

TENTATIVE AGREEMENT # 7

ARTICLE XV – MISCELLANEOUS ITEMS

Section 1. Personnel Files

Employees shall have the right to review their complete personnel file maintained by Human Resources upon request. Employees shall not add or remove items from their file and may not remove it from the College's premises. Personnel files will be centrally maintained by Human Resources.

Section 2. Individual Dealing

The College shall not bargain changes to wages, benefits, and other terms and conditions of employment with bargaining unit members directly or on an individual basis that contravene this Agreement.

Section 3. Access to Campus Facilities

Unit members are permitted to utilize the College's academic, fitness, athletic and museum/performing arts facilities on the same terms as tenure-line faculty.

Unit members shall have access to College vehicles for College specific travel, in accordance with College policy and on the same terms as other College employees.

Section 4. Parking and Mass Transit

Unit members shall be provided a campus parking pass for each of the unit member's vehicles on the same terms as other College employees. Unit members will have the same access to electronic vehicle chargers as any other College employee.

Unit members will continue to receive access to the Capital District Transportation Authority on the same terms as other College employees.

Section 5. Campus Store and Dining Facilities Discount

Unit members shall be provided a discount on all purchases at the College's campus store and at the College's dining facilities on the same terms as other College employees.

Section 6. Remote Work

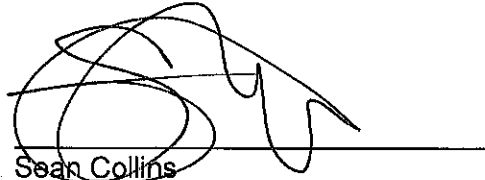
In the event of campus closure or delayed openings (for snow or other reasons), unit members will be expected to follow instructions from the Dean of Faculty or designee in the same manner as other faculty. If the Dean of Faculty or designee provides an option of teaching remotely or cancelling class, an employee will not be penalized for either choice.

Unit members shall never be required to teach or work remotely using their own personal equipment.

Agreed to: October 13, 2023



Robert F. Manfredo
On behalf of Skidmore College



Sean Collins
On behalf of SEIU Local 200 United

