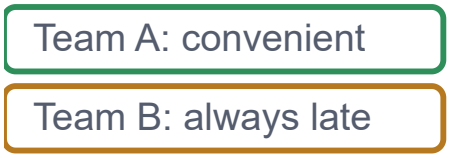
What Makes a Cross-Timezone Meeting Rotation Actually Fair

> Always meeting at the same clock time seems neutral, but it silently makes the meeting inconvenient for the same person or team every single time.

A recurring meeting across time zones that always happens at the same fixed UTC (or fixed-zone) time places the inconvenience of an early-morning or late-evening call on whichever participant's zone happens to land badly at that fixed time, every single occurrence, with no relief. A fair rotation instead deliberately varies the meeting's local time across participants' zones over successive occurrences, so the inconvenient slot moves around rather than settling permanently on one team.

Fixed time, three occurrences



Rotating schedule, three occurrences



A fixed meeting time always inconveniences the same team; a rotation spreads that inconvenience across teams over successive occurrences.

Why "one fixed time" is not actually neutral

Any single fixed clock time chosen for a recurring cross-timezone meeting necessarily falls at a different local hour for each participating zone, and at least one zone's local hour will typically be outside normal working hours if the zones are spread widely enough. Keeping the same fixed time every occurrence means that same zone bears the inconvenience permanently, which is a real and unequal cost even though the meeting time itself never changes.

How a rotation spreads the cost instead of eliminating it

A rotation does not remove the underlying problem (someone still has to take an inconvenient-hour meeting when zones are spread wide enough), but it distributes which team bears that cost

across successive occurrences, so no single team accumulates a permanent disadvantage. Designing a fair rotation requires knowing each participant's actual working-hours window, not just their raw time zone, since two zones with the same offset can still have different working-hours conventions.

Where a rotation genuinely is not necessary

If the working-hours overlap calculation (covered in its own resource above) finds a real overlap window that is convenient for every participant simultaneously, no rotation is needed at all. A rotation is specifically the solution for the case where no such universally convenient window exists and the inconvenience has to be shared rather than eliminated.

Key takeaway. A fixed meeting time places recurring inconvenience on whichever zone it lands badly for, every time. A fair rotation distributes that inconvenience across participants instead of eliminating it, and should only be needed when no universally convenient overlap window exists.

Frequently asked

How does the Fair Meeting Rotation Planner decide the rotation order?

It takes each participant's working-hours window and cycles the meeting's local time across occurrences so that the inconvenient slot (outside normal hours) is distributed as evenly as possible across participants over a full rotation cycle.

Is a rotation the same as a follow-the-sun handoff?

No, a follow-the-sun handoff passes ongoing work between teams in sequence around the clock (a distinct pattern covered by the Follow-the-Sun Handoff Planner), while a meeting rotation is about varying a single recurring meeting's time to share inconvenience fairly.

Does a rotation need to be perfectly even?

Not necessarily. A team with more flexible hours can reasonably absorb a larger share of the inconvenient slots by agreement, but that should be a deliberate, visible choice rather than an accidental byproduct of always picking a fixed time.

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