**HR Lunch and Learn Q & A’s and Information**

**Guest Speakers:**

**Anne Gilbert - BFA Strategic Planning and Implementation Director and WWU representative, Council of President’s COVID-19 Response Coordinators Group**

Topic:How Western is working with other state institutions to share best practices, what they are doing in response to the pandemic and Fall planning

* The COVID-19 response coordinators group involves representatives from University of Washington, Central Washington University, Eastern Washington University, Washington State University Evergreen State University, and Western. They meet twice per month, sharing best practices and developing guidance. At the state level information seems to be more focused on K-12, this group was formed to highlight issues unique to higher education and how to manage them. Private colleges and community colleges have benefitted as well from our work as well.
* The team are currently contributing to updated guidelines for higher education, as well as providing input to Washington State government COVID higher education decisions and policies.
* All six state institutions from this group are mandating vaccinations in the Fall for students and employees. Because of this, all are expecting that physical distancing requirements and facial coverings will not be required in the fall. This is not yet confirmed. Many private universities are as well. All are aiming for as close to a full on-campus presence as possible.

**Adam Lorio - Manager, Counseling, Health and Wellness Special Programs and current Operations and Section Deputy Chief for IMS, COVID Support Manager**

Topic: What’s next for COVID support at Western, Summer into Fall

* As we move towards the state re-opening, we will have a robust set of guidance put together from the state, local and county groups as well as WWU’s own institution guidance. There will be policies for each of the difficult challenges we face.
* Transitioning into more of a COVID-19 support and monitoring role. Biggest impact will be COVID-19 safety and responsibility in our community and re-integrating into regular operations ongoing.
* Moving away from an umbrella management system to having decisions infused via departments, divisions, VP’s and their delegates and the President’s Office to be involved in ongoing decision making.
* As we get closer to the transition to Fall, keep eyes and ears open during the Summer for more communication as we learn more from the Governor’s office about State re-opening guidance.
* Goal is to determine the best course for campus

**FYI:**

* Viking Union will remain open M-F during summer
* Coffee available in Fall
* Summer Noon Concerts are back! On the plaza... (July 14, 21, and 28)
* Bookstore reopens to instore shopping early July!
* To check if your information is in the Washington State Dept. of Health systems database visit: https://wa/myir.net
* The state launched a lottery to incentivize vaccinations. For information on the lottery:

<https://www.seattletimes.com/seattle-news/health/today-the-first-winners-of-washington-states-covid-vaccine-lottery-will-be-chosen/>

**Q & A**

Do I need to wear a mask if vaccinated?

Yes, at this time a mask is still needed indoors, as well as outdoors if you are not able to maintain 6 feet of distance. Physical distancing is expected to be lifted in the Fall and masks will most likely only be required for individuals with a vaccine exemption. Western is planning towards this so we can have more students in classrooms.

Will testing still take place in the Fall?

Testing and attestations may still take place in the Fall, as well as the cleaning protocols in place now.

For those with a vaccine exemption, will they be allowed on campus?

Yes, they will be allowed on campus. They would need to adhere to any mandates for unvaccinated individuals such as wearing a mask and physical distancing.

Where do employees go for questions re: exposure etc.

Employees can contact their HR Consultant or email COVID Assistance: HR.COVID.Assistance@wwu.edu

<https://hr.wwu.edu/test-reporting>

I have heard rumors that reopening plans won't be needed after July 1. Is that true?

As state re-opening happens, we will be adjusting the approach – site safety plans will continue to be required and supported, language may change from re-opening to site safety plan.

Will we be doing away with the safe-start levels before fall?

Yes, we expect they will, expect the June 30th benchmark and other time of change expected. The approach Western has used has tried to closely follow/mirror language used by the State, as the State adjusts language regarding reopening, expect Western to adapt and change language to communicate our Western specific guidance.

