

September 29, 2021

UAOSU Proposal
Immediate Transition to ~~and from~~ Remote Work

A bargaining unit member ~~will work with their~~ **will be permitted to** immediately ~~supervisor to in~~
~~the determination of a continuity plan for their work~~ **transition to remote work, provided their**
work can be performed remotely, for any of the following reasons:

- They have been directed to quarantine by the Employer or a public health agency
- Their child has been directed to quarantine by their school district, or a public health agency, or their child's school has closed or shut down due to COVID outbreaks
- A member of the bargaining unit member's household has been required to quarantine by their employer, school, or by a public health agency.

~~The continuity plan as approved by the supervisor may include transitioning some or all~~
~~portions of the bargaining unit member's work to remote.~~ **Bargaining unit members should**
immediately inform their supervisor of the required transition to remote work. Bargaining unit
members and supervisors will work collaboratively in the development of a plan to **either**
remain remote or transition back to in person work after the required quarantine time has
ended.

Bargaining **unit** members whose work cannot be performed remotely, or who wish instead to
use any applicable paid leave should contact their supervisor or a Human Resources
representative to begin the leave request process.

Supervisors must explicitly let bargaining unit members know in advance if their work, including
classes they are teaching, is not eligible for transition to remote work in the event of a
quarantine.

In order to determine eligibility in advance, supervisors may ask bargaining unit members to
participate in creating an emergency transition plan for their work. If the supervisor does not
provide feedback, the faculty member can use this transition plan as is.

No faculty member shall be required to assume the in-person duties of another faculty member
who has been directed to isolate or quarantine. Any faculty member who does assume the in-
person duties of another shall receive compensation prorated at their salary rate, overload
compensation, or equivalent workload release from other duties.

This Memorandum of Understanding represents the joint agreement between the Parties and
will remain in effect through Academic Year 2021-22.