Georgia Tech Human Resources (GTHR) is committed to supporting all employees during this gradual return to campus. For questions, email hr.ask@gatech.edu.
Georgia Tech continues to implement measures to mitigate and prevent the spread of Covid-19 for those employees who report to work in person. In order to succeed, we must work together as a community with a singular, shared purpose. We have an obligation to ourselves and to each other to follow the recommended guidelines. The health and safety of Georgia Tech employees are paramount to the Institute. The Covid-19 situation is fluid, and guidance will very likely change over time.

This guidance is designed to protect the health of employees and help ensure the well-being of the community. Each member of our campus community has an individual responsibility to contribute to proper behavior and to adhere to public health guidance to protect themselves and others as well as to help contain the spread of the virus.

As you determine if it is appropriate for your team to begin returning to campus, teleworking and staggered shifts will continue to be encouraged to promote social distancing. For the purposes of this document, a “staggered shift” is defined as a work period with modified start/end times to reduce the number of employees in a work location at a specific time. Please allow at least five (5) business days’ notice to permit employees to plan for their transition back to campus. To assist with these communications, you are encouraged to use the letter template “Reporting In-Person.”

Please reach out to your unit’s Human Resources Business Partner and/or Director if you have any questions.
In late May and early June, researchers and staff who support related efforts will return to campus as part of Phase I. Researchers and staff who can do most of their work at home should continue to do so.

As Phase I launches, we encourage shift work and split work (part-time on campus and part-time at home) where possible.

In mid-June and early July, Phase II will begin. This phase will include staff who support student services as we anticipate and plan to return to in-person, on-campus teaching in the fall.

In late July, staff who do not directly support research or student services will continue to work remotely until further notice or may begin returning to work in staggered shifts as determined by unit managers.

Those who do not yet feel ready to return to work on campus are encouraged to speak with their supervisor to find alternate, off-site working plans wherever possible. That may include those who are at higher risk or live with or care for someone who is considered higher risk.

If an employee and supervisor cannot resolve a conflict related to returning to campus operations, they should contact the Human Resources Business Partner (HRBP) or HR Director within their respective unit.

Georgia Tech anticipates returning to in-person instruction for the Fall 2020 semester.

Teleworking, split shifts and staggered shifts will continue to be encouraged where possible.
Preventative Practices

Employees must follow guidelines issued by the Georgia Department of Public Health and the Centers for Disease Control and Prevention.

- Wash hands often with soap and water for at least 20 seconds
- Use hand sanitizer in the absence of soap and water
- Avoid touching eyes, nose, and mouth with unwashed hands
- Cover cough and sneezes with a tissue or inner elbow

Employees are expected to practice social distancing (6 feet or 1.83 meters of separation from others) at work.

- Each workplace should be reviewed and adjusted to maximize social distancing
- All meetings should be held virtually whenever possible
- All services should be provided remotely whenever possible
- Employees should not use one another’s phone, desk, office, computer, or other equipment. In cases where equipment is shared, it should be disinfected before and after each use.
- Employees should not gather in groups on campus
- Supervisors should allow employees to take meals outside or in separate locations
- Person-to-person contact, including hand-shaking, is prohibited

Employees who are unable to maintain the recommended social distance due to the nature of their work (dining, mail service, maintenance, etc.) will be provided with appropriate Personal Protective Equipment (PPE).

- It is strongly encouraged that cloth facial coverings be worn at all times while on campus
- Single-use surgical masks are required to be worn, and will be provided, while in lab spaces that contain chemical, biological, or radioactive agents. Other lab safety procedures and personal protective equipment (PPE) protocols will continue as before.
- Cloth masks will be utilized outside of lab spaces
- Employees who, due to their job function, are unable to consistently maintain 6 feet of separation from other people will be required to wear cloth masks while at work (cloth facial coverings will be provided for employees who are required to wear them)
- HR will compile a list of units or offices where mask wearing is required due to inability to consistently maintain social distancing
- Employees who are not able to maintain social distance due to the nature of their work will be provided with the appropriate PPE
- A limited supply of cloth masks will be available from Environmental Health and Safety (EHS) for employees who are unable to procure their own mask

Temperature screening may also be required when entering certain locations or areas of buildings. Cloth facial coverings will be provided to employees who are required to wear them.

NOTE: Failure to wear cloth coverings and comply with other safety protocols may result in escalated progressive discipline.
Daily Wellness Check

Screening
Georgia Tech is implementing a self-screening process to support the early identification of positive cases. In addition to self-screening, thermal screening will be deployed in strategically selected locations.

Covid-19 Daily Self-Screening & Guidance
All Georgia Tech community members should self-screen daily before arriving on campus or leaving their residence.

Self-screening will not be tracked, but the community will be strongly encouraged to conduct this daily through reminders and other media campaigns.

Daily Self-Screening Questions

1. Do you have a fever (temperature over 100.4°F or 38°C) without having taken any fever-reducing medications?
2. Do you have a loss of smell or taste?
3. Do you have a cough?
4. Do you have muscle aches?
5. Do you have a sore throat?
6. Do you have shortness of breath?
7. Do you have chills?
8. Do you have a new or unusual headache?
9. Do you have any gastrointestinal symptoms such as nausea/vomiting, diarrhea, loss of appetite?
10. Have you, or anyone you have been in close contact with, been diagnosed with Covid-19, or been placed on quarantine because of possible exposure to Covid-19?
11. Have you been asked to self-isolate or quarantine by a medical professional or a local public health official?

