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Recommended Policies on Alternative Work Schedules, undated

Commission for Women

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The University of Tennessee, Knoxville
Commission for Women

University of Tennessee, Knoxville
Recommended Policies on Alternative Work Schedules

The Commission for Women strongly urges that UTK adopt a policy that provides opportunities for alternative work schedules for UTK employees. Recognizing that the traditional 8 a.m. - 5 p.m. work day for all employees is often not desirable for individual employees, creates enormous transportation congestion, and limits the availability of services provided, alternatives that could be responsive to each of these problems should be considered.

As the attached summary prepared by Dr. Ray Mundy indicates, there are several variations on the traditional work schedule. His survey indicates the impact on transportation of each and addresses generally the personal and service advantages as well. The Commission for Women feel emphasis should be given to the advantages that either staggered hours or flextime would provide for all UTK employees. While many examples of the advantages accruing from flexible work schedules could be enumerated, the Commission for Women would point to one in particular. If true equality of opportunity for all women is to become a reality, some flexibility in both work and family demands must be established. Flextime or staggered work schedules would provide flexibility in work demands for women and for men that would undoubtedly make the successful combination of work and family needs far more likely. This opportunity alone, in the opinion of the Commission for Women, should be enough to justify the adoption of such a policy.

Thus, the Commission for Women recommends that UTK adopt a policy providing options for staggered and flexible work schedules, wherever possible, for all UTK employees.