

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
UNITED FACULTY CCA-CTA-NEA  
AND  
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
June 8, 2020**

**SUMMER 2020 AND FALL SEMESTER 2020**

This Memorandum of Understanding (“MOU”) is entered into between the North Orange County Community College District (“District”) and the United Faculty CCA-CTA-NEA (“UF”) concerning the District’s response to the coronavirus (COVID-19) pandemic. On March 5, 2020, Governor Newsom declared a California State of Emergency due to the COVID-19 outbreak and on March 11, 2020, the World Health Organization officially declared the COVID-19 outbreak a pandemic.

The District and UF recognize the importance of maintaining safe facilities and operations for the benefit of the students and communities served by the District and its faculty and staff. We recognize the importance of prudent measures to prevent District employees, students, their families, or other people using District facilities from being exposed to or infected with coronavirus. We agree that reasonable continuity of District operations shall be maintained, and reasonable accommodation shall be made for District employees who are impacted by the pandemic.

To these ends, the District and UF agree as follows:

- 1) The District will inform UF as soon as practicable should it learn of a confirmed coronavirus infection of District employees or students utilizing District facilities. It is understood that privacy rights under HIPAA and CMIA will be maintained.
- 2) During any District closure or curtailment of operations, the District may require some unit members determined to be essential to its continued operations to report to work onsite and perform their regular work assignment or perform additional assignments. Unit members that are transitioned to work remotely shall be available during their normally scheduled work hours.
- 3) Effective April 3, 2020 – December 31, 2020, unit member may be afforded the Federal Emergency Paid Sick Leave Act (EPSLA) if they meet the COVID-19 criteria.
- 4) Any unit member who needs to utilize their own current leave balances as permitted under the collective bargaining agreement shall do so in accordance with Article 13 - Leaves. Any unit member who is currently on a leave unrelated to COVID-19 will continue to use his/her accrued leave.
- 5) The parties agree that the District shall have the sole and exclusive right to determine whether a campus/site is closed, maintained as open, or reopened after closure. In the event any District facility is closed, or any District operations are curtailed due to the coronavirus pandemic, unit members will not suffer any loss of pay or benefits relative to their regular schedules for the period of closure or curtailment.
- 6) Designation of face-to-face classes that may be taught during Fall 2020 will be determined through collaboration with the department faculty, division IMS, and College President.
- 7) The parties agree that nothing herein limits the District’s authority to exercise its emergency powers as established by law, the applicable collective bargaining contract, board policies, and administrative regulations.
- 8) The District may need to add additional workdays to this academic year or next year. Should additional workdays or other measures be sought by the District, the parties agree to meet and negotiate concerning the implementation.
- 9) The parties agree that unit members are required to attend remote division meetings during their regular scheduled work hours for the duration of the campus closures.

- 10) The parties agree to modify all on-campus office hours to remote office hours for the duration of the campus closure. The parties agree to suspend the following in the UF Collective Bargaining Agreement: Article 5 - Instructor Workload, Sections 5.1.2.1.2, 5.2.5.5.1, 5.2.5.5.2, and 5.2.5.6; and Article 6 - Counselor Workload, Section 6.3.1.1.
- 11) The parties agree to modify the teaching workweek and workload from on-campus hours to remote hours including class activities and office hours, department and division meetings, and other campus/district-related professional activities for the duration of the campus closure. The parties agree to suspend the following in the UF Collective Bargaining Agreement: Article 5 - Instructor Workload, Sections 5.1.2.1, 5.1.3.1, and 5.2.5.
- 12) All information arising in conjunction with the evaluation process shall be held in strict confidence by the parties involved.
- 13) Tenured faculty who are scheduled to be evaluated in Fall 2020 shall be evaluated in the Spring 2021 or Fall 2021. Requests from tenured unit members to be evaluated in their online Canvas courses in Fall 2020 will be granted at the discretion of the Immediate Management Supervisor, in accordance with Article 18.5.1.1. Spring 2020 evaluations that require completion shall be evaluated in Spring 2021 or Fall 2021.
- 14) Probationary (Contract) Faculty will be evaluated in accordance with the provisions of Article 17 of the UF collective bargaining agreement.
- 15) Unit members (credit and non-credit) who are migrating to online/remote instruction/workload for their assigned Summer 2020 classes/assignments shall receive a stipend of \$250.00. Unit members will be paid for Summer 2020 by July 31, 2020.
- 16) Unit members (credit and non-credit) who are migrating to online/remote instruction/workload for their assigned Fall 2020 classes/assignments shall receive a stipend of \$500.00. Unit members will be paid for Fall 2020 by October 31, 2020. In addition, unit members shall receive \$500.00 to cover the ongoing cost impact from online/remote instruction/assignments and required technology upgrades, per CA Educational Code 87032, to be paid by August 31, 2020.
- 17) In the event that a unit member is unable to make his/her full load or assignment in Fall 2020 due to COVID-19 restrictions, the unit member will be compensated for his/her full load/assignment. However, unit members who cannot make load may use any load bank balance to fulfill their contractual work hours, per CBA Article 23.4, or perform alternative work equivalent to the number of hours of their assignment. This work may include, but is not limited to, the following: one-on-one student mentoring; develop and implement curriculum for remote and/or online delivery; develop instructional materials and lessons; mentor colleagues or students for remote/online instruction and learning; assist with classes that have enrollment sufficient to continue; or perform other alternate assignments, which will be determined in consultation with the unit member and approved by the immediate management supervisor.

