impact Bargaining #2: COVID19 & Economic Crisis

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During the current global health emergency brought on by the coronavirus pandemic, the UFF-UCF and the UCF Board of Trustees are committed to maintaining the productive and efficient operation of the University in a safe and healthy environment. Local, state, federal, and international health organizations recommend social distancing and facial covering as the most effective immediate response to reducing the spread of coronavirus. This agreement acknowledges these recommendations, and is an updated and revised version of MOU COVID Impact Bargaining Agreement number one, tentatively agreed upon on April 30, 2020 and ratified on May 29 2020.

To this end, we agree that the following terms and conditions shall remain in effect until all appropriate governmental authorities declare an end to the public health emergency.

### I. Financial Transparency, Reimbursements and COVID Stipend

- Transparency in the distribution of CARES Act money (\$27 million) and for HEROES Act (if passed), and any extra funds (i.e., \$7 million in extra enrollments)
- Upon request, equitable distribution of university computer or laptop with updated software, monitor(s), and other materials for efficient work production.
- If using personal computers, reimbursement to employee if computer breaks down. Also, reimburse faculty for materials purchased or departments use "P-cards" to purchase materials for the faculty or professional employee to work productively from home.
- COVID Stipend (\$1,000) for online training & workshop sessions with specifics to COVID, public safety, respect for *shielders*, and remote work from home. Provide a \$1000 stipend to anyone who attends the online training.
  - Rationale: The stipend will cover increased internet and electricity costs to do online teaching, increase security, and internet speed.

### II. Protections for Research and Creative Scholarship

Current faculty, staff, and students rely on college and university education for their present and future livelihoods. Florida and the nation depend on educated and skilled workers beyond the pandemic. We shall strive to continue investing in UCF during the economic downturn. **There should be no reduction in funding for academics and research in our university.** Given that our faculty rely on staff, graduate assistants and adjuncts to continue our essential research, UCF cannot add to the unemployment numbers by reducing faculty, staff, graduate assistants, or adjuncts. Any reduction in funding creates a negative multiplier impact on our local economy.

- Recognition that our research routines have been disrupted owed to new routines to daily life. We request leniency in how supervisors and/or directors evaluate faculty in annual evaluations and promotion portfolios. For instance, conferences have been postponed until 2023, or canceled or publishers have closed their offices.
- Maintain labs and offices open, considering that low productivity is the "new normal" under COVID. (i.e., number of lab students is limited)

### 52 III. Issue: Teaching

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- 54 • If an instructor chose to teach online in fall 2020, an immediate supervisor cannot
- 55 demand that the instructor teach face-to-face.
- 56 • Faculty shall be given a choice. Some forms of teaching include:
- 57 ○ Asynchronous Online teaching
- 58 ○ Synchronous remote teaching: (synchronous Zoom and asynchronous online)
- 59 ○ Face-to-face teaching
- 60 ○ Mixed mode (synchronous F2F and asynchronous online)
- 61 • The University shall not raise class caps in all modes and shall maintain similar caps
- 62 of students before COVID to provide the best undergraduate education in fall 2020.
- 63 • No expectation that employees work beyond 40 hours per week, but also recognize
- 64 that employees work well beyond 40 hours per week to accomplish similar pre-
- 65 COVID productivity levels.
- 66 • Teaching should not be solely evaluated on student evaluations (i.e., SPIs) during
- 67 fall 2020.
- 68 • For face-to-face courses, provide microphones or equipment to project voices in
- 69 large classrooms, i.e. 12 students in room intended for 48 students is substantially
- 70 large.
- 71 • Allow external, on-campus spaces for lower class density, i.e., teaching on green
- 72 areas of the campus during fall 2020.
- 73 • Create awareness of differing levels of activities that will impact the level of risk for
- 74 students, faculty, and staff:
- 75 ○ Low risk: continuing virtual-only learning options, activities, and events.
- 76 ○ More Risk: limiting the size of classes, activities, and in-person events
- 77 ○ Highest Risk: full-sized, in-person classes, activities, and in-person events.
- 78 • Shorten fall semester to 12 weeks for residential students. This will prevent them
- 79 going home, returning to campus infected, then infecting more students, staff, and
- 80 faculty.
- 81 • Provide webcams and high-speed internet access, etc. for fall 2020 for ALL
- 82 instructional personnel OR create an easy and quick reimbursement stipend (i.e.,
- 83 \$1,000). These must be provided just as classroom space or equipment would
- 84 normally be provided for on-campus class meetings.
- 85 • Reduce class sizes to ensure social distancing as mandated by the state.
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### 87 IV. Intellectual Property Rights

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- 89 • Instructors shall maintain rights to all course content, including content required to be
- 90 presented in an online format.
- 91 • Please refer to Article 18 of our UCF Collective Bargaining Agreement.
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### 93 V. Public Health and Safety

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95 On-campus innovations to combat the virus will need funding to protect the health and

96 safety of students, faculty, and staff who return to campus for hybrid or face-to-face classes.

97 Adequate funding shall be allotted to sanitize facilities, provide protective equipment (facial

98 coverings), comprehensive mental health and community health services on campuses.

99 There must also be resources (i.e., institutional, state, federal, or community funds) for

100 testing and contact tracing.

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102 Below are guidelines based on surveys by international and national organizations, the  
103 Florida Department of Education, local county school districts, and state universities  
104 outlining best practices to ensure the health and safety of our students, faculty and staff. Our  
105 goal is to protect our UCF community and to prevent our community from spreading into  
106 central Florida, the rest of Florida, or the nation. Given the potentially dangerous effects of  
107 the disease and unknown long-term effects of COVID, the University shall

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- 109 • follow HIPAA guidelines when creating health protocols for faculty.
- 110 • ensure that every room have contactless, auto-dispenser alcohol-based hand  
111 sanitizer at the entrance (with a requirement to use it), a supply of anti-viral hand  
112 wipes and/or disinfecting spray.
- 113 • ensure that classrooms are disinfected in between classes.
- 114 • require facemasks until a vaccine becomes available. Masks should be provided at  
115 the entrance to every building for those who need them. It is the responsibility of the  
116 University to ensure that students/faculty/staff have access to masks.
- 117 • clearly post social distancing regulations and enforcement.
- 118 • ensure that the restrooms should be sanitized and cleaned on a regular basis  
119 throughout the day.
- 120 • create safe transportation strategies to and on campus.
- 121 • create protocols for access to public eating spaces (e.g., cafeteria/student  
122 union/coffee shop).
- 123 • encourage and permit remote work from home whenever possible.
- 124 • mark one-way traffic flow where possible.
- 125 • if the use of water fountains is not prohibited, add water bottle filling spouts to all  
126 water fountains.
- 127 • add social distancing markings for waiting in lines.
- 128 • purchase and change anti-viral A/C filters frequently and by schedule.
- 129 • where campus transportation exists, create safety and disinfectant protocols.
- 130 • install touchless door entries (key fobs, etc.) where feasible (i.e. building entrances).
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## 132 **VI. Social and Emotional Well-being**

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134 Prolonged physical distancing, isolation, death and illness in our families and communities,  
135 and economic disruption will leave many employees with ongoing trauma and mental health  
136 issues. To ensure a healthy environment, the University shall:

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- 138 • Provide a single website for the UCF community that list all online resources,  
139 including:
  - 140 • Mental health resources
  - 141 • Current UCF-related COVID information with the source of  
142 recommendations, who made them, and when they were made
  - 143 • Reassurance to faculty, staff, and students about the physical space such  
144 as new protocols for cleaning and access that will make people more  
145 confident that they are safe.
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- 147 • Supervisors or programs directors shall recognize COVID Anxiety, and reach out to  
148 the employee. If anxiety is suspected, they shall not provide a letter of instruction or  
149 reprimand for displaying signs of COVID anxiety. It should not be documented as a  
150 chronic illness, but a stress-related reaction to a global pandemic and its  
151 repercussions (i.e., isolation or death).
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## **VII. Safe Working Conditions**

The University shall consider risk factors for COVID-19, either due to age or a medical condition. This will be a key deciding factor in their return to campus. If the faculty member OR members of their family fall into one or more of these “at-risk groups” (from the CDC) they should remain at home and work remotely: asthma; chronic kidney disease being treated with dialysis; chronic lung disease; diabetes; hemoglobin disorders; immunocompromised; liver disease; people aged 65 years and older; serious heart conditions; severe obesity.

In addition, the list of possible reasons to stay at home and remote work are (from CARES Act on unemployment):

- the individual has been diagnosed with COVID–19 or is experiencing symptoms of COVID–19 and is seeking a medical diagnosis
- a member of the individual's household has been diagnosed with COVID–19
- the individual is providing care for a family member or a member of the individual's household who has been diagnosed with COVID–19
- a child or other person in the household for which the individual has primary caregiving responsibility is unable to attend school or another facility that is closed as a direct result of the COVID–19 public health emergency and such school or facility care is required for the individual to work

Additional reasons for remote work include:

- Sole caregiver for an individual who meets the CDC criteria
- Sole caregiver of a small child or children who are not attending school or daycare.

UFF recommends that the University

- hire more maintenance staff due to increased need for cleaning and disinfecting. Do NOT require non-maintenance personnel (staff, faculty) to be responsible for implementing cleaning protocols.
- create clear protocols for those who refuse to wear a facial covering or mask.

## **VIII. Parking Discount**

UFF Request for UCF to consider discounted program for parking in spring 2021 and summer 2021.

## **IX. Impact Bargaining**

If the applicable government restrictions addressing the pandemic continue beyond our current academic year, along with federal, state, and/or local guidelines for self-isolation and social distancing, both parties will review and, if necessary, impact bargain a new agreement beginning on or before December 1, 2020.