



SALUS

UNIVERSITY

Remote Working Program Manual

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The Remote Working Arrangement Program at Salus University offers a flexible work schedule and the ability to work offsite at an approved home office location, given the employee meets and adheres to the requirements described in this manual.

Salus University retains the right to terminate this program at any time at its sole discretion. If it is terminated, employees working remotely will be asked to return to their jobs within the university office setting. Also, if an employee's work performance or behavior is not acceptable, the supervisor may pursue the disciplinary process and/or require the employee to return to work onsite at the university. If the employee does not return on the agreed upon date, this will be deemed a voluntary resignation and will be treated as such per university policies and procedures.

Employees who request to utilize this program do so based on having been provided information about the program and the pros and cons of working remotely.

Introduction

Purpose

The purpose of the Remote Working Program Manual is to provide guidelines for both managers and employees interested in remote work.

Definition

A Remote work arrangement in which an employee performs their regular work at a Remote Workplace, for a specified portion of the workweek, or the entire workweek. The program may be utilized at the departmental managers' discretion and is not an employee benefit or right.

The Remote work program should not be viewed as a substitute for dependent care. The university expects that remote employees will arrange for dependent care. It is the employees' responsibility to ensure that they are fully able to complete their work assignments and to interact with university personnel over the phone or internet meeting in a professional environment.

A formal Remote Work Agreement is required in Human Resources for a recurring schedule of over two months. Remote work agreements must be kept on file with the Office of Human Resources.

Intention

Remote work is intended to create conditions that will enhance the capability of both the employee and the university to meet/exceed the stated goals and objectives more effectively.

Benefits & Disadvantages

The Remote Working Program is not designed for every employee. The lure of household chores and family distractions can easily undermine performance. However, when implemented successfully, employees can experience increased productivity, savings on commuting costs, a better work/life balance and enhanced morale.

Program Overview

Remote Work Agreement

Employees interested in participating in the Salus' Remote Work Program must complete the *Remote Working Arrangement Request* and submit it to their supervisor for approval processing.

Expectations for Participation

Eligibility to participate in a Remote Work Arrangement is conditional upon agreement from the employee that he or she will be able to establish a proper working environment and have the skills necessary to perform their tasks assigned independently. Some important items to consider include:

- The Remote Work Program is not to be used as a substitute for childcare or other personal responsibilities. It is important to ensure that dependent care obligations or other family obligations do not interfere with work.
- It is expected that employees who work remotely will devote all of their effort to university business while working at the alternative workplace. Disruptions such as personal visitors during work hours are not acceptable, and personal telephone calls should be kept to a minimum.
- The supervisor or designee will need to approve annual and sick leave in advance when being taken during times scheduled to work at home.
- All remote employees are required to obtain their supervisor's approval prior to working overtime.
- The supervisor must approve any changes to the employee's work schedule in advance.
- University equipment and files will be required to be returned to the university if work from home is terminated by either the employee or the university.

The employee:

- Must have the ability to perform all essential functions of the position from the Remote Workplace.
- Must have the ability to provide an appropriate work environment at home, which meets university standards such as setting up an ergonomically correct workstation.
- Must possess productive and organized work habits.
- Must have both strong verbal and written communication skills.
- Must be able to adhere to assigned work hours.
- Must comply fully with the university's attendance and time recording procedures and will accurately report and record all working hours.
- Must maintain an annual performance appraisal rating of at least "Meets Expectations" or "Exceeds Expectations."
- Must be reliable, maintain confidentiality and work well independently.
- Must adhere to all university policies, procedures, and guidelines.
- Must attend mandatory and other requested meetings on campus, including training sessions, workshops, etc.
- Must possess independent problem-solving abilities.
- Must maintain an appropriate level of professional demeanor and represent the university with respect and dignity.

Salary, Benefits and Onsite Meetings

Remote Work Program employees' salary, job responsibilities and benefits will be identical to those of employees not working remotely. In addition, employees approved for the program agree to comply with all existing position requirements of their regular onsite office setting as well as any newly established requirements in the future. There may be times employees will be asked to come to the office on a day when they were scheduled to work from home. Some of these instances include departmental staff meetings, training sessions, etc. Employees are required to attend these events on the university campus.

