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
Chief Steward
Academic Professionals of California

Date: Aug 10, 2021

Lee O. Norris
Labor Relations Manager
Academic Professionals of California
Al Liddicoat
Vice President for Human Resources and Academic Personnel
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