



Check the correct contracting entity(ies).

Services Agreement

This Service Agreement (hereinafter “Agreement”) is made by and between the entity(ies) checked above, each of which is, a California 501(c)(3) corporation (hereinafter “Auxiliary”) and the entity named herein on the signature page, (hereinafter “Contractor”).

Auxiliary hereby retains Contractor to provide the services described below on the terms and conditions set forth below:

- 1) **Scope of Work.** The Contractor will provide the Auxiliary with the following services (“Services” or “Activity”) as described in noted in Exhibit A-Scope of Work.
- 2) **Period of Performance.** This Agreement covers the period noted in Exhibit A-Scope of Work, unless terminated earlier under the provisions of this agreement.
- 3) **Compensation.** Auxiliary agrees to reimburse Contractor in accordance with fees for services and expenses as set forth in the Exhibit A-Scope of Work.
 - a) **Invoices.** Contractor shall submit detailed invoices for all services rendered.
 - b) **Costs.** Contractor shall be responsible for all costs and expenses incident to the performance of services for Auxiliary as outlined in Exhibit A-Scope of Work, including but not limited to, all costs of equipment provided by Contractor, all employee, agent, and subcontractor costs, all fees, fines, licenses, bonds, or taxes required or imposed against Contractor or Contractor's employees, agents or subcontractors and all other of Contractor's costs of doing business.
 - i) Unless otherwise specified herein, Auxiliary shall not be responsible for any expenses incurred by the Contractor in the performance of services under this Agreement. If the Auxiliary agrees to reimburse any costs, the costs must be reasonable and will be reimbursed at actual costs, and only for expenses for which receipts are submitted. Travel expense reimbursement is per Auxiliary policy and procedures, unless otherwise agreed. All expenses and purchases will be expended per Auxiliary policy and procedures.
 - c) **Tools.** Contractor will supply all tools and instruments required to perform the services under this Agreement. Contractor is not required to purchase or rent any tools, equipment or services from Auxiliary.
- 4) **Performance.** The Contractor shall perform all Services required under this Agreement in accordance with the highest standards of the Contractor’s profession and to the satisfaction of the Auxiliary. The Contractor shall perform all work in accordance with all laws and regulations and shall obtain any permits or licenses required. The Contractor shall not be paid for any work found by the Auxiliary to be unsatisfactory.
- 5) **Personnel.** Personnel supplied by Contractor will not for any purpose be considered employees or agents of the Auxiliary. Contractor assumes full responsibility for the actions of such personnel while performing services pursuant to this Contract and shall be solely responsible for their supervision, daily direction, control, and the like.
- 6) **Independent Status.** The Contractor is not to be considered an agent or employee of the Auxiliary or California State University Monterey Bay (“CSUMB”) for any purpose, and no joint venture or principal-agent relationship exists. The Contractor and employees of the Contractor are not entitled to any of the benefits that the Auxiliary or CSUMB provides its employees. If appropriate, the Auxiliary will report all fees paid to the Contractor to the IRS on Form 1099. Contractor shall have only the authority expressly granted by this Agreement. Except as expressly provided in this Agreement, Contractor is not authorized to enter into any contract, lease or other arrangement in Auxiliary’s or CSUMB’s name, or for Auxiliary’s or CSUMB’s account or by which Auxiliary or CSUMB would be legally bound or held liable.

