

## TELEWORK UPDATE

CWA has had several meetings with representatives of the Civil Service Commission, the State and with other Unions to discuss a permanent Telework Program rule. There are several issues with the current pilot policy that CWA must address.

First and foremost, the current policy does not include an enforceable appeal process for those employees who have been denied participation in the program. The current policy only allows us to appeal to the Civil Service Commission. We are seeking a fair, enforceable appeal process that would not just result in an unrealistically high legal standard or a rubber stamp of a department's denial for an individual or a group of workers. CWA continues to advocate for the ability to quickly mediate and arbitrate the denials.

Secondly, the program was to be designed to be inclusive. We are looking to eliminate those groups who have been identified as ineligible and enable more employees the right to apply to telework. Determinations need to be based on an individual's ability to perform their duties remotely. We understand that not every position allows for this.

Lastly, we believe the permanent rule should allow individual departments the latitude to expand the telework program where practicable.

We have not been given **any** indication that the Telework Program will be canceled at the end of June. The new policy will be referred to as a Civil Service regulation, governed by N.J.A.C. Title 4A. As with any new or amended regulation, the Civil Service Commission is required to publish the proposal and allow for public comment prior to voting on adoption.

CWA members will mobilize during the public comment period to ensure our voices are heard and our priorities are reflected in the final regulation.

It may be necessary to extend the current policy if a new rule cannot be adopted prior to the June 30 expiration date. We will continue to provide updates as we have more information to share.

In solidarity:

Dennis Trainor, CWA District 1 Vice President  
Fran Ehret, NJ Area Director  
Kathy Hernandez, President, CWA Local 1031  
Micky Santiago, President, CWA Local 1032  
Gaye Palmer, President, CWA Local 1033  
Adam Liebttag, President, CWA Local 1036  
Ken McNamara, President, CWA Local 1037  
Shawn Ludwig, President, CWA Local 1038  
Michele Long Vickers, President, CWA Local 1040