

May 22, 2020

Hi Everyone,

Much has happened over the last few days. Many of you were notified of your pending furlough status, a few learned of the elimination of their positions with UCP and others continue to work to support the handful of services we continue to offer. We appreciate and respect your interactions with the us during such difficult conversations. It proves, once again, that you, UCP employees, are a compassionate and gracious group that understands the Agency's mission and that we are doing everything possible during this time of uncertainty.

Some of the comments we heard from the affected employees yesterday include, "I understand, "I miss the clients," "Let me know if I can volunteer to help the Agency in any way," "Thank you for giving me some notice" and "Thank you for everything you have done to communicate with us." Comments from the employees who will continue to work beyond June 13 included, "How many are being furloughed," "How long will they be out," and "I'm concerned for them." Again, we have been blown away by the kindness offered all around.

For those of you who were notified of furlough status effective June 14, please look for your official letter via email that Bob will send today or tomorrow. As a reminder, all of you have access to free resources that may be helpful. Please see the flier attached that details our Employee Assistance Program which offers connections to guidance on family, legal, and financial matters. You and your dependents can call on them 24/7.

As we want to assure continued communications with all UCP employees, we have learned that some of you are not receiving our texted messages. Next Wednesday, we will be sending a text to all to test the system that will require your response. Please look for that text on Wednesday.

As Governor DeWine allows for opening of hair salons, restaurants, bars and other public gathering places, we ask that all of you, including those working with or scheduled to work with our group home residents, practice social distancing and take all safety measures while you are in the community. Your caution to date has resulted in maintaining both clients' and team members' health and we ask that you keep this in mind as restrictions begin to lift.

This Memorial Day, as we honor and mourn the men and women who have died while serving in the United States Armed Forces, let us take a moment to remember them, including those members of our own families who made the utmost of sacrifices. During this pandemic, let's also honor all the heroes who have lost their lives as a result of selflessly caring for others.

Stay healthy and strong. Wishing you a nice holiday weekend,
UCP's Leadership Team