

Memorandum of Understanding

Return to Work Protocols
Sacramento State

1. This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University through its California State University, Sacramento campus (“Sacramento State”) and California Faculty Association (CFA) all of whom are designated collectively as the “Parties” to this Agreement regarding the implementation of the “Return to Work Protocols” at Sacramento State. Notice was provided to CFA on June 19, 2020 and the Parties met and conferred on July 8, 2020.

2. As a result of the meet and confer, the Parties agree as follows:
 - a. CFA acknowledges that Sacramento State has fully satisfied its obligation to meet and confer regarding the implementation of the “Return to Work Protocols”. This Agreement does not alter or abridge the rights and obligations contained in the January 31, 2018 – June 30, 2021 Collective Bargaining Agreement between the Board of Trustees of the California State University and CFA. CFA retains the right to meet and confer on any future changes made to “Return to Work Protocols” that have a reasonably foreseeable impact to terms and conditions of employment.

 - b. To address any concerns about the implementation of these protocols, Sacramento State will:
 - i. Provide CFA represented employees with a direct and/or an email contact for CFA to address concerns related to the “Return to Work Protocols”. The parties agree all concerns shall be reviewed in compliance with current Sacramento State policies and the January 31, 2018 – June 30, 2021 Collective Bargaining Agreement between the Board of Trustees of the California State University and CFA.

 - ii. Promptly address any Health and Safety concerns brought forward.

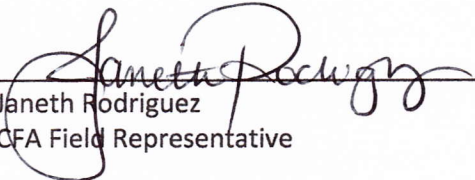
 - iii. Provide on campus training in both safety protocols and proper equipment use protocols before commencement of disciplinary actions.

 - iv. Provide additional notifications and updates to these protocols to stay current with any and all requirement mandates made by Federal, State, or local health authorities.

 - v. Provide adequate supplies for faculty including extra supplies that can be stored in regularly used classrooms. While at work, fit testing and training for their use will be provided in accordance with the law.

- c. COVID-19 related concerns will be addressed in the following manner:
- i. If after a self-check a faculty member is displaying symptoms, they are to promptly notify their supervisor and follow through with any medical help deemed appropriate by their health care provider.
 - ii. If a faculty member is displaying symptoms at work, they are to report it to their supervisor and the Student Health & Counseling Center (SH&C) and they are then expected to seek medical attention deemed appropriate by their health care provider.
 - iii. If exposure is suspected, faculty will be advised by their supervisor and the SH&C to complete the COVID-19 Illness/Exposure Report Form and return home and follow the direction of their health care provider and/or any official health care entity such as county or state health care agencies.
 - iv. If a student is displaying symptoms in class, faculty is encouraged to report it to SHCS and the student will be removed and directed to seek medical attention from their health care provider.

For CFA:

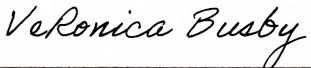


 Janeth Rodriguez
 CFA Field Representative

8/4/2020

 Date

For Sacramento State:




 VeRonica Busby
 Academic Personnel Labor Relations Manager

8/4/2020

 Date

For the California State University:



 Guillermo Santucci
 Manager of Systemwide Labor Relations

8-3-20

 Date