The following web submissions were discussed during the June 8, 2021 meeting.

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**Idea/Rationale:** Why are some staff and students required to have temp and health screenings on campus as well as online, and others just online? We are no longer requiring vendors to do in-person temp checks on site, and the temp checks didn’t actually stop COVID transmissions on-site anyhow... many groups were sent home for exposure or potential exposure in areas where temp checks were required. This is silly.

**Idea/Rationale:** If an employee has been working remotely but is now coming to campus, do they need to receive the daily screening emails? If so, what are the instructions to begin receiving them? To be sure we are completing the necessary information should working remotely/on campus change.

**Response:** These web submissions were communicated with HR, who provided the following response via email from Carl Sorensen on May 28:

> The Virginia Department of Labor and Industry (DOLI) still requires all employers to screen employees daily – either through an online form or in person temperature check. We expect DOLI will review and change this requirement soon and we will follow quickly to adapt to the new regulations. Some departments elected to maintain in-person screening because not all employees were able complete the online screen.

Therefore, staff can expect further guidance on this issue from HR and University Leadership when DOLI changes their daily requirements.

In the meantime and until that change, for staff to be added back to the daily health screening – they should email urhr@richmond.edu and advise they are no longer working remotely and need to be added back to the daily symptom screening list.

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**Idea/Rationale:** I am writing today to share my disappointment in learning that to obtain recognition for Employee Appreciation Day, full-time faculty/staff must be 12-month employees of the University. In our department, this excludes half of our staff. The Student Health Center has worked tirelessly this academic year and feel that all of our employees deserve recognition. It is my understanding that in past years, all eligible employees have been able to participate in the Busch Gardens offering occurring in August. Please consider extending the paid vacation day to full-time staff who observe a 10 or 11 month position and deserve to be recognized for their hard work.

**Response:** This web submission was communicated to HR and advised that, in the past, the Busch Gardens trip was open to all regular full and part-time staff. However, as was communicated at the June 8th USAC meeting and in subsequent communications from the university, there will no longer be a Busch Gardens trip. Rather, staff has been afforded 15 paid vacation days in lieu of Busch Gardens Day being a holiday.
Idea/Rationale: Wondering why in 2022 it shows we receive 13 holidays? In 2021 we had 15.

Response: This web submission was communicated to and addressed by HR at the June meeting when presenting on the update to Policies and Practices. The prior holiday calendar was based around when Christmas and New Years occurred. Therefore, depending on these dates, staff could receive anywhere between 13.5 – 15.5 days of paid holiday leave. The university’s new policy simply grants a blanket 15 days of paid holiday leave each year. However, USAC council members discussed in closed session how the policy changes do not apply to all staff equitably (e.g. staff who observe non-christian holidays, staff who work 12-hour shifts, etc.) USAC will continue to think through and discuss these issues, and as the policy takes effect – will communicate with constituents to identify potential blindspots the policy overlooks.

Idea/Rationale: Thanks to the CARES act that was passed in March 2020, the university is now able to pay down as much as $5,250 per year of employees’ student loans annually. Is the university planning to offer this as a potential benefit to employees with student loans that qualify? My understanding is that the $5,250 limit is the same limit that the university can waive for an employee’s tuition. Is there a chance that employees could choose between these two benefits on a yearly basis?

Response: This web submission was communicated with HR, who provided the following response via email from Carl Sorensen on June 8.

We are not planning to provide funds to pay off student debt. Currently the University provides tuition remission for employees who take professional development and degreed classes through SPCS or the Business School. The University does pay for classes outside of UR.

Recipient/Compliment: HR/Budget Office. The creation of the QDR child care fund was extremely helpful during this time. Thank you for providing this relief during this stressful time.

Recipient/Compliment: Law School Dean's Office. Congratulations to the Law School Dean's Office and their colleagues and partners across campus for a truly wonderful Commencement! Managing such a complex event during the busiest part of a pandemic semester cannot be an easy feat. Thank you for sharing your time and immeasurable talents to make graduation so special for our students and their families. We love you all!
*Special shout out to Katy Olney for pulling this all off while finishing her own Master's program! YOU GO, SUPERSTAR!*