

UFF-UNF Impact Bargaining

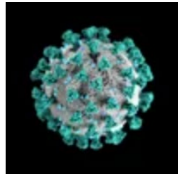
Negotiations over how a decision of the administration affects faculty and how the effects can be prevented (Article 8.3(c))

Effects/impact bargaining is a type of bargaining which involves certain decisions that are within the administration's right to make, which have impact on mandatory subjects of bargaining. These decisions are not required to be a part of bargaining, but as they have an impact/effect on the mandatory subjects of bargaining, their effects/impacts must be bargained. The bargaining of these impacts or effects is called impact/effect bargaining

State of the COVID Pandemic: FLORIDA



WJCT News
89.9



THE CORONAVIRUS CRISIS

3 Florida Educators Die Of COVID-19 Within 24 Hours As Schools Prepare To Reopen

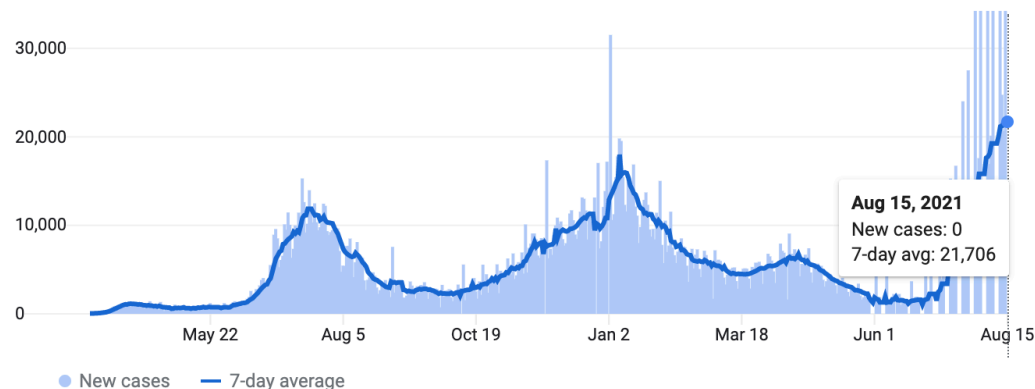
August 14, 2021 · 2:33 PM ET

Statistics

New cases Deaths Vaccinations

From [The New York Times](#) · Last updated: 16 hours ago

United States Florida All counties All time



Each day shows new cases reported since the previous day · [About this data](#)

THE DAYTONA BEACH
NEWS-JOURNAL

Florida exceeds 40K COVID deaths, sets weekly case, daily hospitalization records

THE WALL STREET JOURNAL.

New Covid-19 Hospitalizations for 30- to 39-Year-Olds at Record Rate

Group largely avoided hospitals earlier in pandemic, but highly contagious Delta variant and lagging vaccination rates have changed health outcomes

Ware County closing schools, Glynn County closing government offices to public due to COVID outbreaks

Two Southeast Georgia counties battling COVID outbreaks are closing offices and schools.

