

United Academics Proposal
Memorandum of Understanding: Continuation of Remote Work

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Each bargaining unit member is responsible for determining whether they return to in-person work.

Until a vaccine conferring immunity against COVID-19 is available to bargaining unit members, bargaining unit members not deemed essential personnel will be presumed to be working remotely unless they voluntarily elect to return to in-person work. Bargaining unit members who previously elected to return to in-person work may choose to transition to remote work at any time. No retaliation, including discipline or a reduction in FTE, will result from the decision to remain remote or transition to remote work.

Bargaining unit members may challenge their designation as essential personnel via the grievance process outlined in Article XXII of the Parties' Collective Bargaining Agreement.

Bargaining unit members are responsible for working with their immediate supervisor(s) to formulate plans that ensure that their work can be accomplished successfully whether it be remote or in person, with the understanding that the bargaining unit member retains their academic freedom in regard to their teaching and scholarship.

For United Academics:

For The Employer:
