

WEBVTT

1

00:00:08.544 --> 00:00:12.775

Hello, everyone, we will be getting starting shortly hold on one moment.
Please.

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00:00:24.324 --> 00:00:37.045

A

3

00:00:41.304 --> 00:00:41.695

Alright,

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00:00:41.695 --> 00:00:43.045

it is nine thirty so we will get started

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00:00:43.045 --> 00:00:48.954

hello everyone welcome to this meeting where human resources and
diversity will answer questions

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00:00:48.984 --> 00:01:01.765

for those taking the month consecutive furlough. We will be conducting
more meetings for those that are scheduled for shortened consecutive
furlough days and another one for people taking the intermittent furlough
days.

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00:01:02.280 --> 00:01:15.504

Please note that every attempt will be made to record the sessions. So
they are available following the meetings. We do ask that you mute
yourselves and also do not have your video on in an effort to minimize
the bandwidth usage. Also.

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00:01:15.504 --> 00:01:26.965

Please type questions into the chatbox. But if you are calling in, we ask
that you save your questions until the end of the presentation and then
unmute yourselves, we also ask that you just please ask one question at a
time.

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00:01:27.444 --> 00:01:30.805

And at this point, I will turn it over to Dr. Janelle Crowley.

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00:01:32.484 --> 00:01:46.644

Hi, good morning everyone and thank you for taking the time to be here.
This morning. Number one I would like to thank all of you for everything

that you're doing. This is really an element to maintain the financial viability of the campus.

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00:01:47.484 --> 00:01:52.584

These are... everyone keeps saying the new norm, and I don't think this is the new norm.

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00:01:52.674 --> 00:02:02.545

I think this is a big change so I want to provide kudos to everyone because everyone is jumping through hoops to make positive things happen.

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00:02:03.385 --> 00:02:13.495

I would like to address a number of things before we get started with the Q and A. I know that this is an extremely stressful time for everyone.

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00:02:13.495 --> 00:02:25.194

So, I want to make sure that everyone understands that the Employee Assistance Program, FEI, is available to you. It's a good place to ask questions,

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00:02:25.194 --> 00:02:40.134

if you have financial needs, if you have any family relationship issues, this is really a good time to reach out to the EAP. And this is something that the University of Wisconsin Whitewater does invest in for all of the employees.

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00:02:41.125 --> 00:02:48.324

There have been a number of questions about why aren't we doing things the same way that we did in two thousand and nine.

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00:02:49.014 --> 00:03:01.194

I was not here in two thousand and nine, and a number of us were not even at the system level. So that was a totally different scenario, because everything fell under the state.

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00:03:01.615 --> 00:03:14.455

And at that time, the governor was the only one who could make an executive order to use furlough. Every campus is uniquely different. So the authority has changed.

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00:03:14.455 --> 00:03:21.625

And that was specifically changed in two thousand and fifteen. So, that is uniquely different.

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00:03:21.625 --> 00:03:35.034

Now, what we're working in the state of Wisconsin, at the University of Wisconsin Whitewater, we have to work through federal guidelines. Those things are changing. We also have to work at the state level.

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00:03:35.340 --> 00:03:48.444

Those are changing. The Department of Administration. Those are changing. And they're changing policy as quickly as we're trying to be, on a day and day basis.

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00:03:48.444 --> 00:04:01.435

WRS, Wisconsin Retirement System, is making modifications and changes to assist UW System. ETF has been helpful. And then we also have the UW Whitewater guidelines.

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00:04:01.435 --> 00:04:06.025

So, we're amalgamating a lot of different things to bring them together.

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00:04:07.615 --> 00:04:15.414

Also to assist with employees, it's really important to know the Talent Acquisition team.

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00:04:15.810 --> 00:04:29.305

We have been doing this for probably six months, Amy Sexton is on and she could probably identify when we started doing this, but we really have worked with Cabinet and Talent Acquisition.

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00:04:29.425 --> 00:04:33.084

And even though we're in hiring in freeze

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00:04:33.084 --> 00:04:35.694

there are some positions that are still critical,

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00:04:35.694 --> 00:04:46.404

that we may need to post some positions. And what we're doing is we're only providing those positions for the first two weeks internally.

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00:04:47.129 --> 00:04:52.524

So, please make sure you check that website and look at the openings.

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00:04:53.935 --> 00:05:05.365

So, now, when we get into discussing furlough, we have a number of questions that have come through and we will look to start addressing some of those questions momentarily.

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00:05:05.910 --> 00:05:19.014

But it's important to note that when someone is on a furlough, there is law and statute, and it says that the employee is not to conduct work while on furlough.

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00:05:20.160 --> 00:05:32.485

So that is extremely important to understand, because that ultimately can become a compliance and a legal issue. So, while employees are on furlough, they are not to work.

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00:05:34.225 --> 00:05:46.014

We have been working with System, System will have the time and attendance drop down that will be available in the HRS system. They're loading it Sunday night.

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00:05:46.285 --> 00:05:50.845

It's in the process of being tested and it should be available Monday morning.

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00:05:51.865 --> 00:05:54.024

As recently as Tuesday,

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00:05:54.055 --> 00:05:55.285

late afternoon,

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00:05:55.855 --> 00:06:06.055

the original policy did state that you could use sick leave accruals to help pay for health insurance while on furlough

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00:06:06.084 --> 00:06:08.004

for an extended period of time.

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00:06:08.004 --> 00:06:18.654

So, for those of you, that are coming back towards the end of July, that is an option. That was in question, but that is in place.

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00:06:18.654 --> 00:06:29.095

And that is confirmed. Also for those of you that have income continuation program and pay for that, for those of you

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00:06:29.514 --> 00:06:40.074

that are in the furlough for three months that could potentially change the premium next year. Not currently.

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00:06:41.365 --> 00:06:54.175

And also, we have a request from the Department of Administration for those of you that have access to a computer, there is an augmentation opportunity.

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00:06:55.014 --> 00:06:56.935

If you are interested in

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00:06:59.064 --> 00:07:02.545

Working for the Department of Administration,

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00:07:03.084 --> 00:07:03.954

not for Whitewater,

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00:07:04.194 --> 00:07:07.314

but for the Department Administration while on furlough,

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00:07:07.884 --> 00:07:13.704

or if you have interest in doing questions,

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00:07:14.639 --> 00:07:16.404

and monitoring people with Covid

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00:07:17.095 --> 00:07:31.464

or who may have been around someone and exposed to someone with Covid, they're looking for people to help with different areas of the Department of Administration for tracking and monitoring that.

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00:07:32.485 --> 00:07:43.615

What did I would like to do now, so if anyone is interested in augmentation opportunity, please reach out to me before five pm today.

