

COVID-19 face-to-face work: No graduate employee will be required to perform face-to-face work until such time as the serious and widely documented risks of doing so are shown to have diminished entirely or dramatically enough that PPE and special precautions are no longer necessary. All graduate employees reserve the right to refuse to work in a face-to-face capacity. No graduate employee will be required to (a) provide medical or other justification for such a refusal, or (b) waive their right to privacy in this decision. No graduate employee shall be required to disclose confidential health information as a condition of employment. Further, no graduate employee shall be denied an appointment on the basis of their refusal to perform face-to-face work.

COVID-19 Personal Protective Equipment: All graduate employees whose work takes place on campus will be provided sufficient personal protective equipment, at no cost to the employee, on a continuous basis by the University.

COVID-19 Duration of employment contracts: Graduate Fellowship and Assistantship Forms (GFAFs) for the Fall 2020 semester that were going to be or usually are a standard nineteen (19) weeks shall be twenty-two (22) weeks in length. The contract start date shall be adjusted to August 17th to allow for preparation for remote instruction. The end date of the contract shall remain January 16, 2021, to prevent undue hardship to graduate students in the form of a gap in pay. This is the same end date as the original GFAFs issued for Fall 2020. There shall be no *post-hoc* reduction of employed weeks on already-approved GFAFs. Additionally, GFAFs which have not yet been issued or approved for the Fall of 2020 and are for positions which are usually a standard nineteen (19) weeks shall also be issued for twenty-two (22) weeks. This article shall not apply to graduate appointments in the department of Residential Life.

COVID-19 Teaching Assistant instruction sections: The number of discussion sections typically associated with a course shall not be increased without an increase in contracted hours of employment, whether through more assistantships to cover these sections or assistantships with more hours per week proportional to the increased number of sections.

Fall 2020 holidays: All graduate employees who work on Indigenous People's Day, Labor Day, and/or Veteran's Day will be entitled to a holiday payout for each holiday worked. Further, employees who elect to take any of these holidays off will not be penalized.

COVID hazard pay: All on-campus GEO positions shall be paid 1.5x the full-time equivalent hourly rate.

COVID temporary expansion of eligibility for Article 45: Family and Medical Leave

In recognition of the unknown scope of spread of COVID-19 and that the inhibition of its transmission depends heavily on social agreements, and in recognition that bargaining unit members can not enforce safety measures beyond their own person, there shall be a temporary suspension of Section I (B) of Article 45 (Family and Medical Leave), to expand access to the benefit for all graduate employees for any of the following reasons: employees who test positive for COVID or exhibit COVID-like symptoms; employees who provide care for or reside with someone who has tested positive for COVID or who exhibits COVID-like symptoms; employees who are instructed to quarantine by a health professional or official. This temporary expansion of eligibility shall remain in effect until the end of the 2020-2021 academic year, with the possibility of extension/renewal.

Emergency technology & childcare fund: The university shall establish a one-time emergency technology and accommodation fund for the 2020-2021 academic year of \$60,000 to provide financial assistance to bargaining unit members who have incurred technology or unexpected childcare costs (not otherwise reimbursable by the HWT Childcare Reimbursement Fund) associated with transition of most UMass instruction to remote course delivery and other remote work during the 2020-2021 academic year. There shall be an application period at both the beginning and end of the fall and spring semesters. “Technology” shall herein refer to: relevant software not free through OIT, hardware, home office items such as ergonomic chairs and other ergonomic improvements, blue light filters, microphones and other audio visual accessories, home office aids related to a disability and otherwise not made available/accessible through Disability Services, children’s learning aids/programs, items/materials to help occupy children at home while bargaining unit members are working, emergency non-licensed childcare reimbursement to accommodate short-notice work/duties.