



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

03/19/2020

Dear Valued YMCA Staff Team,

**Akron Area YMCA
Association
Services Office**

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During the past week Ohio Governor, Mike DeWine, has announced several orders requiring the closing of a variety of businesses which have affected the YMCA. We are complying with the Governor's orders. The following closures are in effect:

- Friday, March 13th the YMCA canceled many programs
- Monday, March 16th all YMCA locations, excluding licensed childcare
- **Friday, March 20th all licensed childcare will close at the end of the business day**
- **Monday, March 23rd 4 Pandemic Childcare Centers will open**

Pandemic Childcare Centers will serve critical care providers, defined as someone who works in healthcare, law enforcement, or another service essential to the safety of our community.

We will transition staff to help provide care for these families starting on Monday. Please work with your supervisor to determine if you will be one of these staff members.

Our staff team is important to the success of the YMCA's ability to serve our community and we want to help reduce the financial burden these closures will cause. We've clarified some elements of our short term pay plans below. **The following will be in effect through April 3rd:**

- **Full Time Exempt (Salary), Full Time Non-Exempt Management (Hourly):** Will remain on duty and be asked to serve when/where as needed; to be coordinated with your supervisor.
- **Hourly Staff Members (Full Time Non-Exempt, Part Time and Seasonal):**
 - Depending on closure dates you may have been taken off duty. Some programs such as licensed childcare have been asked to serve longer. We thank you for your service!
 - If you were taken off duty by the YMCA we will pay your lost hours, see www.akronymca.org/staff for details of how this will be implemented.
- **Essential Staff Members:** Some Staff Members have unique and essential skills or training. We also have needs to maintain our facilities that must be met. Because of this some essential staff members may be asked to work during this time despite the above guidelines.

If you are a staff member required to report to work and you are ill, under mandatory quarantine, living with, or caring for someone due to COVID-19, you will not be required to use sick time for this. All other time off policies will be in effect, including call off procedures.

We encourage our staff members to evaluate their own financial situations to determine how they might continue to fund their needs if these closures continue beyond April 3rd.

This situation continues to evolve and changes may occur in the coming days and beyond. Please stay in touch with the YMCA, for information regarding this situation. We will be regularly updating www.akronymca.org/staff with information going forward.

We are grateful for your patience and support during this time.

akronymca.org