



Systemwide Human Resources
401 Golden Shore, 4th Floor, Long Beach, CA 90802-4210

www.calstate.edu

Hector Fernandez
Manager of Systemwide Labor Relations

Tel.: 562-951-4401
Fax: 562-951-4890
E-mail: hfernandez@calstate.edu

March 16, 2020

VIA U.S. MAIL AND E-MAIL

Mr. Jason Rabinowitz
Secretary-Treasurer
400 Roland Way, Suite 2010
Oakland, CA 94621
jrabinowitz@teamsters2010.org

RE: Temporary Telecommuting Policy, California State University, Bakersfield

Dear Mr. Rabinowitz:

Pursuant to the Collective Bargaining Agreement ("CBA") between the Board of Trustees of the California State University ("CSU") and the Teamsters Local 2010 ("Teamsters 2010" or "Union"). Please be advised due to the current Covid-19 pandemic California State University, Bakersfield ("CSUB") intends to adopt the enclosed temporary telecommuting policy, effective immediately.

Please advise the undersigned by April 16, 2020 whether Teamsters 2010 intends to meet and confer regarding the temporary telecommuting policy.

Sincerely,

Hector Fernandez
Manager of Systemwide Labor Relations

CSU Campuses
Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy

Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego

San Francisco
San José
San Luis Obispo
San Marcos
Sonoma
Stanislaus

Mr. Hector Fernandez
Telecommuting Policy
CSUB
March 16, 2020
Page 2 of 2

Enclosure

cc: Christina Checel, Associate Vice Chancellor of Labor Relations, CSU
Chancellor's Office
Julie Doi, Director of Labor and Employee Relations, CSU Chancellor's Office
Kellie Garcia, AVP Human Resources, California State University, Bakersfield



CSU Bakersfield

Business and Administrative Services

Office of Human Resources

Mail Stop: 37 ADM
9001 Stockdale Highway
Bakersfield, California 93311-1022

(661) 654-2266
(661) 654-2299 FAX
www.csub.edu/bas/hr

TEMPORARY TELECOMMUTER AGREEMENT

Name of Telecommuter: _____ Employee ID: _____

Title: _____ Division/Dept: _____

Bargaining Unit: _____ Circle one: Exempt Non-Exempt

Both California State University Bakersfield ("University") and the Telecommuter acknowledge and agree that home based telecommuting or working from a University provided property is voluntary for both parties, must be approved in advance, and may be discontinued by either party at will and without cause, unless the University requires the employee to telecommute in the case of emergency business need. The University encourages departments to consider ways of implementing social distancing as a method to minimize the spread of the COVID-19 virus (referred to throughout this document as the current health situation). One such option for social distancing is telecommuting on a temporary basis where management has determined that such temporary telecommuting is appropriate and viable.

Employees ("Telecommuters") who are authorized to perform work at off-site work locations must meet the same standards and professionalism as is expected for California State University Bakersfield employees at onsite work locations in terms of job responsibilities, work products, customer and public contact. The Telecommuter also agrees to abide by all applicable policies and procedures of the University or within the employee's department.

This Temporary Telecommuting Agreement (Agreement) should be used in all instances in which management has determined that an employee may temporarily telecommute as a means of social distancing. In addition, in an employee already has an existing telecommuting agreement in place, this Temporary Telecommuting Agreement should be used instead of modifying an existing agreement because this Temporary Telecommuting Agreement provides the flexibility needed to adjust to any changing circumstances as the current health situation continues to evolve.

This Agreement is between California State University Bakersfield and _____ ("you"), and must be signed and approved by the employee's appropriate administrator and the appropriate dean or vice president of the unit.

This Agreement supersedes any prior Telecommuting Agreement in place between you and the University (if any). When management determines to end your temporary telecommuting

arrangement as described in this Agreement, and if you had a Telecommuting Agreement in place immediately prior to this Agreement, you should discuss with management whether any further telecommuting is appropriate.

If further telecommuting is deemed appropriate by management, a new Telecommuting Agreement should be prepared and signed. Note that having successfully engaged in temporary telecommuting pursuant to this Agreement does not require management to agree to any future telecommuting.

