

Dear USA Members,

## **This Thursday—Membership Meeting on Reopening Plan**

On Friday, the Chancellor released the administration's [reopening plan](#) for the Spring 2020 semester, which would give up to 60% of the typical undergraduate population the option to return to campus.

We are still processing this announcement, have a lot of questions, and want to hear your thoughts and concerns. Please join us for a joint PSU and USA membership meeting this Thursday:

### **Joint PSU/USA Membership Meeting/Listening Session on the University's Reopening Plan**

Thursday, October 29, Noon–1:00 p.m.

<https://us02web.zoom.us/j/87163220027?pwd=aFArWGNnaGdMUTAzWnRqTkowbUNhZz09>

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## **Clarification on Use of Sick Time While Waiting for COVID Results**

In response to our concerns, the university has clarified its policy on members who are forced to take time off while awaiting Covid-19 test results. Some managers were charging our members sick time for the period between calling out due to Covid-19 symptoms/concerns and getting test results. We suggested that paid leave under the Families First Coronavirus Response Act (FFCRA) should apply while unit members await test results, and the university has confirmed that this is correct and members will not have to use their own sick time

If the test comes back negative and the unit member remains out sick with something other than Covid-19, they must use their own time from that point until returning to work. If you believe that you were charged time for a period you had to remain out of work awaiting test results, please respond to this email with the specific facts of your situation so that we can follow up.

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## **Missed the VSIP Deadline?**

The university's deadline to apply for the second Voluntary Separation Incentive Program (one week of pay per year of service capped at 30 years and \$30,000) was last Friday, October 23. If you have questions or are concerned that you missed the application deadline, please respond to this email so that we can follow up with management.

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## **Ensuring Proper Treatment of Members Going on Long-Term Furlough**

While not widespread, we have heard reports from some members going out on long-term furlough that they are being treated as though they are being laid off or terminated— such as being told to clear out their belongings from their workspaces, or told to return the very equipment that will keep them connected to the employer as required by the state unemployment office. This is not right. If you are on furlough and having difficulty accessing available employee resources, please respond to this email with the specific facts of your situation so that we can follow up.

In solidarity,  
Leslie Marsland, President