

Memorandum of Understanding Right to refuse to work in unsafe conditions

This Memorandum of Understanding ("MOU") is between the University of Oregon ("University") and the Graduate Teaching Fellows Federation, AFT Local 3544 AFL/CIO ("Union"), collectively referred to as the Parties, to address temporary clarifications of Article 10, section 2 of the Parties' 2019-2022 collective bargaining agreement ("CBA").

In accordance with Article 10, Section 2d of the collective bargaining agreement, "If, after reporting to the supervisor that a specific task or assignment may jeopardize personal health or safety, correction is not made, that employee may refuse to perform such activity without penalty until the appropriate health or safety officer has reviewed the situation and made a finding. The University shall notify the GTFF of each determination that is made."

In the context of the COVID-19 pandemic, if another individual in a shared workspace being utilized by a Graduate Employee, including instructional and research spaces, refuses to put on a face covering, practice physical distancing (as indicated by University policy and Oregon Health Authority regulations) and/or otherwise engages in gross violation of University rules and/or hiring unit resumption policy, the Graduate Employee may ask that individual to put on a mask, practice physical distancing, and/or practice other hiring unit workplace safety procedures. If the individual does not comply, the Graduate Employee may leave the shared workspace without disciplinary action.

A Graduate Employee who leaves an unsafe space will make a report to their supervisor, department head, or ELR (directly or through the COVID-19 Behavioral Concern Reporting Form). The Graduate Employee and the GTFF will be notified of the determination made regarding this report pursuant to Article 10, Section 2d.

This memorandum will go into effect immediately upon signature by both parties (GTFF and UO), and shall remain in effect until such time as a vaccine conferring immunity against COVID-19 is available to all bargaining unit members.