

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE COMMUNITY COLLEGE DISTRICT
AND
RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION
CCA/CTA/NEA

COVID-19 SAFETY STANDARDS

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."

The District and the Association recognize the importance of maintaining safe facilities and operations, for the benefit of the students, communities served by the District, and its faculty and staff.

The District and the Association agree as follows:

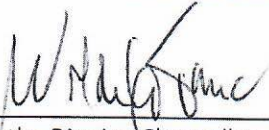
1. Compliance of Governmental Orders: The parties recognize that governmental standards and guidance about workplace safety and health with respect to the novel COVID-19 continues to evolve as scientific understanding increases. The District and the Association agree to adhere to any COVID-19-specific safety standards, orders, regulation, or guidance that apply to any of the types of work or working environments found in the District's operations as such guidelines may be issued by the California Department of Public Health (CDPH), the California Department of Industrial Relations Division of Occupational Safety and Health (Cal/OSHA), or the county Health Department.

In case of conflict between different governmental guidelines and/or regulations, the District will adhere to the guidelines that are the most effective of the health and safety of students and staff while at District facilities. The District will notify the Association if it believes that any such changes in standards, orders, regulation, or guidance requires changes in working conditions beyond those specified in this MOU, and upon the request of either party the parties will meet as soon as possible to negotiate the impacts and effects of those changes.

2. RCCD COVID Case Management Group: In partnership with Riverside County Department of Public Health, the District will commission a RCCD COVID Case Management Group. The purpose of this partnership is to develop a set of metrics to serve as important criteria for consideration when public health conditions warrant a pivot in our planning in response to the COVID-19 pandemic. The District and the Association agree to negotiate the impacts and effects of the decisions made by the District.
3. COVID-19 Education and Awareness: The District and the Association shall offer educational awareness sessions and resources on the hazards and characteristics of the COVID-19 virus. The sessions and related resources shall include but not be limited to:

- a) California Department of Public Health (CDPH), the California Department of Industrial Relations Division of Occupational Safety and Health (Cal/OSHA), or the Riverside County Health Department guidelines;
- b) Awareness of the ability of pre-symptomatic and asymptomatic COVID-19 persons to transmit the virus;
- c) Safe and healthy work practices, including but not limited to, disinfection procedures, noncontact methods of greeting, etc.
- d) The safety and effectiveness of the vaccines against COVID-19;
- e) California Department of Public Health (CDPH), the California Department of Industrial Relations Division of Occupational Safety and Health (Cal/OSHA), or the Riverside County Health Department definitions of safety in work environments with vaccine and mask-wearing mandates;
- f) CDPH, Cal/OSHA, or Riverside County Health Department recommendations on booster vaccines for employees at colleges or universities.

The District and Association agree to the terms effective immediately. To this end, this agreement shall remain in effect June 30, 2022.



For the District: Chancellor
Dr. Wolde-ab Isaac



For RCCD Faculty Association: President
Dr. Rhonda Taube