- 7) **Services Standards.** Contractor affirms that Contractor has the appropriate skill and experience to provide the Services requested by Auxiliary. Contractor shall perform the work diligently and consistent with professional skill and care and the orderly progress of the Services. Time is of the essence in this Agreement. Contractor's Services will be performed to Auxiliary's reasonable satisfaction and be in accordance with sound professional practices and standards. Contractor's Services will be performed in strict compliance with all federal, provincial/state and local laws, regulations and ordinances.
- 8) **Termination.**
- a) **Termination by Auxiliary.** Excluding Force Majeure events (See section 13, j) Auxiliary may terminate this Agreement at any time without cause, upon submitting notice of termination to Contractor. Upon notice of termination, Contractor shall not commence new work, but shall complete any work previously approved by Auxiliary for which Auxiliary shall be responsible for and shall pay within 30 days of receipt of approved invoices for such work. In addition, if the Contractor defaults in performance of the Contractor's Services under this Agreement, the Auxiliary may immediately terminate this Agreement by written notice to Contractor. Should termination occur as a result of Contractor's default, the Auxiliary shall be entitled to damages from Contractor resulting from Contractor's default and shall be entitled to offset any amounts payable to Contractor for Services satisfactorily completed against such damages.
- b) **Termination by Contractor.** Excluding Force Majeure events (See section 13, j) The Contractor may terminate this Agreement at any time without cause upon thirty (30) days' written notice to the Auxiliary. The obligations imposed by Sections 9 Confidentiality and Section 10 Indemnification of this Agreement, as well as any licenses granted, hereunder shall survive termination under this Agreement.
- 9) **Confidentiality.** All data and information submitted or made available to Contractor by Auxiliary, University or any other person while working on this project, unless otherwise publicly available, and all data and information and other work developed by Contractor under this Agreement ("Confidential Information") shall be utilized by Contractor in connection with this Agreement only. Except as required otherwise by law, such Confidential Information shall not be made available by Contractor to any other person without the prior written consent of Auxiliary, which consent shall not be unreasonably withheld.
- 10) **Indemnification.** Contractor shall hold harmless, defend at its own expense, and indemnify the University Corporation at Monterey Bay, Otter Student Union, Foundation of California State University Monterey Bay, the State of California, the Trustees of The California State University, California State University, Monterey Bay, and employees, officers, directors, volunteers and agents (collectively "Auxiliary"), against any and all liability, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from all acts or omissions of contractor or its officers, agents, or employees in rendering services under this contract; excluding, however, such liability, claims, losses, damages, or expenses arising from the Auxiliary's sole negligence or willful acts.
- 11) **Insurance.** Contractor shall procure and maintain for the duration of the agreement insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, its agents, representatives, employees or subcontractors.
- a) **Commercial General Liability (CGL):** Insurance from an insurance carrier satisfactory to Auxiliary, which insurance shall include protection against claims arising from personal injury, including death resulting therefrom, and damage to property resulting from any actual occurrence arising out of performance of this Agreement. The amount of insurance shall not be less than single limit coverage applying to bodily and personal injury including death resulting therefrom, and property damage or a combination thereof in an amount not less than \$1,000,000 per occurrence, and \$2,000,000 aggregate.
- b) **Automobile Liability:** Business Auto insurance is required on Contractor-owned or operated commercial vehicles or any business-owned, rented or operated vehicles of Contractor and used on the CSUMB campus. Contractor will provide proof upon request of automobile insurance for ownership, maintenance
- c) and/or use of Automobiles, including coverage for uninsured and underinsured motorists if the work includes the use of a personal automobile, with limit no less than **\$1,000,000** per accident for bodily injury and property damage.

- d) **Workers' Compensation:** In accordance with the provisions of Section 3700 of the California Labor Code, Contractor shall be insured against liability for Workers' Compensation or hold self-insurance for health insurance and provide proof upon request to Auxiliary. Contractor agrees to comply with such provisions before commencing any work under this Agreement.
- e) **Additional Insured.** Unless otherwise waived in writing by Auxiliary, Contractor is required to provide an additional insured endorsement for the General Liability policy, and if Business Automobile insurance is required, for the business insurance coverage. The additional insureds are to be named as follows:
 - i) University Corporation at Monterey, Otter Student Union, Foundation of California State University Monterey Bay, the State of California, the Trustees of The California State University, California State University, Monterey Bay and employees, officers, directors, volunteers and agents (collectively "Auxiliary") with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations.

