

Staff Senate Resolution
November 18, 2020
Staff Alternative Work Options

Adopted November 18, 2020 by Staff Senate. The vote was 21 in favor of adopting the resolution and 1 not in favor of the resolution. Staff Senate had quorum for the meeting.

Whereas Arkansas State University is committed to providing a safe and productive learning and working environment for students, staff, and faculty, and

Whereas the cases of COVID-19 are increasing at an exponential rate in Jonesboro, Craighead County, the state of Arkansas, and the Mid-South region, and

Whereas **All Staff** at A-State are considered essential to the mission of the university, but recognize that staff have different responsibilities, roles, and working conditions, and

Whereas many A-State staff were able to successfully work remotely during the period of time when campus had limited operations from March-July 2020, and

Whereas reducing the number of students, faculty, and staff on-campus is recommended to help control the spread of the coronavirus at A-State and in the wider community-at-large;

Be it therefore resolved, that the Arkansas State University Staff Senate on November 18, 2020 requests that the A-State administration provide alternative work options where feasible from November 30-December 18, 2020 to ensure the safest possible environment for staff, students, and faculty.

Staff Senate recommends that all possible alternative work options for limiting staff on-campus be utilized, including, but not limited to: remote work from home, rotation of staff in units and offices, offices and departments form partnerships to allow for consolidated staffing solutions, and part-time staff and student workers also be considered vital in unit staffing plans.

Staff Senate recommends that supervisors should be given latitude to make decisions about alternative work options and staffing their units and offices while focusing on the recommendation to reduce staff on-campus.

~~Staff Senate recommends a bonus or stipend for essential front-line staff working in isolation/quarantine COVID-19 areas when the university is fiscally sound and able to provide such compensation. (Amended to remove this statement prior to voting on the resolution due to limitations and policies from the state of Arkansas related to classified staff and compensation.)~~

Staff Senate recommends the A-State administration consider alternative work options for the start of the Spring 2021 semester if needed based on local, state, and regional COVID-19 conditions at that time.