

September 3, 2020

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

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

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7 **Section 2.** Bargaining unit members are expected to use their best judgement when tasked with
8 the enforcement of COVID-19 related policies, including but not limited to the Physical
9 Distancing and Face Covering policies, in classrooms and other workspaces. Neither the inability
10 to effectively enforce COVID-19 related policies nor an attempt to enforce COVID-19 related
11 policies shall result in discipline.

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

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

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25 For United Academics:

For the Employer:

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