

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
RIVERSIDE COMMUNITY COLLEGE DISTRICT
AND RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION**

COVID-19 RETURN TO WORK FOR FACULTY

This Memorandum of Understanding ("MOU") is entered by and between the Riverside Community College District ("District") and the Riverside Community College District Faculty Association (Association), collectively "the parties"

WHEREAS, both parties have agreed to institute precautions to prevent and mitigate the spread of Covid-19 during this emergency process from the California Department of Public Health (CDPH) <https://files.covid19.ca.gov/pdf/guidance-higher-education--en.pdf>

WHEREAS, both parties have agreed that measures should be taken to ensure the health, well-being, and safe working conditions of all employees

THEREFORE, the following provisions shall serve as a guide for any health crisis and will be in effect immediately:

The District will provide the following:

1. Appropriate supplies and equipment needed by faculty to implement the safe return-to-campus plan, including all personal protective wear (including and not limited to appropriate mask, face shield and gloves).
2. A space (i.e., an available, unoccupied classroom or conference room) to isolate faculty who present symptoms upon arrival to campus, before or after health screening, and to allow ample time and assistance to leave campus.
3. Cleaning and disinfecting classrooms and restrooms prior to each instruction period per CDC and state and local public health guidelines.

The Association also understands and agrees that:

1. The District is responsible for reporting to all county and state officials our adherence to health mandates and that all faculty members must strictly follow these guidelines to return to campus in whatever capacity is allowed.
2. The District will follow CDPH guidelines with respect to requiring face coverings for all individuals at any District facility. The District will provide face coverings upon request. Due to the health risks involved, faculty who do not observe District and government health directives will not be allowed on campus and may be put on unpaid administrative leave until all health risks are mitigated.

3. This Memorandum of Understanding is a temporary agreement to address issues created by the novel COVID-19 (COVID-19) pandemic and shall not be precedent setting nor form any basis for a past practice.
4. This Memorandum of Understanding is effective for the fall 2020 semester, from August 24, 2020 through December 18, 2020.

Dated: 9-28-2020
Dr. Wolde-Ab Isaac, Chancellor

Dated: 9-29-20
Dr. Rhonda Taube, President

Wolde Ab Isaac
Riverside Community College District

Rhonda Taube
Riverside Community College District Faculty