



## Short Term Telecommuting Agreement

### Employee Information

Name: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

Job Title: \_\_\_\_\_

Department: \_\_\_\_\_

FLSA status:    Exempt    Nonexempt

This short-term telecommuting agreement will begin and end on the following dates:

Start date: \_\_\_\_\_                      End date: \_\_\_\_\_

Temporary Work Location: \_\_\_\_\_

Employee Schedule: \_\_\_\_\_

### The employee agrees to the following conditions:

- The employee will remain accessible and productive during scheduled work hours.
- Nonexempt employees will record all hours worked and meal periods taken in accordance with regular timekeeping practices.
- Nonexempt employees will obtain supervisor approval prior to working unscheduled overtime hours.
- The employee will report to the employer's work location as necessary upon directive from his or her supervisor.
- The employee will communicate regularly with his or her supervisor and co-workers, which includes a weekly written report of activities.
- The employee will comply with all Pittsylvania County rules, policies, practices and instructions that would apply if the employee were working at the employer's work location.
- The employee will maintain satisfactory performance standards.
- The employee will make arrangements for regular dependent care and understands that telecommuting is not a substitute for dependent care. In state of emergency circumstances, exceptions may be made for employees with caregiving responsibilities.
- The employee will maintain a safe and secure work environment at all times.
- The employee will report work-related injuries to his or her manager as soon as practicable.

- The employee agrees that Pittsylvania County equipment will not be used by anyone other than the employee and only for business-related work. The employee will not make any changes to security or administrative settings on Pittsylvania County equipment. The employee understands that all tools and resources provided by the company shall remain the property of the company at all times.
- The employee agrees to protect company tools and resources from theft or damage and to report theft or damage to his or her manager immediately.
- The employee agrees to comply with Pittsylvania County’s policies and expectations regarding information security. The employee will be expected to ensure the protection of proprietary company and customer information accessible from their home offices.
- The employee understands that all terms and conditions of employment with the Pittsylvania County remain unchanged, except those specifically addressed in this agreement.
- The employee understands that management retains the right to modify this agreement on a temporary or permanent basis for any reason at any time.
- The employee agrees to return any and all company equipment and documents within five days of termination of employment.

Pittsylvania County will provide the following equipment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Pittsylvania County will reimburse employee for the following expenses: \_\_\_\_\_

**Requested by:**

Employee signature: \_\_\_\_\_ Date: \_\_\_\_\_

Your Request is:      Approved \_\_\_\_\_      Not Approved \_\_\_\_\_

If not approved, please list reason: \_\_\_\_\_

**Approved by:**

Manager: \_\_\_\_\_ Date: \_\_\_\_\_

Human Resources: \_\_\_\_\_ Date: \_\_\_\_\_

County Administrator: \_\_\_\_\_ Date: \_\_\_\_\_