

OUT-OF-STATE STAFF REMOTE WORK CRITERIA CHECKLIST *

To be completed by supervisors of EXEMPT staff who are eligible to work partially or fully remotely and live OUT OF STATE, domestically.

First Name: _____ Last Name: _____
 Staff Job Title: _____ State Staff will Reside in: _____
 Employee ID Number: _____ Supervisor Name: _____

[Visit this link](#) to look up employee ID number in UCPath

POSITION CRITERIA <i>Based on unit mission, objectives, services, and service hours</i>		If No, provide comments below
Position duties can be accomplished effectively without daily on-site presence and/or daily face-to-face, real-time interactions with on-site colleagues, students, faculty, or clients		
Position duties can be accomplished effectively without access to specialized technology and/or equipment including higher internet bandwidth that would require on site work		
Position's remote work aligns with objectives, services, and service hours of school/unit operations		
Position has clearly defined expectations for work outcomes and work quality evaluation		
Vacant position is difficult to fill; utilizing partial or fully remote opportunity to expand talent pool		
STAFF CRITERIA		If No, provide comments below
Staff member is Exempt: <i>If role is nonexempt, staff member is NOT ELIGIBLE to work out of state</i>		
Staff member is UCI career, contract, limited, temporary, or casual/restricted staff		
Staff member has indicated a preference for partial or fully remote work		
Staff member has been advised of the expected work outcomes for completion of position duties		
Staff member has demonstrated satisfactory work performance over the last 12 months <i>If new hire, staff member understands performance expectations</i>		
Staff member has adequate business tools necessary to effectively perform their job partially or fully remotely (e.g., access to internet at own cost, suitable workspace, and any other equipment)		
Staff member is provided same opportunities for remote or onsite work as similarly situated staff in the same team (staff performing similar job duties, with similar client groups, and in similar classifications)		
SUPERVISOR COMMENTS & APPROVALS		
Comments: Note: If any answers above are "No," comment here and consult with department leadership and HR		
Eligible for fully remote out-of-state work based on position and staff criteria above		Fully Remote

Supervisor electronic signature and date: _____

2nd level leader electronic signature and date: _____

HR Policy & Compliance electronic signature and date: _____
 wrpolicy@uci.edu

* A remote work agreement must be signed for all partially or fully remote employees. Refer to [Remote Work Guidelines](#) for detailed information.