

MEMORANDUM OF UNDERSTANDING: COVID-19

**COME NOW** the University of West Florida (UWF-BOT) and the United Faculty of Florida Chapter at the University of West Florida (UFF-UFF) and agree to the following:

**WHEREAS**, UFF-UWF and the UWF-BOT are committed to maintaining the productive and efficient operation of the University in a safe and healthy environment; and

**WHEREAS**, in an MOU signed April 20, 2020, the Parties agreed in part that faculty in "high risk" categories were permitted to "self-identify and work remotely where possible"; and

**WHEREAS**, the parties further agreed to revisit that arrangement upon the expiration of the state of emergency declared by Governor DeSantis on March 9, 2020; and


**WHEREAS**, on June 26, 2021 that state of emergency expired without renewal; and


**NOW THEREFORE**, the Parties agree that faculty who identify as "high risk" should consult with Human Resources to determine their eligibility for alternative work arrangements. These options are available to faculty:

Those classified as "Permanent Remote Workers" are those authorized in advance by having an Addendum B Remote Work Request Form on file with Human Resources. This form can be found in MyUWF by searching "Remote Work Request Form." Permanent Remote Workers must be approved by the Department Head, Dean, and Human Resources. This agreement expires annually.

Individuals who have an official ADA accommodation documentation on file with Human Resource. Individuals may request accommodations by contacting the ADA Coordinator, April Harvey at [aharvey@uwf.edu](mailto:aharvey@uwf.edu).

Individuals who have an approved Family Medical and Leave Act paperwork on file with Human Resources may work with Adrian Rowley at [arowley@uwf.edu](mailto:arowley@uwf.edu) to make arrangements.

  
Chief Negotiator — UWF BOT  
Date August 24, 2021

  
Chief Negotiator — UFF UWF  
Date August 23, 2021