

Staff Update | September 23, 2020

www.goodwinhouse.org/staffupdate

Update on COVID-19 Cases as of Wednesday, September 23:

GHA	GHBC
Residents: 0 resident cases	Residents: 0 resident cases
Staff: 1 staff case, 0 pending test results to return to work	Staff: 0 staff cases, 0 pending test results to return to work

Reminder & Correction

Last week, we mentioned the Hero Pay that Goodwin House implemented in April for most staff members. We incorrectly stated this differential was effective through October 24, when in fact it will be in place through October 28. As the Hero Differential pay concludes, we will begin implementing the next round of wage adjustments in our plan to increase our minimum wage. Here are the details:

- Beginning October 29 (we incorrectly listed the date as October 25 last week), no Goodwin House staff member will earn less than \$15.50 per hour and no clinical staff member will earn less than \$17.75 per hour.
- By 2023: The GH minimum wage for clinical staff will be \$20 an hour and the minimum wage will be \$18 an hour for all non-clinical staff.

Flu Shots

We currently plan to provide flu vaccines to staff during their COVID-19 testing in early October. If you receive your flu vaccine elsewhere, you will need to provide written documentation to your supervisor. As always, we strongly encourage you to receive the flu vaccine. It's more important than ever this year.



Children's Tutoring Assistance Available

Now that the school year has started, we are offering assistance to the children of our staff. If your child needs a tutor, please let us know. We have volunteers available to work with students from grade school through high school. Click the link below to complete and submit the form. Paper copies may be found in the HR office. <http://bit.ly/ghi-childrens-tutoring>

ESOL Opportunity

Are you interested in improving your English language skills — speaking, pronunciation, reading and writing? A group of resident volunteers are available to assist you! Please complete the attached form and submit it to hr@goodwinhouse.org or drop it off in the HR office.

Open Enrollment for Health Insurance is Coming Soon!

Health Insurance Open Enrollment begins Oct. 22, 2020 and ends Nov. 6, 2020. At Goodwin House, we want to ensure that you have comprehensive insurance coverage to carry you and your family through any life event, whether expected or unexpected. Goodwin House will continue to offer four medical insurance plan options through Kaiser and Anthem Blue Cross Blue Shield for the upcoming plan year, which runs January 1, 2021 through December 31, 2021.

This year, open enrollment will again be passive. This means that if you do not want to change your elections (e.g. plan selected, tier, etc.) you do not have to do anything. Your election from last year will automatically rollover. If you wish to change plans for the calendar year 2021, please be sure to read all the materials provided to you to ensure you are selecting the coverage that's right for you.

Please Note: There are no major changes to any of the medical plans. We will offer webinars in late October to explain all the options available to you. Keep reading the Staff Update for more details as they become available. As an added benefit, you may also make changes to your dental enrollment during this time. All enrollments must be completed in ADP by November 6, 2020.

Flexible Spending Account (FSA) Reminder

Did you know that the FSA plan year runs through September, but you have until December to file claims? Any costs incurred between October 1, 2019 and September 30, 2020 can be submitted for reimbursement from your 2020 FSA until December 31, 2020. Additionally, if you have a balance of \$500 or less in your FSA after December 31, 2020, you can roll those funds into the 2021 FSA Health Care plan year if you opted to start a new one on October 1, 2020. Please log into your FSA account at <https://myspendingaccount.wageworks.com> to see your balance and submit receipts. Contact HR if you have any questions at hr@goodwinhouse.org.

Virtual Parade of Cultures

Submissions for our Virtual Parade of Cultures are **due this Friday**, September 25. We are collecting photos and videos of staff members who wish to share something about their cultural connections. Share your submission with Heba Sikander at GHA_hsikander@goodwinhouse.org, or Susan Matthews at GHBC_smatthews@goodwinhouse.org.

Upcoming Webinar with UMGC

The University of Maryland Global Campus (UMGC) informational webinar is tomorrow, September 24, 2020 from 3:30 p.m. – 4:00 p.m. Learn about the benefits of the UMGC and GHI Partnership, UMGC online degree and certificate programs, how to apply and more! Click here to register: www.umgc.edu/goodwinhouse.



*We are committed to keeping residents and staff healthy.
Thank you for your efforts to keep our community infection-free.*



Infection Precaution