

COVID-19 and GE work: hours, evaluations, materials

Acknowledgement and accommodation for GEs in different time zones

Article 10, section 1 defines standard working hours as “Monday through Friday, 8 a.m. - 12 p.m. and 1 p.m. - 5 p.m.” GEs reserve the right to refuse to work hours which fall outside of the standard working hours delineated in the contract and departments shall make accommodations to meet these needs, regardless of the time zone in the GE’s location. Working outside standard working hours shall not be considered a solution for remote work or unsafe workspace issues.

Course evaluations and job evaluation by department

Modifies Article 12 (Evaluation), section 2

Considering the significant disruptions to teaching and the challenging circumstances that Graduate Employees face in the context of the COVID-19 pandemic, student evaluations of GEs conducted during AY20-21 shall not be considered in GE employment evaluations or future hiring decisions, unless a GE requests that they be considered. These provisions may also apply to any future terms subject to remote delivery and/or socially distanced in-person delivery as a result of the COVID-19 emergency.

Control of GE-produced materials

All course content and course delivery materials created as a result of a transition to online, remote, or hybrid/HyFlex instruction shall remain the property of the creator and may not be used by the University without the express written approval of the creator.