



Telework Rally June 1, 2023

Talking Points for Members

We demand data-driven policymaking	<ul style="list-style-type: none"> • Interim CM Garza did not gather data on ways remote work affects productivity, performance, employee engagement or retention. • Garza did not consider feedback from survey respondents who reported increased productivity, better work-life balance, and reduced travel expenses (<i>2023 Affinity Group Telework Survey</i>). • Garza did not consider the goals of the Austin Climate Equity Plan, which include <ul style="list-style-type: none"> ○ By 2030, 50% of trips in Austin will be made using public transit, biking, walking, carpooling, or avoided altogether by working from home. ○ As a large employer, the City of Austin must lead by example to meet its climate protection and transit goals.
Telework Changes Must be Postponed	<ul style="list-style-type: none"> • We need time to gather the data necessary to develop a comprehensive policy that will ensure we deliver quality public services while attracting the best of the workforce. • By rushing to deliver a telework policy, Garza made an arbitrary decision to reduce remote work to two days per week for most employees, regardless of job title or responsibilities. <ul style="list-style-type: none"> ○ <i>The decision is not backed by data or facts.</i> ○ <i>We can and must do better for the public and City employees.</i>
Work-life Balance is Key to Retention & Recruitment	<ul style="list-style-type: none"> • The City is facing a recruitment and retention crisis. • Less time commuting means reduced stress and anxiety and better work-life balance. • 69% of survey respondents said they would reconsider employment with the City if required to commute more days per week. (<i>2023 Affinity Group Telework Survey</i>) • Work-life balance is key to employee engagement and job satisfaction.
Remote Work has Environmental Benefits	<ul style="list-style-type: none"> • Research shows telework <u>curbs climate pollution</u> caused by commuting in gas-powered cars. (<i>Scientific American</i>)
Remote work Increases Productivity	<p>73.7% of survey respondents said they are more productive when teleworking (<i>City of Austin 2023 Affinity Group Telework Survey</i>)</p>