

Memorandum of Agreement

COVID Impact Bargaining Spring 2022 Semester

The parties recognize that this memorandum of agreement constitutes the full, final and complete agreement related to COVID-19 impact bargaining for the Spring 2022 Semester as of March 2, 2022.

Remote Work Options

The following terms represent the University's current practices.

The parties understand that some individuals cannot work in person for health reasons. If a bargaining unit member believes they have an underlying medical diagnosis that requires a reasonable accommodation which may result in working remotely, the bargaining unit member may seek a reasonable accommodation through the Accessibility & Accommodations Division of the Office for Access and Equity. The Division shall confirm receipt of the request within 24 hours and will facilitate the reasonable accommodation request in a timely and reasonable manner consistent with the Accessibility & Accommodations Division Procedures. The Division shall review each request consistent with its Procedures and relevant CDC guidance regarding qualifying conditions as indicated in the Division Procedures. Appeals related to the determination of the Accessibility & Accommodations Division may be submitted in accordance with the Division's Appeal Procedures.

For those working in-person, the parties recognize the need for short-term flexibility around unexpected personal circumstances associated with COVID—for instance, if the individual or a family member becomes ill, if local P-12 schools shift to a remote format, if daycare facilities close and so on. If an individual is unable to work a day or two in person for a personal COVID-related reason, the bargaining unit member may request to make alternative arrangements for work, which could include working remotely or providing alternative assignments to students, etc. The individual shall seek approval of his/her/their supervisor regarding these short-term changes.

In case such alternative arrangements need to be extended beyond one week in duration, the individual shall notify his/her/their supervisor and department executive officer for approval of the extension, and work with the unit on alternative plans, if necessary, for continuation of work.

Initial short-term requests and requests for extensions shall be responded to within seven (7) calendar days and the decisions made by the Employer shall not be arbitrary and capricious.

A shift in the modality of work for the remainder of the semester requires the approval of the unit executive officer and the dean. Such shifts will be approved only in exceptional circumstances.

COVID-19 Exposure Notification

In the event a student participates in the Illinois Department of Public Health's COVID-19 contract tracing program, McKinley Health Center will notify the instructor of record of a possible exposure when the information provided is specific and still within the exposure period for mitigating future disease spread. After notification to the instructor of record occurs, instructors of record shall be given the opportunity to communicate to their students of the possible exposure without revealing any personal identifiable information of the student. This exposure notification system represents the University's

current practice and the notification may be modified or ended once IDPH/CUPHD ceases contact tracing.

Grievance Procedure

The terms of this Memorandum of shall be subject to the grievance procedure set forth in Article XXI of the parties' collective bargaining agreement.

For the GEO



Karla Sanabria-Veáz

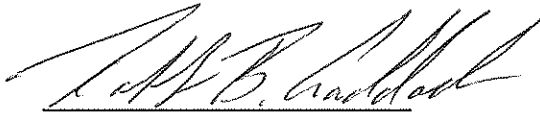


Chelsea Birchmier

03/02/2022

Date

For the University



3/02/22

Date