If you reply YES to any of the questions in the checklist, stay home and follow each of the steps below:

1. Employees - Notify your manager or supervisor and contact your primary care physician.
2. Students - Notify your faculty members and contact Stamps Health Center for guidance regarding medical evaluation.
3. If you start feeling sick during your shift, notify your manager immediately and follow the steps above.

Any employee or student diagnosed with Covid-19 by lab testing or clinical symptoms may not return to the workplace or leave isolation until all of the following criteria are met:

1. No fever for at least 72 hours without the use of fever-reducing medicine.
2. Improved symptoms.
3. Absence from the office/public campus spaces for at least 7 days since symptoms first appeared.
Thermal Image Screening
Georgia Tech will deploy thermal image screening at strategic locations on campus ensuring that:

1. Screening does not create bottlenecks, crowding, or other counterproductive results.
2. Screening does not place personnel at unnecessary risk of exposure.
3. Personnel conducting screenings have the appropriate training and resources.

Additional Guidance
- No building, department, or other organization should engage without first gaining the approval from the Georgia Tech Covid-19 Task Force.
- Georgia Tech may deploy pass-through thermal screening at locations with higher risk (such as Stamps Health Services, Facilities, and the Campus Recreation Center), while meeting the aforementioned guidance.
- Georgia Tech will deploy handheld, no-touch thermometers in each building.
- Where appropriate, e.g., low-traffic spaces, some buildings may be directed to conduct temperature scanning.
- Self-screening and thermal imaging are primary screening methods. The infrared thermometers are a secondary measure to confirm an elevated temperature. If an elevated temperature is confirmed, the following actions apply:
  - For employees, call your manager or supervisor and contact your primary care physician.
  - For students, notify your faculty members and contact Stamps Health Center for guidance regarding medical evaluation.

If You Get Sick
If an employee tests positive for Covid-19 or begins to exhibit symptoms of Covid-19, the employee must report the illness immediately by adhering to the following steps.

Step 1: Communicate
1. Notify your supervisor.
2. Email Stamps Health Services at covid19travel@health.gatech.edu or call the Emergency Management Team within the Georgia Tech Police Department (GTPD) at 404-894-2500.
   Upon notification, GTHR Benefits will consult with the employee on the types of leave available and will follow up with the employee’s supervisor, as necessary.
4. Contact your primary care doctor for guidance regarding medical evaluation.

Step 2: Evacuate and/or Isolate
If an employee becomes ill while working on campus, the employee should immediately go home. If possible, avoid public transportation, ridesharing, or taxis.
If an employee becomes ill while telecommuting, the employee should not come to campus.
For either situation, the employee should follow the appropriate scenario below for returning to work.
1. Do not leave your home, except to get medical care. Do not visit public areas or return to campus.
2. Monitor yourself for symptoms of Covid-19 which include fever, cough, and shortness of breath, but other symptoms may be present as well.
3. Take care of yourself. Get rest and stay hydrated.
4. Stay in touch with your doctor. Call before you get medical care. Be sure to get care if you have trouble breathing, or have any other emergency warning signs, or if you think it is an emergency.

5. Follow care instructions from your healthcare provider and local health department. Your local health authorities may give instructions for checking your symptoms and reporting information.

6. Separate yourself from other people.

After Home Isolation
Prior to physically returning to work on campus or visiting the campus temporarily, employees are required to adhere to Georgia Tech’s “Return to Work” guidelines.

These guidelines are applicable to all employees, regardless of their classification, and specifically cover employees who:

- have tested positive for Covid-19 or are presumed to have had COVD-19 based on symptoms,
- did not exhibit Covid-19 symptoms, but tested positive, or
- have been exposed to someone who tested positive for Covid-19.

If an employee is working on campus or at a remote location, the employee must abide by the guidelines for the respective scenario outlined below before coming on campus for any reason.

Scenario A:
You tested positive for Covid-19 or were presumed to have Covid-19 based on symptoms and stayed home.

1. If you tested positive, you may return to work after all of the following conditions are met:
   - Your temperature has not exceeded 100.4°F or 38°C for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers); AND
   - Other symptoms have improved (for example, when your cough or shortness of breath have improved); AND
   - You received two negative tests in a row, at least 24 hours apart. Your doctor will follow CDC guidelines.

2. If you did not have a test but were presumed to have Covid-19 based on symptoms, you may return to work after these three things have happened:
   - You no longer have a fever (without the use of medicine that reduces fevers); AND
   - Other symptoms have improved (for example, when your cough or shortness of breath have improved); AND
   - At least ten days have passed since your symptoms first appeared.

Scenario B:
You have been exposed to someone who tested positive for Covid-19 or were presumed to have Covid-19 and have stayed quarantined for 14 days.

1. You may return to work if you have not exhibited any Covid-19 symptoms and these two things have happened:
   - Your temperature has not exceeded 100.4°F 38°C for at least 72 hours; AND
   - You continued to monitor that you have no symptoms.
Scenario C:
You did not have Covid-19 symptoms, but tested positive and have stayed home.

1. You may return to work after these two things have happened:
   a. At least seven days have passed since the date of your first positive test; AND
   b. You continue to have no symptoms (no cough or shortness of breath) since the test.

2. You may return to work after:
   a. You received two negative tests in a row, at least 24 hours apart. Your doctor will follow CDC guidelines.

Note: If you develop Covid-19 symptoms, follow guidance from the section titled “If You Get Sick” above.

Documents Required for Your Return to Work
Before returning to work, employees are required to notify STAMPS, at covid19travel@health.gatech.edu and provide GTHR Benefits a fitness-for-duty certification from their healthcare provider.

