

Memorandum of Understanding

Impacts Arising Out of Repopulation and COVID-19 San Francisco State University

1. This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University through its San Francisco State University campus (“SFSU”) and the California Faculty Association (“CFA”), all of whom are designated collectively as the “Parties” to this Agreement, regarding the impacts within the scope of bargaining arising from the repopulation of the SFSU campus and COVID-19.
2. The parties have met and conferred, and as a result of the meetings, the Parties agree as follows:
 - a. This Agreement will be in effect for 2020-2021 academic year only, unless stated otherwise in any subsequent section of this Agreement.
 - b. SFSU will endeavor to maintain the conditions that are conducive to the health and safety of faculty bargaining unit employees at SFSU. To that end, the parties have reviewed the SFSU repopulation plan and CFA agrees that the changes in procedures arising from repopulation will be subject to further discussion. Except for the issue of repopulation, SFSU has fully satisfied its obligation to meet and confer regarding the impacts within the scope of bargaining arising from changes to terms and conditions due to COVID-19.
 - c. SFSU will make available ergonomic assessments to faculty bargaining unit employees who are working remotely to apply for. More information about the program and the application process can be found by going to erm.sfsu.edu/content/ergonomics. SFSU will actively communicate and provide faculty bargaining unit employees the information necessary to apply for an assessment.
 - d. SFSU will make available from 8 a.m. to 7 p.m., live information technology support resources, to faculty bargaining unit employees who are working remotely.
 - e. SFSU will audit departments for compliance with Provision 12.29 of the CBA and ensure that training be provided to deans and chairs regarding compliance with Provision 12.29 of the CBA.
 - f. To the extent work becomes available when faculty bargaining unit employees take a leave of absence, the work will be offered consistent with Provision 12.29 of the CBA.
 - g. Faculty bargaining unit employees may submit requests to their appropriate administrator to procure office supplies such as notepads, pens, paperclips, and staples. If approved, the department will work with the faculty bargaining unit employee to arrange for the supplies to be picked up at the SFSU campus or shipped to the faculty bargaining unit employee if business and operational considerations permit.

- h. SFSU will make available to CFA the campus' budget and enrollment when it becomes available to the campus.
 - i. Faculty bargaining unit employees who are working in a remote modality may enter the SFSU campus to perform their responsibilities in a campus designated workspace as permitted by any federal, state, and local health directives. Prior to entering the campus, faculty bargaining unit employees must receive approval from their appropriate administrator and follow all campus health and safety guidelines.
 - j. SFSU will endeavor to maintain faculty bargaining unit employee entitlement subject to budgetary considerations or other considerations in the CBA.
 - k. SFSU will regularly communicate to faculty bargaining unit employees of Employee Assistance Program ("EAP") services available on campus and how to access said services.
 - l. In the assignment of workload for non-teaching faculty bargaining unit employees working in a remote modality, SFSU will consider the time working on a webcam in determining the assignment of workload.
3. This Agreement does not establish a precedent at SFSU, or any other campus within the California State University system.
4. This Agreement does not alter or abridge the rights and obligations contained in the Parties' 2014-2017 Collective Bargaining Agreement, which has been extended through June 30, 2021.

For CFA:

Maureen Loughran
Maureen Loughran (Sep 14, 2020 10:51 PDT)

Maureen Loughran
CFA Field Representative

Sep 14, 2020

Date

James Martel
James Martel (Sep 14, 2020 08:35 PDT)

James Martel
CFA San Francisco State Chapter President

Sep 14, 2020

Date

For San Francisco State University:

Ingrid C. Williams
Ingrid C. Williams (Sep 15, 2020 09:46 PDT)

Ingrid Williams
AVP of Human Resources

Sep 15, 2020

Date

Carleen Mandolfo

[Carleen Mandolfo \(Sep 15, 2020 09:15 PDT\)](#)

Carleen Mandolfo
AVP of Faculty Affairs

Sep 15, 2020

Date

For the California State University:

Thomas Le

[Thomas Le \(Sep 14, 2020 11:31 PDT\)](#)

Thomas Le
Manager of Systemwide Labor Relations

Sep 14, 2020

Date