UNIVERSITY OF ILLINOIS SYSTEM

ALTOGETHER EXTRAORDINARY

SYSTEM HUMAN RESOURCE SERVICES
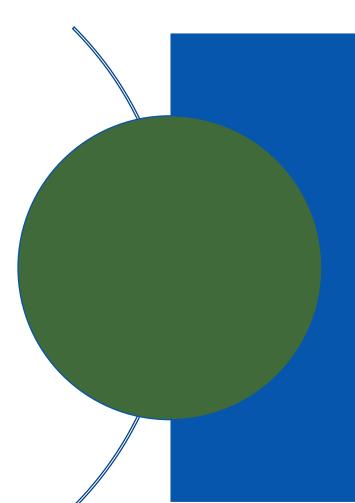
System Office HR Updates

April 21, 2020

System Office HR Services
Katie Ross

SURS SMP & Updates

CMS – Benefits Choice

CMS – Dependent Audit

UNIVERSITY OF ILLINOIS SYSTEM

System Office HR Services
Anne Jennings and Denise Swenson

FFCRA – Families First Coronavirus Response Act

April 1, 2020 to December 31, 2020

There are eligibility requirements.

The employee must apply and be approved by SHRS.

https://www.hr.uillinois.edu/leave/coronavirus_response_act

UNIVERSITY OF ILLINOIS SYSTEM

Emergency Paid Sick Leave

- All paid employees are eligible from 1st day of employment

- Maximum of 2 weeks, 75 or 80 hours (prorated for FTE less than 100%)

- Can be used for 6 different qualifying reasons if unable to work or telework
  1. Employee subject to a Federal, State or local quarantine or isolation order
  2. Employee has been advised by health care provider to self-quarantine
  3. Employee is experiencing symptoms of COVID and seeing medical diagnosis
  4. Employee is caring for an individual who is subject to quarantine order or advised to self-quarantine as described above
  5. Employee caring for son or daughter whose school or daycare is closed due to COVID-19 precautions
  6. Employee experiencing "other conditions" specified by Secretary of Health (TBD)

- Full Pay (#1-3) and 2/3 Pay (#4-6)

Expanded Family and Medical Leave

- Only for childcare and school issues related to COVID-19
- 2/3 pay
- For parent only (or in loco parentis, same as FMLA)
- Eligible after 30 days of employment
- Runs concurrently with FMLA
- Only available if FMLA is not exhausted
- 10 weeks of paid leave (12 weeks total)
  - First 2 weeks are unpaid or employee may choose to use the Emergency Paid Sick Leave or vacation or floating holidays
- Earn Codes for supervisors to enter will be provided in the approval letter. If you have an employee working with us on a retro approval date, please contact us immediately to avoid overpayment.

UNIVERSITY OF ILLINOIS SYSTEM

System Office HR Services
Angela Foster

- Hiring Updates – CS and AP
- Background Checks
- Onboarding and NEO
- AVSL Annual Reporting Reminder
- Reporting Time during COVID-19
- Ethics Training Reminder

System Office HR Services
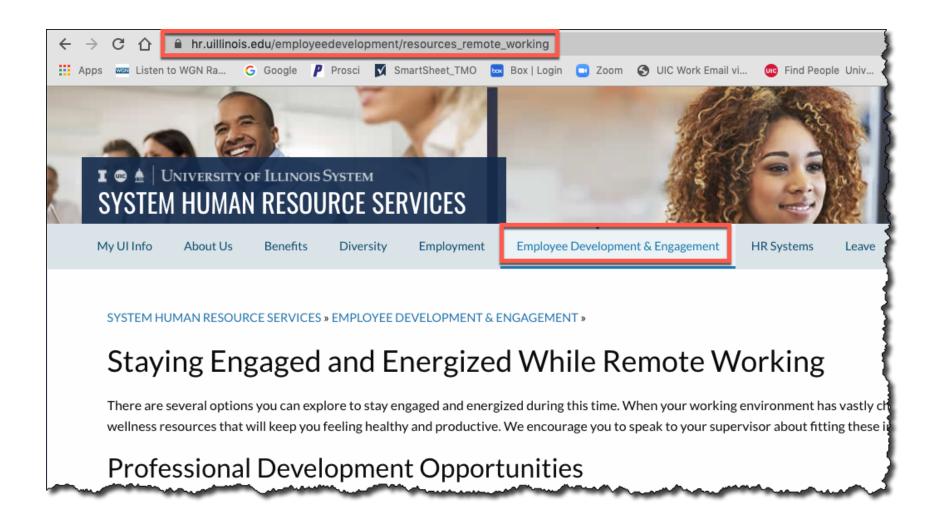## *Justin Lacy*

System Office ADA Accommodation Request Process

Affirmative Action Plan Update

System Office HR Services
Jackie Billhymer and Teresa Oliszewicz

Working Remotely and Isolation, Boundaries between Work and Home

DELTA Reschedule

APLP Applications

System Office Wellness

UNIVERSITY OF ILLINOIS SYSTEM

Staying Engaged & Energized

Staying Engaged & Energized

System Office HR Services
Jackie Billhymer and Teresa Oliszewicz

Working Remotely and Isolation, Boundaries between Work and Home

DELTA Reschedule

APLP Applications

System Office Wellness

System Office HR Services
Jami Painter

Policy on Consideration of Sexual Misconduct in Prior Employment and Policy on Intimate Personal Relationships

COVID-19 Updates

UNIVERSITY OF ILLINOIS SYSTEM

Q&A