Employees should submit the fitness-for-duty certification to the GTHR confidential fax at 404-894-6978 to the attention of the Benefits Department. Employees should not submit this information through ServiceNow.

Upon receipt of the fitness-for-duty certification, employees will be allowed to return to work.

High Risk Populations
Georgia Tech encourages employees who can work remotely to continue to do so. Employees whose job functions require returning to campus, who are at higher risk for severe illness with Covid-19 should be given an opportunity to continue to work remotely or be given arrangements to ensure they can work with limited face-to-face contact with other individuals.

Employees who live with or care for an individual who is considered higher risk may exercise appropriate leave provisions.

Based on what is known to date, the Georgia Department of Public Health (GDPH) identifies high risk as:
- older adults, age 65 or over, and
- people of all ages with underlying medical conditions, including but not necessarily limited to:
  - People with chronic lung disease or moderate to severe asthma
  - People who have serious heart conditions
  - People who are immunocompromised
  - People with severe obesity (body mass index [BMI] of 40 or higher)
  - People with diabetes
  - People with chronic kidney disease undergoing dialysis
  - People with liver disease

Note: Individuals should NOT proactively identify people who are at a higher risk for severe illness with Covid-19. Self-identified high-risk employees should initiate a request for alternate work arrangements.

A. Higher risk employees who are unable to return to campus due to Covid-19 and wish to request an alternate work arrangement must complete a request form and provide medical
documentation detailing their needs and requested support. Follow this link to access the Georgia Tech Reasonable Accomodations Request Form.

Such requests should be submitted to GTHR for review. Upon approval, GTHR will work with the employee and their immediate supervisor to document and facilitate the alternate work arrangement. Individuals in this group may be eligible to receive a reasonable accommodation under the Americans with Disabilities Act (ADA). If the employee’s job duties can be done remotely, the employee will be granted a temporary accommodation to continue working remotely. Learn more here.

B. If higher risk employees have been advised by a healthcare provider not to work on campus, but their work cannot be done remotely, they must provide medical documentation and may be eligible to take leave under the Families First Coronavirus Response Act (FFCRA).

C. Employees who live with or care for an individual who is considered higher risk who are able to work remotely due to Covid-19 must provide medical documentation and will be granted a temporary accommodation to continue working remotely. Employees who are unable to perform their duties remotely may be eligible to take leave under the FFCRA.
ADA Accommodations Process for High Risk Groups

Employees who fall in the higher risk groups as defined by the GDPH, may request an accommodation. The below outlines the process for Covid-19 related ADA accommodation requests:

Step 1. Employee initiates request for accommodation process by completing and returning the Accommodation Request Form to GTHR’s Employee Relations department.

Step 2. Fill out the form as instructed.

Step 3. Save the completed form to your computer, then upload your form to our confidential Dropbox by clicking here. If you need assistance with completing the form, please email Ann F. Harris, GTHR Employee Relations Compliance Advisor at: ann.harris@ohr.gatech.edu

Step 4. GTHR Employee Relations contacts employee's supervisor to advise of the reasonable accommodation request and:

   a. Obtains employee job description information which may include:
      i. job analysis
      ii. essential functions analysis
   b. Discusses job modifications/accommodations options to reduce employee exposure to coronavirus (including but not limited to: telecommuting, schedule/work location changes etc.)

Step 5. GTHR/Employee Relations providea employee with a medical certification form to the Licensed Healthcare Provider Letter to be provided to the employee’s clinician.

Step 6. Healthcare provider emails the completed and signed medical information forms directly back to GTHR Employee Relations.

Step 7. GTHR Employee Relations reviews all documents and determines employee eligibility for ADA accommodations and the reasonable accommodations to be provided. GTHR Employee Relations sends the Notification of Accommodation status form to advise the employee and employee supervisor regarding whether the accommodation has been approved as well as the timeframe for implementation. Employees determined to be ineligible for accommodation will receive written notice of this determination from Georgia Tech Human Resources together with information on how to appeal the determination.

All accommodations under this process will be implemented for a period of 120 days, after which the accommodation will be reviewed, revised and/or extended as appropriate. Employees may be requested to provide updated medical documentation to support an accommodation extension.

Step 8. All documents relating to the employee's disability and accommodations shall be maintained by GTHR/Employee Relations in a separate file compliant with ADA confidentiality requirements.
Recommendations for Common Areas

The following information is provided in partnership with Facilities and Environmental Health and Safety (EHS).

This document is designed as a guideline to assist the campus community on how to improve social distancing and enhance sanitizing common areas around campus.

For the purpose of this guideline, a “common area” is defined as: Any area available for use by more than one person.

As a general guideline, employees should always limit face-to-face contact with other employees, students and visitors; wear a mask when interacting with others in close spaces (less than 6 feet or 1.82 meters apart); frequently wash hands with soap and water; use hand sanitizer in the absence of soap and water; and avoid touching eyes, nose, and mouth with unwashed hands.

For the latest information regarding how to protect yourself and others, visit the Centers for Disease Control and Prevention (CDC) at [cdc.gov](http://cdc.gov).

<table>
<thead>
<tr>
<th>Breakrooms and Kitchens</th>
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</thead>
<tbody>
<tr>
<td>1. Clean and disinfect all surfaces within the area including high touch areas (fixtures, light switches).</td>
</tr>
<tr>
<td>2. Clean and disinfect all appliances (handles, buttons etc.)</td>
</tr>
<tr>
<td>3. Re-arrange or remove furniture to promote social distancing.</td>
</tr>
<tr>
<td>4. Post signage explaining new rules or protocols for the common area.</td>
</tr>
<tr>
<td>5. Increase frequency of cleaning surfaces.</td>
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<tr>
<td>6. Provide disinfectant and disinfectant wipes.</td>
</tr>
</tbody>
</table>

For assistance contact: Facilities, Custodial Services

<table>
<thead>
<tr>
<th>Conference Rooms</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Host team/staff meeting via video conferencing instead of the conference room when possible</td>
</tr>
<tr>
<td>2. Disinfect all surfaces (tables, chairs, computer equipment and components), after each use</td>
</tr>
<tr>
<td>3. Re-arrange furniture to promote social distancing. This may require the removal of some chairs.</td>
</tr>
<tr>
<td>4. Place hand sanitizer in conference room.</td>
</tr>
<tr>
<td>5. Post signage explaining new rules or protocols for the common area.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Elevators</th>
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</thead>
<tbody>
<tr>
<td>1. The Institute will provide such stickers to departments. Place floor sticker(s) in elevator to clearly identify where people should stand for best distancing.</td>
</tr>
<tr>
<td>2. Place social distancing queue management indicators for waiting passengers and control the flow.</td>
</tr>
<tr>
<td>3. Post signage near elevator indicating new maximum capacity due to social distancing.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Labs</th>
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<tbody>
<tr>
<td>1. Post signage explaining new rules or protocols for labs.</td>
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<table>
<thead>
<tr>
<th>Lobbies</th>
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</thead>
<tbody>
<tr>
<td>1. Post signage explaining new rules or protocols for common areas.</td>
</tr>
<tr>
<td>2. Re-arrange or remove furniture to promote social distancing.</td>
</tr>
<tr>
<td>3. Clearly place hand sanitizer in lobby area.</td>
</tr>
</tbody>
</table>
Restrooms
1. Post CDC guidelines for washing hands. The Institute will provide appropriate signage.
2. Frequently wipe surfaces with disinfectant wipes.
3. For larger restrooms, consider limiting stalls for use to every other one to improve distancing.

For assistance contact: Facilities, Custodial Services

Shared Workspaces
1. Shared workspaces are strongly discouraged wherever possible.
2. Post guidelines for disinfecting all surfaces before and after each use.
3. Issue each employee a personal keyboard and mouse for use in a shared workspace. Provide an option for employees to store their keyboard and mouse.
4. Place disinfectant and disinfectant wipes at the shared workspace.

Staircases
1. Where possible, consider having one-way stairwells with clear signage.

Building Entryways
1. Place hand sanitizer near building entrances.
2. Signage to remind employees and visitors they should avoid entering the building if they are experiencing any Covid-19 symptoms.

Supply Closets and Drawers
1. Place hand sanitizer near supply closets, drawers etc.

Printers and Fax Machines
1. Place hand sanitizer near machine(s).
2. Limit the number of people gathered near printers and fax machines.
3. When/where possible, encourage employees to send documents to public printers using a security code that can be entered to release their documents when others are not near the printer.

For Support Contact: IT Support (for printer security code access)

Walkways and Sidewalks
1. Reminders/markers to maintain social distancing.

State-Issued Vehicles
1. Disinfect before and after each use.
2. Minimize number of occupants in all vehicles to maximize social distancing.
3. The University System of Georgia (USG) requires only one person is permitted per golf cart.

Signage in Common Areas
1. Post signage discouraging gatherings of employees, visitors, and students.

Best Practices for Shared Workspaces

The following information is provided in partnership with Facilities and Environmental Health and Safety (EHS)

Practice Social Distancing
Telework and staggered shifts will continue to be encouraged to promote social distancing. The following distancing actions should be observed:
- Spread out desks and chairs to at least 6 feet or 1.83 meters between each station
- Use social distancing floor signs
- If necessary, use large meeting rooms to make up for lost desk space
If your building has an elevator, encourage people to wait longer so as not to pack elevators each ride.

Cancel or postpone any events or activities (networking happy hours, lunch-and-learns, etc.) or consider hosting them virtually.

Encourage workers to work remotely whenever possible

Disinfect Your Work Areas, Breakrooms

In the workplace, it is important to clean and disinfect the following surfaces/areas:

- Desks and tabletops
- Chairs/armrests
- Computer monitors
- Keyboards
- Mobile phones and tablets
- Doorknobs
- Printers
- Commonly touched surfaces and handles (microwaves, refrigerator, coffee pot, etc.)
- Packages you receive

Proximity Spaces

- Daily disinfect all surfaces, from doorknobs and light switches to desks and countertops.
- Keep spaces stocked with disinfecting wipes, hand sanitizer, hand soap, and tissues readily available for staff and clients.
- Provide paper towels in the bathroom.
- Stock the kitchen with disposable cups, silverware, and plates.
- Remind staff and clients to wash hands regularly. Place waste bins in restrooms to near the door so that people can avoid direct contact with doorknobs and handles.
- Suspend shared snack programs and remove candy dishes from the front desk.
Manager and Employee Conversations
Due to Covid-19 an Employee is Concerned about a Return to Campus

Concern Expressed by Employee:
- A member of my team has been working remotely due to Covid-19. When I conveyed to them that we are beginning the transition from a remote work environment back to our campus work spaces, they expressed discomfort with returning to campus due to personal reasons.
OR
- A member of my team has been working on campus under modified working conditions due to Covid-19. When I communicated to them that the transition back to campus will result in a larger number of employees/students/visitors returning to campus, they expressed discomfort due to personal reasons.

