

COVID MOU – BOT Response #1

During the current global health emergency brought on by the coronavirus pandemic, the UFF-UCF faculty union 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 strongly recommend vaccination, social distancing and wearing masks or facial covering as effective responses to reducing the spread of the coronavirus and its variants. This agreement acknowledges those recommendations. To this end, we agree that the following terms and conditions shall remain in effect until December 23, 2021.

Adjustments made to routine operations, are subject to changes in law or direction by the Board of Governors. Any rights conferred by the CBA (which expired 8/31/2021) shall continue as *status quo* until such time as a new CBA is negotiated and ratified.

1. Given the uncertainty arising from COVID-19 and its variants, it is possible that assignments may change. Such changes shall be communicated to employees as soon as practicable. As always, the CBA provides for communication of assignments. Specifically, Article 9.3 addresses how assignments (including last-minute changes) are distributed as soon as practicable, in writing.
2. Employees with disabilities who are in need of an accommodation due to the pandemic must contact the Office of Institutional Equity to seek an accommodation. The Office of Institutional Equity (OIE) (<https://www.eeo.ucf.edu/>) – Reasonable Requests for Accommodation are submitted through this office (first page – scroll down to “accessibility”).
3. Instructional faculty are able to provide information in their [syllabus](#) that documents how they intend to hold their office hours for Fall 2021; online, in person, or a combination of both. Syllabi for the Fall 2021 semester may also remind students that there is an expectation to be vaccinated against Covid-19 and to properly wear a mask or face covering indoors at all times. After December 23, 2021, the ability to hold office hours online will be revisited.
4. Employees are expected to be vaccinated against COVID-19, unless they have a medical or religious exemption. Employees are expected to wear a mask or face covering at all times when inside any UCF facility, even if they are vaccinated.
5. Employees directed to quarantine by the UCF COVID Line or their health care provider as a result of a positive COVID test, the presence of COVID symptoms, or recent direct exposure to COVID may work remotely during their quarantine period after notifying their chair or director. If an employee is directed by UCF to quarantine, that employee

may work remotely during that period or take sick leave, as applicable. Employees who have symptoms are expected to get tested for COVID-19 within 48 hours after symptoms begin. The CBA addresses sick leave usage – employees are responsible for reporting sick leave appropriately, and sick leave is authorized for an employee's personal illness/injury, which would include exposure to a contagious disease which would endanger others [Article 17.2(b)]. Employees who have tested positive for COVID-19, even if asymptomatic, are not able to come to campus until cleared by a healthcare provider to return to normal activities. Employees and students are required to notify the university if they receive a positive COVID-19 test result or diagnosis by calling the UCF COVID Line at 407-823-2509.

6. Human Resources' website (<https://hr.ucf.edu/>) has a link on the front page to "HR Covid-19 Resources," including Coronavirus updates and Knights Care Leave Share. All employees are invited to explore this helpful tool. Additionally, the Family and Medical Leave Act is a federal law that covers all UCF employees; it entitles UCF employees who meet certain eligibility requirements to take up to 12 weeks of unpaid, job protected leave. For assistance, please contact a representative from UCF's HR Leave of Absence and Workers' Compensation (LOA and Workers' Comp) section, at (407) 823-3730, (407) 823-0540 or loaandworkcomp@ucf.edu. You may review information about FMLA on HR's web page: (<https://hr.ucf.edu/current-employees/compliance-information/family-and-medical-leave-act/>)