

Tentative
Agreement
6.10.2025

ARTICLE XX

CURTAILED OPERATIONS

Section XX.1:

The University shall recognize that specific meteorological circumstances produce adverse transportation and personal safety issues for Graduate Employees. The University shall commit to announcing UNH facility curtailment or closure by 4am on the date of inclement weather or as soon as possible in advance of or during in-progress workdays. The University shall define inclement weather as weather which means the University is or is expected to be, unprepared for parking, pedestrian traffic, and/or local road conditions preclude the continuation of bus service and/or there are utility and power outages that impact our working environment.

Curtailed operations may also occur independent of a specific meteorological circumstance and campuses, Cooperative Extension offices and other off-campus work sites may make decisions regarding curtailed operations independent of each other.

Section XX.2:

When a decision to curtail operations is made, GEs are not expected to report to work in person unless they are designated as "Essential Staff" as defined in Article XX.2. If a GE is not designated as "Essential Staff," GEs should not report to work at campus locations.

GEs will only be designated as Essential Personnel ~~when they have~~ during work assignments which require they attend to organisms, experiments, facilities and equipment, or other responsibilities that require specific attention at pre-designated times when failure to attend to their work on location during the period of curtailed operations would substantially ~~interrupt or interfere with the successful completion of their assigned duties~~ harm organisms, experiments, facilities or equipment. Further, the University shall attempt to minimize the need for GE work during curtailed operations. Any GE designated as Essential Personnel must be provided advance notice of the designation as Essential Personnel and the reason for the designation. GEs should receive and acknowledge this designation in writing from their supervisor [college or department] and listed in the GE's Appointment Notification if known in advance together with the dates during which the designation remains in effect. Essential Personnel are expected to maintain their normal work schedule, or adjusted schedules required due to unexpected disruption, unless or until otherwise notified. All Essential Personnel designations must be approved by the appropriate Dean.

UNH Counter proposal to
UNH-GEU-UAW Counterproposal 3-18-25

April 1, 2025 *Revised* May 13, 2025

If inclement weather circumstances as described in Section XX.1 reasonably affect a GE's ability to commute, and the University has made no curtailment announcement regarding inclement weather, remote work shall be considered an acceptable work modality for the GE. GEs are expected to notify their supervisor of the need to work remotely in such circumstances.

Section XX.3:

GEs and their supervisors are encouraged to have a curtailed operations plan in place to determine which tasks can be done remotely. If a GE has the ability to work from home and there are tasks that can be performed remotely during a curtailment, it is expected they will complete tasks consistent with their appointment and/or a curtailed operations plan. Laboratory work using hazardous materials or processes is not permitted during curtailed operations due to increased risk of power interruptions and delays in emergency response.

Section XX.4:

Technology does enable alternatives to in-person meetings during curtailed operations, and instructors have the autonomy to choose how they handle curtailed operations for each class based on the learning outcomes and point of progression of the course. Please check with your supervisor (or, when appropriate your Department Chair or Program Chair) if you have any questions about what makes sense for your assigned courses.

When the University is declared closed, GEs are not expected to work for the duration of the closure.

GEU - VAW

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