Manager Should Ask Employee:
- What makes you feel uncomfortable about returning to your campus work space?
- What concerns you about having more people occupying the overall work environment?

Possible Responses from Employee:
1. General fear and/or anxiety they will be exposed to Covid-19 (share information regarding preventative practices and daily wellness checks; also consider a referral to the Employee Assistance Program)
2. Not comfortable or confident in cleaning protocols used in campus work spaces (share information regarding preventative practices, recommendations for common areas, and best practices for shared workspaces)
3. Not sure if social distancing practices will be effectively used in campus work spaces (share information regarding preventative practices, recommendations for common areas, and best practices for shared workspaces)
4. Desire to prevent the spread of Covid-19 to an immediate family member in their home (share information regarding preventative practices and daily wellness checks, recommendations for common areas, and best practices for shared workspaces)
5. Concerned with being part of a high risk population (share information about high risk populations)

General Guidelines for the Manager when conducting the conversation:
- Have an honest, open, and transparent conversation with the employee.
- Allow the employee to share their concerns and actively listen.
- Share what you do and do not know about what your specific department/unit/school/team will be doing (e.g., cleaning practices, social distancing, temperature checks, etc.).
- Provide the reason(s) why the employee will be required to return back to their work space or work in an environment occupied by more people if alternative options will not be possible (i.e., to support research, students, internal/external customers, and/or other impacts to the Institute).
- Managers should not request and employees should not divulge or share personal health information directly with their supervisors. Review the High-Risk Populations section of this guidebook for guidance.
- Communicate if there are/have been work productivity challenges or concerns with the employee while working remotely or under modified working conditions.
An immediate response that the employee will not be permitted to continue working remotely or under modified/flexible working conditions due to productivity challenges or concerns should be avoided.

Alternative approaches to managing the productivity challenges or concerns should be considered and leveraged (e.g. more frequent, formal one-on-ones, informal check-ins, submittal of status reports, and other approaches).

Disciplinary actions such as Performance Improvement Plans or Progressive Discipline should be used as a last resort; consult with GTHR prior to taking these actions.

Additional Recommendations for Managers to Consider:
- Implement/use more formal and informal check-ins and meetings with the overall team.
- Implement/use more formal one-on-ones and informal check-ins with individual employees.
- Increase the frequency of these types of meetings and conversations with the team and individual employees; consider having employees submit status reports on a regular basis.
- Use these meetings and conversations to share new information and updates from the department/unit/school and overall Institute regarding a return to campus, as well as an opportunity for employees to share their thoughts and concerns.

Additional Actions Regarding Work Arrangements and/or Work Schedules to Address Concerns:
Consider using modified or alternative/flexible working arrangements and/or work schedules as more people begin to return to the work environment. This could include, but is not limited to:
- Using a planned, phased-in approach for the team/office to return to work; not having all employees return to the work space at once, but allow individuals to return gradually over time
- Implementing a rotating schedule approach, combined with remote working; not having all employees in the work space on the same days of the week, or hours of the day, also allowing individuals to work farther apart
- Leveraging remote working capabilities for some or all employees; allow employees to continue or start working remotely as their work function permits
- Creating alternating work shifts for employees; develop a schedule where employees can complete a full workday in their work space, but at different times so that not all employees will be occupying their shared work spaces at the same time
- Providing employees with the option to work at multiple locations during the workday; employees can work a partial day in the office and the remaining portion working remotely
- Allowing employees to work alternate work schedules throughout the work week; consider employee schedules such as working four, 10-hour days so they are in the office fewer days
- Developing other options in conjunction with employees and department/unit/school leadership
- Consider allowing an employee to take the appropriate leave.
Recommendations for Managers and Supervisors

During this time, employees may have a variety of emotions and feelings. As a manager, it is important for you create an environment where employees feel comfortable talking through circumstances involving their work.

1. Encourage teleworking and staggered shifts.
2. Engage with your team and observe how employees are doing.
3. Listen to employee concerns with empathy.
4. If a member of your team exhibits Covid-19 symptoms, follow the steps outlined in guidance documents and send the employee home. Follow up with GTHR in support of the employee.
5. When an employee requests related leave, please refer them to GTHR Benefits at hr.ask@gatech.edu.
6. Help keep employee health information confidential. Employees are encouraged to provide health information to GTHR through a confidential portal.
7. Reach out to Employee Relations in GTHR for support at employee-relations@ohr.gatech.edu.

Tips for Managing a Remote Workforce

When managing a remote workforce, consider the following steps and recommendations:

