

October 1, 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 Physical
5 Distancing and Face Covering policies when working onsite or in person.
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7 **Section 2.** In the classrooms and other work settings **where they are the recognizable authority,**
8 bargaining unit members, ~~as the recognizable authority,~~ are expected to use their best judgement when
9 ~~tasked with the enforcement of~~ **enforcing** COVID-19 related policies, including but not limited to the
10 Physical Distancing and Face Covering policies. The choice of action should be informed by the
11 awareness that the ~~f~~**Face e**~~C~~**overing and p**~~h~~**ysical d**~~i~~**stancing** policies are designed to protect all the
12 inhabitants of the space. ~~Bargaining unit members taking reasonable steps along these lines will be~~
13 ~~supported in those choices by OSU.~~ **When taking reasonable steps along these lines, the bargaining unit**
14 **member may not be disciplined for either an attempt to enforce COVID-19 related policies or the**
15 **inability to effectively enforce COVID-19 related policies.**
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17 **Section 3.** Bargaining unit members will not be required to contact Public Safety as a means of enforcing
18 COVID-19 related policies. Bargaining unit members will be provided with contact information for an
19 entity that will provide an unarmed rapid response to deescalate situations that are beyond the control
20 of the bargaining unit member.
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23 For United Academics:
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For the Employer:
