

Memorandum of Understanding: Faculty Enforcement of COVID-19 Related Policies

Section 1. As members of the OSU community, bargaining unit members are required to follow Physical Distancing and Face Covering policies when working onsite or in person.

Section 2. ~~In the classrooms and other work settings, b~~Bargaining unit members, ~~as the recognizable authority,~~ are expected to use their best judgement when tasked with the enforcement of COVID-19 related policies, including but not limited to the Physical Distancing and Face Covering policies, ~~in classrooms and other workspaces. Neither the inability to effectively enforce COVID-19 related policies nor an attempt to enforce COVID-19 related policies shall result in discipline.~~ **The choice of action should be informed by the awareness that the face covering and physical distancing policies are designed to protect all the inhabitants of the space. Bargaining unit members taking reasonable steps along these lines will be supported in those choices by OSU.**

~~Any issues that arise regarding a bargaining unit member's enforcement of COVID-19 related policies shall be addressed via a constructive conversation with a supervisor or academic unit head. Such conversations shall in no way be noted in bargaining unit members' personnel files, nor constitute steps toward progressive discipline.~~

~~**Section 3.** Bargaining unit members will not be required to contact Public Safety as a means of enforcing COVID-19 related policies.~~

For United Academics:

For the Employer:
