

Resolution on Remote Work

Sponsored by ASEC and Suzanne Broadberry, Assembly Representative for District 467

Whereas, the University of Wisconsin-Madison [2005 policy on telecommuting](#) recognizes “the value of telecommuting for both employee and employer;”

Whereas, in a campus-wide communication on March 26, 2021, the Provost and Vice Chancellor for Finance & Administration stated, “Faculty and staff have done an exceptional job working on and off campus to provide instruction, outreach, conduct research, and support our community during the pandemic;”

Whereas, concerns about the public health threat of COVID-19 are not waning as new variants of the disease continue to rise in Wisconsin and throughout the world;

Whereas, one way to limit the possible spread of COVID-19 in onsite workspaces involves working remotely;

Whereas, Madison Metro Transit will continue to operate [at a reduced capacity](#) compared to service levels prior to the COVID-19 pandemic at least through August 2022;

Whereas, the current draft of the Remote Work Policy states that all existing remote work agreements in effect must be re-executed no later than the end of August 2021;

Whereas, work units will need to have the time and material resources to identify the space required to properly enforce needed physical distancing to limit the possible spread of COVID-19 at work;

Whereas, academic staff make up the largest group of employees potentially affected by post-pandemic policies related to remote work;

Therefore, be it resolved that the Academic Staff Assembly of the University of Wisconsin-Madison supports maintaining existing flexibilities as denoted in [Unclassified Personnel Policies and Procedures 14.01: Standard Hours and Alternative Work Schedules for Academic Staff, Faculty and Limited Appointees](#);

Therefore, be it further resolved that the Academic Staff Assembly of the University of Wisconsin-Madison request the Chancellor, Provost, and Vice Chancellor for Finance and Administration enable those Academic Staff who, since March 2020, have demonstrated that they can perform their job responsibilities satisfactorily through remote work to be given a

reasonable amount of time, extending beyond August 23 as needed by schools/colleges/divisions to transition back to their onsite workspace;

Therefore, be it further resolved that the Academic Staff Assembly requests that the Office of Human Resources provide the Academic Staff Executive Committee with an annual review of the policy and a report on its effectiveness, including the number of requests approved and denied, for three fiscal years after the policy is implemented;

Therefore, be it further resolved that the Academic Staff Assembly asks the Vice Chancellor for Finance and Administration and the Office of Human Resources to charge a committee, with shared governance involvement, to examine potential hybrid working models for UW-Madison employees going forward.