

Memorandum of Understanding

Voluntary Remote Work Program
California State University, Monterey Bay
July 26, 2021


This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University (“University”) through its Monterey Bay campus and Academic Professionals of California (“APC”), all of whom are designated collectively as the “Parties” to this Agreement, regarding the implementation of “Voluntary Remote Work Program”. Notice was provided to APC on April 26, 2021. The parties concluded negotiations July 26, 2021.

As a result of the meet and confer, the Parties agree as follows to the following clarifications/additions to the Program which was provided to APC:

1. APC members who cannot effectively work remotely if required to do so pursuant to Section I(D) shall contact University Personnel to discuss alternative options or accommodations. (Examples of Non-Emergency Business Needs are: the Department’s failure to plan for an event when provided reasonable notice, and staffing shortages caused by common occurrences, such as an employee calling in sick or staff reductions due to preplanned leaves).
2. CSUMB agrees employees shall be given twenty-one (21) days’ written notice before a Voluntary Remote Work Program agreement ends, except by mutual agreement or in an emergency.
3. CSUMB shall comply with Article 18 (Evaluation) of the CBA.
4. CSUMB shall comply with Provision 8.1 of the CBA.
5. CSUMB will comply with the CBA and Sections III (B) 1 and 2 of the Voluntary Remote Work Program for work-related expenses as a result of remote work.
6. CSUMB agrees University Personnel and/or Risk Management shall contact APC employees prior to any home inspection.

APC acknowledges that the University has fully satisfied its obligation to meet and confer regarding the above referenced issue. This Agreement does not alter or abridge the rights and obligations contained in the January 31, 2018 - June 30, 2022 Collective Bargaining Agreement between the Parties.

For APC:


Cynthia Brown (Aug 19, 2021 13:31 PDT)

Cynthia Brown, Ed. D, Labor Relations Manager

Aug 19, 2021

Date:



Timothy Collins (Sep 11, 2021 20:08 PDT)

Timothy Collins, Steward

Sep 11, 2021

Date:

For the University:



Natalie King, AVP University Personnel

Aug 19, 2021

Date:

For the Chancellor Office:



Hector Fernandez, Manager Systemwide Labor

Aug 19, 2021

Date: