



For Your Information

August 27, 2020

This message is for all Bozeman Health employees from Human Resources.

Alternative Work Arrangements Extended Through End of 2020

Here's what's happening...

Bozeman Health's Incident Command has reviewed the circumstances that Bozeman Health is currently facing regarding the COVID-19 pandemic and re-evaluated the need for alternative work arrangements (AWA) for employees. It has been determined that the current AWA will be extended through December 31, 2020.

What's next...

Leaders with employees initially approved for an AWA will need to have conversations with their employees and verbally make the agreement to extend the AWA. Leaders are asked to remain flexible in their scheduling and work locations for the remainder of 2020. Approval of AWA is up to the discretion of managers and may not apply to all job codes. Incident Command and the Executive Team will revisit AWA again in mid-December to determine a plan to return employees to their regular work locations.

Here's why...

Our Bozeman Health team is made up of individuals from many communities representing a range of abilities, skills, and life stages. We also recognize and emphasize the need for each of us to prioritize our own health and well-being so we can best care for ourselves, our families and community for the long haul.

If we develop a healthcare workforce shortage, this policy may change.

Questions or comments? Contact your immediate supervisor.