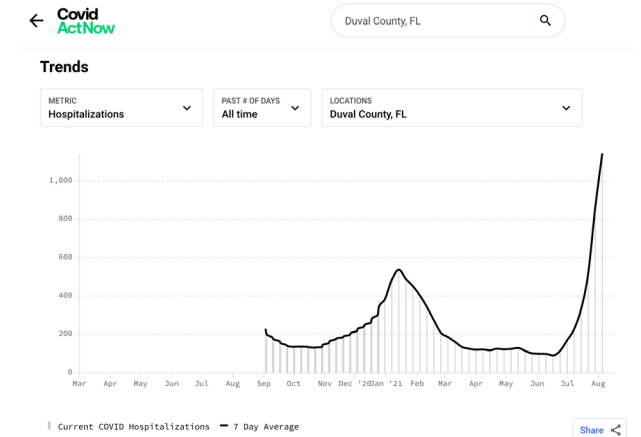
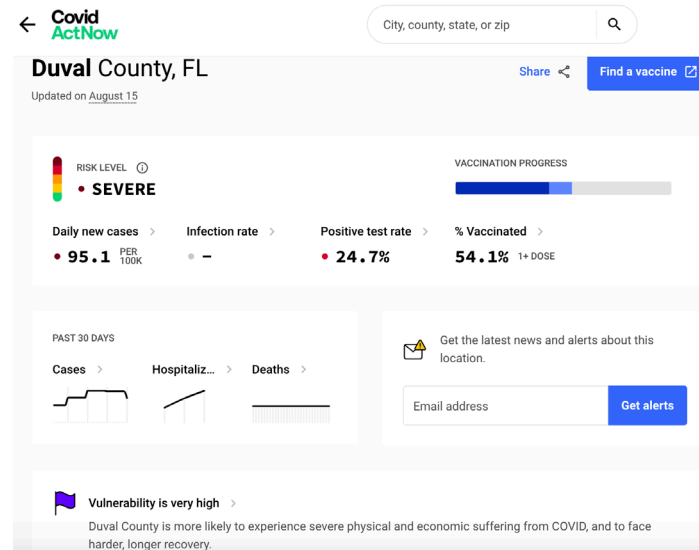
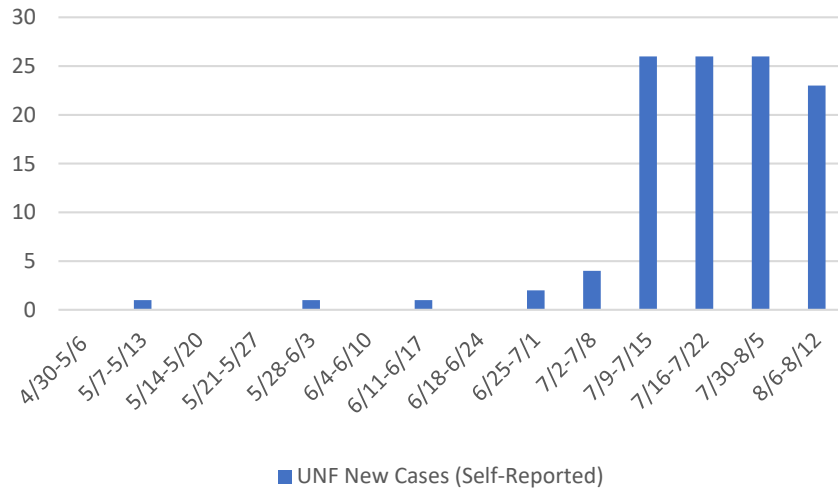


CBS 47 FOX 30
ACTION NEWS JAX

Lake City family devastated after 17-year-old dies from COVID-19

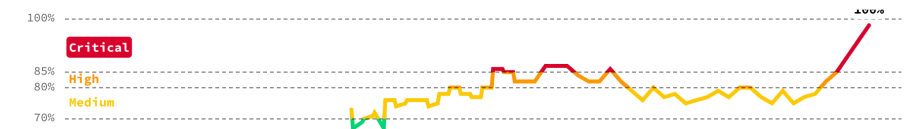
State of the COVID Pandemic: DUVAL COUNTY/UNF

UNF New Cases (Self-Reported)



Hospitalizations

ICU USED 100% ICU PATIENTS 262.0 HOSPITALIZED PATIENTS 1,139.0



FIRSTCOAST
NEWS

Two Duval district employees die the first week of school. Both had COVID-19.

The news comes on the heels of schools reopening Tuesday amid the coronavirus pandemic, which had already raised concerns among parents about cases on campus.

News4JAX

COVID-19 vaccination clinics begin this week in DCPS secondary schools

Infectious disease specialist says 82 cases listed on DCPS coronavirus dashboard is 'definitely undercount'

RESPONSE: UNF-BOT* Kevin Hyde. Letter to the Campus Community (8.13.21)

- Dear Osprey Community:
 - As Chair, and on behalf of the Board of Trustees, I write to discuss...
 - “...a full return to campus.”
 - “...UNF resumes a “normal” Fall semester”
 - resume regular classroom instruction...”
 - “...being fully on campus”



Kevin Hyde, Chair UNF-BOT

UNF Board of Trustees (appointed)

Kevin Hyde, Foley & Lardner
Jason Barrett, Flagler Health
Tom Bryan, Terra Capital Holdings
Jill Davis
Annie Eagan, Carithers Pediatric Group
John Gol, Borland Grover

Stephen Joost, Firehouse Restaurant Group
Allison Korman Shelton
Christopher Lazzara, MountainStar Capital
Paul McElroy
Nikul Patel, CITI