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00:07:44.459 --> 00:07:50.605

So that's a very fast turnaround from the Department of the Administration. Many of, you know, that is DOA.

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00:07:50.605 --> 00:08:01.555

Right now, what I would like to do is, I would like to turn this over to Gina Elmore, we have forwarded several questions to her.

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00:08:01.584 --> 00:08:12.745

She will ask the question and I will ask someone to go ahead and respond. We would like to have our Subject Matter Experts respond to the various questions.

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00:08:14.100 --> 00:08:23.365

So, we can go ahead and get started. (Gina) Sure. And I just want to remind everyone to please keep the microphones muted and your videos off.

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00:08:23.725 --> 00:08:36.595

And then, after I read through the questions that we're getting in the chat box, then we can unmute phones and people can ask questions on the phone. The first question I do have is, how are people supposed to be entering the time on their sheets during the furlough?

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00:08:38.215 --> 00:08:41.784

(Janell) And I'm going to ask Reggie to answer that question, please.

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00:08:43.409 --> 00:08:53.125

(Reggie) Good morning everyone there are new, job data codes and leave codes, being created and being worked on this weekend.

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00:08:53.125 --> 00:09:04.554

Everything will be active on Monday, but employees with this long continuous furlough period we will be updating uploading your,

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00:09:05.879 --> 00:09:20.215

your furlough absences to your time sheets, your job data still needs to be at whatever your FTE is, assuming it's one hundred percent so that you continue to earn the leave balances as this process goes on.

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00:09:20.215 --> 00:09:28.404

You're not on payroll anymore, but you are still going to be earning your leave balances. So you still have to be an active employee in job data.

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00:09:29.220 --> 00:09:36.985

Therefore, a mechanism has to be in place to stop the payroll and that's the time sheet.

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00:09:37.585 --> 00:09:50.845

And because of the length of the period of these furloughs, we will be entering all of the furlough time off on the time sheets for you. So, you will not need to go into your time sheets. You will not need to make any entries.

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00:09:51.179 --> 00:09:56.245

We will take care of that for you. (Janelle) Thank you, Reggie.

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00:09:58.884 --> 00:10:05.034

(Gina) And the next question we have is, will our parking passes be reimbursed? Or will they be extended three months?

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00:10:06.894 --> 00:10:19.014

(Janelle) This has been a conversation, and we have spoken to Chief Kiederlen. Connie, can you address that?

(Connie) Sure. Good morning.

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00:10:20.845 --> 00:10:24.565

A refund can be given if you

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00:10:26.065 --> 00:10:40.225

make arrangements to turn in your parking pass, so, whether that's via mail or somehow dropping it off, and then parking services will notify payroll to stop that deduction.

(Janelle) Thanks Connie.

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00:10:43.259 --> 00:10:57.264

(Reggie) Can I add to that please? This is Reggie.

(Janelle) Yes.

(Reggie) This week we've learned some new information from the parking office and as of May first, there will be no more parking deductions.

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00:10:57.894 --> 00:11:08.154

So, the monthly employees who are getting paid today May first this is your last payroll deduction and the last pay payment

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00:11:08.154 --> 00:11:19.705

that will need to be made on your parking permit. And the biweekly employees who will be paid next Thursday, that will be the last deduction and the last payment towards your parking permit.

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00:11:19.764 --> 00:11:25.585

So you will not need to worry either about making any more payments towards that.

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00:11:28.860 --> 00:11:39.835

(Janelle) Thank you, Reggie.

(Gina) Okay the next question we have is, how will we be notified to come back to work? Is this a phone call, email or a letter?

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00:11:41.455 --> 00:11:49.075

(Janelle) Thanks, Gina. That information will be coming through the supervisors, but everyone should have received that in three month that

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00:11:51.445 --> 00:11:56.965

we hope they... Monday, July twenty fifth, you will return.

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00:11:58.315 --> 00:11:59.245

And that should be,

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00:11:59.605 --> 00:12:14.004

you should have been provided that information in your letter.

Some individuals will have shortened, a shortened, what I'm calling a limited consecutive

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00:12:14.575 --> 00:12:14.845

furlough.

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00:12:14.845 --> 00:12:22.764

Those individuals do have specific dates that was instructed to us by their supervisor.

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00:12:23.154 --> 00:12:33.414

So, for example, some people have been put on a continuous furlough for two weeks, because they're going to rotate their employees. With that rotation,

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00:12:33.445 --> 00:12:45.024

those individuals who are on a shortened, intermittent, or shortened furlough for ten days. They will still be responsible for three additional furlough days upon their return.

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00:12:46.644 --> 00:12:47.695

... the question.

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00:12:54.269 --> 00:13:07.914

(Gina) Okay, I'm just going back to the parking pass. Someone did ask what if they've already paid for the parking pass in full, and I do see that Molly did respond that they will be working on some reimbursements for that.

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00:13:07.945 --> 00:13:22.254

So I just wanted to point that out. I did have a question from Jill who asked could you let us know about the accommodations that are being made for us to still have our vacation time that has not been used yet and won't be able to use before the end of fiscal year?

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00:13:22.674 --> 00:13:37.434

Do we have a timeline when that will have to be used?

(Janelle) Yes, excellent question. And thank you for bringing that up. We did bring that, CHROs did bring that up to system several weeks ago and we did get a final answer.

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00:13:37.914 --> 00:13:51.384

President Cross did present that in a memo on the twenty seventh that yes, we will be able to extend that date until June of 2021.

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00:13:51.924 --> 00:14:01.644

So, employees will not lose their vacation.

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00:14:01.794 --> 00:14:16.764

(Gina) Okay. And, I apologize, Molly actually wasn't responding to the parking pass question for the people that paid for the pass in full. I don't know if Reggie or Janelle, if you can answer for those who paid for the parking pass in full initially.

(Janelle) Reggie, can you take that?

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00:14:19.825 --> 00:14:31.585

(Reggie) Lisa Miller in the parking office is working right now, on the list of people who are being put on continuous furlough so that we can stop the deductions that are ongoing.

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00:14:32.274 --> 00:14:41.695

She did not say what would happen if people had already paid their permit in full. I can contact her and we can get that information out to you.

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00:14:42.985 --> 00:14:53.544

She did not mention if it would be prorated or not up to this point. She just said that the, that the decision was made that no more parking deductions would be taken.

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00:14:55.764 --> 00:15:00.534

I can follow up with Lisa with Chief and get that information out to you.

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00:15:02.490 --> 00:15:16.345

(Janelle) Thank you Reggie, and that would be great. And we can add that to our FAQs. And we do have a number of FAQs that are available through the UWW, website, and also we have linked to the UW

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00:15:16.345 --> 00:15:26.154

System who may have questions about furloughs as well. Thank you. Back to Gina.

