Governors State
U N I V E R S I T Y

Resolution No. 23-13

Resolution regarding Approval to Waive Initial Reading of and to Publish for Comment Proposed Regulation Regarding Remote Work and Alternative Work Schedules

WHEREAS, The Board of Trustees of Governors State University (the "Board" and "University," respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain the University in accordance with the rights, powers, and duties vested by law in the Board; and

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one of whom is a University student selected by student peers; and

WHEREAS, Section 15-100 of the Illinois Governors State University Law, 110 ILCS 670/15-100, authorizes the Board to "use flexible hour positions"; and

WHEREAS, Section 15-100 of the Illinois Governors State University Law, 110 ILCS 670/15-100, further provides that a "flexible hours position is one that does not require an ordinary work schedule and includes but is not limited to: (i) a part-time job of 20 hours or more per week, (ii) a job which is shared by 2 employees, or (iii) a job with a compressed work week consisting of an ordinary number of working hours performed on fewer than the number of days ordinarily required to perform that job" and such other positions as the Board may define as flexible hour positions (collectively, "Flex Positions"); and

WHEREAS, The Board seeks to ensure the University's status as an employee of choice in the region and seeks to promote work-life balance for University employees; and

WHEREAS, The Board finds that the way in which employees work is continually evolving as technology becomes more sophisticated and society changes and, thus, Flex Positions should

1

include, among others, alternative work schedules and alternative work locations (*i.e.*, "remote work") where appropriate; and

WHEREAS, The Board finds that the consideration of a new Human Resources-related Regulation (*i.e.*, the "Proposed Regulation" attached hereto as **Exhibit A**) formally to codify the concepts of Flex Positions and remote work opportunities and clarify that the creation and administration of Flex Positions as administrative in nature and best determined by the president, is in the best interests of the University and its employees;

Now, therefore, it is:

Resolved, that the Board waives the complete recitation, or first reading, requirement set forth in Board Regulations Section I.C.1 with respect to the Proposed Regulation due to the extensive length of the Proposed Regulation.

Resolved, that a true, accurate, and complete copy of the full text of the Proposed Regulation be posted for viewing by the University faculty, staff, and student body (the "University community") on the University's myGSU portal; and that a notice of where on the myGSU portal the Proposed Regulation may be found be sent out to members of the University community.

Resolved, that a true, accurate, and complete copy of the full text of the Proposed Regulation be distributed to the presidents of the University Civil Service Senate, University Faculty Senate, and the University Student Senate for distribution to their respective members.

Resolved, that members of the University community wishing to submit their views and comments on the Proposed Regulation may do so in writing either (1) through the comments feature on the myGSU portal page where the Proposed Regulation is posted; or (2) by submitting them to the Office of the General Counsel (Office of the General Counsel, Attn: Therese King

Nohos, 1 University Pkwy – G364, University Park, IL 60484; GeneralCounsel@govst.edu) at least ten (10) days prior to the Board's December 9, 2022 meeting (*i.e.*, by November 29, 2022).

Resolved, that the Board authorizes the Administration to take all other or additional actions necessary to effect this Resolution and its intent.

Approved October 21, 2022

Angela M. Sebastian, Chair
Board of Trustees

James Kvedaras, Secretary
Board of Trustees