***University Board of Trustees Powers and Duties.** “Each board of trustees shall be responsible for campus safety and emergency preparedness, to include safety and security measures for university personnel, students, and campus visitors.” (<https://www.unf.edu/trustees/>)

RESPONSE: UNF Administration

- **MASKING**

- “... we **expect** everyone to wear a mask at all times when inside around others in any UNF facility, even if you are vaccinated. ... This is not a mandate, but a strong expectation. (COVID Task Force 8.10.21)
- “UNF continues to **encourage** masking. (Patterson 7.29.21)
- Faculty **may not** ... mandate masking in classrooms (Patterson 7.29.21)

- **VACCINATIONS**

- “The **incentive** is available to all students enrolled for the Fall semester. We will give each student \$100 in Ozzie Bucks to spend as they see fit when they qualify for the incentive.” (COVID Task Force 8.9.21)
- “UNF is partnering with health providers to **provide** vaccinations to the campus community at the start of the Fall semester. (Patterson 7.29.21)
- **All J&J vaccines have been distributed.** There will be a vaccine clinic held on **August 30th**. (UNF Emergency Management 8.15.21)
- There will be **limited vaccination opportunities** on campus.
- “Faculty **may not ask** students about their vaccination status” (Patterson 7.29.21)

- **CLEANING**

- “UNF will continue to **stock** hand-sanitizing stations, **maintain** increased ventilation in buildings, and **sanitize** classrooms nightly. (Patterson 7.29.21)
- Due to sanitization and cleaning protocols as well as **staffing shortages** in Phys Fac, faculty will not be granted access to classroom(s) assigned to their course(s) until the fall term begins on **Monday, August 23**. (University Scheduler 8.11.21)

- **TESTING**

- “Student Health Services continues to **provide** on-campus COVID-19 testing for the campus community”(Patterson 7.29.21)
- “**No walk-in testing** will be conducted the week of 8/16/2021... ” (UNF Emergency Management 8.15.21)

- **SOCIAL DISTANCING**

- As a policy and in organizing classrooms, **we are not following** that specific guidance [social distancing] (UNF VP 7.30.21)

RESPONSE: UFF-UNF Proposals

- **Overview**

- **FROM UNF-BOT (8.9.21).** American Disability Act
- **NEW.** Testing
- **NEW.** Vaccines
- **NEW.** UNF's Comprehensive Environmental Health & Safety Policy
- **NEW.** CDC Guidance
- **FROM UFF-UNF (7.30.21)** Flexible Modality Options
- **NEW.** Immunizations

TODAY: UFF-UNF Proposals

- **FROM UNF-BOT (8.9.21). ADA.** “The University of North Florida and the United Faculty of Florida (the “parties”) agree that when a faculty member requests an ADA accommodation on the basis of a disability and requests flexible modality options (including, but not limited to, remote modalities for teaching, research, service and other assignments), the University American Disability Act Compliance Office will independently determine whether such options ~~may~~ will be offered as a reasonable accommodations for that faculty member.”
- Speaker: Dawn Wessling, College of Education & Human Services
 - Goals of the ADA
 - ADA definition of disability
 - Process of requesting accommodations under the ADA

TODAY: UFF-UNF Proposals

- **NEW. Testing.** The University of North Florida and the United Faculty of Florida (the “parties”) agree that UNF will immediately reverse its decision to stop on-campus COVID Testing from 8/16/21-8/20/21 and offer continuous on-campus testing to the campus community during the exigency of the COVID pandemic.
- [CDC Guidance](#) for IHEs Where not Everyone is Fully Vaccinated
 - “IHEs should conduct diagnostic or screening testing of students, faculty, and staff for purposes of surveillance or in the context of an outbreak....”
- UNF Policy
 - “Free, walk-in COVID-19 testing is available to all UNF students, faculty and staff.” ([UNF Emergency Management "Testing" link](#))
- UNF Practice week of 8/16
 - No walk-in testing will be conducted the week of 8/16 as the University focuses on testing incoming residence hall students. ([UNF Emergency Management "Testing" link](#))

