



Governors State
UNIVERSITY



**ACADEMIC YEAR 2021–2022
OPERATING PLAN**

CONTENTS

INTRODUCTION	3
GUIDING PRINCIPLES	3
CONSISTENT COMMUNICATION.....	4
HEALTH AND SAFETY	4
Cleaning and Disinfecting Procedures	4
Counseling and Wellness Center	4
Personal Protective Equipment (PPE).....	4
Vaccination and Testing - Students	5
Vaccination and Testing - Employees	5
ACADEMICS AND INSTRUCTIONAL DELIVERY	5
Course Offerings.....	6
Modifications to Instructional Delivery	6
CHHS - Practicum/Fieldwork/Clinical Experiences.....	6
Laboratory Needs.....	7
Performing Arts	7
Experiential Learning: Student Teaching & Field Experiences.....	7
University Library.....	8
Graduate Studies/Graduate Advising.....	8
Undergraduate Academic Advising Center (UAAC)	8
Academic Resource Center.....	8
Center for the Junior Year and Career Services.....	8
CAMPUS OPERATIONS.....	9
Overview of Multilayered Approach to Mitigation	9
Public Space Utilization.....	9
UPI BARGAINING UNIT Members	10
Staff.....	10
Students.....	10
TRAVEL	11
CAMPUS VISITORS.....	11
Center for Student Engagement and Intercultural Programs	11

FOOD SERVICE OPERATIONS.....	12
GSU Food Pantry.....	12
BOOKSTORE OPERATIONS	12
UNIVERSITY HOUSING.....	12
ATHLETICS AND RECREATION.....	12
CAMPUS TRANSPORTATION	13
CAMPUS SAFETY	13
ACKNOWLEDGEMENTS.....	13
APPENDIX 1	14
COVID-19 Mitigation: Enhanced Cleaning and Disinfection Protocols.....	14
APPENDIX 2	18
Academic year 2021-2022 Working Protocols and Guidelines.....	18
APPENDIX 3	23
University Professionals of Illinois Memorandum Of Understanding on COVID-19 Related Issues.....	23

INTRODUCTION

Throughout the pandemic, Governors State University (the “University” or “GSU”) has prioritized the health and safety of the GSU community while focusing on providing high-quality instruction and advising, no matter the delivery platform. It will continue to do so for Academic Year 2021-22 (AY22) as outlined in this plan.

Currently, Illinois is in Phase Five of the five-phase *Restore Illinois: A Public Health Approach to Safely Reopen our State* plan. Governor Pritzker has issued an [Executive Order](#) permitting the full reopening of educational institutions, including mitigation efforts the University has adopted. A strong component of the state’s ability to continue to operate in Phase 5 is fully implementing its [vaccination plan](#). The University has been monitoring current public health conditions, including the recent rise of the Delta variant, and has taken those conditions into account when preparing this plan. Recent guidance from the Illinois Board of Higher Education underscored the practice we have had in place since the rise of the COVID virus, which is to follow all applicable state mandates and closely adhere to the advice provided to higher education through the [US Center for Disease Control](#) (“CDC”). All members of the GSU Community are strongly encouraged to heed the advice of the health professionals in getting vaccinated. We continue to learn from what has worked so far, and to consult the vast and varied expertise on our campus and beyond to safely increase our on-campus courses and activities. The times are unprecedented, and the campus has drawn on its history of innovation and flexibility to construct the Academic Year 2021-2022 Operating Plan (the “Operating Plan”) with its models of working and learning that meet campus needs.

This Operating Plan represents the framework within which decisions were made for Fall 2021 Semester, updated to reflect current conditions. It identifies needs met for the campus to function safely. The sections of the document include embedded links to units of university operations; click on the links for details of current operational guidelines, sources of assistance, and enforcement measures in place. Given the fluid nature of the pandemic and the potential for changing guidance from local, state, and federal agencies, the University needs a clear, flexible framework within which decisions are made to meet campus needs. As such, this Operating Plan is subject to future revision.

GUIDING PRINCIPLES

- People First – GSU places the highest importance on the mental and physical health of our community members.
- Uphold GSU’s Core Values: *Investing in Student Success; Providing Opportunity and Access to a first-class public education; Serving as an Economic Catalyst to the region; Preparing Stewards of our Future; Demonstrating Inclusiveness and Diversity; and Promoting Quality of Life.*
- Recognize that flexibility is essential in the planning and delivering of a first-class education under COVID-19 conditions.
- Follow guidance protocols as established by University Park, Will County, the State of Illinois, and federal agencies.

CONSISTENT COMMUNICATION

- Timely, accurate, and pertinent communication is essential to engaging our community in combatting the effects of COVID-19 on our campus and continuing the academic, research, and service mission of our institution.
- Creating a sense of safety and security for our community is a key component of a successful return to campus. All campus stakeholders, including University administration, students, faculty, and staff share some responsibility for productive communication. Stakeholders must work together to understand new protocols that impact the way people arrive at, move through, work/learn/research in, and utilize the spaces and amenities in and around the campus.
- Effective communication between decision-makers and all who use our buildings is an essential element in making the transition of bringing larger numbers of students, faculty, and staff back to campus.
- GSU continues to maintain its [COVID-19 webpage](#), providing updates as conditions change.

HEALTH AND SAFETY

CLEANING AND DISINFECTING PROCEDURES

In alignment with public health recommendations and CDC response plans for [Institutions of Higher Education](#) where everyone is not fully vaccinated, GSU is taking measures to mitigate the effect of COVID-19. [The Emergency Response Team](#) has developed enhanced cleaning and disinfection procedures for University units to follow until further notice. Their guidelines include:

- Enhanced Cleaning for **mitigation**.
- Enhanced Cleaning and Disinfection **after notification** of a confirmed case of COVID-19.

Details of this plan are found in the [GSU Campus Update FAQ](#) section and in [Appendix 1](#) of this Operating Plan.

COUNSELING AND WELLNESS CENTER

The [Counseling and Wellness Center](#) at GSU empowers students, faculty, and staff with the tools, resources, and skills necessary to support healthy decision-making and promote mental health and wellbeing for our student body. The Counseling and Wellness Center is currently providing virtual health and wellness sessions via phone and/or video conferencing. Details on scheduling appointments and any changes to current operations will be posted on the [Center's website](#).

