

March 23, 2020

Dr. Debby Hicks  
9501 US HWY 441  
Leesburg, FL 34788

Dear Dr. Stanley Sidor,

On March 12 and in subsequent communications, the Lake-Sumter State College administration has issued directives related to COVID-19 that impact terms and conditions of employment of faculty.

We have identified the following potential impacts stemming from the Board's March 12 communication and the College's communications to faculty:

- Potential impacts to intellectual property, related to the creation and control of online instructional content
- Potential impacts to evaluations, promotion and continuing contract due to the disruption of instruction
- Potential impacts to location and hours of work
- Potential impacts to sick leave utilization for bargaining unit members who must self-quarantine, or care for those under self-quarantine

COVID-19's impacts will likely continue to be felt in our community for some time. We intend to engage in a proactive discussion about ways to support our bargaining unit members as they transition to remote instruction and to keep them and the campus community safe during these uncertain times. We also want to work with the administration to guarantee the continued quality of our college's academic instruction and college service, while honoring collective bargaining law.

Consider this letter a request for impact bargaining pursuant to Chapter 447, Part II, Florida Statutes. The bargaining unit needs assurances that we are working together to ensure as smooth as possible transition to remote instruction for our students. We hope to continue our momentum on negotiation and wish to continue with our negotiating schedule as previously planned (virtually if necessary) to include the attached Memorandum of Understanding. Please contact me if you have any questions.

Sincerely,

Dr. Debby Hicks  
President, UFF-LSSC