12) Rights in Work Product. Unless otherwise agreed in writing, originals of all drawings, specifications, reports, records, software, documents and other materials whether in hard copy or electronic form ("Documents and Materials") that are prepared by Contractor, its employees, subcontractors or agents in the performance of this Agreement, shall be the property of Auxiliary and shall be delivered to Auxiliary upon the termination of this Agreement, or upon the earlier request of Auxiliary. Contractor shall have no claim for further engagement or additional compensation as a result of the exercise by Auxiliary of its full rights of ownership of the documents and materials hereunder. Contractor may retain copies of such documents for its own use. The Documents and Materials prepared by Contractor in the performance of services under this Agreement shall not be released publicly without the prior written approval of Auxiliary or as required by law.

13) General Terms.

- a) **Conflict of Interest.** Should a consultant provide services for preparation or development of recommendations for the actions which are required, suggested or otherwise deemed appropriate, and which include the provision, acquisition or delivery of products or service; then the consultant must provide full disclosure of any financial interest including but not limited to service agreements, OEM, and/or remarketing agreement that may foreseeably allow the Contractor to materially benefit from the adoption of such recommendations. The Auxiliary reserves the right to prohibit participation by the Contractor in providing services, goods or supplies or any other related action which is required, suggested or otherwise deemed appropriate in the end product of an Agreement.
- b) **Governing Law.** This Agreement shall be construed under and governed by the laws of the State of California applicable in agreements made and performed or to be performed entirely within the State of California. Jurisdiction of any dispute arising from this Agreement shall be in the County of Monterey, California.
- c) **Severability.** If any provision of this Agreement is held invalid or in conflict with applicable laws, the remainder of the Agreement shall continue to be in full force and effect. The parties agree to promptly negotiate in good faith to modify such invalid provision consistent with the intent and spirit of this Agreement.
- d) **Nonwaiver.** Failure of either party to exercise any of its rights under this Agreement on one occasion shall not waive its right or exercise the same on another occasion.
- e) **Subcontracting.** The rights or duties of this Agreement may not be assigned or delegated by Contractor, nor may Contractor retain subcontractors, without the prior written consent of Auxiliary. The subcontractors and their employees shall function as subcontractors to Contractor, not as parties to any contract with Auxiliary for the work described herein.
- f) **Assignment.** This Agreement may not be assigned without the prior written consent of the Auxiliary.
- g) **Modifications.** No modification of any of the terms or conditions of this order, including, but not limited to, delivery, price, quality, quantities, and specifications, will be effective without the prior written consent of the Auxiliary and signed by authorized representatives of the parties.
- h) **Force Majeure.** Neither the Contractor nor Auxiliary shall be liable for termination or the failure to appear, present or perform if such termination or failure is caused by a Force Majeure event directly affecting either Party. Force Majeure shall mean acts of a public enemy; fires; floods; explosions; incidences of disease or illness that reach epidemic, endemic, or pandemic proportions; quarantine

restrictions; freight embargos; strikes; boycotts; obstructive actions by labor organizations; demonstrations; riots; earthquakes; tidal waves; landslides; tsunamis; tornados; named storms; and other acts of God not attributable to the fault, negligence, or willful misconduct of the Party claiming Force Majeure, is outside of the reasonable control of such Party, and could not have been prevented through the exercise of due care and reasonable diligence by the Party claiming Force Majeure.