PERSONAL PROTECTIVE EQUIPMENT (PPE)

The University has developed guidelines for returning to campus consistent with CDC guidelines for campuses in which everyone is not fully vaccinated. These guidelines include the following protocols for use of PPE:

- Employees will be required to wear face coverings/masks at all times when they are in any indoor shared space (e.g., break rooms, corridors, kitchens, restrooms, open offices, classrooms, Hall of Governors), ***regardless of vaccination status.***
- Students, vendors, visitors, and others conducting business on University property will be required to wear face coverings/masks at all times when they are in any indoor shared space (e.g., restrooms, open offices, corridors, classrooms, Hall of Governors), ***regardless of vaccination status.***
- Posted signage at entrances to campus buildings illustrates proper usage of PPE.
- Masks will be provided through offices across campus for those in need of one while on campus.

VACCINATION AND TESTING - STUDENTS

According to the CDC, screening individuals for the COVID virus helps to identify unknown cases so that measures can be taken to prevent further transmission. As a preventive measure, the University has developed the following guidelines regarding COVID Vaccinations and COVID Testing for Students:

- COVID testing will take place on campus. Students who have voluntarily uploaded their COVID immunization card to the existing immunization portal ([MedProctor](#)) are exempt from testing. Students are encouraged to submit their immunization record as soon as possible.
- Those selected for testing will be contacted by the University via email with instructions and a deadline for completion of testing.
- Testing protocols will be released as soon as they become available.
- Students who have not submitted proof of COVID vaccination and are non-compliant with a COVID testing request will receive a registration hold until requested testing is completed or proof of vaccination has been submitted.

VACCINATION AND TESTING - EMPLOYEES

According to the CDC, screening individuals for the COVID virus helps to identify unknown cases so that measures can be taken to prevent further transmission. As a preventive measure, the University has developed the following guidelines regarding COVID Vaccinations and COVID Testing:

- Employees are strongly encouraged to be vaccinated and will be subject to COVID testing unless they can produce proof of COVID vaccination.
- Employees who have voluntarily uploaded their COVID immunization card to the immunization portal ([MedProctor](#)) are exempt from testing. Employees are encouraged to submit their immunization record as soon as possible.

ACADEMICS AND INSTRUCTIONAL DELIVERY

GSU has prioritized the health and safety of our students, faculty, and staff in developing guidance for Academics and Instructional Delivery. Proposals from the GSU Chapter of the University Professionals of Illinois Local 4100 are reflected in the guidance statements. College Deans, Chairs, and Program Coordinators, in consultation with program faculty, provided input on course delivery modes.

COURSE OFFERINGS

- Continued with AY21 practice Program Coordinators/Chairs working with ERT in developing specialized plans for courses and instruction where close contact among students is required to meet course learning outcomes and/or involve activities of higher risk. Examples include dance, theater, performing arts, and health professions.
- Course modality is dependent upon existing approval through regular curricular processes.
- Face-to-face courses, to the extent possible, will be assigned a classroom that will accommodate social distancing within the classroom. Classrooms will be sanitized after each class has ended. Students and faculty are encouraged to quickly leave the assigned classroom at the posted end-time for the course so that facilities staff will have adequate time to sanitize in between classroom use. Additionally, hand sanitizer and cleaning products will be available in each classroom.

MODIFICATIONS TO INSTRUCTIONAL DELIVERY

- Consideration was given to address how students with underlying health conditions can be protected, and how the needs of students diagnosed with COVID-19 during the semester can be addressed.
- Resources are offered through the Center for Active Engagement and Scholarship (CAES) for planning online and face-to-face courses.
- A variety of online tools and strategies for course delivery (see [CAES](#) online readiness tutorials) and assessment are available. CAES has test proctoring software available inside of Blackboard via [Respondus LockDown Browser and Monitor](#). The [Testing Center](#) has test proctoring software via Proctor360 for use outside of the learning management system (Blackboard).
- The Computer Connection Central ([The CUBE](#) - this includes the open lab areas and nine computer classrooms found on the second floor of D Building, adjacent to the Library) will be fully operational beginning Fall 2021 semester.
- Mobile hot spots are accessible in West Parking Lot 1.

CHHS - PRACTICUM/FIELDWORK/CLINICAL EXPERIENCES

- Specialized plans for students who are at increased risk due to the occupational nature of their studies will be developed. Examples include health professional students and students engaged in out-of-classroom or community-based instruction. Reasonable steps to assist students with maintaining adequate PPE, supervision, and other protections based on their risk, will be implemented.
- Protocols for students on appropriate fitting and use of PPE in a clinical setting and training on reduction of transmission of disease upon leaving clinical sites have been identified.
- Exceptions/waivers per guidance of national accreditors to clinical experiences such as use of simulations as an effective way to teach clinical skills without exposing students unnecessarily to the risk of COVID-19 infection are identified.

- Details on the [College of Health and Human Services](#) accommodations due to the COVID virus are posted in their webpages.

LABORATORY NEEDS

- Laboratory courses will operate under same class conditions as pre-COVID, which are consistent with the current state of Illinois Phase 5 guidelines. All students in laboratory classes are required to follow safety guidelines for a laboratory experience, which includes use of safety glasses. Face masks will be required per Illinois and CDC guidelines.

PERFORMING ARTS

- Accommodations will be made for students who are vulnerable due to health conditions to continue participating in performing arts courses and programs.

EXPERIENTIAL LEARNING: STUDENT TEACHING & FIELD EXPERIENCES

- During Fall Semester 2021, the candidates will complete field experiences and internship/student teaching in accordance with the placement school. If the placement school is face-to-face, the candidates are expected to participate face-to-face.
- In consultation with ASSD, accommodations that must be made for students who are vulnerable due to health conditions to continue participating in teacher licensure field experiences are done through interactive software such as [ATLAS](#) which sponsored by the National Board for Professional Teaching Standards and [IRIS Center](#) which is sponsored by Vanderbilt University via Peabody grant.
- The process for apprising students of their roles and responsibilities regarding safety protocols when working in K-12 schools includes the following:
 - Designated location at the middle of the [COE website](#) for COVID notifications
 - The EPP (school support included) created a field experience [COVID guide](#), which COE will continue to update throughout the semester; and
 - Will continue to hold information sessions as conditions warrant to keep all students apprised of conditions at field sites.
- The Division of Education will continue to post all COVID related materials in the myGSU [Portal](#).

UNIVERSITY LIBRARY

- Library services will be available onsite and online. Consult the University Library website for posted times for onsite services: <https://www.govst.edu/library/>
- The use of any re-opened spaces may be modified following recommendations of the state and CDC.

