



CORONAVIRUS UPDATE

A Message from our CEO

March 27, 2020

Dear YMCA of Greater Boston Team Members,

Please know that we are thinking of you and your loved ones, and wishing you and yours the best of health and spirits during these challenging times. In light of all that we are collectively experiencing, it is with a heavy heart that we share the information that follows.

As shared during our All Staff Video Conference on March 20th and in subsequent communications, the economic impact of the COVID-19/Coronavirus would require us to implement a furlough. Earlier today, we were forced to place 1802 team members on a temporary furlough and reduce the hours of 49 team members, effective March 29th. In order to continue our support of the community and sustain our organization during the pendency of this crisis, we have retained roughly 375 team members

A furlough is a temporary unpaid leave from work due to unique circumstances, like COVID-19.

With the closure of our branches on March 16th, and the significant loss of membership revenue and the additional cost of operating several emergency care and food distribution centers, these measures ensure the existence of the YMCA of Greater Boston as a relevant community based organization and employer. Please know that it is possible that not all employees who are furloughed will be asked to return. These decisions will be based on scope and scale of operations and the overall financial impact of the COVID-19 crisis.

Despite these challenges, we have during the last two weeks sought ways to assist/support you, for example by: (1) paying benefit premiums for team members on furlough through the end of April; (2) providing salaries for the past two weeks, even though many team members were unable to work due to the closure of branches (wellness and aquatic centers); and (3) providing a 10% incentive bonus to team members providing direct care during the last two weeks. In a different vein, please note that Senior Staff at the Association Office will experience pay reductions, ranging from 5 to 15%, through the end of June.

Please know that we will continue to communicate important updates, FAQ's and helpful resources to our new, employee focused website - ymcabostonteam.org. In addition, we encourage you to send any questions to employeehotline@ymcaboston.org.

We deeply regret having to furlough or reduce hours for anyone, especially knowing that this action will likely add to the challenges many of you are already confronting. Please rest assured that everyone is making enormous sacrifices to assure that we are able to withstand the economic impact of the Coronavirus. We will do everything possible to return to normalcy, possibly a new norm, as soon as possible.

Thank you for your continued patience, empathy and understanding. We will get through this, and we will be stronger – together.

Sincerely,

James O'S. Morton
President and CEO