

TELECOMMUTING

3.40090 BP
BOARD POLICY

PURPOSE	<p>The Board of Trustees authorizes the Chancellor to establish, implement, and administer the District Telecommuting Policy in accordance with state and federal laws. The District's Telecommuting standard operating procedure and process for telecommuting shall be set forth in the Telecommuting Procedures, incorporated herein by reference.</p> <p>Telecommuting permits an employee to work remotely for all or part of the employee's workweek. It is a work alternative that is appropriate for some classifications of employees (i.e., staff and administration) and some positions which requires supervisory approval and a written agreement. Telecommuting is an option when circumstances (i.e., health or emergency closure) warrant it. Telecommuting allows employees to continue to be a results-based work environment where highly engaged staff and administration can continue business continuity, while being sustainable and productive.</p> <p>This policy does not change the nature of the employment relationship or the terms and conditions of employment as outlined by District policy. Nothing in this policy or related procedure is intended to create a contract of employment or to otherwise alter an employee's employment relationship.</p>
APPLICABILITY	<p>This policy applies to regular, benefits-eligible, full-time staff and administrators.</p>
OVERSIGHT	<p>The Telecommuting Program shall be managed by Human Resources and set forth in the Telecommuting Procedures. Metropolitan Community College may discontinue, limit, reduce or change the telecommuting program at any time.</p>
POLICY MODIFICATION	<p>This policy may be modified or revoked at any time at the sole discretion of MCC's Board of Trustees.</p>
REFERENCE	<p>3.40090 DP Telecommuting District Procedure</p>