

MEMORANDUM OF UNDERSTANDING
Between the Lecturers' Employee Organization (LEO) and the University of Michigan
Regarding COVID Impact

The Union and the University have a mutual interest in exploring the impact the COVID-19 Pandemic had on Employees and how this may impact the instructional landscape at the institution moving forward.

The Parties agree to meet in a Special Conference pursuant to Article VI, Union-Employer Conferences, of this Agreement to discuss employment-related concerns and issues associated with changes in the instructional landscape arising from the COVID-19 Pandemic. This Special Conference will be held no later than July 1, 2022.

Nothing in this Special Conference will obligate the Parties to negotiate or in any way change or alter any of the provisions of this Agreement, or the rights of either the University or the Union under the terms of the Agreement. Nothing discussed or expressed during this Special Conference shall impair or supplant the Union's right to grieve in accord with Article X, Grievance and Arbitration Procedure.

Use of remote modality instead of Employee absence

To maintain pedagogical stability, Employees shall have the right to request that a class for an in-person course be taught remotely in situations when the in-person class may be cancelled or taught by a substitute teacher. A reasonable request shall not be denied.

Modality as an Accommodation

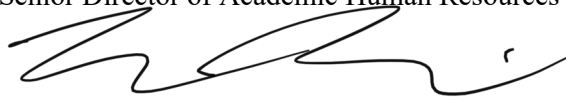
Any requests regarding a change in modality as an accommodation for a personal disability is subject to the interactive process under MoU 9 (Accommodations for Employees with Disabilities) of this Agreement.

Student Evaluations - Emergency (possibly to be inserted in XIX.A)

To be cognizant of the very challenging personal situations created by an emergency, an Employee's negative or uncharacteristically low student evaluations shall not become a factor in the Employer's decisions for retention and promotion across the duration of an emergency; however, this section shall not limit the ability of an academic unit to supervise Employees.

Alexandra S. Matish

Alexandra Matish, Associate Vice Provost and
Senior Director of Academic Human Resources



Eric Beuerlein, LEO Vice President
Lecturer Employees' Organization

9/16/2021

Date

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Date