



COUNTY OF DANE

DEPARTMENT OF ADMINISTRATION

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GREG BROCKMEYER
DIRECTOR OF ADMINISTRATION

July 6, 2020

Brian Standing
Employee Group #1871

RE: Telecommuting Agreement Grievance

Dear Mr. Standing:

The grievance is denied. Upon review of the Step 3 Grievance filed on June 26, 2020, EGR 1871 advances three separate arguments it believes should result in the rescission of the Dane County Telecommuting Agreement. For the reasons stated below, the arguments are without merit.

First, EGR 1871 fails to recognize that non-performance can and does lead to discipline in some cases. See generally, Civil Service Work Rule I ("Work Performance"). The Telecommuting Agreement does not alter either the current process for grieving disciplinary actions or the ability to challenge such decisions when they occur. This argument attempts to preemptively challenge or foreclose the imposition of discipline for performance-related issues for those who telecommute.

Second, the Telecommuting Agreement does not prohibit the use of paid time for EGR activities as long as such time is approved and documented in accordance with the EBH and the APM.

EGR 1871's third argument highlights the fact that there was a separate temporary agreement between ADRC employees and the Department of Human Services ("DHS"). Under the agreement, DHS specifically included the following language: "Management will not end this trial period without just cause." The Trial Period in the agreement was defined as being the period between November 1, 2019 through February 28, 2020. Currently, the temporary telecommuting arrangement is still ongoing as the parties have not yet evaluated the arrangement as contemplated in the agreement.

Contrary to the EGR's claim, Dane County's Telecommuting Agreement does not end the ability of ADRC employees to telecommute. Furthermore, developing a countywide policy that standardize telecommuting is an essential piece of ensuring fairness and consistency countywide. Therefore, rather than rescinding the Telecommuting Agreement, I have asked DHS to work with EG 1871 to incorporate any necessary terms into the Agreement. Once this is complete, DHS shall reissue the Telecommuting Agreement to ADRC employees.

If you have any questions, you may contact me at (608) 266-4519.

Sincerely,

A handwritten signature in black ink, appearing to read 'Greg Brockmeyer', with a long horizontal line extending to the right.

Greg Brockmeyer
Director of Administration