- Review Georgia Tech Flexwork Arrangements policy with employees, and complete necessary documentation:
  - Flexible Working Arrangements Agreement Form
  - Telecommuting Agreement Form
- Schedule regular meetings and communication with team members.
  - Establish informal check-ins with individual employees
  - Establish formal one-on-one meetings with individual employees; employees can utilize a One-on-One Meeting form to share information and serve as the meeting agenda
  - Establish informal and formal team check-ins and meetings with the entire team
  - NOTE: When working remotely, conducting these types of conversations on a more frequent cadence will be important
  - Consider employees providing more formal status updates on a regular cadence (i.e. weekly, biweekly, etc.); employees can complete a One-on-One Meeting form to document information and share with manager
- Define a work schedule for the workday and workweek for employees
  - Establish start and end times for each workday (as needed/desired)
  - Establish a schedule for the workweek (as needed/desired)
  - Consider reviewing options in the Georgia Tech Flexwork Arrangements policy (e.g. compressed workweek, flextime, etc.)
- Set clear communication expectations between management, team members, and/or customers
  - Establish service level agreements for responding to emails and phone calls
  - Establish service level agreements for completing tasks/work needed or requested by other employees and groups
• Determine what equipment and applicable software/systems access will be required for remote work. Contact ServiceNow to request equipment and set-up for employees. Consider the following resources and complete necessary documentation:
  o Equipment:
    ▪ Laptop/Desktop
    ▪ Computer Monitors
    ▪ Telephone/Cell Phone
    ▪ Printer(s)/Scanner(s)
    ▪ Other applicable hardware
    ▪ Note: Per the Georgia Tech Flexwork Arrangements policy, an Equipment Loan Agreement form is required for remote business operations. Managers should submit the completed form to their department’s property control coordinator and/or a copy of the form may be uploaded to the associated ServiceNow request ticket.
  
• Determine the best collaboration tools/software to use for meetings and discussions with employees:
  o Video Collaboration Tool Comparison Matrix
    ▪ BlueJeans
    ▪ WebEx
    ▪ Microsoft Teams
  
• Review/discuss Georgia Tech Cyber Security information, processes, and resources with employees, including:
  o Data Management: Security Fundamentals training
  o Cyber Security Best Practices
  o Keep Your Laptop Safe
Training Resources

Consider reviewing these LinkedIn Learning courses and other training resources to assist in managing and onboarding a remote employee/team. Neither required, nor exhaustive, some examples of training resources are listed below:

- Georgia Tech Human Resources Services & Support
- The Value of Working Remotely
- Managing Virtual Teams
- Managing Remote Workers

**NOTE:** Employee will need to sign in to [LinkedIn Learning](https://www.linkedin.com) using their Georgia Tech credentials to access these free videos.
One-on-One Meeting Form

One-on-one meetings between managers and their employees provide a valuable opportunity to enhance individual and team productivity, foster great working relationships, provide positive feedback and support, and address issues before they become significant problems. It is recommended that managers meet with their employees weekly or biweekly, but at minimum on a monthly cadence. This form is designed for use by an employee to prepare for a one-on-one meeting with their manager. In the instance that a meeting must be cancelled or is deemed unnecessary, this completed form can be sent by the employee to their manager to function as a status report so important information can be shared.

<table>
<thead>
<tr>
<th>Employee Name:</th>
<th>Employee Job Title:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manager Name:</td>
<td>One-on-One Meeting Date: [Click to enter date]</td>
</tr>
</tbody>
</table>

### STATUS UPDATES

<table>
<thead>
<tr>
<th>Project/Activity/Task (work completed since last meeting)</th>
<th>Associated Performance Goal</th>
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<table>
<thead>
<tr>
<th>Project/Activity/Task (future/planned work to be performed prior to next meeting)</th>
<th>Associated Performance Goal</th>
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### SUCCESSES

<table>
<thead>
<tr>
<th>Achievements, Celebrations, and Successes</th>
<th>Lessons Learned</th>
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<tbody>
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### CHALLENGES

<table>
<thead>
<tr>
<th>Road Blocks, Barriers, and Challenges</th>
<th>Assistance Requested</th>
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<tbody>
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### DECISION POINTS NEEDED

<table>
<thead>
<tr>
<th>Decision/Question/Request to be addressed by Manager</th>
<th>Answer/Status</th>
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### CAREER DEVELOPMENT GOALS

<table>
<thead>
<tr>
<th>Planned or Desired Career Development Goal Activities</th>
<th>Status</th>
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</table>

### OUT OF OFFICE REQUESTS

<table>
<thead>
<tr>
<th>Upcoming vacation and/or sick plans (for planning and/or scheduling purposes)</th>
<th>Any Potential Conflicts or Adjustments Needed</th>
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Performance Management Guidance

Georgia Tech strives to provide an environment where all employees understand the impact their contributions have on the achievement of Institute goals and are provided the opportunity for ongoing personal growth. The purpose of these guidelines is to continue to maintain an effective performance management process. It serves as a reference guide for managers to ensure that employees have a clear understanding of the work expected from them, to receive ongoing feedback regarding how they are performing relative to newly defined expectations, address performance that does not meet expectations, and celebrate achievements.

A. Performance Goals
Performance goals are necessary and help to define what is expected of employees in their current position in relation to the department and/or unit's overall goals during the Covid-19 pandemic.

B. Performance Management Procedures
The Georgia Tech Performance Management Process normally consists of a four-phase cycle: planning, managing, reviewing, and rewarding performance. During the Covid-19 time period, the performance management cycle will consist of the following cycle: resetting, managing, reviewing, and rewarding.

C. Performance Management Phases
1. Resetting - Whether managers have previously set expectations and/or conducted the employees’ annual evaluation, the manager must reset and redefine expectations in relation to the current work environment.

In this phase, individual goals and objectives should be reset in a collaborative manner for the current performance period, while keeping in mind what is truly realistic for an employee to achieve. Managers will need to provide employees with clear expectations by setting goals that are SMART (specific, measurable, achievable, relevant, and time-based) to measure goal attainment and productivity. This is also where managers need to reset and discuss expectations with employees around work hours, responsiveness during the day, and a prioritization of work tasks. Georgia Tech recognizes that many managers and employees will have outside variables, including furloughed days, that may prevent each from performing their duties in a normal way. Therefore, managers will need to adjust not only individual goals but departmental goals as well.

