Leave and Work Options for Faculty and Staff

COVID-19

Presented by: Human Resource Services

March 18, 2020
The information presented in this workshop today is subject to change based on the evolving situation.

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March 18, 2020

Please assure you are reviewing resources for frequent updates

Visit the WSU COVID-19 website for the latest information
Questions for today’s session will be taken through the ZOOM chat function

For questions not answered in today’s session

Medical leave and/or reasonable accommodation questions: hrs.disabilityservices@wsu.edu

Non-medically related leave and/or telework questions: hrs@wsu.edu

Other general questions related to WSU response to COVID-19 COVID-19.info@wsu.edu
Informational session to provide resources for employees and managers regarding leave and alternate work options available during the current emerging novel coronavirus - COVID-19 environment.
LEAVE OPTIONS and ACCOMMODATIONS

Medically Related Leave Options

Reasonable Accommodations

- Follow standard request and review process
- HRS Disability Services website
I think an employee has a medical condition that puts them at a higher risk.

Be mindful of privacy matters
Communicate available resources to all staff
Remember it is a personal choice to identify as higher risk

Federal [CDC website](https://www.cdc.gov)
Washington [DOH COVID-19 website](https://doch.wa.gov)
What should I do if I suspect a employee is at risk for COVID-19?

Review DOH guidance for handling illness & suspected COVID-19 cases in the workplace

Facts not Fear

Federal CDC website
Washington DOH COVID-19 website
I don’t have a medical condition, but I am concerned about workplace exposure to the COVID-19. What are my leave options?
Civil Service

Accrued annual leave
Personal holiday (full day only)
Accrued compensatory time
Leave without pay

BPPM 60.57 Civil Service Employee Leave
Represented Classified employees

Accrued annual leave
Personal holiday (full day only)
Accrued compensatory time
Leave without pay

Refer to the appropriate Collective Bargaining Agreement on the HRS Labor Relations website
LEAVE OPTIONS

Administrative Professional

- Accrued annual leave
- Personal Holiday (full day only)
- Accrued compensatory time
- Leave without pay

BPPM 60.56 Faculty & Administrative Professional Leave
Faculty

Accrued annual leave*
Personal Holiday* (full day only)
Leave without pay

BPPM 60.56 Faculty & Administrative Professional Leave
Telework Agreement
Work arrangement that allows an employee to work from an alternative work site.

Temporary/Incidental
A formal telework agreement may not be required to work from an alternate location on an infrequent basis/brief period of time.

BPPM 60.34 Telework Agreements
or contact your HRS Service team member
What options are there if employees are unable to report to work, for non-illness reasons and cannot perform their normal duties remotely?
Learning and Development

Are there online courses your employees could take to

- Address a needed certification
- Help improve their job knowledge or skills
- Refresh a skill or training
- Encourage their growth and development as a team member
Learning and Development

Review [Skillsoft Online Learning system](#) WSU specific online courses include, but are not limited to:

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TELEWORK OPTION

Plan Early and Review Often

- Organize projects and assignments
- Communicate expectations
- Identify contact plan
- Stay in communication with team

Training through Skillsoft? Prepare with

[WSU Online Learning System: Management](#)
[WSU Online Learning System: Overview](#)
Checklist for Remote Work

- Turn off workplace lights and other non-essential office equipment if appropriate – check with your IT re: computer
- Secure confidential information
- Take items needed to work remotely with you, including office keys and CougarCard
- Turn off heater/fan
- Set voicemail
- Set email “out of office”
- Close office door
- Check office for perishables/empty office trash
- Other unique needs based on functional unit
Q & A
Resources: FAQs and Guidelines

- WSU COVID-19 Updates
- WSU COVID-19 FAQs | Leave and Work Options
- Suspended Operations FAQs
- Flexible Scheduling FAQ
- Continuity Planning: WSU Ready
- Employee Assistance Program (EAP) Website
- WSU Online Learning System Managers Guide
Resources: Policies

- BPPM 60.56 Faculty & Administrative Professional Leave
- BPPM 60.57 Civil Service Employee Leave
- Collective Bargaining Agreements – Labor Relations
- BPPM 60.62 Leave Report for Overtime Exempt Classified Employees
- BPPM 60.60 Time Report for Eligible Overtime Employees
- BPPM 60.63 Leave Report for Overtime Exempt Faculty & AP Employees
Resources:

Policies

- BPPM 60.40 Staffing During Emergency Closure
- BPPM 60.86 Employee Assistance Program
- BPPM 50.39 Emergency Planning and Preparedness
- BPPM 50.40 Suspended Operations
Additional Questions

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This has been a WSU Learning and Organizational Development Videoconference

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