

ARTICLE XX
ACCESS NEEDS

Red is language from Union's 6-30-25 proposal
Yellow is new University language

Section A. General Provisions.

1. Employees with disabilities have a right to an accessible workplace. The **University Corporation** shall provide reasonable accommodations to ~~such-qualified~~ **with disabilities** ~~satisfy access needs for~~ Employees **with disabilities** to enable them to safely perform their assigned duties and ~~including but not limited to, those disabled or become disabled and need assistance to safely perform the assigned duties of their job.~~ to provide them with an equal opportunity to participate in the workplace. The **University Corporation** is committed to providing equal opportunities for Employees with disabilities.
2. Employees with disabilities may at any time request a reasonable accommodation through their local accommodations coordinator. A reasonable accommodation is any change or adjustment to a job or work environment that would permit a person with a disability to perform the essential functions of the job.
3. When an Employee requests a job-related accommodation, it is their responsibility to obtain and submit supporting medical documentation from appropriate healthcare providers. ~~Where appropriate, provisional accommodations may be put in place while an Employee is obtaining supporting documentation. Employees will~~ **may be granted reasonable provisional accommodations for up to 30 days with reasonable extensions as necessary in the University's discretion.** ~~at least ninety (90) days.. Employees will be granted accommodations pending their submission of documentation within one year. The Corporation may withdraw accommodations which have not been supported with documentation within one year.~~
4. The **University Corporation** shall engage in the interactive process with the Employee **within ten (10) business days of receiving an accommodation request** and provide reasonable accommodations **as soon as feasible** that do not cause an undue burden, consistent with state, federal, and local law as well as University policy.
5. ~~An Employee has the right to Union representation at any discussion or process determining how access needs will be satisfied.~~ To resolve disability issues that may arise

involving Employees, University Disability Resources may work in collaboration with local human resource offices, the Office of Labor and Employee Relations and the Union.

Section B. Training

Employees and supervisors may seek guidance from University Disability Resources ~~or an equivalent body,~~ on any issue relating to disabilities and the process for and consideration of accommodations.