2. Managing - During the managing phase, regular communication between the manager and employee is critical. Managers are to schedule regular (weekly or bi-monthly) check-ins with each of their employees and use informal conversations, so both parties are kept abreast of progress towards the successful completion of goals and expectations. As many employees may be working remotely, managers will need to give timely feedback. This may be accomplished by leveraging current technology to conduct video and telephone conferences (Zoom, BlueJeans, Microsoft Teams, etc.), as well as using instant messaging and email.

These regular discussions also enable the manager to provide timely feedback and coaching as the year unfolds. Because the performance cycle spans several months, managers and employees need to keep track of key performance highlights and challenges that have occurred and will continue to occur during the remainder of the year. These notes will help immensely when it's time to prepare the annual review.
3. **Reviewing** - The reviewing phase is where the manager meets with the employee to conduct the annual performance evaluation. If SMART goals have been set (resetting phase) and ongoing communication/feedback has taken place (managing phase), the overall outcome of the annual review should come as no surprise to the employee.

   a. If 2019 performance evaluations have not been conducted, managers should move forward with completing this task as employees’ performance should be evaluated using established goals and expectations that would not be affected by the pandemic.

   b. For 2020 performance evaluations, managers must be flexible in evaluating employees’ performance as many employees may or may not have worked or worked limited hours for a few months during the pandemic. Furthermore, some employees may have had a shift in their roles due to limited operations or have taken on additional duties due to leave by other employees. As such, managers will need to evaluate employee performance with an understanding that some employees may have had a learning curve to overcome and allow for minor interruptions in the performance of duties.

4. **Rewarding** - In the rewarding phase, when merit increases are available, employees may receive an increase to their annual base pay as a reward for meritorious performance. It is important to remember that performance increases should be differentiated between employees based upon their overall performance ratings and, in general, top performers should receive higher pay increases.

D. **Documenting Performance**

Georgia Tech recognizes the unique work environment both managers and employees are facing. If an employee is not performing duties, managers are first encouraged to have an informal conversation to determine what barriers are preventing an employee for accomplishing his/her duties.

1. **Verbal Counseling** - During the verbal counseling conversation, the manager should first listen to the employee to determine if the issues are work-related or due to personal/health concerns. If due to personal/health concerns, the manager should refer the employee to GTHR Employee Relations at employee-relations@ohr.gatech.edu. If the issues are work-related, the manager should set clear expectations for improvement and ask employees for their feedback on how to improve their own performance. After each verbal conversation, the manager should send the employee a follow-up email to confirm that the employee has a firm understanding of what is expected, as well as ask the employee to provide written acknowledgment of the discussion.

2. **Formal Counseling** - If a manager has spoken to an employee on several occasions about missing deadlines or unsatisfactory work product and verbal counseling conversations have not led to improvement, conducting a formal counseling meeting may be the next step. Before scheduling the meeting, managers should first work with their local HR Representative to review the information. If deemed appropriate based on the facts, the manager will be advised by the HR Representative to move forward with preparing a written warning that addresses the following elements:

   a. **Summary of the issue**: Summarize the issue and include specific examples, when each instance occurred, and the impact it has on the department and co-workers. Only include factual information and reference any previous discussions had with the employee, including the dates.
b. **Performance expectations:** Emphasize that commitment to the employee’s success and outline the specific steps he/she needs to take in order to improve and by when. Identify the resources, support, and training opportunities available to help the employee succeed.

c. **Consequences:** Explain the consequences for failing to improve, such as additional disciplinary action up to and including termination of employment.

After the written warning is prepared, reviewed and approved by GTHR Employee Relations, the manager and local HR Representative should meet with the employee to discuss the issue. Have the employee sign the written warning. Written warnings should be forwarded to GTHR for placement in the employee’s official personnel file.

If the employee refuses to sign the documentation provided, managers should explain that the purpose of the signature is to confirm that the employee received the information, not that he/she necessarily agrees with it. Give the employee an opportunity to provide a written rebuttal within five workdays. If the employee still refuses to sign the written warning, the manager should make a note on the document that says the employee refused to sign it and initial and date the written warning.

3. **Personal/Health Concerns** - During a performance meeting, if an employee states that he/she has a personal/health issue that is causing performance issues, the employee may have a qualifying event that requires continuous or intermittent leave or the employee may have a disability that requires a reasonable accommodation. As such, the manager should immediately refer the employee to GTHR Benefits for health concerns and to GTHR Employee Relations for disabilities. Please note that an employee does not need to use the term "disability" or “health issue” in order to initiate the referral to GTHR. For example, "I'm having trouble getting to work on time because of medical treatments I'm undergoing," should trigger the manager to make the referral to GTHR.

4. **Avoidance** - Documenting employee issues can feel overwhelming and frustrating; however, it can help employees stay on track and support future employment decisions. Since delivering negative feedback can be uncomfortable, some managers avoid the issue until the employee’s performance or conduct becomes severe. Yet, it is imperative that managers immediately address ongoing performance issue, document the necessary steps taken to address it, be able to show the employee was made aware of the problem, and that the employee failed to improve.

Managers should not feel alone. GTHR Employee Relation Consultants serves as a resource to help facilitate discussions between the manager and employee.
Leaves Options for Employees Who Are Unable to Return to Campus

Employees who cannot return to work due to: 1) a Covid-19 related qualifying conditions, 2) a disability, or 3) a feeling of discomfort with returning, may be eligible for leave, reasonable accommodations, or teleworking options depending upon their situation. To request leave, employees should click on the link and follow the listed instructions.