Supervisor Responsibilities

- The supervisor must advise employee of final determination (approval or denial) of the remote work request based upon the decision of the Dean, Director, or Department Head (DDDH) or designee.
- The supervisor will decide tasks to be assigned to the employee. Work assignments for the Remote Workplace will be handled in the same manner as they are for the Central Workplace.
- The supervisor will be responsible for assigning specific work hours to each employee working remotely. The number of working hours will be monitored regularly.
- Work hours determined by the supervisor will be communicated to team members, clients, and co-workers.
- The supervisor will be tasked to clearly define performance requirements and standards that are measurable and results oriented.
- The supervisor will regularly monitor and communicate regarding the employee's performance in accordance with departmental and university policy.
- If an employee's behavior or performance is not satisfactory, the supervisor has the right to terminate the program and/or recommend disciplinary actions as appropriate in accordance with university policy.

Confidentiality

Sensitive university information should not be removed from university facilities without explicit written authorization by appropriate university management. Such information includes, but is not limited to files, employment and financial records.

Sensitive information is governed by various State and Federal laws and regulations as well as university policies and includes any and all information that, if released, could cause harm to the university by virtue of such release. Therefore, university employees, without exception, must adhere to such policies and regulations and maintain confidentiality of such information at all times.

Therefore, individuals working remotely are required to understand and abide by all university's policies and procedures.

Workspace and Work Site Inspection

The employee must ensure that the home office is a separate space set aside to allow the employee to work efficiently.

The university has the right to visit the employee's home to ensure that the designated work location meets safety, ventilation and ergonomic standards. Such visits will not be scheduled without giving the employee a 24-hour prior notice and will be conducted during normal business hours.

The university does not pay for costs associated with working at home, such as internet, electrical, heating, A/C, etc.

Remote Work Equipment

The university may provide equipment such as computers, laptops, tablets, printers, communication devices, and software needed to perform the employees' work assignments. The equipment must be protected against damage and unauthorized use. Equipment must be used for official University business, be managed and supported by University IT, and its use must comply with the University Technology policies and standards.

University provided items remain the property of Salus University and must be returned to the university upon request. In case of extended illness, resignation, or termination; or if the program ends, it is the employee's responsibility to personally return all university equipment.

The following safeguards must be followed:

- Maintain appropriate physical security for computers and computing devices storing or transmitting confidential, highly restricted, or restricted information. This is especially important for all storage devices, such as laptops and tablets as well as portable USB drives, CDs, memory cards, cloud storage systems, etc.
- In compliance with University Security Policies and Standards, university data must reside on university equipment and not on personal devices or in personal cloud storage systems.
- Ensure that no one else has access to the university equipment.
- Connect to Salus University internal network through the university's virtual private network (VPN) prior to performing job responsibilities on your officially assigned computer.
- Keep the operating system and malware protection current by installing the latest security patches and updates.

Additional minimum recommendations if a home wireless network is being used:

- Change the default administrator password for the wireless router. The password should be difficult to guess and aligns with the Salus Password Standards.
- Turn on the highest level of encryption supported by your wireless router and the devices connecting to it (e.g., WPA2/AES, etc.). The encryption keys should be long and difficult to guess.
- Change the default SSID and associated password.
- The wireless router's built-in firewall should be enabled.
- Regularly update your wireless router software through the manufacturer.

The university, as needed, will provide remote employees with office supplies. Employees' out-of-pocket expenses for other supplies will not be reimbursed unless prior written approval of the manager has been received. The university will repair and replace damaged university equipment unless it is lost, damaged or stolen through the employee's negligence or abuse.

Employees must inform their immediate supervisor, the Vice President of Human Resources, the Director of Safety & Security and/or the Director of Network Safety & Security if a computing or storage device is lost or stolen.

