



From time to time really exciting things happen at CPAESS and we will be sending you news splashes to keep you up to date!

Dear CPAESS Staff,

Some of you have asked me questions about Flexible Work Working Arrangements. In particular, those of you working at federal offices/laboratories. Here is what I have been told by UCAR Management:

UCAR/NCAR is in the process of finalizing a policy in support of flexible work arrangements (remote, hybrid and flexible schedules) that create a positive and sustainable work/life balance for employees while positioning UCAR/NCAR as an employer of choice. Implementation details of the policy and associated procedures are anticipated in May 2022.

As federal facilities reopen, UCAR employees deployed to work alongside federal partners are welcomed to explore remote, hybrid, and flexible work, where appropriate, and when in alignment with the science and operational needs of the work conducted alongside the host agency.

We encourage UCAR employees and federal hosts to begin discussions on work arrangements that best suit both the UCAR employee and sponsor project needs.

Ultimately, your work flexibility is going to depend on arrangements that you are permitted at the federal organization you are working with on a daily basis. So, I would encourage you to begin these conversations with your federal supervisor to discover what arrangement might be acceptable to them.

Here are some useful links that might give you further insight into UCAR's process. These are all found on UCAR's Sundog site so you will need to log in with your CIT password (same as Workday) to see these:

- [About UCAR's Reframe, Envision, and Modernize \(REM\)](#)
- [Flexible Work Policy Overview](#)
- [REM Timeline](#)
- [REM FAQs](#)

*****REM update at this Friday's town hall**

I hope you will join us for our next all-staff virtual town hall this Friday, April 22, from 9-10:30 a.m. MDT. As always, leadership will be on hand to answer your Slido questions. COO Steve Gallagher will also provide an update on the status of the REM project, including details on the Flexible Work Policy that is under development, upcoming staff open forums, and training for staff and supervisors.***

This is an evolving process, and I will provide you with more information as it comes to me. Please [reach out](#) if you have any questions. I wish you all a wonderful weekend.

Thanks,

Flame