

UA Staff Alliance
Compensation Working Group
2012-2013 Suggestions

#1 - FLEXIBLE WORK SCHEDULE

Proposition/Justifications of Benefit:

- A. We propose the Parten memorandum dated May 15, 2005 be updated and formalized by UA proper to allow for a more flexible work schedule for UA employees.
- B. The most convenient schedule would be a 4/10 schedule based on the typical 40 hour work week with a staffing rotation, or possible 30 minute lunches with an afternoon or morning off as a rotation. Benefits include:
 - potential for staffing outside of the typical 8-5 schedule, benefitting our students who often are in class or at work during those business hours. (customer service benefit)
 - decrease in gasoline costs if driving to work one day less per week and less congestion/parking issues on crowded campus lots and facilities (value benefit)
 - potential for a decrease in child-care costs for those employees with children(value to employee) depending on daycare facility used
 - flexibility for the employee to take care of their own business during typical business hours on their additional day or half-day off (time benefit)
 - allow for more family time
- C. We further propose the option of working from home is added to this as an alternative schedule. With the technology UA retains today it is very easy to access Banner and other programs from home. Were this option available at least one day a week, many positions could support this option and allow employees the following:
 - to work in the safety of their home as opposed to commuting in inclement weather during the winter months.
 - a savings in gasoline for those same employees, adding money in their pocket with no output from the university system. This particular document (pp. 3-4) refers primarily to summer months but the true need could just as easily be argued for winter safety reasons.
 - ability for parents to stay at home with sick children but still be productive and earn wage as opposed to using leave

Summary:

In closing, these benefits cost the university system nothing but provide true value to the employee. In fact there are a number of employees working for the university and actually living outside of the state. Some of these measures benefit the university system and the

students as well with no compromise to customer service or productivity. See memo noted below for example of UAA offer in prior years.

Sources:

University Regulation 04.05.020(D) (1) (b)

2005 Memorandum from J. Parten, UAA HR Director RE: Flexible Work Hours

Additional Questions:

- How many employees are currently working on an alternate schedule?

Additional Research:

- Conduct an employee survey