

CPPW makes the following proposal on Hybrid and Remote Work on April 4, 2024. CPPW reserves the right to modify or adjust as negotiations continue so long as no TA has been reached.

**ARTICLE ____
HYBRID AND REMOTE WORK**

Section 1, General. CPPW employees shall have the right to an equitable and accessible workplace and be permitted to complete their work fully remote unless otherwise stated in this agreement or as determined by the Joint Labor and Management Committee.

- (a) Remote work as default meets the diverse needs of employees in the Union, supports an efficient workforce, advances Citywide climate goals, and establishes the City as a model employer. Employees may choose to work a fully remote, partially remote, or fully in-person schedule depending on their unique needs including but not limited to (a) disability (b) dependent care needs (c) extended or unsafe commute to City reporting location (d) position type and job duties.
- (b) Supervisors will meet with employees to complete hybrid and remote work agreements at least one (1) time per calendar year to assess any accommodation needs necessary for in-person work to occur at the employee's City reporting location.

Section 2, Changes to Remote and Hybrid Work Designations. Changes to an employee's remote and hybrid work schedule result in a material, substantial, and significant change in working conditions, and as such, these determinations cannot be made unilaterally without Union participation.

- (a) Should any change be considered, the party requesting the change shall provide notice of not less than 60 days and shall provide a rationale for the change. The other party may challenge the requested change. If the parties are not in agreement, the matter shall be resolved by a recommendation from the Joint Labor and Management Committee to Human Resources.