

**UNIVERSITY REGULATION**  
**PART IV – HUMAN RESOURCES**  
**Chapter 04.01 - Uniform Personnel System**

**R04.01.051. Telework**

This regulation applies to work outside of the primary university-provided workplace during scheduled work hours for one or more days a week on a regular basis. This regulation does not apply to faculty who are on sabbatical or other approved leave, or to faculty who, consistent with their approved workload, are physically present to teach in the university setting and to maintain reasonable office hours at the primary university-provided workplace.

A. Telework is an arrangement in which the university permits an employee to work during scheduled work hours at an alternate location that is remote from the primary university-provided workplace. Under this arrangement, the employee maintains close contact with his/her supervisor and coworkers through various forms of communication technology and fulfills all performance expectations.

1. Telework arrangements are at the discretion of the university and require written approval as follows.
  - a. All arrangements for telework require approval of the supervisor and the department dean/director, in consultation with appropriate human resources personnel.
  - b. \

for approval of a telework arrangement include the following:

nature of the work shall be such that face-to-face direction or interaction with others is minimal or may be scheduled to permit working. Tasks that benefit from uninterrupted work time are suitable for telework, such as writing, editing, reading, analysis, design work, and computer programming.

work must be compatible with the operational and customer service needs of the department or program.

- c. The overall impact of the employee's total time out of the university-provided workplace must not adversely affect the mission of the department or program.
- d. Taxes, insurance, and administrative costs incurred to maintain an employee who works outside of the state of Alaska must be identified and budgeted by the department or program. Statewide human resources will charge the department or program for all fees associated with the work activity outside of Alaska.
- e. Telework must not subject confidential records to unauthorized disclosure.
- f. The need for specialized material or equipment must either be minimal or flexible.

supervisor.

3. Overtime work for a non-exempt employee must be pre-approved in writing by the supervisor. An employee who works overtime without advance written approval is subject to discipline.
4. The employee shall obtain supervisory approval before taking leave in accordance with university policy. The university, as a public agency, has policies and practices established pursuant to principles of public accountability under which certain employees accrue annual leave and sick leave and may be placed on leave without pay for absences when accrued leave is not used.

#### D. Telework Location and Safety

1. The employee shall maintain an appropriate alternate work place. The university is not responsible for any costs associated with setup of a home office or the tax, insurance and other legal implications for the business use of an employee's home. The responsibility for understanding and fulfilling all such obligations shall rest solely with the employee.
2. The university may inspect the alternate workplace.
3. The employee shall immediately report to the supervisor any job related injuries.
4. The university is not responsible for injury to any other perso

## F. Information Security

1. Employees shall comply with all laws, rules and procedures applicable to university employment, including Regents' Policy and University Regulation 02.06, and shall safeguard all information that has not been disseminated to the public, including confidential records and proprietary university information that is accessible from their alternate work location.
2. Employees shall ensure that appropriate security mechanisms are present and