(Gina) Okay. The next question I have is.

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00:15:27.600 --> 00:15:36.054

From, let's see, Jacqueline, who can we contact to determine how our WRS will be affected for those who are still looking to be vested?

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00:15:37.794 --> 00:15:51.294

(Janelle) So, let me say this, for those who have not yet been vested, it takes five years in the UW System to be vested. Typically, those are entry into the system.

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00:15:51.804 --> 00:16:03.144

The people who will potentially have an effect on their retirement, on the WRS retirement are those who are in their top three years of earnings.

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00:16:03.629 --> 00:16:04.259

So,

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00:16:04.855 --> 00:16:07.105

where anyone who's really,

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00:16:09.384 --> 00:16:19.855

... it really is for those who are closer to the end of their career that really would have an effect for the top three years of earnings.

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00:16:22.740 --> 00:16:36.115

Thank you.

(Gina) The next question I have is, what is the anticipated cost of health insurance contributions for a hundred percent FTE employees, while on furlough, if we're not using sick leave to cover the cost.

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00:16:37.945 --> 00:16:52.735

(Janelle) So I'm going to just respond and then I'm going to probably ask Connie to address that as well but that's a hard question for us to answer in this situation because of all of the variables whether or not

102

00:16:52.764 --> 00:16:59.995

you are a single employee covering only yourself, whether you have family, what plan you have chosen,

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00:17:00.325 --> 00:17:07.224

so that's a really hard question to answer.

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00:17:07.224 --> 00:17:07.255

So, Connie, I

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00:17:07.525 --> 00:17:12.384

that's that's the best response I have because of all of the variables that come into play.

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00:17:12.835 --> 00:17:17.244

I would suggest that you look at your go to my UW

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00:17:17.305 --> 00:17:20.484

portal and you can see on your pay,

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00:17:20.845 --> 00:17:27.835

your payroll paystub that indicates how much the cost is for you and then you would need to determine,

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00:17:28.140 --> 00:17:31.164

what it's going to be for you over the next three months.

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00:17:32.484 --> 00:17:39.144

Connie, do you have anything you would like to add to that?

(Connie) Only in addition,

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00:17:39.144 --> 00:17:52.164

And Reggie can add to this too, is that if you do not want to pay for your insurances through your sick leave, the dollar amount, through your sick leave,

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00:17:53.694 --> 00:18:00.924

there are ways that we can bill you. Reggie. Do you want to comment on that?

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00:18:01.734 --> 00:18:15.684

(Reggie) Yes, because these furloughs are three months the state continues to pay their portion of your premium for these three months.

So, the amount of your premium isn't going to go up, it's going to be the same that you have been paying all along.

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00:18:16.164 --> 00:18:19.855

But of course, you won't have a a paycheck for it to be deducted from.

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00:18:20.369 --> 00:18:34.765

So, we can set it up in benefits billing and then you will receive a bill in the mail each month to pay that premium directly to the service center, or as it has been set up as Janelle mentioned,

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00:18:34.795 --> 00:18:43.164

you can pay for it out of your sick leave, and that's that's a decision that I'm not sure, Stephanie,

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00:18:43.164 --> 00:18:52.315

maybe you can jump in, how employees are indicating, if that's what they want to do, pay for it out of their sick leave. But that is the other option.

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00:18:57.924 --> 00:18:58.494

(Janelle) Thank you.

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00:18:59.095 --> 00:19:09.714

(Connie) Okay, so this is Connie. It, it's also good to note that May, your May insurances have already been paid through your April paycheck correct?

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00:19:10.619 --> 00:19:16.075

So, you will only have to pay for June and July

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00:19:18.535 --> 00:19:27.174

billing.

(Janelle) Thanks Connie. And I think it really is also important to note that the

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00:19:27.174 --> 00:19:31.015

UW Whitewater Leadership Cabinet,

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00:19:31.375 --> 00:19:32.214

the Chancellor,

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00:19:32.244 --> 00:19:33.144

they were very,

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00:19:33.144 --> 00:19:44.365

very purposeful and really took some significant deliberation to when,

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00:19:44.454 --> 00:19:46.375

and how to do the furlough.

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00:19:46.375 --> 00:19:48.144

And that's why May first through

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00:19:49.164 --> 00:20:02.515

July twenty fifth was very specific and that's why we did, if there was an urgency to get this to work, also, that's also why the furloughs are not longer than three months.

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00:20:02.789 --> 00:20:10.134

So we're not harming anyone with their insurance. So, they will be able to maintain them. Thank you.

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00:20:15.775 --> 00:20:25.464

(Gina) There was a follow up question about the sick leave. Someone said the option is not on the furlough insurance form. So, how can they use a sick leave credit to pay for the health insurance?

(Janell) Reggie?

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00:20:31.644 --> 00:20:46.134

(Reggie) Like I said, I'm not sure how that's done. I think when the, when the bills come out that you have the option at that point to indicate you want it to come out of your sick leave. I see something just popped up from Stephanie. Stephanie,

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00:20:46.134 --> 00:20:47.035

Do you want to take it?

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00:20:54.474 --> 00:21:00.984

(Janelle) So I think it's also important to note that some of these things are still evolving, as a matter of fact,

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00:21:01.734 --> 00:21:02.515

the UW,

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00:21:02.545 --> 00:21:11.184

Service, Shared Services will be helping to process this for the various campuses.

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00:21:11.575 --> 00:21:25.674

So, I think as of last Friday, there were only three campuses that tried to initiate the furloughs this early into the process. So we're still working with System.

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00:21:25.704 --> 00:21:40.045

It sounds like Shared Services will be helping with this aspect of the insurance.

(Reggie) Stephanie's having issues with her audio. So she's been sending some answers through chat.

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00:21:40.285 --> 00:21:54.805

She said that she said that she's already contact the service center because that option to select sick leave is not showing up so she will get back to everybody else. So, how employees can indicate that that's what they want to do.

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00:21:57.865 --> 00:22:11.424

(Janelle) Excellent.

(Reggie) Can you keep your eye on the chat?

(Gina) Yes. The next question I have is does the extended deadline for using vacation include rolled over vacation?

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00:22:12.684 --> 00:22:19.494

(Janelle) Yes, it does.

(Gina) Okay. And then another question on the follow up to the WRS

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00:22:19.494 --> 00:22:28.194

question and they think they missed it, but if someone is accruing months towards being vested will the furloughed months count towards being vested, or not count.

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00:22:30.025 --> 00:22:35.335

(Janelle) It does count, so you are still an employee for UW Whitewater.

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00:22:37.799 --> 00:22:45.684

(Gina) Okay.

