



Straight Talk On Flexible Work Arrangements

Myth

Reality

“Flexwork@RU is going to end August 31, 2024”

Date set by UHR is no longer relevant for URA

Seasonal Flexible Work Arrangements Require High-Level Approval

Similar to Ad Hoc Arrangements, your Department Head is able to approve Seasonal Arrangements

“We can’t have flexible arrangements in my department”

All unit employees are eligible to request Flexible Work Arrangements.

“New workers can’t have flexible work arrangements”

New staff should complete a flexible work agreement.

“The boss decides who can flex work when and how much”

Must be based on departmental needs analysis & team agreement



ura-aft.org/flex

Don't Rely On Myth

Our Contract Says: “Requests for flexible work arrangements shall not be unreasonably denied.”

Labor produced