

UCP OF GREATER CLEVELAND STAFF UPDATE – MARCH 19, 2020

Most Recent Updates/Reminders

- Please remember that you will receive your full pay on March 27th even though most UCP staff did not work this week (we are paid one week in arrears).
- We learned today that your healthcare/benefits coverage will continue beyond 4/30/20 even though our annual coverage re-starts every May 1st. Medical Mutual has agreed to continue your health coverage and to delay our open enrollment from April to July. Again, just before closure, we had negotiated new health coverage rates and tiers that will result in a decrease in premiums for most of you. We will confirm that these rates will be honored when we learn of the rescheduled dates of open enrollment.
- After participating in a teleconference today with Opportunities for Ohioans with Disabilities (who funds all our employment related services) we have determined that we will now offer virtual services only. We are also sending Group Employment staff and clients (at the Oatey Company and the Cleveland Clinic) home after tomorrow. These are both unfortunate situations for those we serve including those who were scheduled to begin new jobs in the community and our staff who are depended upon for job coaching and support services. However, we must prioritize everyone's health. FYI, the temporary closure or downsizing of these services will further decrease the agency's revenue for the foreseeable future.
- I wrote yesterday that we would inform you of your employment and pay status next week. However, we realize that even though you will receive your full paycheck on March 27th, you need to know sooner than next week. We have crafted a proposal of UCP staff work hours/assignments and compensation for our Board of Directors' approval and will email and text you this Saturday, March 21. This upcoming information applies to the April 10 pay period and potentially beyond that date.
- In the meantime, I continue to remind those of you who may be interested that we are offering alternative work opportunities with both UCP's group homes (contact Sam at spuccinelli@ucpcleveland.org or 216-409-0709) as well as other local DD provider agencies in need of direct support staff to meet their clients' residential service needs. If you have not been in touch with Bob Taylor about working in a direct support capacity for another service provider, I encourage you to consider it and reach out to Bob at btaylor@ucpcleveland.org or 216-453-4954 ASAP. There will be many direct support staff in town, such as yourselves, potentially competing for these openings with other providers that will offer a premium rate of pay. Please note that you would maintain your employment with UCP during a temporary placement with another agency.
- UCP of Greater Cleveland carries Business Interruption Insurance. We immediately contacted our insurance company when all of this began to ask about our coverage. They told us that the spread of a virus is NOT considered a justification of coverage. However, today, talk has started at a national level that employers are pushing back on these insurance companies insisting that they offer payouts of this insurance in light of the significant needs of the employers. There was even talk that the federal government may force insurance companies to pay and would reimburse them in some way. Cross your fingers that we can submit a claim on this at some point!
- Small business, low interest loans are now available in Ohio. As much as the agency must guard against going further into debt, it is nice to know that these affordable loans are available.

- Please feel free to call me with questions/concerns at 440-454-1363. I encourage you to regularly speak with your supervisor/manager/director and/or me to allow for ongoing dialogue. You need to voice your questions/concerns so that we can do our best for you.

Thank you

Trish & UCP Leadership Team