same day.

- x It is expected that group meetings will be held in person when possible, with an option for virtual attendance for remote workers when it will not L Q W H U I H U H Z L W K W K H P. H H W L Q J ¶ V H I I H F W L Y H Q H V
- x Effective collaboration and meetings.

4. Remote work will be available for Eligible Employees at the discretion of the unit leader with consideration for employee's ability to fully perform their work, employee needs and the overall goal to maintain a robust, fully engaged campus climate. Both individual and communal needs should be assessed when considering remote work requests, but it is expected that D P D M R U L W \ R I D Q H P S O R \ H H ¶ V Z R U N W L P H L V R Q F

5. Unit leaders and supervisors will make equitable decisions on opportunities I R U 5 H P R W H : R U N Z L W K L Q W K H L U X Q L W D Q G Z L W K R X characteristics. However, equitable decision-making does not guarantee identical results in every instance or across units.

B. Should University leadership determine that exigent circumstances exist, such as a natural disaster or pandemic, temporary or intermittent Remote Work assignments may be approved by a unit without a Remote Work Plan or Remote Work Agreements. Employees sho

medical leave, disability or religion should be referred to the designated Human Resources Partner.

11. Disagreements between employees and supervisors regarding a Request for Remote Work will be resolved pursuant to the Employee Grievance Process.

12. Remote Work is voluntary and is not an entitlement or condition of employment at the University. Accordingly, colleges/units retain the discretion to change Remote Work Plans or Remote Work Agreements as needed. Supervisors are encouraged to consult with their designated Human Resources Partner prior to revoking or revising a Remote Work Agreement. To the extent possible, supervisors will provide sufficient advance notice to employees of a change to a Remote Work Plan or Remote Work Agreement.

13. The University will not incur any additional expense in accommodating Remote Work such as operating costs, office and computer equipment, home maintenance, internet, cee W* n BT /F2 .