

New ARTICLE 34. TELECOMMUTING POLICY

Section 1

OPE members are eligible to apply for the [University's Telecommuting Policy](#).

Section 2

A. Eligibility

1. Employees who have completed one-year of full-time service may apply.
2. Employees who are not in good standing (e.g., have performance related or attendance issues), shall not be eligible.

Section 3

A. Review Process

1. Employees are required to provide a minimum of 20 business days of daily work product to establish a baseline for evaluation prior to submitting a request. This requirement may be waived if a baseline already exists and quantifiable work product is readily available.
2. A meeting with the employee, OPE Local 29, supervisor and Labor Relations may be required to review and discuss the workload baseline.
3. All telecommuting proposals require written approval by the employee's supervisor, Dean/Vice President, Labor Relations, and OPE Local 29.
4. The Dean/Vice President may deny, modify, update, cancel any arrangement based on operational needs.

Section 4

Denial of a Telecommuting request, pursuant to this article of the Collective Bargaining Agreement, shall not be subject to the arbitration procedures of the agreement.