



CORONAVIRUS UPDATE

A Message from our CEO

March 17, 2020 (revised 3/19/20)

Dear YMCA Staff Team Members:

On March 14, I announced that we were closing our branches beginning Monday, March 16 in order to make space to feed and care for children. We encouraged families to keep their children at home if possible. However, it goes without saying that some parents must work and/or are first responders/"essential" employees who must work to protect us. These families need safe and nurturing places for their children.

This decision necessitates a change in staffing needs and patterns so that we are focused first and foremost on staff who have experience serving youth and teens. We are greatly appreciative of their commitment to service in this time of enormous need and uncertainty.

In light of the exigent circumstances facing the communities we serve, as a result of COVID-19, we immediately focused our attention on the youth and teens in need of our support. Now that we have a strategy in place, we turned our attention to provide you, our staff team, with clarity regarding compensation and related matter. We apologize that it has taken us a couple of days to communicate more specifically with you.

In light of our strategic imperative to an *employer of choice* as well as our commitment to *putting people first*, we have decided to immediately implement the following compensation plan/measures:

- **All employees** scheduled to work from **Sunday, 3/15/2020, through Saturday 3/28/2020, will be fully compensated at your current rate of pay, for scheduled hours.** This compensation will be supplied by the YMCA of Greater Boston.
- **Eligible staff working on site** from Sunday, 3/15/2020, through Saturday, 3/28/2020, will receive an **additional 10% bonus payment** as appreciation for their willingness to immediately serve as we ramp up our initial response(s) to this crisis. Additional bonus eligibility details below.
- Commencing 3/29/2020, **we will adjust our staffing levels** to meet the needs throughout our Association. We anticipate temporarily transitioning to a limited workforce for an extended period of time.
- Please note that **anyone impacted by this transition** will remain our employee who has been transitioned to a **furloughed status**. Employees on furlough remain benefit eligible and may use their vacation time, sick time as applicable or may apply for unemployment, and keep their vacation and sick hours in their bank for later use.

In order to provide greater clarity regarding our vision and strategies, including the matter outlined above, we have scheduled an **All Staff video conference call to provide updates and additional insights on Friday, March 20, 2020. Please use this link to join the video conference call: [All Staff Call Link](#)**

Please forward any questions or concerns, in advance of the call, to EmployeeHotline@ymcaboston.org so that we can prepare detailed responses in advance of the call.

Please know that we will endeavor to do everything possible to take care of you – our team members – during these trying times. We have you and your families front of mind as we figure out how to serve the community, while continuing to be thoughtful stewards of the organization that employs all of us. WE will get through this crisis, if we act with grace and patience, love and understanding, and humility and empathy. Please trust that we will hold you and yours at the center of all decision-making.

Sincerely,

James O'S. Morton
President and CEO, YMCA of Greater Boston