

## **ASHHRA Telecommuting, Shifts and the Economy**

ASHHRA has had a few requests come in from the membership regarding telecommuting. With gas exceeding \$4.00/ gallon, and \$5.00 insight some are wondering if any one is implementing "work-from-home" situations and/or 4 day work weeks.

Here are some responses from our ASHHRA Board:

Health First - Melbourne, FL

Health First is piloting a program called "Personal Choice Flex Plan", allowing administrative and support departments (nurses/clinical workers already work 3X12 shifts) to choose several options including 4x10 hour days, a 9x80 schedule, or alternating one week of 5x8's and one week of 4x10's.

WakeMed - Raleigh, NC

WakeMed is offering every shift known to man! WakeMed allows working from home, but it is up to each manager to ensure productivity. Many individuals are working 4X10's and 3X12's. Almost all administrative departments allow working from home anywhere from periodically to formal schedules. WakeMed is encouraging managers to be as flexible as possible now that gas prices have skyrocketed.

Intermountain Healthcare, Inc. - Salt Lake City, UT

Intermountain is currently evaluating some work from home options, but has not approved anything yet. Intermountain does subsequently subsidize the cost of the bus/train tickets.

Memorial Hermann Hospital - The Woodlands, TX

Memorial Hermann offers flexible scheduling arrangements

Shodair's Children Hospital - Helena, MT

Shodair has implemented a 12-hour shift in order to cut down driving time as well as some car pooling. They do not allow working from home.

South Bend Medical Foundation - South Bend, IN

South Bend Medical Foundation has had very few inquiries about rising gas concerns. They currently offer a variety of shifts including 12-hour power weekends and 4x10 hour shifts. Employees who have to do a lot of driving as part of their responsibilities are provided a vehicle to use and a few employees are telecommuting.