Electronic Device Usage (Non-Exempt AFSCME Service staff)
HR-07-10

About This Policy

Effective Dates:
07-01-2012

Last Updated:
05-01-2023

Responsible University Administrator:
Vice President and Chief Human Resources Officer

Policy Contact:
IU Human Resources
askHR@iu.edu

Scope

This policy applies to all Non-Exempt AFSCME Service staff employees (Local 832, Local 1477, Local 1477-01).

Policy Statement

1. With supervisory approval, an employee may access the university's electronic systems using personal or university owned electronic devices available in or designated by the employee's department during work hours in order to conduct university related business. Examples of university related business include accessing the employee's pay stub, reviewing or changing benefits, establishing or maintaining access to university electronic systems, reviewing job postings or applying for jobs on Jobs at IU, and reading IU email notices.

2. Employees are not permitted to use computers designated for students, i.e. student computer clusters, even when they are closed.

3. The university will provide reasonable access to and appropriate training in the use of these electronic systems before requiring their use to conduct university business.

4. Employees shall suffer no loss of pay, benefits or corrective action for problems created by verifiable malfunctions in the university's electronic systems without just cause as provided in the Corrective Action policy.

Procedure

1. Use of electronic devices while operating a vehicle
   a. Anyone operating a motorized vehicle, including personally owned vehicles while engaged in university business will not engage in texting while driving or operating equipment. For more information see the Operation of University Vehicles policy.

2. AFSCME email access
   a. Each AFSCME Local is required to have email access through Indiana University to facilitate electronic communications between IU and AFSCME. The university will provide an email account to the AFSCME Local for this purpose, if requested.
      1. The AFSCME Local President, Secretary, or designee as identified to management will be allowed access to a computer during work hours to check on and respond to IU management emails.

Definitions

Electronic Device: a personal or university owned desktop or laptop computer, mobile phone, tablet, etc.

Sanctions
Managers, supervisors, and employees who violate this policy are subject to corrective action, up to and including separation.

History

May 2023
Updates based on IUE service staff unionization.

February 2021
Updated the staff employee group terms due to Job Framework Redesign Project.

July 2019
Updates made based on union discussions.

In the Spring of 2012, Indiana University administration and AFSCME Council 62 leadership worked to merge the personnel policies covering Service (SM) Staff at Bloomington, IUPUI, and South Bend into one set of policies. This is one of the 27 policies that is the product of their work. Effective July 1, 2012, it brought together the provisions that were the same on all three campuses; eliminated differences when agreement could be reached; and identified those provisions in which differences remained.