(Reggie) I'm sorry, Stephanie added another comment. She said that

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00:22:46.644 --> 00:22:53.964

while the, the furlough form is being updated to add that option to select sick leave as payment.

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00:22:54.384 --> 00:23:09.144

She said that on the furlough form, employees should just write in on the form that they want to use their sick leave. And the Service Center will take care of it from that point.

(Janelle) Oh, thank you, Stephanie

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00:23:09.144 --> 00:23:10.375

and Reggie. Excellent.

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00:23:14.154 --> 00:23:20.815

(Janelle) Gina?

(Gina) And someone got more specific asking, exactly how would they make the payments? And to whom and is there a deadline for the payments for the insurance?

(Janelle) Reggie?

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00:23:25.884 --> 00:23:29.125

(Reggie) If, if the employees are set up on benefits billing,

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00:23:30.414 --> 00:23:42.204

And they choose there simply the service center is going to take care of that. They will automatically pay those payments and charge the employees sick leave accounts for that. If they're on,

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00:23:42.234 --> 00:23:45.654

if they don't use their sick leave, they will get those bills in the mail.

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00:23:45.654 --> 00:23:48.174

And then they're usually due by the tenth of the next month,

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00:23:48.599 --> 00:23:50.904

so as Janelle mentioned,

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00:23:51.144 --> 00:23:54.234

the April premiums paid for May coverage,

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00:23:54.684 --> 00:23:55.704

and so the Billings,

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00:23:55.704 --> 00:23:56.515

that will go out

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00:23:56.515 --> 00:24:01.015

then, will be the May premium for June coverage.

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00:24:01.434 --> 00:24:03.025

And so those bills,

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00:24:03.025 --> 00:24:05.934

once, once the Service Center processes,

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00:24:05.934 --> 00:24:08.125

all of these furlough forms that are coming in,

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00:24:08.484 --> 00:24:10.525

they will set everybody up and benefits billing,

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00:24:10.525 --> 00:24:20.365

they will send you that Bill and then there will be a deadline on there of the the amount is due. In a normal situation, it's due the tenth of the month,

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00:24:20.664 --> 00:24:22.525

but because of the timing of this,

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00:24:22.884 --> 00:24:24.444

I'm not sure if the,

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00:24:24.654 --> 00:24:27.055

if the due date is going to be May tenth,

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00:24:27.390 --> 00:24:27.894

to pay

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00:24:27.894 --> 00:24:42.714

the May premium. That's something we don't know yet. I haven't heard that the information on when those payments would be due, but it would indicate on the on the paper bill that you receive from the Service Center.

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00:24:44.125 --> 00:24:49.525

And then after that, then they would do the tenth of the month. So, June would be June tenth and then

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00:24:51.390 --> 00:24:56.184

July would be July tenth. The first one might be delayed.

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00:24:56.184 --> 00:25:06.204

I can't guarantee that I'm just assuming that might be a possibility because of the timing that we're in right now.

(Janelle) Thank you Reggie and I,

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00:25:06.234 --> 00:25:08.634

I can honestly tell you that the UW

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00:25:08.634 --> 00:25:18.835

system, ETF, WRS, everyone is really working extremely hard to try to accommodate the employees.

172

00:25:18.835 --> 00:25:32.095

So, I, I believe that they will be extremely helpful. Thank you. Gina?

(Reggie) Stephanie added another comment. She said that, those furlough forms that the employees are filling out need to go to her.

173

00:25:32.789 --> 00:25:44.575

So, print your form, fill it out, indicate what your intentions are and then if you want your premiums paid out of your sick leave, hand write that on your form.

174

00:25:44.664 --> 00:25:48.744

And then those forms all need to be sent to Human Resources to Stephanie.

175

00:25:52.230 --> 00:26:03.654

(Janelle) Thank you very much Stephanie and Reggie. Okay, Gina.

(Gina) Okay. And just to clarify so they don't need to wait for the new form then. Is that correct?

176

00:26:06.625 --> 00:26:21.505

(Janelle) No, they won't need to wait to print the form.

(Gina) So, for those asking the questions about the insurance form Stephanie just sent the link to the insurance form. It is in the comments, or in the chat box. So it's a second from the last one.

177

00:26:21.505 --> 00:26:31.585

I think there were a lot of questions asking about that. Someone did ask specifically at what rate does sick leave, convert to cash to pay towards the health insurance.

178

00:26:32.994 --> 00:26:37.464

(Janelle) Good question, it's based on your hourly rate.

179

00:26:39.420 --> 00:26:48.565

So it will be based on, so I don't know what the cost would be that let's just say, they'll base it on what you make.

180

00:26:48.565 --> 00:26:57.505

So, if your insurance is two hundred dollars, and you make ten dollars an hour, it's going to relate that to what your currently making.

181

00:27:01.075 --> 00:27:08.184

That is my understanding as of Tuesday.

182

00:27:08.424 --> 00:27:18.684

(Gina) The next question is, does the sick leave only pay for the health insurance and not state group insurance and accidental death and dismemberment insurance, or can it be used to pay for it all.

183

00:27:23.005 --> 00:27:25.674

(Reggie) I'm sorry, I was looking at the, the chatbox. Stephanie is muted, unmute her.

184

00:27:29.759 --> 00:27:31.045

and then if you could ask the question again please.

185

00:27:37.224 --> 00:27:46.674

(Gina) Okay, I'll ask the question again. I'm trying to find her phone number. There's a lot of people that dialed in so. The last four digits get starred out for me so I'm not able to find it right away.

186

00:27:47.605 --> 00:28:01.585

But in the meantime, the question was does the sick leave only pay for health insurance and not state group insurance and accidental death in dismemberment insurance or can it pay for all of it?

(Reggie) The sick leave only pays the health insurance premium.

187

00:28:04.134 --> 00:28:13.615

So, when you receive the, the bill from benefits billing from the Service Center, you would be responsible to pay the other premiums if you want those insurances to continue.

188

00:28:15.535 --> 00:28:26.394

(Gina) Okay, I have two, three phone numbers that start off with nine two oh, seven, two, three so I'm muting all of those people. So...

(Stephanie) Gina?

(Gina) Yes

189

00:28:28.045 --> 00:28:41.755

(Stephanie) It's Stephanie, you got me, thank you. I'm having a lot of technical challenges here. I'm so sorry.

(Gina) No, that's okay.

(Stephanie) Reggie answered the last question. I'm on now. Thank you.

190

00:28:42.115 --> 00:28:43.224

(Gina) Sure, sure.

191

00:28:44.664 --> 00:28:59.545

(Janelle) Thank you, Reggie and Stephanie. And I would like to add to that because I have received a number of questions about someone who has a garnishment or child support or alimony.

192

00:29:01.825 --> 00:29:13.825

You will need to reach out to whoever you are to pay. Or if it goes to the court or whoever's garnished it, you need to reach out to those individuals.

193

00:29:14.275 --> 00:29:23.335

We do not handle that at the campus level. That's held by UW System.

You'll have to make specific arrangements on your own for those things.

194

00:29:29.815 --> 00:29:43.315

Thanks, Gina.

(Gina) Sure. I think there's one more, I don't know if it's more of a statement. On the insurance since it's paid the month in advance, when employees return end of July, they won't have a paycheck August first,

195

00:29:43.345 --> 00:29:45.775

so would they need to pay insurance then to?

196

00:29:49.765 --> 00:29:59.125

(Janelle) Reggie, I'm gonna let you answer that because they're back end of July. (Reggie) Right. And the July premium will already be paid through benefits billing.

197

00:29:59.125 --> 00:30:05.724

So, July will pay for August and then the pay periods in August will pay those next premiums.

198

00:30:06.930 --> 00:30:12.234

So, you'll be caught up when you come back to work in July at the end of July, you'll be caught up at that point.

199

00:30:15.414 --> 00:30:27.714

(Janelle) Excellent, thank you, Reggie.

(Gina) Someone did ask if there would be a list of, being sent out, of who is furloughed, someone thinks that would be helpful, helpful for those who will still be working.

200

00:30:32.724 --> 00:30:34.375

(Janelle) That's a that's a good question.

201

00:30:37.914 --> 00:30:39.535

I'm going to,

202

00:30:41.785 --> 00:30:42.684

(Stephanie) I think,

203

00:30:43.164 --> 00:30:53.154

regarding what that paid or not paid are indicated on that form so it kinda breaks it out on that too,

204

00:30:53.154 --> 00:30:58.615

but we can put together or,

205

00:30:58.615 --> 00:30:58.825

you know,

206

00:30:58.825 --> 00:31:00.505

an announcement or whatever regarding that,

207

00:31:00.505 --> 00:31:02.005

or something to send out to everybody.

208

00:31:05.670 --> 00:31:12.505

(Janelle) Okay, thank you Stephanie. So, Gina, can you ask that question again about the list of who's on

209

00:31:13.769 --> 00:31:26.634

furlough, is that what the question was?

(Gina) Yes someone was asking for the list, because they think it would be helpful for those working to know who's still available to help with different things.

210

00:31:27.535 --> 00:31:30.204

(Janelle) We individually,

211

00:31:31.615 --> 00:31:31.884

you know, (MISSING TRANSCRIPT)

212

00:31:31.884 --> 00:31:44.095

put out of office in email for those who are in the office. (MISSING TRANSCRIPT) Also

213

00:31:47.575 --> 00:31:55.765

this has significantly impacted Res life where some of the support services are needed.

214

00:31:56.605 --> 00:32:05.545

We see some, that support dining services. So feel free to reach out to your colleagues.

215

00:32:08.095 --> 00:32:11.994

(MISSING TRANSCRIPT) I would say supervisors campus.

216

00:32:14.305 --> 00:32:20.994

(Gina) Someone also asked how were decisions about, how were decisions about who to furlough made.

217

00:32:24.625 --> 00:32:39.234

(Janelle) Initially the discussion that really took place specifically relate to program revenue, that's PR, program revenue. So there are areas that are supported by student fees, seg fees.

218

00:32:39.744 --> 00:32:46.134

And so we really identified those where there is no revenue coming in for those areas.

219

00:32:46.619 --> 00:32:58.585

So that was the primary goal for this, for this particular list of furloughed individuals and there are subsequent individuals who will be on limited furlough.

220

00:33:00.384 --> 00:33:08.845

We really try to target the one twenty eight revenue funds. Good question.

221

00:33:11.424 --> 00:33:25.944

(Gina) Someone asked if an email can be sent out with the furlough form, but if everyone looks at the website link, that's at the bottom of this PowerPoint slide page, I will update that, and add that form to that site.

222

00:33:25.944 --> 00:33:28.315

So that will be available before noon.

223

00:33:29.250 --> 00:33:30.474

Someone else asked,

224

00:33:30.505 --> 00:33:45.474

will there be a flowchart of how benefits are paid, not paid and what the payment options are?

(Janelle) I guess I'm perhaps not

225

00:33:45.474 --> 00:33:47.305

understanding that question.

226

00:33:47.634 --> 00:33:51.775

If you go to my UW portal that's going to tell you what your cost is.

227

00:33:54.924 --> 00:33:57.174

Because everyone has different policies.

228

00:34:00.115 --> 00:34:10.914

(Gina) Someone asked, and I'm sorry, for the person who asked that question if you wanted to type a more clarifying question, please do. The next question I have is, can vacation be used for furlough.

229

00:34:13.375 --> 00:34:20.425

(Janelle) No, we cannot use accrual for furlough because that defeats the purpose.

230

00:34:21.355 --> 00:34:31.375

So we're trying to save and help with the cash flow immediately for UW Systems, for UW Whitewater campus.

231

00:34:35.034 --> 00:34:49.585

(Gina) The next question is, if the university decides to bring someone back early, how will they be informed? UW email, phone call, or a letter?

(Janelle) They will be informed, number one via email. So you will also have access to emails.

232

00:34:49.585 --> 00:34:59.635

Please don't conduct work, but you will probably get telephoned by your supervisor. Also, you were given a seven day notice for furlough.

233

00:34:59.635 --> 00:35:13.405

We would like to give you a seven day notice to come back off furlough. And with extenuating circumstances, that can be limited, if the supervisors and the employee agree.

234

00:35:17.485 --> 00:35:30.355

(Gina) And then someone asked, can an email be sent out with the questions that were asked today? For the ones that have missed it. This presentation will have been recorded and it will be up on that website where the link is mentioned below on this page.

235

00:35:30.355 --> 00:35:35.664

So, people can go there and listen to that. And there will also be some typed out FAQs as well.

236

00:35:36.925 --> 00:35:41.425

The next question asked, how should we word our out of office emails and voicemails.

237

00:35:44.304 --> 00:35:57.534

(Janelle) We can certainly add that to our FAQs because we did come up with the statement. We will add that for you.

(Gina) And the last question is, can vacation be used to pay for the insurance piece?

238

00:35:59.184 --> 00:36:01.795

(Janelle) No, that is, that cannot be done. Only sick leave.

239

00:36:05.880 --> 00:36:19.014

(Gina) Someone asked will the presentation be captioned for access and compliance. And I will work with iCIT to figure out how we can take that and make that accessible.

240

00:36:22.434 --> 00:36:24.594
The next one someone mentioned,

241

00:36:27.420 --> 00:36:34.494
the HR newsletter will be out by Monday, and that's some, that will have some of the same information and it that has been discussed today.

242

00:36:37.195 --> 00:36:48.894
(Janelle) Yes, thank you.
(Gina) And then that is the end of the chat questions. If I did miss anyone, please retype it. Or now we can take, people can unmute themselves, if they wanted to ask questions.

243

00:36:50.429 --> 00:37:04.375
(Janelle) Thanks, Gina. So, Connie, do you have anything that you would like to add to our conversation this morning?

244

00:37:09.085 --> 00:37:18.324
(Connie) No, I think we've tried to cover everything that we have out there unless other people have additional questions.

245

00:37:20.190 --> 00:37:32.545
(Janelle) Thanks Connie. Anyone from HR and D. is there anyone who would like to add to the conversation that we haven't answered this morning?

246

00:37:36.775 --> 00:37:51.235
(Gina) One more question just popped up. If layoff decisions are made during furlough, how will those affected be contacted and with how much notice will a furloughed worker be given to know they won't have a job when furlough is was over. If that were to happen.

247

00:37:53.635 --> 00:38:07.465
(Janelle) There has not been that conversation of layoffs due to this existent circumstance. We're trying to avoid that at this point. So that has not been part of the conversation.

248

00:38:10.494 --> 00:38:15.144
(Gina) Someone else just asked is there a anticipated date when additional cuts will be made?

249

00:38:18.144 --> 00:38:22.074
(Janelle) I will say that the UW Whitewater has worked extensively,
(MISSING TRANSCRIPT)

250

00:38:25.855 --> 00:38:38.664

so we're very happy to say prior to the Covid incident we were walking into a (MISSING TRANSCRIPT) balance at the end of June 30 and July first.

251

00:38:38.965 --> 00:38:48.175

(MISSING TRANSCRIPT)

252

00:38:51.985 --> 00:38:56.844

(Gina) The next question just came through, can you talk more about the augmentation process?

253

00:38:56.905 --> 00:39:10.164

And if should be putting our employees on this list?

(Janelle) If anyone is interested in augmentation program (MISSING TRANSCRIPT) is intended to work.

254

00:39:12.894 --> 00:39:16.614

It is their appropriate (MISSING TRANSCRIPT)

255

00:39:17.400 --> 00:39:30.114

For monitoring Covid, so their (MISSING TRANSCRIPT)

256

00:39:31.045 --> 00:39:43.764

So if anyone is interested, please send me your name and I will add that to the list that we, we will be sending to the Department of Administration at five PM today.

257

00:39:46.465 --> 00:39:53.364

(Gina) What about a fitness center membership deducted from payroll? Do we know that if that will stop payment as well.

258

00:39:55.284 --> 00:40:05.605

(Janelle) Reggie? Can you take that?

(Reggie) Yes, the fitness center has already taken care of that. They have prorated their fees and on this last payroll the

259

00:40:07.494 --> 00:40:15.835

Actually, the paycheck that that biweekly employees got on the twenty third and the monthly employees who are getting paid today.

260

00:40:16.255 --> 00:40:25.195

If they have overpaid their, overpaid, the new prorated amount. There's a refund on those payrolls.

261

00:40:25.885 --> 00:40:34.554

Some people had just a little bit left that they owed because of the new prorated amount, but no more deductions would be taken once that is met.

262

00:40:34.614 --> 00:40:38.664

So most of the employees who had a fitness membership,

263

00:40:40.014 --> 00:40:48.085

have overpaid to the point of the new prorated fitness fees and so most people did get a refund,

264

00:40:48.684 --> 00:40:51.025

some were just a little bit,

265

00:40:51.085 --> 00:40:52.405

maybe a couple of dollars.

266

00:40:52.405 --> 00:40:57.204

But that the fitness has all been taking care of already.

(Janelle) Thank you Reggie.

267

00:41:04.619 --> 00:41:08.215

(Gina) The next question is, do we have to file for unemployment each week?

268

00:41:11.094 --> 00:41:25.315

(Janelle) I am not familiar with the state of Wisconsin unemployment. I am familiar with other states however, and you do usually need to do a check in once a week. So I'm not sure about the state of Wisconsin.

269

00:41:25.405 --> 00:41:27.474

Does anybody have that answer?

270

00:41:31.644 --> 00:41:31.795

No,

271

00:41:31.795 --> 00:41:32.094

(Reggie) I don't,

272

00:41:33.534 --> 00:41:38.965

I don't have information on the application process for unemployment and,

273

00:41:39.445 --> 00:41:43.735

and what's required of people who are receiving the benefits but I do know,

274

00:41:43.735 --> 00:41:47.664

on the front end when employees are applying for unemployment.

275

00:41:47.875 --> 00:41:53.335

It's very important that you indicate that your employer is the University of Wisconsin Whitewater.

276

00:41:53.880 --> 00:42:03.445

So please indicate that, rather than saying UW system or indicating your department name, it should just be University of Wisconsin Whitewater.

277

00:42:03.445 --> 00:42:12.144

Indicating something else as your employer name will delay your the processing of your application for unemployment.

278

00:42:14.065 --> 00:42:16.224

(Janelle) And, thanks very much for that.

279

00:42:16.554 --> 00:42:20.454

I also want to say prior to the coven emergency,

280

00:42:20.934 --> 00:42:22.824

the University of Wisconsin,

281

00:42:22.824 --> 00:42:23.784

Whitewater handled,

282

00:42:23.815 --> 00:42:36.505

maybe four maybe five unemployment claims per month and that's historically been very true during the past month.

283

00:42:41.065 --> 00:42:54.925

Unemployment claim, so I wanted to say, thank you very much to the staff for doing a gargantuan job and responding in a timely manner to the Department of workforce development.

284

00:42:55.525 --> 00:43:10.135

I also would like to add that the Department of workforce development has an excellent website better than some other states, I might add. And they do have a wonderful, FAQ and some very useful and helpful information.

285

00:43:14.275 --> 00:43:21.684

(Gina) Next question is just to clarify employees are instructed to check their work email regularly, despite being instructed not to work.

286

00:43:23.369 --> 00:43:27.954

(Janelle) So there's a difference between working and checking your email,

287

00:43:28.614 --> 00:43:30.655

please don't be on your emails,

288

00:43:30.985 --> 00:43:31.315

you know,

289

00:43:31.315 --> 00:43:36.235

maybe once a week check in to see if there's any response or if there's some information,

290

00:43:36.659 --> 00:43:36.985

you know,

291

00:43:36.985 --> 00:43:38.695

just to stay engaged.

