



## HR Resources

For helpful info and resources, be sure to look for your HR Newsletter in your inbox each month!

### Flu Shots

All UVA Health Plan members are able to receive a flu shot at CVS or any pharmacy, PCP, clinic, that offers them (just present your Aetna card). WorkMed will offer flu shots at the 1910 Arlington Blvd location by appointment. This is a good option for non-health plan members. UVA Health will also have a clinic at the Education Resource Center. The University recommends that you have your flu shot by November 13. For full information, visit: <https://hr.virginia.edu/news/flu-shot-update-uva-employees>.

### Benefits to Assist with Caregiving

Don't let the name fool you! The Bright Horizons Back-up Care Program benefit goes way beyond sitters and includes tutoring, test prep, and enrichment classes from high-quality education partners. Check it out here: <https://hr.virginia.edu/covid-19/caregiving>

### Leave Options During the Coronavirus

The U.S. Department of Labor published guidance and a series of FAQs to provide information to employees and employers about how each will be able to take advantage of the protections and relief offered by the Families First Coronavirus Response Act (FFCRA). The FFCRA is a temporary relief measure that will end on December 31, 2020.

In addition to federal relief programs, the Commonwealth of Virginia expanded leave benefits under the Virginia Public Health Emergency Leave (PHEL) policy to permit up to 160 hours (pro-rated for part-time employees) total of paid leave related to COVID-19 absences. More details are online here: <https://hr.virginia.edu/covid-19/financial-mitigation-steps/managing-leave-during-covid-19>

### Leave Cash Out Suspension

As communicated by President Ryan on April 14, the ability for University Staff, to cash out unused leave time has been suspended until further notice. This suspension pertains to the following policy: Academic Division [Policy HRM-031](#): Paid Leave for University Staff Employees

Accordingly, the cap for carrying forward unused leave hours from 2020 into 2021 has been raised by 80 hours across the Academic Division. Unused hours above the new cap will be handled per normal policy. If you have questions on your leave accrual or this cash out suspension, please consult with your manager, review our FAQs on the webpage <https://hr.virginia.edu/covid-19/financial-mitigation-steps/pto-cash-out-and-retirement-adjustments>, or [contact the HR Solution Center](#).

### Open Enrollment for 2021 Benefits

It's not too early to think about your benefits coverage for next year. Open enrollment dates are October 5-16, 2020 for reviewing and selecting benefits for 2021. The good news is there are no changes to premiums, coinsurance, copays, or deductibles for the Basic, Value, and Choice Health options for full-time employees.

However, even if you do not want to make any changes to your health, dental, or vision plans, you still need to re-elect the Health Savings Account (HSA) and Flexible Spending Account (FSA) programs for 2021 during Open Enrollment. 2020 elections for FSAs and HSAs will NOT automatically carry over to 2021. Read here for more info: <https://hr.virginia.edu/benefits/oe2021>

## P&T and UTS Changes

For those coming to Grounds regularly or just occasionally, be sure to familiarize yourself with important changes from Parking & Transportation and the University Transit Service. [New ParkMobile Zones](#) have been added for flexibility and some [permit parking areas](#) have been expanded. UTS is encouraging those that can to walk, bike, or scoot to their destination to avoid overcrowding buses. Route updates and a [Covid-19 Rider Guide](#) for Fall 2020 can be found [HERE](#).

## UVA Staff Senate Update

As a reminder, Curry staff are also represented at the University level through the Staff Senate. For any regular updates, please visit the [Staff Senate website](#) or contact your representatives Danielle Peacock or Leslie Booren, who are ex-officio members of CSAC.

## Seeking one more CSAC member!

We are still seeking an additional CSAC member to represent the Administrative staff at Curry. If you are interested in serving, please contact CSAC Chair, Tina Dederscheck at [tmd2n@virginia.edu](mailto:tmd2n@virginia.edu).

## Thank you for reading!

This newsletter is brought to you by your Curry Staff Advisory Council. We want to pass along our continued thanks for the work being done across the Curry School by staff. Feel free to contact any of us for questions or suggestions for our next newsletter.

Your 2020-2021 Curry Staff Advisory Council Members

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