If a unit member chooses not to accept and perform the alternate work, the unit member will not be compensated for the portion of their full load or assignment that the unit member is unable to perform.

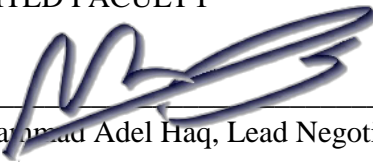
- 18) Campus provided emergency distance education training in response to the COVID-19 pandemic shall be five (5) hours for unit members. Unit members attending the five (5) hours of training shall receive a stipend of \$250.00 to be paid upon verification of completion.
- 19) If a unit member requires equipment while working remotely, they shall coordinate with their Immediate Management Supervisor to check out campus office equipment for home use for the duration of remote work. Unit members may contact IT Help-Desk for virtual support.
- 20) In the event that the COVID-19 state-of-emergency stay-at-home orders are relaxed for public institutions of higher education, the District will implement the following strategies for unit members

to migrate their assignments back to face-to-face delivery in order to prevent the spread of COVID-19:

- a. Require all faculty, students and staff to wear face coverings per CDC guidelines;
- b. Provide information for hand washing, PPE utilization, social distancing procedures, hygiene and sanitation procedures, incident reporting, and exposure response procedures for all employees;
- c. Post CDC COVID-19 Safety Posters at the entrance of buildings in which classes are being held and restrooms located within those buildings;
- d. Provide personal protective gear for faculty and staff upon request (including face covering, single use disposable gloves and hand sanitizer) and face covering for students upon request;
- e. Provide hand soap and paper hand towels in all restrooms across each campus;
- f. Disinfect classrooms after each class session;
- g. Frequent sanitation of high-touch areas, such as shared tools, machines, handrails, doorknobs, restrooms, and desks;
- h. Provide hand-sanitizing stations at building entrances in which classes are being held;
- i. The District will maintain a frequent cleaning schedule;
- j. Screen all students using the following questions:
  - 1) Have you or anyone in your household had any of the following symptoms in the last 14 days: sore throat, cough, chills, body aches for unknown reasons, shortness of breath for unknown reasons, loss of smell, loss of taste?
  - 2) Do you have or have recently had a fever at or greater than 100 degrees Fahrenheit within the last 14 days?
  - 3) Have you had close contact with anyone with respiratory illness or a confirmed or probable case of COVID-19 in the last 14 days?
  - 4) Have you been diagnosed with COVID-19?
  - 5) Have you traveled in the past 14 days to any regions affected by COVID-19?; and
- k. Incorporate CDC recommended physical distancing protocols to the extent feasible.

- 21) The District shall provide a five (5) business day notice if unit members are to resume on campus assignments before the end of the Fall 2020 semester to address family and childcare needs.
- 22) This MOU shall not be precedent setting nor form any basis for a past practice.
- 23) This MOU is effective through December 18, 2020. Should the need for this MOU extend beyond said dates, the parties may mutually agree to extend this MOU in additional 30-day increments.

UNITED FACULTY



Mohammad Adel Haq, Lead Negotiator

Date: 6/9/2020

DISTRICT



Irma Ramos, Vice Chancellor, HR

Date: 6/8/2020