- i) **CSU’s COVID-19 Policy.** In the event the performance of this Contract requires Contractor, its employees, agents, and/or subcontractors to enter any campus, property, or facility owned or operated by the Trustees of the California State University (hereinafter “CSU Property”), Contractor shall comply, and shall ensure its employees, agents, and subcontractors comply, with CSU’s COVID-19 Vaccination Interim Policy, ID 9779821, located at <https://calstate.policystat.com/policy/9779821/latest/>, or with such CSU COVID-19 Vaccination Policy as may be in effect at the time Contractor, its employees, agents, and/or subcontractors seek to enter CSU Property. Moreover, Contractor agrees to reasonably cooperate with CSU to ensure its compliance and that of its employees, agents, and subcontractors with any applicable CSU COVID-19 Vaccination Policy. CSU reserves the right to modify or rescind the CSU COVID-19 Vaccination Interim Policy and/or any other related policy at any time based on federal, state, and/or local public health guidance. Please review the COVID-19 Protocol Verification document attached.
- j) **Authority.** Auxiliary and Contractor each represent that the person executing and delivering this Agreement on behalf of Auxiliary and Contractor, respectively, has full power and authority to do so and that this Agreement is binding.
- k) **Audits.** CONTRACTOR shall maintain appropriate accounting records sufficient to properly document costs claimed as incurred in the performance of this Agreement and shall make such records available, upon request, to authorized Auxiliary and its agents and/or auditor(s)/official(s) for audit purposes. Said records shall be retained and kept available by CONTRACTOR for a period of not less than three (3) years after final payment by Auxiliary, or until audit and resolution of any exceptions resulting there from, whichever occurs first.
- l) **Venue and Law.** The laws of the State of California will govern this Agreement. Should either party institute legal suit or action arising out of this Agreement, it is stipulated that the venue of such suit or action shall be in Monterey County, California.
- m) **Electronic signatures and approvals.** Any invoice, requests, approval or consent specifically provided for or permitted to be given under this Agreement must be in writing. Email is an acceptable form of writing. Documents will be considered signed by an original signature when the signature is delivered by facsimile transmission or scanned into an electronic file and transmitted by email or facsimile.
- n) **Agreement.** This Agreement constitutes the entire agreement between the parties and supersedes all previous communications, representations or agreements regarding this subject, whether written or oral, between the parties. The provisions of Exhibit A and other exhibits supersede any conflicting provisions in the Agreement.
- o) **EEO/AA Policy.** As attached.

IN WITNESS whereof, the parties have caused this Agreement to be executed as of the day and year signed below.

Contractor
 Name _____
 Signature _____
 Title _____
 Address _____

 Email _____
 Phone _____
 Date _____

Auxiliary Name _____
 Signature _____
 Name _____
 Title _____
 Address _____
 Date _____
 Concurrence:
 Dept requesting Services: _____
 Name: _____
 Signature _____
 Title _____



ver. August 16, 2021

COVID-19 Protocol Verification for Service Providers and Independent Contractors

Per CSU and CSUMB policy, all university and auxiliary faculty, staff and students must be vaccinated, or have an approved exemption, to participate on campus, with status reported by each person to the campus. Anyone with an approved vaccination exemption must get tested weekly for COVID-19.

CSUMB are also performing additional measures at all CSUMB facilities to protect public health:

- Clean high touch areas daily
- Have hand sanitizer in publicly accessible areas
- Provide soap for hand washing in each restroom
- Provide personal protective equipment to employees upon request

The following policies apply to all Service Providers and Independent Contractors providing services on campus:

1. Service Provider's and Independent Contractor's employees, agents, guests, visitors and contractors providing services on campus ("Persons" or "Person") must:
 - a. Be fully vaccinated before working on campus or have an approved vaccination exemption; and any Person with an approved vaccination exemption, as determined by the Service Provider or Independent Contractor per Cal/OSHA rules, must get tested weekly for COVID-19.
 - i. *The Cal/OSHA ETS definition of "fully vaccinated" means "that the person received, at least 14 days prior, either the second dose in a two-dose COVID-19 vaccine series or the single-dose COVID-19 vaccine".*
2. The Service Provider and Independent Contractor are responsible for their Persons, and must:
 - a. Comply with and affirm such compliance with the then-current CSU and CSUMB safety procedures and policies for all Persons, including:
 - i. Wearing a mask indoors (or as otherwise posted at campus facilities by CSUMB),
 - ii. Washing hands frequently or use hand sanitizer,
 - iii. Covering mouth and nose when coughing or sneezing,
 - iv. Avoiding unnecessary physical contact;
 - b. Maintain complete and up-to-date documentation of the vaccination status of their Persons;
 - c. Ensure measures are being taken to prevent or reduce infection hazards with the workplace and among their Persons, at least at the level per [CDC Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease 2019 \(COVID-19\) or updated then-current CDC standards](#);
 - d. Provide safety orientations for all Persons and be able to confirm who is responsible for providing such orientations and that such safety procedure orientations are taking place;
 - e. Ensure that all Persons self-provide and/or have access to appropriate and necessary personal protective equipment in accordance with the State of California Department of Public Health, Monterey County Public Health and Cal/OSHA Emergency Temporary Standard (ETS, 6/17/21 version or the then-current Cal/OSHA standards);
 - f. Not allow any Person to not enter any of CSUMB facilities if the Person currently has [COVID-19 related symptoms](#); and
 - g. Immediately report to CSUMB if a Person tests positive for COVID-19, using the [online form at this link. \(https://csumb.co1.qualtrics.com/jfe/form/SV_aUXzIRd8BvwNGyV\)](https://csumb.co1.qualtrics.com/jfe/form/SV_aUXzIRd8BvwNGyV) to report the positive test results to the Director for Environmental Health, Safety & Risk Management.