1. We (California State University Bakersfield and you) agree that you will temporarily telecommute on the following schedule: the following days: _____ with the following frequency (such as each week, every other week, each month, etc.) _____, beginning on _____ and not to exceed _____ (maximum April 10, 2020). You understand that this agreement to permit you to telecommute is a temporary measure only, and will be reviewed continuously during the period in which California State University Bakersfield encourages social distancing as a measure intended to minimize spread of the current health situation. Accordingly, the University may alter this schedule or end the temporary telecommuting agreement at any time in its discretion.
2. You agree to maintain a presence with your Department while temporarily telecommuting. Presence may be maintained in the manner and using the technology, directed by the Department, which remains readily available, such as by personal or university owned desktop or laptop computer, mobile phone, email, messaging application, videoconferencing, instant messaging and/or text messaging at all times during the times the Department expects or requires you to work. You are expected to maintain the same response times as if you were at Regular California State University Bakersfield Work Location. You will make yourself available to physically attend scheduled work meetings as requested or required by the Department.
3. This temporary telecommuting arrangement will begin on _____ and will remain in effect unless altered or terminated at any time described in paragraphs listed above. While temporarily telecommuting, you will work just as if you were in your Regular Work Location and maintain productivity, performance, communication and responsiveness standards as if you were not temporarily telecommuting. This Agreement does not change the basic terms and conditions of your employment at California State University Bakersfield. You will perform all of your duties as set forth in your job description, as well as those additional and/or different duties that the Department may assign from time to time. Further, you remain obligated to comply with all University (As well as the Department's) policies and procedures.
4. If you are a non-exempt employee, you are not to work overtime without prior approval from your appropriate administrator, and you are required to take your rest and meal breaks. You are required to notify your manager within one business day if you believe you were unable to a rest or meal break on a day on which you telecommuted.

5. You will be solely responsible for the configuration of and all of the expenses associated with your telecommuting workspace and all services unless the Department expressly agrees otherwise. This includes ensuring and maintain an ergonomically appropriate and safe telecommuting worksite.
6. All injuries incurred by you during hours you are working and all illnesses that are job-related must be reported promptly to your appropriate administrator. Additional information concerning the University's workers compensation process is found at <https://www.csub.edu/bas/hr/WorkersComp/index.html>.
7. The Telecommuter agrees to abide by the licensing regulations and restrictions for all software under license to California State University Bakersfield. The Telecommuter agrees to protect the University information from unauthorized disclosure or damage and will comply with federal, state, and University rules, policies and procedure regarding disclosure of public and official records. The University will not be liable for damages to the Telecommuter's property that may result from participating in the telecommuting program. The Telecommuter hereby waives all rights to pursue legal action for such damage. Information Technology Services will provide guidelines for the safe use of personal computing equipment and to safeguard university data.
8. The Telecommuter hereby releases the University from liability for the use of personal equipment, as applicable, and off-site workspace or physical conditions associated with the workplace, although it is preferred that university owned equipment is utilized. The University is not responsible for operating costs, home maintenance property or liability insurance, or other incidental expenses (utilities, cleaning services, etc.) associated with telecommuting, the off-site workplace or use of the Telecommuter's home, with the exception of damage resulting from University-owned equipment that has been documented as defective and documented as causing the damage.
9. All benefits and the process to make leave requests must be followed and must be approved in advance by the Appropriate Administrator. The University will pay for charges for business related Internet access and maintenance and repairs for University owned equipment. In order to be eligible for reimbursement, requests for reimbursable expenses must be submitted as applicable, with supportive documentation including appropriate receipts, bills or other verification of the expenses within thirty (30) days after the expense is incurred. Information on how to submit these reimbursements will be forthcoming.
10. The Telecommuter agrees to surrender all University equipment and/ documents immediately upon request.
11. This agreement, unless as stated otherwise above, expires based on the circumstance of the emergency business need. By signing this form, the employee understands the University's Telecommuting Policy and agrees to abide by the terms as set forth in the policy and agreement, or in any policy superseding this policy that has been initiated through appropriate bargaining unit procedures.

Signed and Agreed by:

Employee Signature: _____ **Date:** _____

Print Name: _____

Appropriate Administrator Signature: _____ **Date:** _____

Print Name: _____

Associate Vice President/Dean Signature: _____ **Date:** _____

Print Name: _____

Approved

Not Approved

**Please email completed Temporary Telecommuter's Agreement Form to
Kellie Garcia, kgarcia@csb.edu, for final approval by the
AVP of Human Resources & Administrative Services**

AVP, Human Resources & Administrative Services Signature: _____

Print Name: _____ **Date:** _____

Approved

Not Approved