

## REMOTE WORK

Positions will be posted as fully in-person, fully remote, or hybrid options. Employees may request a specific hybrid work schedule (i.e., a specific number of days remote and a specific number of days physically present, or a specific short-term or temporary remote schedule), and such requests will be granted to the extent operationally feasible ~~and consistent with the requirements for physical presence as determined by the employee's manager.~~ **Current hybrid schedules for those departments that provide ongoing remote work will not be altered without prior discussion at the Labor-Management Committee.**

~~Employees may request a specific hybrid or remote work schedule (i.e., a specific number of days remote and a specific number of days physically present) on a short-term or ongoing basis, and can be for a position or for specific tasks or duties, and such requests shall not be unreasonably denied.~~

The Employer maintains the right to modify both the schedule and the designation of the position (i.e. remote/hybrid/in person), based operational needs. In the event that a current remote/hybrid/in-person work schedule or designation is altered by the Employer, the Employee will receive at least two weeks' notice of the change in schedule prior to implementation. The Employer will **continue to provide a monthly reimbursement for remote work and further will** reimburse the Employee for ~~any~~ expenses related to remote work consistent with the requirements of California law.