TODAY: UFF-UNF Proposals

- **NEW. Vaccines.** The University of North Florida and the United Faculty of Florida (the “parties”) agree that UNF will immediately make COVID vaccines available to all UNF faculty, staff and students and continuously make the vaccines available to all UNF faculty, staff and students during the exigency of the COVID pandemic (rather than waiting until August 30th to hold a vaccine clinic).
- [CDC Guidance](#) for IHEs Where not Everyone is Fully Vaccinated
 - **Provide on-site vaccination in IHE facilities** or local vaccination sites through partnerships (e.g., existing occupational and student health clinics, IHE-run temporary vaccination clinics, mobile vaccination clinics brought to the IHE, etc.).
 - Consider hosting a mass vaccination clinic or setting up smaller vaccine venues on campus to promote vaccination.
- UNF Policy ([UNF Emergency Management FAQ](#))
 - There will be limited vaccination opportunities on campus. University will widely communicate when those opportunities become available.
- UNF Practice
 - **COVID Vaccines: All J&J vaccines have been distributed.** There will be a vaccine clinic held on August 30th. Please stay tuned for more details.

TODAY: UFF-UNF Proposals

- **NEW. Health/Safety policy.** The University of North Florida and the United Faculty of Florida (the “parties”) agree that UNF will immediately create and implement an “emergency telephone and text hotline” for employees to report unsafe acts and conditions to complement the reporting protocols provided for in the University of North Florida’s Comprehensive Environmental Health & Safety Policy (https://www.unf.edu/president/policies_regulations/06-AdminFinance/6_0150P.aspx) and immediately distribute the phone contact number to faculty.
- **UNF Policies & Regulations. 6.0150P Comprehensive Environmental Health & Safety Policy**
 - “It shall be the policy of UNF to provide a safe and healthful workplace that is free from recognizable occupational safety, health and environmental hazards.”
 - “The University of North Florida will employ appropriate resources to correct and/or mitigate unsafe conditions.”
 - “Employees are responsible for conducting job duties in a manner that adheres to safety requirements and minimizes the potential for illness or injury.”
 - Employees are expected to report unsafe acts or conditions to their supervisors and through the Safety Hazard Reporting Form available on the EH&S website (www.unf.edu/ehs/Report_a_Safety_Hazard.aspx)
 - “Employees should not perform tasks which involve acts or conditions they have reported to be unsafe until receiving clearance from their supervisor.”
 - “This policy statement serves to express UNF's commitment to and involvement in providing employees a safe and healthful workplace. This document will be incorporated as the standard of practice for the University. Compliance with safety policy will be expected of all employees as a condition of employment.”
 - “No reports of hazards, unsafe acts, conditions or accidents will result in retaliation, penalty or other disincentive.”



TODAY: UFF-UNF Proposals

- **NEW. CDC Guidance.** Unless otherwise documented to be explicitly prohibited by existing law, the University of North Florida and the United Faculty of Florida (the “parties”) agree to reaffirm their prior agreements (6.29.2020 and 2.13.21) to “incorporate into the University’s environmental health and safety procedures (the “Procedures”) COVID related protocols regarding high risk populations, social distancing, sanitizing and cleaning, prevention methods and transmission minimizations, and education advanced by the Centers for Diseases Control, the Florida Department of Health, and the Duval County Department of Health (the “Recommendations”). UNF further commits to complying with the Procedures, enforcing them, and updating them to reflect changes in the Recommendations.”
- [CDC Guidance](#) for IHEs Where not Everyone is Fully Vaccinated
 - “[Physical distancing](#) means keeping space of at least 6 feet (about 2 arm lengths) between people who are not from your household in both indoor and outdoor spaces. People who are not fully vaccinated should continue to practice physical distancing.
Promote physical distancing by
 - Hosting virtual-only activities, [events, and gatherings](#) (of all sizes).
 - Holding activities, events, and [gatherings outdoors](#) in areas that can accommodate physical distancing, when possible.
 - Spacing out or blocking off rows, chairs, and/or table seating positions in communal use shared spaces (such as classrooms, dining halls, locker rooms, laboratory facilities, libraries, student centers, and lecture rooms).
 - Limiting occupancy and requiring mask use by people who are not fully vaccinated, including drivers, and on [campus buses/shuttles or other vehicles](#). Alternate or block off rows and increase [ventilation](#) (i.e., open windows if possible).
- UNF Policy
 - "As a policy and in organizing classrooms, we are not following that specific guideline.” (UNF VP, 7.30.21)

