

April 21, 2009

President Erskine B. Bowles  
The University of North Carolina  
910 Raleigh Road  
P.O. Box 2688  
Chapel Hill, North Carolina 27515

Dear President Bowles:

After careful analysis, study and consideration the Staff Assembly respectfully requests your endorsement for a flexible scheduling policy that provides staff from all UNC campuses options for completing their required 40 hour work week. As retaining quality employees is a UNC Tomorrow stated goal, the Staff Assembly believes providing administration and supervisors across the UNC system a standardized policy for flex time implementation is advantageous at this time for the following reasons:

1. Flex time, along with the attached Core Hours Concept, allows administration to use available staff effectively and efficiently. For example, staggered hours permit offices to be open for longer than eight hours. It also provides for non-traditional manning of critical areas providing better service for faculty, students, staff, and the community.
2. During the present time of added economic stress when few perks can be afforded staff, this policy is family friendly regardless of life juncture and would have a positive effect upon employee morale.
3. Flex scheduling provides the impetus for better use of existing staff and encourages cross training as well as team building.
4. In areas plagued with traffic congestion during normal peak commuting times, staggered work times could help make employees' commutes safer and more efficient as well as provide a more effective use of the scarce parking options.
5. Employees with more flexibility and control over their work schedules are found to be happier, more efficient, and less likely to be leave employment. This also addresses issues raised in the UNC Tomorrow Response.
6. A comprehensive and carefully implemented flex time policy would demonstrate how the UNC system is open to innovative approaches to make the best use of all of its resources.

The Staff Assembly understands such a policy would not be grievable as flexible scheduling is not possible in all areas. This type of scheduling is already working quite well on some UNC system campuses. The Staff Assembly feels the flex schedule concept is a "win-win" proposition, providing cost savings, less stress on the workforce and leads to a happier, qualified, content employee population.

Signed on Behalf of the Staff Assembly

Kelley Eaves, Chairman