Do we have data from the other University Child Development Centers to know what they are mandating for mask-wearing and vaccination requirements? (question answered after the session)

* The University of Washington’s employee childcare center is contracted out and are following any Washington State Department of Health, OSHA and L&I requirements. There are two smaller childcare centers that are following the university’s requirements (vaccine requirements and verification) in addition to Washington State childcare center guidance.
* Eastern Washington University’s (EWU) childcare center on campus is run by the local YMCA, not EWU. EWU is requiring masks for summer camps.
* At Central Washington University (CWU), the childcare staff will follow the university requirements – they will have to be vaccinated or file an exemption. They do not know yet if masks will be required in the fall.
* At Washington State’s Pullman campus, although the mask mandate was discontinued for fully vaccinated individuals, this guidance does not apply to childcare. Childcare staff will continue wearing masks and children over 2 are encouraged. At their Vancouver campus, they are holding off on opening their childcare center as they will be hiring a new director.
* Random note from Adam(doesn’t necessarily need to be included in information provided, from my Early Childhood Admin history): Great to see how other institutions are approaching their childcare operations. This is one area where there has (and likely will continue to be) specific guidelines published by Federal Agency and State regulations(exactly what UW is following).

Will you be posting %’s of vaccinated individuals for certain groups?

Yes, details are still being worked through

What is the current percentage in WA and Whatcom County for people with at least one shot?

Whatcom County: 66%, WA: Percent of population (16+) initiating vaccine: 63.66%

Best Link for up to date State DOH: <https://www.doh.wa.gov/Emergencies/COVID19/DataDashboard>

Same link can click on Whatcom County and see current county numbers reported to state.

Will Banner be used as the system of record for who has or hasn't been vaccinated for students, faculty and staff?

Yes, employee vaccine records will be recorded with the esign form via Banner as well as student vaccine information.

WWU's COVID-19 Symptom Attestation web site has not worked most of spring quarter. Are there plans to restore functionality and continue attestation going forward?

If you have issues, try deleting your browser cookies or open an incognito/private tab or try a different browser.

Do you anticipate more buildings will be unlocked during business hours prior to Fall? Is this waiting for vaccination mandate implementation?

Buildings will remain locked this Summer but will be open in the Fall. Access to buildings for those already authorized shouldn’t be a problem this Summer ,as those employees should already have keys to get into the buildings they need to access.

Is there a way to know which buildings are open when?

There is no single answer for every building other than a discussion will have to occur to ascertain the best solution for all users. There are some buildings in which the occupants do NOT want the doors open. Contact COVID planning for questions: COVID19Planning@wwu.edu

What will be the process if a student tests positive?

Once the student has been notified that they have tested positive, the Student Health Center works with the Whatcom Dept. of Health re: contact tracing and notifications. They have a good system in place for isolating, quarantine and cleaning areas the student was around.

What will be the process if an employee tests positive?

Whatcom Health Dept. will notify WWU, HR starts contact tracing for those the employee came into contact with on campus, organizes cleaning for the areas the employee worked or was around. Vaccinated employees do not have to quarantine. Those who are NOT vaccinated do. Sometimes up to 24 days. Employees can use personal leave such as vacation leave and sick leave, and possible shared leave if personal leave is exhausted. Teleworking will be allowed if that is in option for the employee. We have a process in place and we move quickly so that FM can clean the spaces the employee occupied or visited.

What about student testing and badging programs?

Both are suspended for Summer.Students can use the online attestation form for visitors(employee form is currently connected with WACOM system which students are not entered in) during the Summer. It can be printed and filled out manually.

Therapy Dogs: Any information about the certified dog program you can share?
Animals As Natural Therapy; local organization. WWU has policy RE; Therapy dogs vs. service dogs. Please check the details

Will Lakewood be opening this summer?

Lakewood will begin to be open only on the weekends, starting May 22nd until June 20th, 12pm-6pm. Services available will be boathouse rentals and the Lakewood recreational grounds. Limited to 50 people occupancy current faculty, staff and students only, no Alumni or guests at this time. First come/first serve. No indoor spaces will be available at this time.

Will attestations be needed to attend outdoor events?

Yes, the attestations requirements will still apply at this time.

How will we know if the reopening is going smoothly if there is no testing for students over the summer?

Not many students on campus in the Summer, those who are on campus are in the same group as employees who currently work on campus in that vaccines are not mandated until Fall.

Re: taking leave time off if you have been exposed and not vaccinated, will there be information going out to employees soon?

Employees who are not vaccinated may have to quarantine up to xx days (Adam to confirm, I believe Kathy answered this above and has the most current guidance for employees). Individuals who are vaccinated and aysmptomatic do not have to quarantine at all. This information has been added to our Vax Facts webpage and will be included in some upcoming communications. <https://westerntoday.wwu.edu/news/the-vax-facts-answering-your-questions-on-the-covid-vaccines>

***Join us for the next lunch and learn session on Tuesday, July 13th!***