GRADUATE STUDIES/GRADUATE ADVISING

- Graduate research needs are unique to each program. Graduate students are encouraged to work with their Academic Advisor and Program Coordinator to address degree completion requirements.

UNDERGRADUATE ACADEMIC ADVISING CENTER (UAAC)

The Undergraduate Academic Advising Center (UAAC) is currently offering remote and in-person advising sessions. In-person advising is by appointment only unless a day/time has been specifically designated as offering walk-in advising.

- Advising sessions can be scheduled via email at advising@govst.edu, phone, or [GSUStar](#).
- Please consult the [UAAC website](#) for additional information. The Center is located in the C wing of the main campus – C3385.

ACADEMIC RESOURCE CENTER

The University Academic Resource Center (ARC) provides students with the necessary tools for success. Services include tutoring, the writing center, disability services, pathways to academic recovery, and a GS2U Student Success workshop series.

- Services will be offered face-to-face and remotely.
- Writing Center and Tutoring in Mathematics, Science, and Business are available online via appointment at [mywconline](#).

CENTER FOR THE JUNIOR YEAR AND CAREER SERVICES

The Center for the Junior Year (CJY) engages and empowers students in exploring and clarifying their interests and goals, overcoming personal and academic challenges, and connecting to campus resources and opportunities.

- Hours of operation for Peer Mentors face-to-face and virtual sessions are posted in [CJY website](#).
- The Career Services Office provides pathways to personal and professional fulfillment.
- Most services and resources are accessible via [Career Services website](#).
- Hours of operation and details on accessing a virtual front desk assistant during the posted hours are provided [on their website](#).

CAMPUS OPERATIONS

OVERVIEW OF MULTILAYERED APPROACH TO MITIGATION

The *Fall 2021 Working Protocols and Guidelines* found in [Appendix 2](#), details the University's multilayered approach to COVID-19 mitigation as it pertains to AY22 operations, which comports with Illinois Executive Order 2021-12, governing the reopening of Illinois. The University's multilayered approach includes:

- **Vaccination and Testing:** The University strongly encourages all students and employees to get vaccinated, unless exempt due to a medical or religious objection. COVID testing will take place on campus. Students and employees who have voluntarily submitted documentation evidencing that they are fully vaccinated are exempt from testing. Testing can be done on campus through the free, noninvasive, [University of Illinois Shield Test](#), or proof may be submitted of a test from an external provider.
- **Mask Mandate:** The University requires *all persons* inside a campus building to wear a mask, *regardless of vaccine status*, unless alone in a closed, private office. Masks may be removed temporarily when eating or drinking. Masks are available throughout the university.
- **Symptom Screening:** The University requires *all students and employees* entering campus to engage in daily symptom screening *before* coming to campus. Students and employees with symptoms of infectious disease, including COVID, should stay home and/or seek medical care.
- **Social Distancing:** The University encourages everyone to observe a 6' social distance where feasible and has installed posters and floor guides as a reminder.
- **Handwashing:** The University encourages the frequent practice of handwashing and has placed sanitizing stations near high-touch areas throughout the University where handwashing is not feasible.
- **Respiratory Etiquette:** The University encourages everyone to cough or sneeze into a tissue, immediately dispose of the tissue, and wash their hands. If a tissue is not available, you should cough or sneeze into your elbow (not your hand).
- **Contact Tracing and Isolation/Quarantine:** The University has maintained a dashboard of every reported case of COVID from a student or employee and continues to work with Will County regarding contact tracing. We have voluntarily extended payroll benefits to encourage those employees who should isolate or quarantine to stay home.
- **Ventilation/Cleaning:** The University evaluated its HVAC system to ensure it meets all applicable guidance, and voluntarily supplemented certain high capacity areas with air filtration systems. We also employ rigorous cleaning protocols, including cleaning classrooms between each use.

As evidenced by the above list, a safe campus environment depends on all community members' willingness to fulfill their personal responsibility to comply with the measures the University has put in place and which public health experts recommend. All members are expected to routinely check the [University's COVID-19](#) webpage for updates.

PUBLIC SPACE UTILIZATION

The following considerations guide plans to maintain social distancing where feasible, minimize touchpoints, and manage potential contamination of common areas:

- Classroom capacity was considered when scheduling Fall 2021 courses. Consistent with Executive Order 2021-12, capacity will be limited to allow for 6' social distancing where feasible. Where social distancing is not feasible, a number of other mitigation efforts remain in place for classroom safety, including mandatory masking, air purifiers to maintain air flow, and classroom sanitization protocols followed after each class. Classroom occupants are required to leave the classroom promptly at the end of the scheduled course time to permit for classroom sanitization.
- Instructional use of spaces is a priority. Requests for room reservations to host large events will require consultation with the ERT co-chairs before room reservation is approved. The event host will work with the ERT co-chairs to develop an event plan that will take into consideration the most current guidance to safely hold the event. This plan must be approved by the ERT before the event request is approved and a room is assigned.
- When seeking to reserve a meeting or conference room for purposes other than a scheduled class, the capacity of the room should be considered and limited to permit a 6' social distance where feasible. The capacity of meeting and conference rooms is posted in 25Live. Software and hardware are available in many rooms to facilitate virtual attendance. Virtual attendance at meetings should be prioritized even where all participants are physically on campus.
- Adequate signage and floor markings have been installed to encourage social distancing in all reception areas, offices, elevators, and open spaces.
- Check signage for elevator occupancy limits on main campus; Prairie Place will identify elevator guidelines specific to Prairie Place.
- High-touch items such as pens or magazines must be removed from waiting areas.
- Interior doors should remain open during business hours to the greatest extent possible (to avoid the need to use door handles/knobs). If door stops are needed, please [submit a request to FDM](#).

UPI BARGAINING UNIT MEMBERS

- MOU negotiated between UPI and the University is in [Appendix 3](#).
- Monitor updates to the [Faculty and Staff page for COVID-19](#).

STAFF

- Supervisors are to develop plans for cross-training staff in case of illness or absence to maintain consistent University operations and services.
- Monitor updates to the [Faculty and Staff page for COVID-19](#).

STUDENTS

- Participate in the mandated student *COVID 19 Awareness and Prevention* online training module on safety expectations and protocols; and monitor communication sent via email from the Dean of Students regarding COVID-19 updates.

- Follow posted directions and floor guides when using campus services that include, but not limited to services such as Admissions, Financial Aid, the Cube, Library, and the Undergraduate Academic Resource Center.
- Monitor updates to the [Student page for COVID-19](#).