Questions or comments? Amy Thomas, Director for Environmental Health, Safety & Risk, amythomas1@csumb.edu

Contractor acknowledgment of COVID 19 protocol. Contractor Name: _____

Authorized Signature: _____ Date: _____

POLICY STATEMENT
Effective 2019-2020

POLICY:

Company policy is to provide equal opportunity to all persons without regard to race, color, sex, gender identity, sexual orientation, religion, national origin, age, disability, Protected Veteran Status (Recently Separated, Disabled, Armed Forces Service Medal, Active Duty Wartime or Campaign Badge) or other bases protected by applicable law. Company policy prohibits harassment of applicants or employees related to these bases. We have established a continuing Affirmative Action Program to assure equal employment opportunity in all our policy decisions affecting recruitment, selection, assignment, promotion, training, and all other terms and conditions of employment. We have an audit and reporting system to measure the effectiveness of our affirmative action plans. Employees and applicants will not be subjected to reprisal, harassment, intimidation, threats, coercion or discrimination because they: (1) file a complaint with the Company or government agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any law requiring equal opportunity for disabled persons and Protected Veterans; (3) oppose any act or practice made unlawful by any law requiring equal opportunity for disabled persons and Protected Veterans; or (4) exercise any other employment right protected by the Vietnam Era Veterans' Readjustment Assistance Act of 1974 or Section 503 of the Rehabilitation Act of 1973, or their implementing regulations. The company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the Company's legal duty to furnish information.

RESPONSIBILITY:

With the support and concurrence of top management, Maddison Burton, MSHRM, Director of Human Resources is the person responsible for implementing our affirmative action efforts to ensure that the principle of equal employment opportunity is understood, followed, and a reality in our Company. All employees are responsible to act in accordance with the Company's EEO policy, and are encouraged to assist the Company's affirmative efforts in support of its EEO policy. All members of management must be familiar with this policy, must fully support it, and are responsible to apply these principles in good faith. This statement is posted to provide applicants and employees with knowledge of the Company's commitment to assure equal employment opportunity, and it may be sent to subcontractors, including vendors and suppliers, as notice of our EEO/AA efforts and as a means of requesting appropriate action on their part. The EEO/Affirmative Action Plan for Disabled Workers and Protected Veterans is located in the office of Human Resources and, upon request, may be reviewed, absent the data metrics, by applicants and employees on weekdays during normal working hours.


Lawrence Samuels (Oct 5, 2021 10:59 PDT)

Lawrence Samuels, PhD
Executive Director

Auxiliary Services Agreement

Exhibit A- Scope of Work

1. Term Period of Work under this Agreement:
2. Description of Scope of Work:
Note if proposal or document is attached with scope of work.
3. Compensation terms for the Work: e.g. (hourly, flat rate); (maximum compensation), reimbursable expenses at actual cost up to (maximum amount) and for what.
4. Any other noted terms:
5. Any IT terms and rates are included or attached: