

**ARTICLE 34**  
**FLEXIBLE WORK ARRANGEMENTS**

- A. Librarians may request a flexible work arrangement (e.g., telecommuting).
- B. Librarians should request this arrangement according to local campus procedures or practices. The University is supportive of flexible work arrangements when the arrangements meet the objectives of the University as well as the employee's needs.
- C. Denial of a flexible work arrangement request shall not be arbitrary or capricious.
- D. This article is not subject to grievance or arbitration.