TRAVEL

- University-related domestic travel is permitted. Per usual practice, all University-sponsored domestic travel must be requested via use of the appropriate travel request form.
- University-sponsored international travel and/or international trips are contingent upon travel advisories; established travel approval protocols must be observed.

CAMPUS VISITORS

- Visitors are permitted in campus buildings. Safety protocols must be followed, including wearing a mask and observing social distancing where feasible.
- The [Nathan Manilow Sculpture Park](#) is open to the public and the website has guidance on safely visiting under COVID-19 conditions.

- Admissions tours occurring on campus have been adapted to maintain social distancing for spaces on campus, as feasible. A safety protocol has been developed by Admissions in collaboration with ERT co-chairs.

CENTER FOR STUDENT ENGAGEMENT AND INTERCULTURAL PROGRAMS

- [The Center for Student Engagement and Intercultural Programs \(CSEIP\)](#) promotes a sense of belonging and connectedness through campus programming, leadership development, intercultural education and service learning as partners with all campus community members. Collectively this unit provides students with holistic programs and activities to enhance the collegiate experience of all students.
- CSEIP will provide guidance on how service-learning projects can be safely conducted following all local, state, and federal guidelines under COVID-19 health conditions.
- Academic Year 2021-2022 student programming will be adjusted to meet University Park, the state of Illinois, and Federal agency guidelines.
- Please engage in continuous monitoring of the [CSEIP website](#) and look for emails from CSEIP for current information on student events.

FOOD SERVICE OPERATIONS

- Jaguar Dining Center will be open fall semester.
- Details on campus dining are available on its website.

GSU FOOD PANTRY

- The GSU Food Pantry continues to operate.
- The GSU Food Pantry offers non-perishable and perishable food, including produce, meat, and dairy, as well as toiletries and over-the-counter medication to GSU students and their families.
- Consult the pantry website for service hours and for assistance in applying for SNAP benefits.

BOOKSTORE OPERATIONS

- The Follett Bookstore will be open during the academic year 2021-2022.
- Retail regulations issued by the State of Illinois will be followed.
- Details regarding hours of operation and products available are posted on its website.

UNIVERSITY HOUSING

- Prairie Place will be open for the academic year.
- Residents will be assigned move in times beginning the Friday, August 27, 2021 for fall semester and Sunday, January 16, 2022 for spring semester. Two guests will be allowed to help during the move-in process.
- Semi-suite rooms will be at full occupancy.
- Appropriate signage will be posted throughout the building to discourage students from congregating.
- All semi-suites and apartments will be provided with proper signage covering cleaning and hygiene.
- Students will be required to wear face coverings/masks in shared kitchens, lounges, and lobby area.
- Updates due to COVID-19 conditions will be posted on the Prairie Place COVID-19 webpages.

ATHLETICS AND RECREATION

- Governors State University Athletics Fall 2021 sports will occur in accordance with the NAIA, CCAC, and CDC guidelines. For the latest, up to date information please visit <http://www.gsujaguars.com/athletic-training> where you will be able to download all health related documents linked at the bottom of that page.
- The Campus Recreation and Fitness Center has posted details regarding operating under COVID-19 conditions on its website.

CAMPUS TRANSPORTATION

- GSU promotes safe and healthy ways to commute to and from the campus.
- We encourage you to check the [Metra Schedule](#) coming to University Park Station.
- The [GSU shuttle bus schedule](#) will follow its posted schedule; users are required to wear masks while on the shuttle.
- The campus shuttle bus will be cleaned throughout the day by shuttle drivers.

CAMPUS SAFETY

- The [Department of Public Safety \(DPS\)](#) reiterates its commitment to its mission of protecting life and property; to identify and prevent any criminal activity that may occur; to apprehend and assist in the prosecution of any person who commits a crime on our campus; and to seek to identify community problems and solutions to those problems, so as to improve the overall quality of life in this community.
- The values of the [DPS](#) accomplish its mission: provide a safe environment in which the community can work and live; provide service to all in a manner that demonstrates respect and dignity for each person; recognize that we serve a diverse community; treat all persons fairly and equally; and provide a strong commitment for the development of our employee's knowledge, training, abilities, and professionalism.
- The DPS is located at C1375 in the main building. The department provides a full range of police services 24 hours a day, throughout the year.
- Campus alerts, changes to campus hours, and information on how to report an incident are posted on the [DPS website](#).

ACKNOWLEDGEMENTS

- Center for Active Engagement and Scholarship Office @GSU Document: CAES – A Professional Development Framework
- Facilities @GSU Document: COVID-19 Mitigation: Enhanced Cleaning and Disinfection Protocols
- Human Resources @GSU Document: Return to Campus Guideline Protocols
- [Illinois Board of Higher Education 2021 Guidance](#).
- State of Illinois Corona Virus Response website: [Restore Illinois](#)
- University Professionals of Illinois 4100, GSU Chapter: MOU on COVID-19 Related Issues

APPENDIX 1

COVID-19 MITIGATION: ENHANCED CLEANING AND DISINFECTION PROTOCOLS

1. ENHANCED CLEANING FOR MITIGATION

A. General guidance:

Increase the frequency of cleaning and disinfecting, **focusing on high-touch surfaces**, such as public restrooms, exercise rooms, library tables, elevator buttons, handrails, tables, faucets, doorknobs, shared toys, and shared keyboards. Increased frequency of cleaning and disinfecting following CDC cleaning and disinfecting to slow spread of flu with attention to these areas helps remove bacteria and viruses, including the novel coronavirus.

Practice good hand hygiene after cleaning (and always!):

- i. Wash hands often with soap and warm water for at least 20 seconds.
- ii. If soap and warm water are not readily available, use an alcohol-based hand sanitizer that contains at least 60% alcohol.

B. Safety guidelines during cleaning and disinfection:

- i. Wear disposable gloves when cleaning and disinfecting. Gloves should be discarded after each use. Clean hands immediately after gloves are removed.
- ii. Wear eye protection when there is a potential for splash or splatter to the face.
- iii. Ensure adequate ventilation
- iv. Do not mix products or chemicals.
- v. Store chemicals in labeled, closed containers. Keep them in a secure area away from children and food. Store them in a manner that prevents tipping or spilling.