292

00:43:39.804 --> 00:43:53.934

I know that some supervisors will just provide information about meetings or things, but, please know, we're just we want you to stay connected and have access to your email, but please don't conduct work.

293

00:43:57.235 --> 00:44:07.255

(Gina) How will folks know about the augmentation program if they're not on this call and the 5 PM deadline.

(Janelle) What I have done is I have reached out to supervisors as well.

294

00:44:08.184 --> 00:44:17.425

Some supervisors have made recommendations for some employees, you know, because there are some who might have a little bit of information about the healthcare field.

295

00:44:17.454 --> 00:44:25.135

They may be able to work with different people, family members who have been exposed, want someone who's sympathetic.

296

00:44:25.135 --> 00:44:39.385

So some supervisors have made some recommendations, so, but if you're interested by all means, please reach out to me and provide your name. And please let me know if you have access.

297

00:44:43.824 --> 00:44:50.125

(Gina) Someone asked, said that the state just issued another percent cut in this fiscal years budget.

298

00:44:50.514 --> 00:45:00.744

How will this affect us?

(Janelle) By about two point one million dollars.

(Gina) Many people did point out that the,

299

00:45:00.985 --> 00:45:06.894

the website has been shared on the website that's through

300

00:45:06.894 --> 00:45:18.295

our admin affairs HR website so you can get the link to the DWD website there for unemployment. And people are saying that you from what they're seeing that people will have to file each week.

301

00:45:19.440 --> 00:45:24.715

Someone does ask if you could please give a brief summary of what the augmentation program entails.

302

00:45:30.505 --> 00:45:32.364

(Janelle) So that's a really good question.

303

00:45:33.239 --> 00:45:42.565

So, give me just a moment, and I'm going to try to find additional information here about it because it really is...

304

00:45:46.105 --> 00:45:59.934

It's just not something that I familiar with. So you can go to the next question. I'm going to look it up and meanwhile just go ahead.

(Gina) Sure, someone said, I may have missed this. But you mentioned the hourly pay.

305

00:46:00.594 --> 00:46:13.764

So that hourly pay is what we should use to convert for sick leave use paying health insurance. How would this work for salaried employees?

(Janelle) It's based on their hourly rate.

306

00:46:18.474 --> 00:46:24.355

(Gina) Someone asked if...

(Connie) Gina, Connie, so, I think to clarify.

307

00:46:24.505 --> 00:46:34.164

So, if somebody is is salaried, there is a conversion formula that we use to determine someone's hourly rate.

308

00:46:34.554 --> 00:46:48.204

And then that will be used to calculate to pay for the health insurance out of sick leave.

(Gina) Someone asked if I select payroll withdrawal to cover health insurance,

309

00:46:48.655 --> 00:46:52.195

will deduction be made for the entire three month period

310

00:46:52.284 --> 00:46:53.425

From our final paycheck?

311

00:46:58.255 --> 00:47:12.655

(Reggie) The the employees going on furlough May 4th, the biweekly employees if their earnings are high enough to take the May premium.

312

00:47:12.894 --> 00:47:24.385

Because that would be the May 8 payroll. If their earnings on that payroll are high enough to take the premium. It will be taken. And then they would only be have to be on benefits billing for the others.

313

00:47:25.344 --> 00:47:32.394

The May salaried employees, though will only be paid for those first couple of days in May and same thing.

314

00:47:32.394 --> 00:47:46.644

I'm not sure if their earnings would be high enough for those payroll deductions to take. If they are if your earnings are high enough to take the one or if you want to take all three we can try and set that up.

315

00:47:47.815 --> 00:48:01.885

If you could just please contact either, Stephanie Hartman in benefits or me, and we can look at your payroll and try and set it up as prepaids to prepay for those three months. If your earnings will be high enough

316

00:48:03.235 --> 00:48:16.824

On your last check.

(Janelle) Thanks, Reggie. So I just pulled up the requests from the UW system for the Department of Administration augmentation program.

317

00:48:17.394 --> 00:48:26.335

So this is an opportunity for staff who who would like to continue to receive their full pay.

318

00:48:27.599 --> 00:48:30.775

So so,

319

00:48:31.014 --> 00:48:32.034

for their full income,

320

00:48:32.034 --> 00:48:36.175

so what they're looking for people who have computer skills,

321

00:48:37.344 --> 00:48:41.724

they're looking for someone who is comfortable Teleworking,

322

00:48:41.724 --> 00:48:44.815

someone who has access to a phone.

323

00:48:46.195 --> 00:48:47.905

So, someone who can...

324

00:48:50.724 --> 00:48:57.744

Let's see. So that's that's basically what they're looking for. I think they're looking for someone to be monitoring the Covid

325

00:48:58.590 --> 00:49:06.355

Health issues, so there are different organizations that work with the Department of Administration.

326

00:49:07.644 --> 00:49:14.724

So, they're looking for someone, and I think can do data entry. They're looking for someone who can do interviews.

327

00:49:15.510 --> 00:49:26.125

So, that's what they have. They're also looking for people who have, are multi-lingual that has different speaking capabilities.

328

00:49:27.059 --> 00:49:31.974

So, that's what they're looking for. I hate to be vague, but that's pretty much what we have.

329

00:49:33.474 --> 00:49:36.835

(Gina) Someone just asked if you could share the link to the augmentation program.

330

00:49:37.974 --> 00:49:40.795

(Janelle) I don't have a link. I was just sent a request.

331

00:49:43.284 --> 00:49:52.704

So if you're interested. Let me know, and I'll provide the name and they'll reach out to you. (MISSING TRANSCRIPT)

332

00:49:55.344 --> 00:49:59.155

(Gina) Another question is, do we have to do anything in our time sheets during this time?

(Janelle) Reggie?

333

00:50:02.905 --> 00:50:07.380

(Reggie) The employees the employees on this continuous furlough period,

334

00:50:08.695 --> 00:50:10.135

we will be entering the,

335

00:50:10.315 --> 00:50:12.684

the furlough hours on your time sheet for you,

336

00:50:12.864 --> 00:50:19.585

they do need to be entered so that your your job,

337

00:50:19.585 --> 00:50:22.255

your position is still active at your FTE.

338

00:50:22.855 --> 00:50:35.724

So you're still an active employee, and that is so that your leave earnings will continue. You will not lose leave earnings through this period. You'll continue to earn leave as if you were on payroll.

339

00:50:35.724 --> 00:50:46.045

So, your job is active, but in order to for the job, to not pay, we have to put the furlough usage on your time sheets.

340

00:50:46.405 --> 00:50:57.114

And because you'll be on this longer, continuous period, and every day for the pay periods, we will be entering those furlough absences

341

00:50:57.114 --> 00:51:11.125

For you, so, during this whole time, you will not have to make any entries on your time sheet.

