

ARTICLE 32
FLEXIBLE WORK ARRANGEMENTS

- A.** Librarians may request a flexible work arrangement (e.g., telecommuting).
- B.** Librarians should request this arrangement according to local library procedures or practices. The University is supportive of flexible work arrangements when the arrangements meet the objectives of the University as well as the employee's needs.
- C.** Denials of written requests for flexible work arrangements shall be in writing and shall include reason(s) for the denial, which shall not be arbitrary or capricious. If questions about the denial of a flexible work arrangement are still outstanding, Librarians may appeal to the next level of supervision or local library Human Resources.
- D.** This article is not subject to grievance or arbitration.