C. Cleaning and disinfection of surfaces:

- i. Clean surfaces and objects that are visibly soiled first. If surfaces are dirty to sight or touch, they should be cleaned using a detergent or soap and water prior to disinfection.
- ii. Clean and disinfect surfaces as soon as possible in areas where a person with respiratory symptoms (e.g., coughing, sneezing) was present.
- iii. Use a disinfectant product from EPA List N that is effective against COVID-19. If products on EPA List N: Disinfectants for Coronavirus (COVID-19) are not available, bleach solutions can be used if appropriate for the surface.

- iv. Follow the manufacturer’s instructions for safe and effective use of all cleaning and disinfection products (e.g., dilution concentration, application method and contact time, required ventilation, and use of personal protective equipment).
- v. Consult manufacturer recommendations on cleaning products appropriate for electronics. If no guidance is available, consider the use of alcohol-based wipes or spray containing at least 70% alcohol. Use of alcohol-based products may reduce risk of damage to sensitive machine components. Whenever possible, consider using covers for electronics. Dry surfaces thoroughly to avoid pooling of liquids.
- vi. For soft (porous) surfaces such as carpeted floor, rugs, and drapes:
 - Clean the surface using a product containing soap, detergent, or other type of cleaner appropriate for use on these surfaces.
 - Launder items (if possible) in accordance with the manufacturer’s instructions. If possible, launder items using the warmest appropriate water setting for the items and dry items completely.
 - If you need to disinfect, use a product from EPA List N approved for use on soft surfaces.
- vii. If a COVID-19 case is confirmed in the GSU community, University units are required to follow the guidance *Enhanced Cleaning and Disinfection after Notification of a Confirmed Case of COVID-19* outlined in this document.

2. ENHANCED CLEANING AND DISINFECTION AFTER NOTIFICATION OF A CONFIRMED CASE OF COVID-19

This protocol is for cleaning and disinfection of areas where a person with COVID-19 spent time in University spaces. If there has been a sick person or someone who tested positive for COVID-19 in your facility within the last 24 hours, the space(s) occupied will be cleaned and disinfected. This protocol follows [Cleaning and Disinfecting Your Facility | CDC](#)

After notification of a person with confirmed COVID-19 on GSU campus, the following cleaning and disinfecting protocol will be followed:

- A. Buildings and/or specific rooms and areas where a COVID-19 positive person spent time will be assessed on a case-by-case basis. The cleaning scope will be implemented based on the risk of potential contamination as determined by the Emergency Response Team, in coordination with the impacted department and Facilities Development and Management.
- B. Environmental Health and Safety staff will do the following (as applicable):
 - i. Communicate in writing the scope of cleaning to GSU Facilities or other department responsible for cleaning.

- ii. Identify areas that require restricted access during and immediately following enhanced cleaning.
 - iii. Communicate with impacted department(s).
 - iv. Coordinate with building coordinators/managers.
 - v. Notify GSU Campus Community of all areas undergoing Enhanced Cleaning and Disinfection.
- C. When cleaning and disinfecting rooms with increased surface area due to a large number of desks, tables, and other furniture, and where a spray application of disinfectant is needed, FDM will notify the building occupants in advance if the spraying will occur during normal work hours. Advance notice allows the building occupants to be apprised of the schedule for disinfection of the space and any areas that may require restricted access during cleaning.
- D. The cleaning crew will:
- i. Follow the *Enhanced Cleaning for Prevention* guidance outlined in this document.
 - ii. Open windows to the outside to increase air circulation, if possible.
 - iii. If possible, wait 24 hours after the ill person was present in a space prior to beginning cleaning and disinfection.
 - iv. Use products from EPA List N according to the instructions on the product label.
 - v. Wear a mask and gloves while cleaning and disinfecting.
 - vi. If an outside contractor is used for cleaning and disinfection, the proposed scope of work, including the products and their respective safety data sheets (SDSs), and application methods must be reviewed by Environmental Health and Safety prior to work commencing.
- E. Wear the required personal protective equipment (PPE) during cleaning and disinfecting:
- i. Mask.
 - ii. Disposable gloves, or a lab coat to protect contamination of clothing.
 - iii. Safety glasses/goggles when there is a potential for splashing/spraying the disinfectant.
 - iv. All staff must be fully trained on donning and doffing required PPE to prevent cross contamination.
- F. If less than 24 hours have passed since the person who is sick or diagnosed with COVID-19 has been in the space, clean and disinfect the space.

- G. If more than 3 days have passed since the person who is sick or diagnosed with COVID-19 has been in the space, no additional cleaning (beyond regular cleaning practices) is needed.

RESOURCES

- [Cleaning and Disinfecting Your Facility | CDC](#)
- [Safety Precautions When Using Electrostatic Sprayers, Foggers, Misters, or Vaporizers for Surface Disinfection During the COVID-19 Pandemic | CDC](#)
- [CDC response plans for Institutions of Higher Education](#)
- [CDC recommendations for confirmed or suspected cases of COVID-19 in healthcare settings](#)
- [CDC cleaning and disinfecting to slow spread of flu](#)

Last reviewed: July 27, 2021

APPENDIX 2

ACADEMIC YEAR 2021-2022 WORKING PROTOCOLS AND GUIDELINES

1. INTRODUCTION

Governors State University is committed to the safety and well-being of each community member. Now that we are in Stage 5 of the Restore Illinois Plan, the University has adopted the following protocols and guidelines to ensure a safe return to campus for those employees who have worked primarily on a remote basis during the pandemic (and a continued safe environment for those employees who have reported to campus throughout the pandemic). These protocols and guidelines are based on the most current public health information available and will be amended as needed as further guidance is received. To stay current or seek clarifications regarding the protocols and guidelines, visit the [GSU COVID-19 website](#) or contact Human Resources at 708-534-4100.

All employees are expected to stay informed of, and comply with, the protocols and guidelines outlined in this document, including but not limited to faculty, staff, administrative employees, and student workers. Failure to do so jeopardizes the safety and well-being of our students and colleagues, and may result in corrective or disciplinary action.

2. OVERVIEW OF AY22 WORKING CONDITIONS

The University is a complex institution, employing approximately one thousand employees, many of whom are members of seven different negotiated bargaining units. While the working conditions for any individual employee may vary depending on their bargaining unit, department, or duties, the following is generally applicable to GSU employees.

Now that Illinois' shelter-in-place orders have lifted, the University expects all employees to resume their regular duties on campus. ***However, no employee should come to campus if they either have (or suspect they have) COVID-19, or should be isolating due to an exposure.*** Benefits may be available to employees who fall ill to COVID-19 or have been exposed, or must care for a family member with COVID, and certain such employees also may have leave rights under the Family Medical Leave Act (FMLA). Employees are encouraged to consult with Human Resources to determine what their rights and options are. Also, employees with disabilities who require accommodations for any reason, including but not limited to exemptions from the mask mandate or from working on campus, should confer with the Human Resources Department to request an accommodation.