1. **Families First Coronavirus Response Act** (Emergency Paid Sick Leave or Expanded Family Medical Leave)
   a. Scenario A – Employee is unable to work due to Federal, State, or local order to quarantine or isolate related to Covid-19
   b. Scenario B – Employee is unable to work because they were advised by a healthcare provider to self-quarantine related to Covid-19
   c. Scenario C – Employee is unable to work because they are experiencing Covid-19 symptoms and are seeking a medical diagnosis
   d. Scenario D – Employee is unable to work because they are caring for an individual subject to an order described in Scenario A or self-quarantine as described in Scenario B
   e. Scenario E – Employee is unable to work because they are caring for a child whose school or place of care is closed (or childcare provider is unavailable) due to Covid-19 related reasons
   f. Scenario F – Employee is unable to work because they are experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services

2. **Family Medical Leave Act** (FMLA)
   a. Scenario A – Employee needs to take leave for the birth of a child and to care for the newborn child within one year of birth
   b. Scenario B – Employee needs to take leave for the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement
   c. Scenario C – Employee needs to take leave to care for the employee’s spouse, child, or parent who has a serious health condition
   d. Scenario D – Employee needs to take leave for a serious health condition that makes the employee unable to perform the essential functions of his or her job
   e. Scenario E – Employee needs to take leave for any qualifying exigency arising out of the fact that the employee’s spouse, child or parent is a covered military member on “covered active duty”
   f. Scenario F – Employee needs to take leave to care for a covered servicemember with a serious injury or illness if the eligible employee is the servicemember’s spouse, child, parent, or next of kin (military caregiver leave); leave for this qualifying situation is up to 26 weeks

3. **Americans with Disabilities Act** (ADA)
   a. Scenario A – Employee cannot return to work due to a Covid-19 related health situation or an unrelated Covid-19 health situation and the employee has a disability.
b. Scenario B – Employee has a disability and can return to work, but needs a modified work location, work schedule, or various modalities to perform essential job duties

4. Personal Leave
   a. Scenario A – Employee does not feel comfortable returning back to work, but does not have a qualifying health condition or situation that falls under other leave programs and the employee cannot perform job duties remotely

5. Telecommuting
   a. Scenario A – Employee falls in Covid-19 higher risk category and employee is able to perform normal work duties at a location away from the conventional or main office

Update on Non Closure Emergency Leave (Leave with Pay)

As we begin our phased return to work efforts, the use of Non-Closure Emergency Leave provisions will decrease as employees resume on-campus work. You will recall, eligible exempt employees who are paid monthly and eligible non-exempt employees who are paid biweekly may utilize the Non-Closure Emergency Leave when they:

- are unable to perform their regular duties through telework or other remote and flexible work arrangements, and
- are not working as required employees in enabling the Institute to sustain essential on-campus services and operations.

With the gradual increase in research activity and preliminary preparations underway for summer and fall, the number of employees required to support these efforts on campus also increases. For those employees who are requested to return to work, Non-Emergency Closure Leave is limited to time essential to ensure gradual and safe return, and/or split shifts, as defined by the unit manager.

Employees who have not yet been asked to return to on-campus work, may continue to use Non-Closure Emergency Leave until they are asked to return to work on-campus.

<table>
<thead>
<tr>
<th></th>
<th>Regular Schedule</th>
<th>Modified Schedule</th>
<th>Modified Return to Work Schedule</th>
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<tbody>
<tr>
<td></td>
<td>Start Time</td>
<td>End Time</td>
<td>Start Time</td>
</tr>
<tr>
<td>Regular Hours</td>
<td>8:00am</td>
<td>5:00pm</td>
<td>8:30am</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Non-Closure</td>
<td>N/A</td>
<td>N/A</td>
<td>8:00-8:30</td>
</tr>
<tr>
<td>Emergency Leave</td>
<td>(.5 hr)</td>
<td>(.5 hr)</td>
<td>(.5 hr)</td>
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<td>3</td>
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</table>

How to Request Leave

Requesting Families First Coronavirus Response Act (FFCRA) Emergency Paid Sick Leave or Expanded Family Medical Leave

May 28, 2020 26
Eligible employees may specifically request emergency paid sick leave or expanded family medical leave. The below outlines the process for FFCRA leave requests:

**Step 1:** Employee initiates request for leave under FFCRA by completing and returning the Families First Coronavirus Response Act Leave Request Form to GTHR. Here is the link for the [FFCRA Form](#).

**Step 2:** Fill out the form as instructed.

**Step 3:** Save the completed form to your computer, then submit using one of the two methods listed below. If you need assistance with completing the form, please call Georgia Tech Human Resources (GTHR) Benefits at 404-385-2377

   A. Upload your form to our confidential DropBox by clicking [HERE](#), or
   B. Fax your completed form to our confidential fax at: 404-894-6978, ATTN: Benefits Department.

**Step 4:** Notify your supervisor of your pending leave.

**Step 5:** GTHR will submit the appropriate paid leave status in Absence Management, and the employee’s time sheet will automatically be updated.

**Step 6:** GTHR will update the employee’s supervisor so management may prepare for business continuity.

**Step 7:** Employees not enrolled in Absence Management (such as GTRI employees) must place the appropriate time reporting code on their time file:

   - **00EMH** - Federal Emergency Leave (Hourly employees)
   - **00EMM** - Federal Emergency Leave (Salaried employees)
Thank You!

Georgia Tech Human Resources (GTHR) is committed to supporting all employees during this gradual return to campus. For questions, email hr.ask@gatech.edu.