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| What Does Flex Time Mean? |
| Accommodating our families and our lives |
| For faculty- Simply how we work |
| It is hard to say who is vs. who is non-exempt |
| Faculty may not know what the policies are, but they may find it in the MTA contract |
| Human Resources claims it is not a policy |
| UMass Lowell as an institution is extremely unsupportive of flex time  |
| Ideas of “core hours” |
| With flex time, rigid recommendations are not possible |
| Example: Asked to be on email an extra hour in the afternoon |
| “Always on” email unfortunately  |
| “Can a lunch break work through count?” No. This is not legally allowed. |
| We are perceived as extremely bare bones, working all the time. No one is shrinking their jobs. |
| 4-10 hour days with Fridays off |
| Needs differ from department to department  |
| There is some research on UMass, and Mass sites that is very clear, but it is not very clear at Umass Lowell |
| Flex time depends on the nature of the job |
| Many people in “back offices” would like to be able to work from home  |
| Working from home |
| Flexible daytime hours would be nice even if a worker must be there everyday  |
| Some managers and supervisors allow flexibility and others don’t. It has created resentment in the workplace |
| Issues that arise because of abuse, non-coverage of offices… |
| Flex time-getting hours in. Now- it means work at home. Before- workers HAD to go to work |
| Appreciation for other responsibilities  |
| Someone must always be at work, workers must have coverage, we are understaffed |
| Ability to request shift change |
| Flextime had become more common-on call, stipend, people volunteering  |
| Cross training leverage; back up for people, we need to have this available  |
| Common family situations- kids going to school, elderly parents. We must adjust hours to accommodate our families. Some positions will not allow this. |
| Working with management- asking someone else to cover. Have a solution for the gap |
| How connected can we be? We are given laptops so we are asked to check our emails over the weekend. |
| No continuity across campus and across departments |
| Privilege  |
| High level of trust; honesty |
| Life circumstances; Lifestyle; Being able to go to the rec. center at lunch, and not rushing back because my hour is up |
| We need to change the label of flex-time to WORK, LIFE, BALANCE |
| Understanding of life balance |
| There is no autonomy. A manager spoke about being frustrated at not being given the autonomy to offer employees a flexible schedule. |

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| **What would you like to see here at UMass Lowell?** |
| A system needs to be in place for coverage  |
| Encourage a culture of work-life balance  |
| Compensated for working after hours/weekends – Earned Time Off |
| Hiring flexibility |
| Facetime vs. productivity |
| Maternity leave; Child Care |
| Management understanding class schedules  |
| Job Share |
| Structures for telecommuting  |
| HR Policy/ Contract language |
| Clear understanding of “Department/Supervisor Discretion” |
| Compensation time should be flexible |
| Volunteer hours in community |
| Shorter work week |
| We would like for flex time to be clear and fair |
| Guidelines for Managers/Supervisors; continuity across campus and departments |
| Management/Supervisors understanding the union contract for their employees; supervisors do not receive union communications and know contract language |
| 4 -10 Hour days with a day off |
| Close at Noon on Fridays in the summer |
| Upper administration; leadership to put flexibility on the table; Support |
| Telecommuting |
| Staff meetings to discuss alternate schedules; and open communication |
| Part-time with benefits |