3. TERMINATION OF SHELTER-IN-PLACE WORK CONDITIONS:

Throughout the pandemic, the University followed public health guidance by permitting employees able to perform their duties remotely to do so. Consistent with Stage 5 of the Restore Illinois Plan, the University has terminated that practice effective August 1, 2021.

Employees who worked exclusively on campus during the pandemic shall continue their current work schedules, unless otherwise directed by their supervisor.

Employees who are not members of a negotiated bargaining unit shall report to work on campus on their regularly-scheduled days and at their regularly scheduled times as of August 1, 2021. Such employees are invited to explore the option of remote and alternative work schedules pursuant to the new [Interim Employee Remote Work and Alternative Work Schedule and Procedures](#) which is guided by [HR Policy](#).

Employees who are members of a negotiated bargaining unit and who worked remotely during the pandemic shall report to work on campus pursuant to the terms of their collective bargaining arrangements with the University and/or individual work plans.

Any employee who seeks permission to work remotely due to a disability has the right to seek an accommodation and is directed to consult with Human Resources regarding the application process.

For information on whether to come to work when feeling sick or when exposed (or potentially exposed) to someone with COVID-19, please see Section 5 below.

4. EMPLOYEES' PERSONAL RESPONSIBILITIES

4.1. GET VACCINATED

Employees are strongly encouraged to be fully vaccinated if working on campus, unless exempt from vaccination due to a medical or religious exemption. Employees should confer with Human Resources if they seek such an exemption. COVID testing will take place on campus. Employees who have voluntarily submitted documentation evidencing that they are fully vaccinated are exempt from testing. Testing can be done on campus through the free, noninvasive, [University of Illinois Shield Test](#), or proof may be submitted of a test from an external provider.

Everyone aged 12 and above is now eligible to receive a COVID vaccine. The University has hosted vaccine clinics on campus in partnership with Walgreens and intends to continue to do so on an as-available basis. Vaccines are readily available. Employees may find more details on where and how to obtain a vaccine at <https://www.vaccines.gov/>.

The University wants to ensure that employees' vaccine and testing records are safely received and stored in order to protect their privacy. The University will announce details on how to submit vaccination records as soon as it becomes available.

4.2. WEAR A MASK INDOORS

The University requires all persons in a campus building to wear a mask ***regardless of vaccination status***, unless they are alone in a private, closed office. Masks should fit snugly and cover both the mouth and nose.

Vaccinated individuals need not wear a mask outside.

Masks should be replaced if they become wet or soiled. Masks have been placed around campus for your use.

Masks need not be worn while eating or drinking, but should be replaced immediately thereafter.

You should wash your hands (or use hand sanitizer) immediately after touching or removing your mask.

Masks that fit loosely, are single layer, or are of loosely-woven (see through) fabric, are not recommended. Masks should be breathable and have two or three layers.

Employees who cannot wear a face mask because of a disability should contact Human Resources to explore the possibility of an accommodation.

Employees should exercise tolerance when they observe a person on campus without a mask and recognize that certain individuals may not be able to wear a mask due to a medical condition. If an employee has a concern about another employee violating the mask mandate, they may report that issue to Human Resources for further investigation. If employees have concerns about a student violating the mask mandate, they may report that issue to Student Affairs for further inquiry.

4.3. SCREEN FOR SYMPTOMS *BEFORE* ENTERING CAMPUS

Every employee is required to perform a [self-assessment health check](#) each day before coming to campus. This tool is for your use only; the University does not collect data from this tool. People with COVID-19 have had a wide range of symptoms reported—ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. Anyone can have mild to severe symptoms. People with these symptoms may have COVID-19 ***and should not come to campus:***

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

See Section 5 for what to do if experiencing any of these symptoms or observing these symptoms in others

Supervisors may request that employees exhibiting these symptoms leave campus and refrain from reporting to work until cleared to do so by a health care provider.

4.4. KEEP HANDS CLEAN/PRACTICE GOOD SNEEZE & COUGH ETIQUETTE

Employees should wash their hands frequently with soap and water for twenty seconds, particularly after coughing, sneezing, touching or removing their masks, using the restroom, or touching a high-traffic surface such as an elevator button or door knob. Where it is impracticable to wash hands with soap and water, employees should disinfect their hands with hand sanitizer containing at least sixty percent (60%) alcohol. Employees should adopt the habit of coughing or sneezing into a tissue, disposing of it immediately, and washing their hands. Where a tissue is not available, employees should cough or sneeze into their elbow.

The University will provide hand sanitizer and disinfecting products (e.g., spray bottle with disinfectant and paper towels) for employees to self-clean their personal work areas. These products will be provided at no cost for General Revenue units/operations. Individual employees should work through their Unit Heads/Directors/Chairs to request supplies from ERT on a group (rather than individual) basis. Requests can be made to ERT via email to ERT@govst.edu.

For those units that need products beyond what the University carries, units should procure those items directly as they normally would procure any other office supplies.

Employees are encouraged to wipe down their personal work spaces regularly.

4.5. TRAINING

All employees are expected to complete a brief training module addressing safety expectations and protocols. Access to the training will be sent to employees via their GSU email accounts. Those employees whose jobs required them to work on campus prior to Fall Semester 2021 must still complete the training. Information on the training module will be provided by Human Resources (HR). HR will notify campus supervisors once it is available.

5. WHAT TO DO WHEN EXPOSED TO OR INFECTED WITH COVID-19

Employees should not come to campus if they test positive for COVID-19 or exhibit symptoms of COVID-19 (see Section 4.3 above for symptoms). Instead, they should follow the instructions below in Section 5.1. Employees who believe they may have had exposure to a confirmed case of COVID-19 should follow the instructions below.

5.1. EMPLOYEES WHO HAVE BEEN DIAGNOSED WITH COVID-19

If an employee tests positive for COVID-19 (or is otherwise diagnosed as having it), that employee should notify the employee's supervisor that the employee cannot come to campus. If the employee is able to perform the employee's duties remotely and feels well enough to do so, the employee should work remotely and record their time as regular working hours. If the employee is either (a) not able to perform the employee's duties remotely or (b) is not well enough to work remotely, the employee should use the term "COVID" to code their time away from the office when unable to work and confer with Human Resources about what payroll benefits may be available to them.

