

University rejects language changes proposed by the Union, and counter-proposes replacing current language in the CBA with the following language:

Presented on 05.07.25

Article 8 Section 10: Temporary Campus/Workplace Closures

The University will provide reasonable notice, when foreseeable of the transition to remote work due to a closure. Non-essential staff with hybrid/remote schedules will be expected to work and will be paid their regular rate of pay for their scheduled work hours during the closure period. These employees can request to use their accrued vacation or personal time if they are unwilling or unable to work from a remote location. Management reserves the right to deny use of time due to operational needs.

All non-essential employees who work on campus without the ability to perform their work from a hybrid/ remote location are not expected to work or report to campus during a temporary building or campus closure. Staff will be paid at their regular rate of pay for their scheduled work hours during the closure period.

The University shall provide the Union with a list of bargaining unit members deemed essential by November 15 of each year. The determination of which employees are deemed essential shall be made by the University and shall not be subject to the grievance and arbitration procedure herein.

Unit members deemed essential shall be compensated two-and-a-half (2.5) times the regular salary rate for all hours worked up to a maximum of eight (8) hours during their regularly scheduled shifts and one half (1/2) hour thereafter or before. All other time worked shall be compensated at their applicable overtime rate.