TODAY: UFF-UNF Proposals

- **FROM UFF-UNF (7.30.21). Flexible Modality Options.** “Unless otherwise documented to be explicitly prohibited by existing law, ‘the University of North Florida and the United Faculty of Florida (the "Parties") agree that flexible modality options (including, but not limited to, remote modalities for teaching, research, service and other assignments) shall be afforded to faculty members with disabilities, special health care needs (e.g., immunocompromised, asthma, diabetes, heart conditions, etc.), at increased risk of illness, over 65, expectant faculty, parents of children, caregivers of elderly, and others who wish to ‘remain free from recognizable ... health ... hazards’ and/or conduct their ‘job duties in a manner that ... minimizes the potential for illness’ consistent with UNF Policies & Regulations. 6.0150P Comprehensive Environmental Health & Safety Policy. the University of North Florida and the United Faculty of Florida (the “parties”).”
 - More than 60% of UNF faculty are scheduled to teach in some form of “face-to-face” – placing their safety (and others) at risk
 - UNF previously mandated remote instruction during less acute periods of the pandemic
 - UNF previously provided faculty the flexibility to modify their modality to address health concerns and risks
 - UNF faculty have conducted remote instruction during the pandemic
 - UNF faculty have been trained in remote instruction
 - UNF faculty have expressed a preference for flexible modality options
 - 94% of Town Hall attendees who completed a survey expressed a preference for flexible modality options (UFF 8.5.21)
 - UNF stakeholders have expressed a strong preference to be able to modify their instructional modality – 404 petitioners
 - “We urge you to go back to the bargaining table and **consider the Memorandum of Understanding (MOU)** proposed by the United Faculty of Florida chapter at UNF (UFF-UNF) on July 31, 2021. The MOU proposes **flexible modality options** for faculty.
 - We ask you to **honor your commitment to follow CDC guidelines**, specifically the updated guidelines for Institutions of Higher Education with mixed-vaccination populations like UNF, and in communities with moderate to high transmission.
 - Just as faculty are showing compassion for their students, we urge you **to show compassion to faculty and staff, their families, and the broader community** by actively protecting the health and safety of all members of the UNF community, rather than putting them at risk for infection, illness, and death.” (Change.Org 8.16.21)

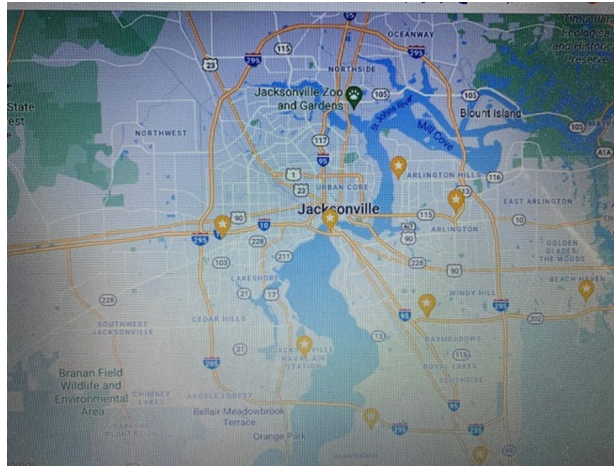
TODAY: UFF-UNF Proposals

- **NEW. Immunizations.** Unless otherwise documented to be explicitly prohibited by existing law, the University of North Florida and the United Faculty of Florida (the “parties”) agree that UNF will immediately add to its existing policy for immunizations recommended by the Centers for Disease Control and Prevention and approved by the Food and Drug Administration ” (e.g., measles, mumps, rubella, hepatitis B, meningococcal meningitis, etc.) immunizations for COVID should they become approved by the Food and Drug Administration OR immediately create and implement a policy that those coming on to campus show proof of a “negative” COVID test on at least a weekly basis.

Notre Dame to require students to be vaccinated for COVID-19 beginning with fall 2021 semester

by Dennis Brown

April 07, 2021



More US cities requiring proof of vaccination to go places

By MELINDA DESLATTE and OLGA R. RODRIGUEZ August 13, 2021

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CORONAVIRUS

Mayo Clinic requiring COVID vaccination for all employees, Baptist Health 'assessing' requirement

COVID vaccines to be required for military under new US plan

By LOLITA C. BALDOR August 9, 2021

Walt Disney Co., Walmart adopt Covid vaccine requirements for employees

SUPREME COURT

Supreme Court rejects challenge to Indiana University's vaccination requirement

Eight students asked the court for an emergency order, arguing that the risks of vaccination outweigh potential benefits for those in their age group.