

AFSCME-UMES Summer Telework Agreement

May 21, 2025

This agreement memorializes that UMES and AFSCME agree that certain actions need to be taken and bargained in order to create cost savings on campus.

Starting May 23, 2025, AFSCME and UMES agree that employees occupying AFSCME covered job classifications that teleworked during the COVID-19 pandemic shall begin teleworking every Friday through August 8, 2025. The said dates, May 23, 2025 – August 8, 2025, gives UMES an opportunity to analyze cost and services benefits whether positive or negative.

After August 8, 2025, AFSCME eligible and covered job classifications that teleworked during the COVID-19 pandemic, may request to telework on other dates beyond what is specified in this document, with supervisory approval.

If an employee already has a telework agreement in place, this side letter supplements the existing telework arrangement which does not require further review or approval under this agreement .

This agreement does not waive AFSCME's rights to bargain over a larger, broader campus telework article for its membership per SB 9.



05 / 30 / 2025

For UMES



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For AFSCME Council 3

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