

Memo: Temporary Telecommuting Arrangements

Due to the current COVID-19 (coronavirus) outbreak, many employees are inquiring about the ability to work from home. (organization) is implementing voluntary temporary telecommuting arrangements for employees whose job duties are conducive to working from home but who do not regularly telecommute. However, there are some positions at [Company] that require the employee to be physically present in the workplace. These employees are defined as essential personnel.

Essential personnel include the following positions:

[Insert position titles]

Essential personnel are expected to report to work as scheduled unless otherwise notified. Regular leave policies and procedures should be followed for employees who are unable to report to work.

Positions approved to work from home temporarily include the following:

[Insert position titles]

Additional positions may be considered on a case-by-case basis.

These arrangements are expected to be short term, and [Company] will continue to monitor guidance from health officials and the need for remote work arrangements. Employees should not assume any specified period of time for telework, and [Company] may require employees to return to regular, in-office work at any time.

Should the current health crisis warrant, [Company] may require all employees, with the exception of essential personnel, to work from home. Employees should be proactive with management in preparing for these circumstances to ensure employees have the resources necessary to work remotely.

Employees who work from home are required to follow the standards and expectations outlined in the attached Remote Employee Acknowledgement Form. This acknowledgement will become a permanent record in your personnel files and violation of this agreement will result in disciplinary action up to and including termination.

Attachment: