

**ROSEVILLE PUBLIC LIBRARY**  
**REMOTE WORK POLICY DURING PANDEMIC**

This remote work policy is implemented due to the COVID-19 pandemic and public health guidelines, including MIOSHA's Emergency Rules effective October 14, 2020, requiring work from home when feasible. This policy will be reviewed or rescinded when public health guidelines or business needs change.

This policy outlines guidelines for employees who work from home. All remote work must receive prior approval from the Library Director. Approval for remote work will be based on the nature of the employee's duties and needs of the library. Not all positions are appropriate or feasible for remote work.

To ensure that employee performance will not suffer during time working remotely, employees are encouraged to:

- Choose a quiet and distraction-free working space
- Have an internet connection that's adequate for their job
- Dedicate their full attention to their job duties during working hours
- Adhere to all meal and rest break and attendance schedules agreed upon with their department manager and in compliance with state law
- Ensure their schedules overlap with those of their team members for as long as is necessary to complete their job duties effectively

Your assigned work schedule while working remotely will be the same as it is for in-person work, unless changed by the Department Coordinator and approved by the Library Director. Department Coordinators should schedule regular meetings with employees working remotely via telephone conference call or videoconferencing.

Employees working remotely must follow all library policies applicable to in-person work. Non-exempt employees must follow all applicable policies regarding meal and rest breaks, approval for overtime, and timekeeping. Off-the-clock work is prohibited.

The Library will provide remote employees with equipment that is essential to their job duties, like laptops, headsets and cell phones (when applicable.) VPN and required software will be installed on equipment issued to employees.

Equipment that is provided to employees remains the property of the Library. The Library retains control over the property and reserves the right to monitor Library property even when used at the

**ROSEVILLE PUBLIC LIBRARY**  
**REMOTE WORK POLICY DURING PANDEMIC**

employee's remote location. Employees must keep all Library property safe and avoid any misuse. Equipment supplied by the Library is to be used for business purposes only. Employees must take proper measures to secure Library information, assets and systems.

Upon termination of employment, all Library property must be promptly returned to the Library.

Adopted by the Roseville Public Library Commission December 14, 2020