

RECOVERY AND RENEWAL: COVID-19 SUPPORT FOR OUR WORKFORCE

MAY 2020

A Safe Campus Environment

- The health and safety of the AU community is our top priority.
- AU provides personal protective equipment (PPE) to all staff who maintained a physical presence on campus to deliver essential services and will have appropriate measures for the return to campus.
- The majority of our staff teleworked to reduce density on campus and to support compliance with government stay-at-home orders.
- For those employees whose physical presence were required, arrangements were put in place to limit time on campus to the absolute minimum (1/2 to 3 days per week). These team members were also paid administrative leave for the balance of their scheduled work time, with no pay reductions or changes to employment status.
- Planning is underway for phased resumption of on-campus work activity. Final arrangements will be highly dependent on student enrollment and health and safety conditions.
- AU will continue to follow CDC and DC Department of Health guidelines and will follow the DC government's phased guidance on returning to work.

Providing Support for Illness and Family Care

- Staff have full sick leave coverage - 12 sick days per year with no carryover limits and a generous short-term disability program. AU created a Leave Share program for those who run out of sick leave.
- Leave can be used for the individual staff member or to care for a family member.
- AU faculty and staff have access to dependent care benefits (via Bright Horizons) at substantially subsidized rates.

Promoting Financial Wellness

- AU has maintained regular wages for all staff during the COVID-19 crisis.
- AU is continuing the tuition remission benefit for staff (\$8.5 million in tuition remission provided to staff, faculty and dependents in most recent fiscal year). Online courses that were previously taught on campus will continue to be covered under the plan.
- Deferral provisions for retirement loans were adopted and hardship withdrawal options for the 403(b) program were expanded.
- The filing deadline for flexible spending account claims were extended.

HR Resources (Links)

- [Benefits Guide](#)
- [COVID-19 Guidance and Information for Staff](#)
- [Faculty and Staff Assistance Program](#)

Staff Engagement

- Staff participating in the COVID-19 Working Group, HR reps briefed regularly.
- Weekly communications to staff from President through the spring semester.
- Multiple webinars for staff
- Staff Council regularly consults with university leadership and provides advice, including partnering with HR on the staff telework survey.