From: hrpartners-bounces@lists.uoregon.edu on behalf of Sandee Bybee
To: hrpartners@lists.uoregon.edu
Subject: [Hrpartners] Message from CHRO: COVID-19 Response Resources for HR Partners
Date: Monday, March 23, 2020 5:09:28 PM
Attachments: ATT00001.txt

*****Sent on behalf of Mark Schmelz*****

Dear Colleagues,

It cannot be said enough how much I, and university leadership, recognize and appreciate the work you are doing within your unit or department as the university responds to COVID-19. Together we will continue navigating this fluid and dynamic situation.

The University Human Resources team is working diligently to respond and assist HR partners, supervisors, and employees as university operations are modified. Following President Schill's updates and my email to faculty and staff this morning, I would like to provide you with key resources to assist you with fielding questions from those in your unit or department and ask for your help with sharing these resources with supervisors and employees, as applicable, to keep the campus community informed.

First and foremost, I want to share that we recognize that the modifications to UO's operations generate many questions for you and the employees you serve. Given the unprecedented nature of this national health emergency, we are actively working to identify and communicate answers to many complex questions related to employee compensation, benefits, and leaves. Human Resources, in close collaboration with the Incident Management Team's policy group, will continue to monitor federal and state changes that impact our operations and identify and implement solutions that both promote compliance and best serve our institution.

It is likely that employee-related issues will continue to evolve in the days and weeks ahead. Please utilize the COVID-19 Resources for Supervisors and HR Partners webpage on the HR website as a go to source while the university is responding to COVID-19 (coronavirus). HR will continue to update and enhance its web content with information and resources as they become available.

In light of recent changes, here is a review of available resources:

New resources

- UO Emergency Sick Leave Program and other employee leaves resources
- Supervisor guidance regarding employee concerns of COVID exposure
- Recruitment guidance
- New HR frequently asked questions
- Employee Assistance Program—webinars and counseling options

- Health insurance—COVID specific information
- Online Learning & Development Opportunities

Previously shared resources

- Social distancing in the workplace guidance
- Flexible work arrangements guidance
- COVID-19 Resources for Faculty and Staff webpage

Paying close attention to your university email and frequently monitoring the UO's coronavirus website, including the FAQ, is the best way to get the latest information about the UO's response to COVID-19. Questions, concerns, or suggestions should continue to be directed to the inquiry web form.

Finally, let's look out for one another as we navigate our response to COVID-19. Lean on the HR Community of Practice for empathy and understanding during this challenging time. Thank you for your continued efforts to support our students and each other.

Sincerely,

Mark Schmelz
Chief Human Resources Officer and Associate Vice President