



Dear USA Members,

The administration cannot change our contract with an email. That's NOT how Collective Bargaining Agreements work.

Yesterday, at around 3 p.m., staff members received an email from Bill Brady that provided misinformation about the flexible and remote work options. This misinformation included:

- A false assertion that flexible work arrangements must be approved by the Provost or relevant Vice Chancellor, when our contract specifically states that that it is an employee's **supervisor** who may grant flexible options, as long as the proposed schedule will not interfere with day to day operations.
- A false assertion that a flexible work schedule is temporary, when our contract doesn't address how long the period of time can be for.

Here's the language in our contract, once again:

Article 8 Workweek and Work Schedules, section D:

Upon request of a bargaining unit member, **the supervisor may grant, for a specific period of time, a flexible personal work schedule**, so long as the bargaining unit member can demonstrate that the proposed schedule will not interfere with or detract from **the delivery of services provided** or the **day to day operation** of the department. Request for a flexible work schedule **shall not be unreasonably denied**.

Because we believe these false statements amount to an illegal repudiation of our collective bargaining agreement, USA has filed a demand with the administration to cease and desist from misrepresenting the contract. We will update everyone after we hear back from the university with regard to our cease and desist demand.

For now, if you are planning to request flexible (or remote) work options over the next few months, **please review the step-by-step guide attached that we outlined a few weeks ago** and let us know if you have any questions by replying to this email.

Don't hesitate to make the same request you would have made before Bill Brady's email—our contractual rights are still the same. Keep your request respectful, and immediately

report any unreasonable denials to us. We've all given so much to this university during this pandemic, and we will insist that they honor their signed agreements with us.

In Solidarity,

Leslie Marsland, President