The employee also must self-report the employee's positive status immediately via the [Coronavirus \(COVID-19\) Self-Reporting Form](#).

GSU Human Resources and co-chairs of the Emergency Response Team will maintain confidentiality to the extent possible, while fulfilling public health reporting and tracing guidelines.

In addition, employees will be required to provide a doctor's note that provides clearance to return to campus before returning to campus. Employees should consult with Human Resources prior to their return to ensure that their medical clearance is sufficient.

5.2. EMPLOYEES EXHIBITING SYMPTOMS OF COVID-19

Employees who exhibit symptoms of COVID-19 should not come to campus. If an employee experiences symptoms of COVID-19, that employee should notify the employee's supervisor that the employee cannot come to campus due to experiencing COVID-19 symptoms. If the employee is able to perform the employee's duties remotely and feels well enough to do so, the employee should work remotely and record their time as regular working hours. If the employee is either (a) not able to perform the employee's duties remotely or (b) is not well enough to work remotely, the employee should use the term "COVID" to code their time away from the office when unable to work and confer with Human Resources about what payroll benefits may be available to them.

A supervisor and/or Human Resources is entitled to ask an employee calling in sick to work if they have tested positive for COVID-19 and/or is experiencing symptoms of COVID-19 and employees are expected to provide such information if applicable.

An employee who stays home or is sent home due to symptoms of COVID-19 shall provide a return-to-duty fitness letter from their health care provider before returning to work.

5.3. IF AN EMPLOYEE IS EXPOSED TO COVID-19

Anyone who has had close contact (meaning within 6 feet for a cumulative total of 15 minutes or more during a 24 hour period) with someone with COVID-19 should stay home for 14 days **after their last exposure** to that person.

However, anyone who has had close contact with someone with COVID-19 and who meets the following criteria does **NOT** need to stay home.

- Someone who has been fully vaccinated and shows no symptoms of COVID-19. However, fully vaccinated people should get tested 3-5 days after their exposure, even they don't have symptoms and wear a mask indoors in public for 14 days following exposure or until their test result is negative.

Or

- Someone who has COVID-19 illness within the previous 3 months **and**
- Has recovered **and**
- Remains without COVID-19 symptoms (for example, cough, shortness of breath).

APPENDIX 3

UNIVERSITY PROFESSIONALS OF ILLINOIS MEMORANDUM OF UNDERSTANDING ON COVID-19 RELATED ISSUES

FALL SEMESTER 2021

This Agreement is entered into by and between Governors State University (the “University”) and the University Professionals of Illinois, IFT-AFT, Local 4100 (the “Union”) (collectively referred to as the “Parties”) on the date set forth below.

I. PREAMBLE AND GENERAL TERMS

Governors State University (GSU) and the University Professionals of Illinois, Local 4100 (UPI) support and appreciate each other’s willingness to cooperate and collaborate during this uncertain time created by the COVID-19 pandemic.

During Phase 5 (Illinois Restored), GSU desires to prioritize face-to-face and on-campus engagement of students and employees. This MOU is entered into with the intent of following public health guidance and ensuring safety of UPI members.

Most importantly, the aim is to ensure that the existing Collective Bargaining Agreement be maintained and that any temporary alterations to the Agreement be clearly stated in this MOU.

Most of the terms of this MOU apply specifically to the period of GSU’s response to the COVID-19 pandemic to ensure continuity of education for students and that operational needs are met.

Any prior MOUs on this issue between the parties have expired or are otherwise superseded by this Agreement. All members are to return to campus no later than August 16, 2021 and remain responsible for performance of their work, unless they have an approved exception as delineated in Section III below.

The terms “member” and “UPI bargaining unit member” generally refer to all GSU employees represented by the Unit A and Unit B UPI collective bargaining agreements.

This MOU is effective upon its acceptance by both parties and ends December 31, 2021. The parties may mutually agree to extend this MOU through Spring 2022, in full or part, on or before November 15, 2021. The Parties recognize that conversations could be on-going as the situation warrants.

II. COURSE DELIVERY

Program needs and delivery mode as approved through regular curricular process are the primary determinants of modality in the assignment of duties and work plans. In light of COVID-19, Department chairs and supervisors are encouraged to consult members as they formulate workload and work plans for the upcoming semester. Members with unique situations are

encouraged to meet with chairs and supervisors as soon as possible to discuss unique situations.

III. SCHEDULE ACCOMMODATIONS AND ADJUSTMENTS

UPI bargaining-unit members who are medically vulnerable with an underlying medical condition (as documented by a health care provider) in accordance with the Centers for Disease Control and Prevention [CDC] definition as of July 1, 2021, will be accommodated to allow for remote-only activities for the duration of this MOU. Such individuals may return to professional campus activities upon submission of a medical release. Any employee who is the primary care giver to a medically vulnerable individual (as documented by a health care provider) will be allowed to work remotely during the period in which those conditions continue.

By August 1, 2021, GSU will provide UPI members with clear instructions for how to apply for COVID-related accommodations due to ADA-recognized or CDC-defined health conditions, pursuant to this MOU.

Noncompliance with GSU's COVID-19 policies can result in disciplinary action consistent with the GSU-UPI Collective Bargaining Agreements. Specifically, while following the terms of the Agreement, the Provost may consider sanctions against a member for non-compliance of COVID masking and social distancing under this MOU. A member's first violation may result in a letter of reprimand; a second violation may result in an economic penalty such as a one-day suspension without pay.

The University will continue to require and enforce mask wearing for all individuals while on campus. Based on public speaking practices and **current state public health guidance**, vaccinated faculty who are also physically distanced (at least 6 feet) for the duration of the entire class from masked students may lecture/teach without a mask or choose a face shield.

The University will make reasonable efforts to maintain a sufficient supply of disposable masks for faculty/ASPs to take with them to class to hand out to anyone without one.

The University will ensure that social distancing measures, based on state guidance and/or CDC guidelines, are enforced by moving courses and meetings to spaces large enough to accommodate the appropriate number of individuals or by decreasing class size.

The University will provide HEPA filters for the classrooms and follow American Society of Heating, Refrigeration and Air-Conditioning Engineers (ASHRAE) guidance for classroom buildings as it relates to MERV13 filters.

Facilities will develop and post HEPA filter protocols and operating instructions in all classrooms by August 1 and present the protocols to the Deans Council. The University and supervisors will share the protocols with UPI members.

Faculty with concerns about a specific assigned classroom should raise their concerns with their Department Chair. If available, a new location may be assigned.

