**Memorandum of Understanding: CGE COVID-19 Response ~~Package~~**

The Parties mutually agree that the terms and provisions of the collective bargaining agreement that were negotiated and fully executed on July 7, 2020, continue in full force and effect through the COVID-19 pandemic, and that this COVID-19 response ~~package~~ shall be maintained for ~~that same~~ the agreed upon duration, as cited in Section 18 of this Memorandum of Understanding. Oregon State University remains committed to the support of Graduate Employees and reinforces its commitment to the collective bargaining agreement including, but not limited to, Article 10. Work Assignments, Article 18. Grievance Procedures, Article 24. Non-Discrimination and Anti-Bullying, and Article 28. Insurance.

The following address ~~are specific requirements for meeting~~ Graduate Employee needs ~~and the provisions of the collective bargaining agreement~~.

1. **Provision of cleaning supplies and Personal Protective Equipment**

Graduate Employees shall be provided all cleaning supplies and personal protective equipment necessary for them to perform their assignment ~~sanitizing their workspace(s).~~ ~~If a~~ A Graduate Employee ~~cannot be provided with these materials, they may bring their own supplies with subsequent compensation for any costs accrued. If the Graduate Employee is unable to acquire cleaning supplies from alternate sources, they will~~ not be required to access their workspace until these provisions are made available to them ~~again~~.

1. **Provision of work supplies**

Upon request and per prior approval, a~~ny~~ Graduate Employee/s shall be provided with supplies required to conduct remote teaching and research~~, including but not limited to: laptop or desktop computer with any necessary cables; computer monitor; mouse; keyboard; writing tablet (~~*~~e.g~~*~~. Wacom or similar); headphones; microphone; personal whiteboard; camera; printer; scanner; “green screen” background; and stationery.~~

1. **~~Safe o~~On-campus workspaces**

Graduate Employees who are required to work on campus shall be provided with a workspace that meets the ~~following~~ requirements as outlined in the University Resumption plan.~~: All desks, work stations, and paths of movement through the room shall allow for six feet of distance between each room occupant at all times; access to the workspace is restricted to only the Graduate Employees assigned to that workspace~~.

~~If any of these conditions are not met, t~~The Graduate Employee may request a new workspace if they do not find that the space complies with University guidelines, as well as state and federal laws. ~~During the time that the Graduate Employee is assigned a workspace not meeting the requirements above, they may work in a location of their choice until being assigned a sufficient workspace.~~

~~If the Graduate Employee is required to perform traditionally indoor work outside, they shall be provided with a workspace that meets the following requirements: a height of at least 8 feet and an area of at 75 square feet, water protected flooring, ceiling, and walls, adequate heating/cooling, and access to a power source. Additionally, the outdoor workspace shall meet the same equipment and safety requirements as indoor workspaces.~~

1. **Enforcement of Physical Distancing Policies**

The Graduate Employees who are required to enforce physical distancing policies in their workplace ~~will be provided with the details of their duties in their work description. This shall include clear instruction pertaining to enforcement of these rules. If the Graduate Employee is the sole instructor present in a classroom, they~~ will have the authority to enforce these policies without fear of retaliation from their supervisor. If a Graduate Employee feels that their personal health and safety is in jeopardy ~~under threat~~ due to lack of appropriate physical distancing or mask wearing behavior in their work environment, they have the right to leave their workplace ~~at that time~~ without penalty ~~fear of subsequent retaliation~~ until the appropriate health or safety office has reviewed the situation and made a finding.

1. **Medical Expenses**

The University shall request (in good faith) that PacificSource ~~indefinitely~~ continue ~~and expand~~ upon their existing waiver of all COVID-19 medical costs to ~~current and future~~ enrolled Graduate Employees, as well as their enrolled dependents ~~and co-insured. This waiver shall include out-of-pocket costs for COVID-19 testing, diagnosis, treatment, and out-of-pocket costs for any illness or injury resulting from COVID-19 or from COVID-19 treatment regardless of place of service.~~

~~Upon confirmation of this waiver,~~ ~~t~~The university shall email all bargaining unit members alerting them of these benefits, as well as a detailed explanation of the benefits and any contact information in the event that there are difficulties with receiving such a waiver.

1. **Duration**This agreement represents the joint understanding between the parties and will remain in effect so long as OSU is operating at Operations Level 2 or above per the university’s current definitions, or until both parties elect to revisit this memorandum of understanding, whichever is earlier.

For Coalition of Graduate Employees, AFT-6069: For Oregon State University:

Printed name: Printed name:

Signature: Date: Signature: Date: