

## Memorandum of Understanding

California Polytechnic State University, San Luis Obispo  
AY 2021-2022 Repopulation Plan and Telecommuting Guidelines-Revised 2021  
July 28, 2021

This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University (“CSU” or “University”), through its California Polytechnic State University, San Luis Obispo Campus (“Cal Poly”), and the Academic Professionals of California (“APC”), all of whom are designated collectively as the “Parties” to this Agreement, regarding the AY 2021-2022 Repopulation Plan and Telecommuting Guidelines-Revised 2021. Notice was provided to APC on May 7, 2021 and the parties met and conferred via email.

As a result of meeting and conferring, the parties agree as follows:

1. This agreement shall be in effect for Academic Year 2021-2022 only as it pertains to the AY 2021-2022 Repopulation Plan.
2. An employee who has a medical need to work remotely should seek an accommodation via Cal Poly’s Human Resources department. Cal Poly shall provide reasonable accommodations consistent with obligations under the Americans with Disabilities Act.
3. Cal Poly will continue to abide by obligations related to “exclusion pay,” pursuant to the May 5, 2021 Systemwide Repopulation Agreement (“Systemwide Agreement”) between APC and CSU. (Appendix A)
4. APC agrees that the decision to approve or deny an employee’s participation in the telecommuting program cannot be grieved nor appealed. The University agrees that the Union may grieve any decisions it views as arbitrary, capricious and/or discriminatory.
5. Any dispute about the enforceability or terms of this agreement shall be resolved through the Article 10 grievance procedure in effect at the time the dispute arises.
6. Both Parties agree each has fully satisfied its obligation to meet and confer regarding the implementation of the AY 2021-2022 Repopulation Plan and Telecommuting Guidelines-Revised 2021. 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 Board of Trustees of the California State University and APC.

Date: Aug 10, 2021

*Mandy Martin*

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Mandy Martin  
Chief Steward  
Academic Professionals of California

Date: Aug 10, 2021

*Lee O. Norris*

[Lee O. Norris \(Aug 10, 2021 14:45 PDT\)](#)

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Lee O. Norris  
Labor Relations Manager  
Academic Professionals of California

Date: Aug 3, 2021

  
Al Liddicoat (Aug 3, 2021 09:13 PDT)

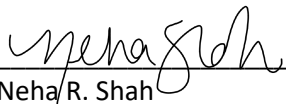
Al Liddicoat  
Vice President for Human Resources and Academic Personnel  
Cal Poly

Date: Aug 3, 2021

  
Adrienne Ratner (Aug 3, 2021 09:11 PDT)

Adrienne Ratner  
Associate Vice President for Academic Personnel,  
Employee and Labor Relations, Cal Poly

Date: 8/3/21

  
Neha R. Shah

Sr. Manager of Systemwide Labor Relations  
California State University, Office of the Chancellor