GSU will continue to update its COVID-10 dashboard on the GSU homepage throughout the 21-22 academic school year.

Where appropriate and based on the assignment of duties and an individual's work plan, UPI members may host virtual office hours and meetings with students. Office hours, independent study meetings, tutorials, research project meetings, faculty advising, etc., may be remote based on the GSU-UPI Agreement even if the UPI member responsible for the meeting and the student(s) are on campus. No student will be required by a UPI member to meet in person if they are not comfortable doing so.

Where practical and available, alternate spaces should be used to maximize face-to-face interactions outside of the classroom. The decision for remote eligible tasks or activities (excluding required face-to-face events either on- or off-campus) is the employee's decision after consultation with the student(s) involved.

As appropriate, members are expected to respect and honor student requests to be remote for office hours and/or individualized activities.

At no time will in-person advising result in room density in violation of DCEO/Illinois Board of Higher Education (IBHE) guidance. In the event an Advisor would like specific safety measures for their office, they may request such measures from ERT who will take all reasonable efforts to accommodate the Advisor's request.

Meetings may be held virtually and an individual does not have to have a COVID-19 accommodation to participate remotely. In contexts when the Open Meeting Act or local by-laws do not permit remote participation and/or the definition of a quorum excludes remote participation, then bargaining unit members will not be penalized for evaluation purposes as a result of a lack of participation in these situations. In all events, individuals are advised to work with committees and councils to ensure shared governance continues.

If a student is unable to attend an in-person class as a result of a COVID-related accommodation, faculty will not be required to teach a separate remote section of the course(s), unless appropriate credited hours are awarded for the remote section(s).

Public spaces on campus (i.e., the Library, cafeteria) will follow all relevant sector/activity specific guidance required by state public health guidance.

With respect to public non-instructional spaces, GSU commits to being in compliance with state guidance on venues from the DCEO and IDPH and will address any concerns brought forward by UPI members. Additionally, GSU commits to sanitizing and all IBHE classroom-specific protocols when public spaces are reset as classrooms or alternative learning spaces. Further, alternative learning spaces and traditional classrooms are prioritized for instruction, with outside and registered student organization (RSO) use limited through at least the end of Fall 2021.

UPI members who are admission counselors and/or recruiters and who are expected to attend in-person recruitment fairs at high schools will be exempt

from attending any event that does not follow Illinois State Board of Education (ISBE) guidelines and/or that substantially deviates from campus practices. In these situations, the member will consult with their supervisor regarding utilizing a remote recruiting strategy for the event. The campus mask mandate applies to all on campus recruitment events and masks will be made available to attendees.

IV. EVALUATION

All use of student evaluations must consider the impact that the pandemic had on course delivery methods, the fast turnaround to switch to virtual learning/advising/counseling in Spring of 2020, and the pandemic's impact on students' and UPI members' mental health and family situations. A member cannot be denied tenure/retention/promotion due to the pandemic's impacts on student evaluations.

- A. Tenure track faculty who were evaluated for years 1-5 in Academic Year 2020-2021 may request one additional year to achieve tenure, if they have not previously requested an additional year. All requests for an additional year must be in writing to the Provost or designee and must be received by September 1, 2021. All requests so submitted will be granted. A faculty member granted the additional year will be evaluated at the same evaluation year in Academic Year 2021-2022 as they were in Academic Year 2020-2021.
- B. Student evaluations of instruction will be collected, as usual, for accreditation purposes. Inclusion of COVID-19 SEI scores in portfolios will be at the discretion of the faculty member.
- C. Tenure/Promotion/Retention/Evaluation of Unit A faculty and evaluation of Unit B Lecturers and Academic Support Professionals: All evaluators must consider the impact that the pandemic had on research/scholarship/creative activity, and primary duties – including but not limited to – travel restrictions, lab/studio/exhibition and performance space closures, interruptions to work with research/creative collaborators (colleagues, professionals, and students) - , on service opportunities, and on members' mental health and family situations. A member cannot be denied tenure/retention/promotion due to the pandemic's impacts on their research/scholarly/creative activity/service /primary duties. Particular attention should be paid to the potential impact on UPI members who are probationary. Faculty are encouraged to include in the evaluation portfolios statements (with supporting documentation) identifying the ways the COVID-19 semesters affected their service and/or research/creative activity/primary duties. All evaluative bodies will be strongly urged to give these statements their most careful consideration and to evaluate tenure/promotion portfolios on the basis of the quality, rather than quantity, of the work achieved during this time.
- D. For the purposes of evaluation and merit-based processes, virtual participation in workshops, professional development activities, and campus events will be counted the same as traditional participation.
- E. If a supervisor/peer evaluation is required or recommended by the DC but is not available due to COVID, the evaluation process will proceed without them. This will apply to the supervisor/peer as required in the

COVID impacted semesters of Summer 2021, Spring 2021, Fall 2020, Summer 2020, and Spring 2020.

F. If any aspect of the merit-based increase application process is unavailable due to COVID, the process will proceed without it.

V. ADDITIONAL CONSIDERATIONS

GSU and UPI agree to follow all state public health guidance as it relates to variants and other dynamics of the COVID-19 pandemic. In situations where substantive new guidance emerges that requires enhanced mitigations and/or a change in campus practices (e.g., changes to work modality and/or strengthened safety measures), GSU and UPI will discuss modifications to this MOU and/or current practices.

GSU and UPI agree to communicate regularly, ordinarily at least every two weeks, to assess any situations related to COVID-19 and attempt to resolve and agree-to mitigation issues as soon as practical.

Both GSU and UPI agree to encourage all members to be vaccinated, assist with member education, and advocate/lobby for additional infrastructure funds to improve university ventilation systems for both short- and long-term benefits.

If any UPI member believes that they are being unreasonably treated regarding any aspect of the MOU, then that member can avail themselves of the grievance process in the GSU-UPI Agreement.

In the event GSU offers a financial incentive to its unvaccinated students to encourage them to get vaccinated, GSU will provide the same financial incentive to unvaccinated UPI bargaining unit members who get vaccinated during the term of this MOU.

GOVERNORS STATE
UNIVERSITY

UNIVERSITY PROFESSIONALS
OF ILLINOIS, IFT-AFT, LOCAL
4100

By:

Rosemary Erickson Johnsen
Associate Provost/AVP Academic
Affairs

By:

Sondra Estep
President, GSU Chapter of UPI Local
4100

Date: 16 July 2021

Date: 7/16/2021

