

**Memorandum of Understanding
Between
The State University of New York
And
New York State Correctional Officers and Police Benevolent Association, Inc.
Regarding
Mandatory COVID 19 Testing of Employees
In the Security Services Unit**

Due to the unprecedented public health crisis presented by the COVID 19 pandemic and the critical need to quickly identify and control the spread of COVID 19 infections on state-operated SUNY campuses, and in the best interest of the entire SUNY community, the State University of New York and the New York State Correctional Officers and Police Benevolent Association, Inc.. (NYSCOPBA) hereby reach the following agreement:

- 1) Effective immediately and continuing through June 30, 2021, all state operated colleges, universities, and hospitals shall conduct testing of NYSCOPBA Security Services Unit (SSU) employees employed by SUNY who are required to report in person to campus to conduct some or all of their work obligation.
- 2) The campus will consult with NYSCOPBA representatives (Law Enforcement Vice President John Harmon, Business Agent Al Christian, or the NYSCOPBA designee) in development of the testing protocol of NYSCOPBA-represented employees.
- 3) Testing of employees shall be conducted in concert with regular surveillance testing in campus plans required under the Chancellor's September 3, 2020 directive, no less frequently than testing that occurs for the student population, utilizing self-administered saliva tests, short swab rapid tests, or other tests selected by the campus. If a campus elects to utilize long swab testing employees will not be mandated but may be asked to volunteer for the test. Employees to be tested in each testing cycle shall be selected to best ensure that potential outbreaks across the campus population can be identified.
- 4) The campus testing plan and associated information regarding how samples for testing are constructed, including such things as the size of pools and the number and demographics (e.g. which departments or units are represented) of employees to be tested in each testing cycle shall be provided to NYSCOPBA representatives (Law Enforcement Vice President John Harmon, Business Agent Al Christian, or NYSCOPBA designee) on each campus.
- 5) Procedures must ensure that:
 - a. The identity of individual employees selected for testing each week remains confidential and is only accessible on a need to know basis.
 - b. The testing is conducted in a manner which protects the privacy of the employee being tested to the extent possible.
 - c. The identity of any individual employees who test positive remains confidential to the extent possible.

Should an employee have concerns regarding the procedures for testing, they should immediately bring it to their Campus Human Resource's attention for resolution. If the matter remains unresolved, NYSCOPBA will contact the System Administration Office of Employee Relations.

- 6) Employees subject to testing shall be tested during their regular work hours. Requests for leaves will not be denied on the basis that someone is scheduled for a COVID-19 test; the campus will work with the employee to accommodate requests for leave and the scheduling of COVID-19 tests. Leaves will not be used by employees to avoid a COVID-19 test. The testing shall be conducted without cost to the employee. Should an employee receive a bill, they should immediately bring it to their Campus HR's attention for resolution; should the matter remain unresolved, NYSCOPBA should contact the System Administration Office of Employee Relations. Employees are required to provide health insurance information so that their health insurance company may be charged under appropriate circumstances.
- 7) Test results shall not be retained in personnel files or other personnel records and shall not otherwise be retained by the campus any longer than is necessary to comply with public health requirements associated with the COVID 19 pandemic or used for any purpose other than compliance with such public health requirements.
- 8) Test samples shall not be retained by SUNY, or any state-operated SUNY campus, except as provided herein. Test samples may be retained by the laboratory conducting the test only so long as necessary to comply with state or federal public health requirements or to support regulatory filings based upon the test sample. All test samples will not be used for any research purpose without written authorization of the individual from who the sample was taken.
- 9) Employees who are quarantined or isolated following a positive test at public health, medical or campus direction shall be allowed to telecommute to the greatest extent possible. If telecommuting is not possible, the employee shall be permitted to use the paid leave provided in GOER's March 11, 2020, guidance on employee quarantine related to the Novel Coronavirus, as well as applicable statutory leaves in accordance with state and federal law and leave accruals as contractually appropriate.
- 10) Any conflict arising from this MOU may be raised by a campus or a NYSCOPBA representative to the signatories of this agreement, or their designees for prompt response and resolution.
- 11) This agreement shall expire close of business on June 30, 2021 unless extended by mutual agreement between the parties.

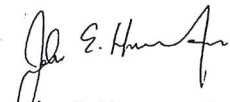
For the State University of New York:



Jim Malatras
Chancellor

Dated: December 31, 2020

For New York State Correctional Officers and Police
Benevolent Association, Inc:



John E. Harmon, Jr.
Law Enforcement Vice President