

Pensacola State College
1000 College Blvd
Pensacola, Florida 32504

January 6, 2021

President Meadows,

As you know, based on the College's unilateral decision, Pensacola State College (PSC) faculty and students will return to face-to-face (F2F) instruction on January 8th. In implementing this decision, I trust the PSC shares Pensacola State College Faculty Association's (PSCFA) desire and goal to protect the safety of the faculty, student, and PSC community. PSCFA has yet to hear from PSC regarding the outcome of its grievance regarding violations of Article 8.03 stemming from VP of Academic Affairs Erin Spicer's dictate that faculty will teach no fewer than two F2F sections in Spring 2021. Article 8.03 states in part: "Faculty members will not be required to work under hazardous or unsafe conditions which might endanger their health, safety, or well-being". PSCFA continues to maintain that ordering faculty to teach face-to-face during the spring semester is unsafe given surging infection and mortality rates in Escambia and Santa Rosa Counties and the College's current state of readiness to adjust to increased student and faculty traffic.

This letter serves as notice that PSCFA demands that Pensacola State College strictly adhere to any and all applicable guidance and considerations contained in the Center for Disease Control and Prevention's document "Considerations for Institutions of Higher Learning", last updated in part December 31, 2020¹. These include but are not limited to those found under the section entitled "Maintaining Healthy Operations." PSC's decision to require F2F instruction including its failure to adhere to these guidelines may constitute a unilateral change in terms and conditions of employment and be actionable. Rest assured that PSCFA will zealously enforce its rights under the collective bargaining agreement and Florida Statutes to ensure the safety of the faculty, students, and PSC community.

Please do not hesitate to reach out to me if I can offer any clarification or additional information on the above or any related matter.

Sincerely,



Emily McCann, Ph.D.
United Faculty of Florida
FEA/NEA/AFT/AFL-VIO

cc:

Erin Spicer
Deborah McClintock
Pensacola State College Board of Trustees

¹ <https://www.cdc.gov/coronavirus/2019-ncov/community/colleges-universities/considerations.html>