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

Alright, it is nine thirty so we will get started.

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

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.

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.

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

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.

11
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.

12
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.

13
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.

14
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.

15
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.

16
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.

17
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.

18
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 forlough. Every campus is uniquely different. So the authority has changed.

19
00:03:14.455 --> 00:03:21.625
And that was specifically changed in two thousand and fifteen. So, that is uniquely different.
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.

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.

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.

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

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

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.

And even though we're in hiring in freeze

there are some positions that are still critical,

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.

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

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.
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.

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.

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.

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

As recently as Tuesday, late afternoon,

the original policy did state that you could use sick leave accruals to help pay for health insurance while on furlough for an extended period of time.

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.

And that is confirmed. Also for those of you that have income continuation program and pay for that, for those of you
that are in the furlough for three months that could potentially change
the premium next year. Not currently.

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.

If you are interested in

Working for the Department of Administration,

not for Whitewater,

but for the Department Administration while on furlough,

or if you have interest in doing questions,

and monitoring people with Covid

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.

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.

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

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.
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.

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.

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?

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

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

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

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.

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

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

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

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

(Connie) Sure. Good morning.

A refund can be given if you 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.

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

(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.

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

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

(Janelle) Thank you, Reggie.
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?

(Janelle) Thanks, Gina. That information will be coming through the supervisors, but everyone should have received that in three months that we hope they... Monday, July twenty-fifth, you will return.

And that should be,

you should have been provided that information in your letter. Some individuals will have shortened, a shortened, what I'm calling a limited consecutive furlough.

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

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,

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.

... the question.

(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.
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?

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.

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.

So, employees will not lose their vacation.

(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.

(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.

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.

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.

I can follow up with Lisa with Chief and get that information out to you.
(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 System who may have questions about furloughs as well. Thank you. Back to Gina.

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

94 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?

95 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.

96 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.

97 00:16:03.629 --> 00:16:04.259
So,

98 00:16:04.855 --> 00:16:07.105
where anyone who's really, ...

99 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.

100 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.

101 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
you are a single employee covering only yourself, whether you have family, what plan you have chosen,

so that's a really hard question to answer.

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

I would suggest that you look at your go to my UW portal and you can see on your pay,

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

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

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

(Connie) Only in addition,

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,

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

(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.

114
00:18:16.164 --> 00:18:19.855
But of course, you won't have a paycheck for it to be deducted from.

115
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,

116
00:18:34.795 --> 00:18:43.164
you can pay for it out of your sick leave, and that's a decision that I'm not sure, Stephanie,

117
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.

118
00:18:57.924 --> 00:18:58.494
(Janelle) Thank you.

119
00:18:59.095 --> 00:19:09.714
(Connie) Okay, so this is Connie. It's also good to note that May, your May insurances have already been paid through your April paycheck correct?

120
00:19:10.619 --> 00:19:16.075
So, you will only have to pay for June and July billing.

121
00:19:18.535 --> 00:19:27.174
(Janelle) Thanks Connie. And I think it really is also important to note that the

122
00:19:27.174 --> 00:19:31.015
UW Whitewater Leadership Cabinet,

123
00:19:31.375 --> 00:19:32.214
the Chancellor,

124
00:19:32.244 --> 00:19:33.144
they were very,

125 00:19:33.144 --> 00:19:44.365 very purposeful and really took some significant deliberation to when,

126 00:19:44.454 --> 00:19:46.375 and how to do the furlough.

127 00:19:46.375 --> 00:19:48.144 And that's why May first through

128 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.

129 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.

130 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?

131 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,

132 00:20:46.134 --> 00:20:47.035 Do you want to take it?

133 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,

134 00:21:01.734 --> 00:21:02.515 the UW,

135 00:21:02.545 --> 00:21:11.184
Service, Shared Services will be helping to process this for the various campuses.

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.

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.

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.

(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?

(Janelle) Yes, it does. (Gina) Okay. And then another question on the follow up to the WRS 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.

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

(Reggie) I'm sorry, Stephanie added another comment. She said that while the, the furlough form is being updated to add that option to select sick leave as payment.
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

and Reggie. Excellent.

(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?

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

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,

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

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

so as Janelle mentioned,

the April premiums paid for May coverage,

and so the Billings,

that will go out
then, will be the May premium for June coverage.

And so those bills,

once, once the Service Center processes,

all of these furlough forms that are coming in,

ey will set everybody up and benefits billing,

ey 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,

but because of the timing of this,

I'm not sure if the,

if the due date is going to be May tenth,

to pay

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.

And then after that, then they would do the tenth of the month. So, June would be June tenth and then
July would be July tenth. The first one might be delayed.

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,

I can honestly tell you that the UW system, ETF, WRS, everyone is really working extremely hard to try to accommodate the employees.

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.

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.

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

(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?

(Reggie) 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.

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

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.

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.

That is my understanding as of Tuesday.

(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.

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

and then if you could ask the question again please.

(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.

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.

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.
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...

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

No, that's okay.

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

Sure, sure.

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.

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.

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.

Thanks, 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, so would they need to pay insurance then to?

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

(Janelle) We individually,
you know, (MISSING TRANSCRIPT)

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

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

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

(MISSING TRANSCRIPT) I would say supervisors campus.

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

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.

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

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

(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.

So that will be available before noon.

Someone else asked,

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 understanding that question.

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

Because everyone has different policies.

(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.

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

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

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

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.

(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.

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

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

(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?

No, that is, that cannot be done. Only sick leave.

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.
The next one someone mentioned, 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.

(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.

(Janelle) Thanks, Gina. So, Connie, do you have anything that you would like to add to our conversation this morning?

(Connie) No, I think we've tried to cover everything that we have out there unless other people have additional questions.

(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?

(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 over. If that were to happen.

(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.

(Gina) Someone else just asked is there a anticipated date when additional cuts will be made?

(Janelle) I will say that the UW Whitewater has worked extensively,
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.

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

And if should be putting our employees on this list? (Janelle) If anyone is interested in augmentation program (MISSING TRANSCRIPT) is intended to work.

It is their appropriate (MISSING TRANSCRIPT)

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.

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

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

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

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

So most of the employees who had a fitness membership, have overpaid to the point of the new prorated fitness fees and so most people did get a refund,
some were just a little bit,
maybe a couple of dollars.

But that the fitness has all been taking care of already.
(Janelle) Thank you Reggie.

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

Does anybody have that answer?
No,

(Reggie) I don't,

I don't have information on the application process for unemployment and,
and what's required of people who are receiving the benefits but I do know,
on the front end when employees are applying for unemployment.
It's very important that you indicate that your employer is the
University of Wisconsin Whitewater.
So please indicate that, rather than saying UW system or indicating your
department name, it should just be University of Wisconsin Whitewater.
Indicating something else as your employer name will delay your the
processing of your application for unemployment.
(Janelle) And, thanks very much for that.
I also want to say prior to the coven emergency,
the University of Wisconsin, Whitewater handled,
maybe four maybe five unemployment claims per month and that's
historically been very true during the past month.
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.
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.
They may be able to work with different people, family members who have been exposed, want someone who's sympathetic.

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.

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

How will this affect us?

(Janelle) By about two point one million dollars.

(Gina) Many people did point out that the,

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

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

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

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

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.
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.

(Gina) Someone asked if...

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

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

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,

will deduction be made for the entire three month period

From our final paycheck?

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

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 have to be on benefits billing for the others.

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

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.
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 prepay to prepay for those three months. If your earnings will be high enough

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.

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

So so,

for their full income,

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

they're looking for someone who is comfortable Teleworking,

someone who has access to a phone.

So, someone who can...

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

So, they're looking for someone, and I think can do data entry. They're looking for someone who can do interviews.
So, that's what they have. They're also looking for people who have, are multi-lingual that has different speaking capabilities.

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

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

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

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

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

(Janelle) Reggie?

(Reggie) The employees the employees on this continuous furlough period, we will be entering the, the furlough hours on your time sheet for you, they do need to be entered so that your your job, your position is still active at your FTE.
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.

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.

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.

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.

340
341
00:51:11.635 --> 00:51:14.275
(Gina) Someone asked if they could have access to the formula you used for salaried employees to find a hourly rate.

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 employee is converted to an hourly wage. On your earning statement

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,

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.

00:51:52.315 --> 00:52:09.775
So that takes your monthly salary down to an hourly wage. The 176 hours is for a full time employee.

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,
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.

(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.

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.

(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.

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.

(Janelle) Thank you, Gina.

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

(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.

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.

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.

00:54:27.625 --> 00:54:32.215
(Reggie) No, the furlough absences will not need to be approved by the supervisors.

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.

00:54:48.474 --> 00:54:51.804
And then, will there be bilingual support for staff?

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.

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's loaded up today, and for the other information.

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.

00:55:25.195 --> 00:55:36.204
We do have someone at the front desk who can assist with Spanish interpretation.

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

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

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

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

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 those funds.

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

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

(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.

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

382
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.