



EXECUTIVE ORDER NO. 180

Providing for Flexible Working Schedules  
for State Employees

I, Rudy Perpich, Governor of the State of Minnesota, by virtue of the authority vested in me by the Constitution and applicable statutes, do hereby issue this Executive Order:

WHEREAS, employment practices which provide flexibility in scheduling hours of work often result in increased worker productivity, reduced absenteeism, extended service to the public, improved employee morale, and a more economical and efficient use of energy, highways, and mass transit systems; and

WHEREAS, the State of Minnesota has a responsibility to attract, retain, and insure optimum use of the State's human resources; and

WHEREAS, flexible working schedules enhance the quality and dignity of working life by offering employees more control over their working time and the ability to accommodate personal and family life needs as well as work needs;

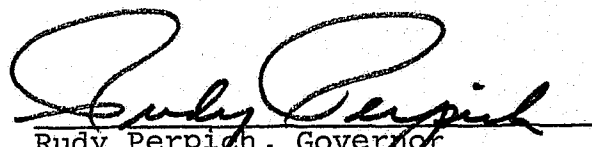
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NOW THEREFORE, I authorize the State of Minnesota to take action to promote a program hereinafter referred to as "flextime", offering flexible work hours within an 8-hour day, 5-day week, to state employees in the executive branch.


1. The Commissioner of Personnel shall be responsible for setting guidelines, establishing procedures, assisting agencies with implementation, and reviewing results of the program.
2. Each commissioner or department head shall be responsible for making flextime available to all employees, designing appropriate models of flextime consistent with the duties and requirements of each position, and determining exemptions from or termination of flextime where it adversely affects the operation of the department or the level of service to the public.
3. Employees shall be responsible for requesting flexible working hours. Participation must be voluntary and consistent with collective bargaining agreements.
4. Wherever there are state employees represented by an exclusive bargaining representative, the appointing authority and/or the Commissioner of Personnel shall be required to meet and negotiate with that exclusive representative for the purpose of reaching an agreement regarding any flextime plan prior to the implementation of such plan.

Pursuant to Minnesota Statutes, 1977 Supplement, Section 4.035, this order shall be effective 15 days after its publication in the State Register and filing with the Secretary of State and shall remain in effect until it is rescinded by proper authority or it expires in accordance with Section 4.035.

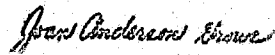
IN TESTIMONY WHEREOF, I hereunto set my hand on this 3<sup>rd</sup> day of August 1978.

  
Rudy Perpich, Governor

Filed according to Law:

  
Joan Anderson Grove  
Secretary of State

STATE OF MINNESOTA  
DEPARTMENT OF STATE  
FILED  
AUG 3 - 1978

  
Secretary of State

#31607  
O.D.