Travel and Home Expenses

Travel and mileage between home and office will not be reimbursed.

Salus will not be responsible for operating costs, home maintenance, or any other incidental cost (e.g., utilities) associated with working remotely from the employee's residence. For example, home-related expenses such as construction, renovations, heating/air conditioning, lighting, or electricity are not reimbursable. The university will also not be responsible for the maintenance and/or repair of personally owned equipment utilized for Remote work arrangement.

Accidents and Injuries

The university will be responsible for any work-related injuries under Pennsylvania workers' compensation laws, but this liability is limited to injuries resulting directly from work and only if the injury occurs in the designated work area during the assigned work hours. Any claims will be handled according to the normal university procedure for Workers' Compensation claims.

As stated in the workers' compensation laws, the university will be responsible for injuries at the work home site, if the site is ergonomically maintained. The employee is responsible for any injuries and liabilities arising from his/her own negligence.

Any time an accident or an injury occurs, whether or not the employee wishes to seek medical care, it must be reported to the Office of Human Resources. This should be done by the supervisor and employee, if available, as soon as possible. For additional information regarding the reporting process, see University policy regarding Workers Compensation.

University's Right to End a Remote Work Arrangement

The university or department manager has the right to end arrangements for working remotely at their sole discretion with a fourteen (14) day prior written notification. If the employee chooses not to return to their campus work location on the expected date, failure to do so will be considered a voluntary resignation and will be treated as such under university standard policies and procedures.

Insurance

The employee agrees to carry a sufficient amount of homeowner's or renter's insurance to cover loss or damage to the equipment provided by the university, in the event that the university deems such a loss or damage is the employee's responsibility. Employees who work remotely from their home should consult with their insurance company or broker to purchase a business pursuits type rider on their homeowner's or renter's insurance policies. Current policies may be null and void without these riders or endorsements as a result of the workers' compensation coverage that is provided by the university for work related injury while on work time.

Conditions & Terms of Remote Work

Conditions and terms of employment will not change for an employee participating in Remote Work. Salary, benefits, vacation, leaves, and other rights and responsibilities will be equal to those of an employee working onsite.

Remote employees are subject to and must abide by all university and departmental policies and procedures. University policies governing the use of university equipment, facilities, including but not limited to, software, support services, internet, telephones, vehicle, etc. shall apply at the home work site.

Performance Evaluation

The employee will participate in and be subject to the university performance evaluation process of goal setting, review and evaluation as do the Central Workplace employees. As part of the on-going supervisory and management activities, the employee will discuss with their supervisor the specific work assignments, time expectations for completion of such assignments, and will review these goals and objectives as necessary. The employee's assigned work will be completed according to procedures agreed upon by the supervisor in accordance with guidelines and standards set forth in the employee's performance evaluation document, and in accordance with departmental and university policies and procedures. Work performance expectations will remain the same as for those employees who work at the Central Workplace.

Management Controls

The employee will comply with established management directives, which will include, but are not limited to:

- In person meetings with management as requested and/or required.
- Regular ongoing communication with supervisor.
- Participation in staff meetings (via phone or in person).
- Submittal of periodic written activity/status reports, as required by the supervisor.

Sick Days, Vacation, Floating Holidays, and Leaves of Absence

Any use of sick days, vacation time, or personal time must be approved by the supervisor. The employee must obtain prior approval for leave usage, in accordance with established university procedures. All leave must be reported as per policy.

Privacy

The employee acknowledges that the university-provided electronic mail, all forms of electronic data communication systems, voice message systems, electronic storage systems, and computer systems utilized for university business are not private and may be monitored, reviewed, or searched by the university.

Amendments

The remote assignment may be amended, modified or supplemented by the department or university, as necessary, to conform to the department's needs or desires in connection with the remote employee's alternate workplace arrangements, to conform to changes in the policy or procedure, or as otherwise necessary to address business needs or to comply with laws, rules, or regulations.

Program Agreement

Nothing in this agreement shall be deemed to create any right, interest, or expectancy of continued employment.