

October 15, 2021

1 **UAOSU Proposal**  
2 **Immediate Transition to and from Remote Work**

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4 Faculty will use their best judgement in determining a course of action in emergent situations,  
5 such as those listed below, and will not face discipline for reasonable decisions -- for example,  
6 cancelling an in-person class session under short notice.

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8 A bargaining unit member will then work with their immediate supervisor in the determination  
9 of a continuity plan for their work for any of the following reasons:

- 10  
11 ● They have been directed to quarantine by the Employer or a public health agency  
12 ● Their child has been directed to quarantine by their school district, or a public health  
13 agency, or their child's school has closed or shut down due to COVID outbreaks  
14 ● A member of the bargaining unit member's household has been required to quarantine  
15 by their employer, school, or by a public health agency.

16  
17 The continuity plan as approved by the supervisor may include transitioning some or all  
18 portions of the bargaining unit member's work to remote. Bargaining unit members and  
19 supervisors will work collaboratively in the development of a plan to either remain remote or  
20 transition back to in person work after the required quarantine period time has ended.

21  
22 Bargaining unit members whose work cannot be performed remotely, or who wish instead to  
23 use any applicable paid leave should contact their supervisor or a Human Resources  
24 representative to begin the leave request process.

25  
26 Supervisors may ask bargaining unit members to participate in creating an advance continuity  
27 emergency transition plan for their work.

28  
29 Typically, no faculty member shall be required to assume the in-person duties of another  
30 faculty member who has been directed to isolate or quarantine. Any bargaining unit member  
31 who is assigned by their supervisor to assume the in-person duties of another faculty shall  
32 receive compensation prorated at their salary rate, overload compensation, or equivalent  
33 workload release from other duties.

34  
35 This Memorandum of Understanding represents the joint agreement between the Parties and  
36 will remain in effect through Academic Year 2021-22.