(Gina) Someone asked if they could have access to the formula you used for salaried employees to find a hourly rate.

342

00:51:11.635 --> 00:51:14.275

I think they're referring to a Connie had mentioned before.

343

00:51:15.835 --> 00:51:30.565

(Reggie) Yes, that's indicated in the newsletter that's coming out on Monday. We put some of this information in there also, but the way a salaried a salaried employee is converted to an hourly wage. On your earning statement

344

00:51:30.565 --> 00:51:40.945

It shows your gross earnings at the top of the at the top of your earning statement. If you take that gross amount, your base pay, so not including any overloads or anything,

345

00:51:41.275 --> 00:51:51.864

But your base monthly salary, divide that by 176, and 176 is the average number of work hours in a month.

346

00:51:52.315 --> 00:51:59.844

So that takes your monthly salary down to an hourly wage. The 176 hours is for a full time employee.

347

00:52:00.144 --> 00:52:09.775

If you are less than full time, you would take the 176 times your FTE, and then times the number of your furlough hours. And that would be,

348

00:52:11.304 --> 00:52:18.025

or times you're sick leave, I think, is what we're talking about so that would convert your monthly salary to an hourly wage.

349

00:52:22.764 --> 00:52:33.655

(Janelle) Thanks Reggie. I'm getting some emails from employees. So, this is great. So, thank you. And I will add them to a list.

350

00:52:33.684 --> 00:52:46.344

I will also let, you know, later today. I will respond to you later today once I have it on a list and let you know that you have been forwarded to the Department of Administration.

351

00:52:53.965 --> 00:53:02.695

(Gina) Someone just asked if it's possible for people who are going to be furloughed to have the newsletter today to expedite the information and plan over the weekend.

352

00:53:03.264 --> 00:53:14.994

I can also try to, and I'll respond to this, because I will try to get the, I'll be working on the website for the rest of the day today, to get some of these questions up and on that website that you see listed on this PowerPoint screen.

353

00:53:17.250 --> 00:53:17.695

(Janelle) Thank you, Gina.

354

00:53:23.364 --> 00:53:37.945

(Gina) Someone just asked if they're entering our time on our time sheet for furlough, how will that work if we want to use our sick leave?

(Reggie) During this furlough period you will not be paid and so using your

355

00:53:37.945 --> 00:53:44.425

sick leave to pay your health insurance premiums won't be handled through your time sheet, it will be handled at the Service Center

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00:53:44.425 --> 00:53:52.885

and they will keep track of that but your time sheets during this period will just be showing furlough leave and no payroll will be processed for you.

357

00:53:56.065 --> 00:54:08.755

(Gina) Someone just asked, some people don't have access to a computer. Can they just call HR to say that we'll use sick leave for insurance and

Stephanie just responded please print the form and submit it to the HR office.

358

00:54:09.204 --> 00:54:16.224

Please called the front desk to make arrangements to drop it off. And the number is 472-1024.

359

00:54:17.875 --> 00:54:25.614

The next question is, do supervisors still have leave statements to approve for furloughed employees whose absences are entered by HR.

360

00:54:27.625 --> 00:54:32.215

(Reggie) No, the furlough absences will not need to be approved by the supervisors.

361

00:54:35.724 --> 00:54:47.364

(Gina) And it was just noted that someone, the person who's working, Vicki, who works on their HR newsletter is going to be working hard and make sure that it tries to get sent out today. So she's going to be working on the newsletter.

362

00:54:48.474 --> 00:54:51.804

And then, will there be bilingual support for staff?

363

00:54:52.465 --> 00:55:05.155

Will all materials be in Spanish?

(Janelle) In the furlough plan that was distributed a week, or so ago that was translated into Spanish

364

00:55:05.724 --> 00:55:15.625

I will make sure that that is loaded up on the website, we will make sure that that's loaded up today, and for the other information

365

00:55:15.625 --> 00:55:22.974

If someone has any questions, and they need some assistance, please reach out to our office 262-472-1024

366

00:55:25.195 --> 00:55:36.204

We do have someone at the front desk who can assist with Spanish interpretation.

367

00:55:38.489 --> 00:55:48.175

(Gina) Someone asked for employees with deductions, like the FSA, flexible spending account, will that just drop or will that be something that employee needs to figure out how to fund.

368

00:55:51.025 --> 00:55:55.434

(Janelle) Reggie?

(Reggie) I'm not sure how that's being handled. Stephanie?

369

00:55:59.454 --> 00:56:03.655

(Janelle) I do believe that this is, this is what they consider

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00:56:06.324 --> 00:56:08.065

A significant change,

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00:56:08.844 --> 00:56:15.264

so this is a time where the employees can stop the payments during this time,

372

00:56:15.295 --> 00:56:30.204

because they are not getting paid so that is an option to those who will ultimately be responsible, if you want it to continue, (MISSING TRANSCRIPT), you will be responsible for

373

00:56:30.204 --> 00:56:31.135

those funds.

374

00:56:31.945 --> 00:56:39.954

But whether to catch up or the pay period upon return, we will have to look into that question for you.

375

00:56:44.215 --> 00:56:47.815

(Gina) And someone asked if the Q and A, from today will be in Spanish.

376

00:56:51.204 --> 00:57:01.824

(Janelle) We will work on that. I know that we have FAQs out there that address a lot of these things already. We will have someone working to translate that as soon as possible.

377

00:57:07.284 --> 00:57:11.934

(Gina) That's the last question, I thought, I've seen the chatbox.

(Janelle) Okay, excellent.

378

00:57:12.235 --> 00:57:26.335

We will work on the FAQs that are out there, and I think we've worked on some so we will make sure that we try to get them put together for the FAQs. So, it's available.

379

00:57:28.974 --> 00:57:35.125

Does anyone else have anything to say that we may have missed. I see the time is about 10:28.

380

00:57:41.125 --> 00:57:45.565

Going once going twice.

381

00:57:47.784 --> 00:57:54.235

Thank you everyone for doing what you're doing. We know this is a stressful time.

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00:57:54.715 --> 00:58:09.114

Please reach out to the EAP, FEI. And I have received a number of requests of individuals who are interested in the augmentation program so I will put that list together

383

00:58:09.114 --> 00:58:09.835

today.

384

00:58:09.894 --> 00:58:20.215

I will be submitting it today by 5pm, so if anyone's interested by all means, please feel free to reach out. Thank you.

385

00:58:20.724 --> 00:58:25.465

And be well, be safe, we look forward to seeing you again soon.

386

00:58:30.059 --> 00:58:30.480

Bye.