

Memorandum of Understanding

This Memorandum of Understanding (“Agreement”) is made and entered into by and between the University of Maine System and all of its campuses, locations, sites, centers, and affiliated entities (collectively the “University”) and the Associated C.O.L.T. Staff of the Universities of Maine (hereinafter the “Union”), collectively (“the Parties”).

The Parties hereby agree to the below:

1. The attached Remote Work Guidelines will be adopted until a new collective bargaining agreement between the Parties is ratified.
2. In applying the Guidelines, the University agrees to follow the general rules below:
 - a. If Administrative Leave time is declared, the University will not differentiate between affected unit members who are working on-campus and those who are working remotely for the purposes of pay under Article 19, Section A (3).
 - b. If a unit member working remotely experiences a power outage and is unable to perform work, they will be paid for the remainder of their shift. The Parties mutually understand that unit members without reliable power won't be allowed to continue to work remotely.
 - c. Either the University or the unit member who is under a remote work agreement may provide reasonable notice of a desire to end the remote work agreement. The parties anticipate that, absent extenuating circumstances, that the reasonable notice period would be consistent with the fourteen (14) day period set forth in Article 9 Section 2 regarding changes to work schedules.
3. The Parties further agree that the facts and circumstances related herein and the conclusions and determinations made by the Agreement shall not establish a precedent or practice for any purpose and shall not become the subject of a grievance, prohibited practice charge before the Maine Labor Relations Board, or other proceeding by any of the parties hereto.
4. This Agreement contains the entire Agreement between the University and the Union with respect to the subject matter and supersedes any prior agreements or understandings between them.

//s// Brian L Berger

Associated C.O.L.T. Staff of the Universities of Maine



University of Maine System

7/22/2021

Date

July 22, 2021

Date