

1 **Memorandum of Understanding: Collective Bargaining Agreement and provision of internet access for**
2 **remote work**

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4 The Parties mutually agree that the terms and provisions of the collective bargaining agreement that were
5 negotiated and fully executed on July 7, 2020, continue in full force and effect through the Covid-19
6 pandemic. Oregon State University remains committed to the support of Graduate Employees and
7 reinforces its commitment to the collective bargaining agreement including, but not limited to, Article 10.
8 Work Assignments, Article 18. Grievance Procedures, Article 24. Non-Discrimination and Anti-Bullying,
9 and Article 28. Insurance.

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11 Specific to the request related to internet support for remote work and, in accordance with Article 10
12 Section 6 of the collective bargaining agreement, OSU has an obligation to provide Graduate Employees
13 with a work environment and equipment appropriate to perform their duties. For those Graduate
14 Employees who are working remotely during the Covid-19 pandemic, we recognize the importance of
15 stable connectivity. While OSU does not have direct control over, or the ability to manage contracts
16 related to, off-campus internet connections, a Graduate Employee should first review the feasibility and
17 viability of accessing a local hotspot or obtaining "free or discounted internet" that may be available from
18 various internet service providers. If local hotspots or "free or discounted internet" are unavailable or not
19 viable for the employee's work, OSU will cover the cost of internet for a Graduate Employee who does
20 not otherwise have a viable internet connection, or who needs to upgrade an existing internet connection,
21 for the periods that the Graduate Employee is required to work from home. To receive compensation for
22 home internet service, a Graduate Employee must receive prior authorization from their supervisor. The
23 timeframe for compensation shall begin following signature of this MOU by both parties.

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

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29 For Coalition of Graduate Employees, AFT-6069: For Oregon State University:
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31 Printed name: Printed name:
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33 Nathan Waugh Heather Horn
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35 Signature: Date: Signature: Date:
36 DocuSigned by: DocuSigned by:
37 Nathan Waugh 9/9/2020 | 18:24:30 Heather Horn 9/10/2020 | 12:43:14 PDT
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