



FLORIDA STATE UNIVERSITY
OFFICE OF HUMAN RESOURCES

An important message from FSU Office of Human Resources

This message has been approved by Renisha Gibbs, Associate Vice President for Human Resources and Finance & Administration Chief of Staff, for distribution to all Deans, Directors, and Department Heads.

Please see the document linked below, as it pertains to the Memorandum of Understanding negotiated between the FSU Board of Trustees and the United Faculty of Florida-Florida State University-Graduate Assistants United regarding the impacts of the COVID-19 Health Emergency on graduate assistants.

[FSU-BOT and UFF-FSU-GAU Memorandum of Understanding: COVID-19 Health Emergency](#)

A summary of the agreements made during negotiations is outlined below:

- Ratings from student course evaluations for Spring 2020 and Summer 2020 will be excluded from consideration in the graduate assistant employment evaluation for those appointment periods, unless the graduate assistant requests the ratings to be included.
- Impacts to the graduate assistants' ability to conduct or present their scholarship, creative activities, or research shall not negatively affect their graduate assistant evaluations for the appointment periods during the COVID-19 emergency.
- Graduate assistants will not be terminated or non-reappointed for failure to make satisfactory academic progress, if it is a direct result of the COVID-19 emergency period.
- International graduate assistants will not be terminated for failure to make satisfactory academic progress or failure to perform duties or report to work, if it is a direct result of the COVID-19 emergency period.

- Graduate assistants shall be permitted to work remotely, provided that the assigned duties are able to be accomplished remotely. Some graduate assistants may be designated as on-campus essential employees when no other employee is available or qualified for the designation.
- Graduate Assistants may be eligible for Emergency Paid Sick Leave as part of the federal Families First Coronavirus Response Act.
- All workload limitations of the CBA remain in effect. There shall be no adverse employment or evaluative action arising from graduate assistants maintaining their appointed FTE.
- Representatives from UFF-FSU-GAU and FSU Administration will meet regularly to discuss any updates to the COVID-19 health emergency as it relates to impacts on graduate assistants.

Please ensure all supervisors and graduate directors are aware of the agreement and stipulations outlined in the memorandum.

Questions? Please contact Rebecca Peterson at rpeterson@fsu.edu.