

VOA Alaska COVID-19 Tier 3: Appreciation Pay / Technology Stipends / Additional Leave Provided

Appreciation Pay

VOA Alaska is made up of amazing employees who come together in hard times to best serve the vulnerable and hurting in our community. It is also important that we take care of you as well. We will continue to work diligently to keep our employees safe, while also continuing to provide these critical and essential services to the community.

We recognize that employees providing direct client care are leaving their homes and going into the workplace. It is for this reason, we would like to pay an additional \$3.00 per hour of work when direct client care must be provided in-person. This includes hours worked at the ARCH facility and other necessary in-person services which have been pre-approved. This equals additional incentive pay of up to \$240 per pay period, which we hope is helpful to you and your families during this time.

Therefore, if you work a shift in the ARCH facility or provide other pre-approved in-person critical services (that cannot be done remotely) your pay will reflect an additional \$3.00 per hour for that time. When not working in the ARCH facility or providing other pre-approved in-person critical services, you will continue to be paid at your regular pay when performing your regular duties.

The additional pay for direct client care will remain in effect while we are in Tier 3 of our COVID-19 Emergency Response and Preparation Plan. We hope this shows our appreciation for VOA employees who are leaving their homes during this time to ensure our clients receive the best possible care and attention. The temporary increase will begin this pay period, effective March 29th until the agency returns to a lower Tier level.

Technology Stipends

We have moved to work from home protocols for many VOA employees. While we encourage the use of free/upgraded internet resources that are currently being offered by local companies, we would also like to offer a Technology Stipend to help take care of work-related expenses this shift may have entailed.

Therefore, we would like to offer all remote workers a technology stipend of \$65/month to help cover a reasonable percentage of the cell phone, internet, and other technology expenses that may be generated by working from home during the COVID-19 pandemic. We hope this is helpful to you and your family during this time.

Additional VOA-Paid COVID Leave

VOA will continue to offer additional VOA-sponsored COVID Leave. This is above and beyond any help provided by the federal government in response to COVID, and is being put in place at VOA's expense to minimize any financial impact to you and your families during this time. Many of you are already making use of COVID Leave, and we will continue to make use available to you.

For example, VOA will provide you with additional paid COVID Leave if:

- You or someone you are caring for is subject to a government quarantine order or has been advised by a health care provider to self-quarantine.
- You are experiencing COVID-19 symptoms and are seeking medical attention.

Further details on additional circumstances where COVID Leave may be available to you, will be communicated at a later time and as this situation evolves. We are here to support you and will continue to find ways to do this.

Please Follow Public Health Guidance:

We ask that all employees continue to practice the CDC's guidelines for staying healthy by:

- Frequently washing your hands,
- Regularly cleaning and disinfecting surfaces and objects that are touched or handled, and by
- Maintaining a physical distance of at least six feet between yourself and others.
- If you are not feeling well, please stay home for the safety of yourself and others.

Please also continue to follow Anchorage Mayor Berkowitz's Emergency "Hunker Down" order, staying at home unless conducting essential activities.