

Dear faculty and staff,

I think it goes without saying that our spring semester has taken an unexpected turn. What's more difficult is that spring on campus is absolutely beautiful, and I'm sure you're as heartbroken as I am that we aren't able to bring our 150th anniversary year to a close as we had hoped--together on Berman Lawn, celebrating the Class of 2020 and all they've accomplished.

Yet despite the unprecedented nature of the pandemic, our sense of community has, in many ways, grown stronger. Your support for our students has not wavered, but intensified and for that, I am thankful. It takes incredible ingenuity and perseverance to switch gears on a moment's notice--a difficult task considering we've spent 150 years fine-tuning our academic experience. You have each made the most of a challenging time, and the college is better because of it.

That is why I am proud to report that Ursinus remains fully committed to supporting our faculty and staff as best we can. We will continue to compensate all employees working their regular schedules at the same level as you are now, which means that regular benefits and paid time off will also continue through the end of our fiscal year on June 30. Please remember that any unused vacation time cannot be carried over to the next fiscal year, per our policy, though you may carry over up to five unused sick days. Staff are encouraged to take their vacation time during the shut-down period as best they can. I want to thank each of you for your dedication to Ursinus and our students, especially those few employees who routinely report to campus to support the college's essential operations.

We also recognize that economic challenges lie ahead and that Ursinus, like every other college, is not immune from the consequences of the pandemic. We have yet to understand how it impacts enrollment and other sources of income for the college, but we will continue to monitor that closely and will re-evaluate our longer-term plan beginning this July with the new fiscal year.

On a related note, the office of human resources has been reviewing the Families First Coronavirus Response Act (FFCRA) since we first began working remotely in March. We have a much stronger understanding of that law and we remain fully committed to complying with it. The law requires employers like Ursinus to provide their employees with paid sick leave or expanded family and medical leave for reasons related to COVID-19. We encourage you to learn more about FFCRA on the U.S. Department of Labor's website. It is important to note

that Ursinus has continued--and will continue--to pay employees through June 30 who are not able to work remotely, whether they have paid time off left or not. We remain committed to going above and beyond the requirements of the law.

We ask that you work directly with your supervisor and Kelley Williams, director of human resources, should you have any questions at all about the law and how it may apply to you. Our COVID-19 webpage also answers a few additional questions you may have.

We hope this update finds you well, and in good health and spirits. The past few weeks have been quite unusual for Ursinus and so I join all colleagues to say "thank you" for your exceptional work and your optimistic outlook.

Sincerely,

President Blomberg

Families First Coronavirus Response Act information:

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>

FAQs for Faculty and Staff:

<https://www.ursinus.edu/offices/wellness-center/covid-19-coronavirus/information-for-the-ursinus-community/faqs-for-faculty-and-staff/>