



May 20, 2020

Dear Colleagues:

On Friday, May 15, 2020, Interim President Bruce E. Jarrell, MD, FACS, sent a [letter](#) to the University of Maryland, Baltimore (UMB) community laying out the [UMB Recovery Framework](#). In his message, Dr. Jarrell clarified that for the vast majority of employees, episodic telework would continue through the summer. UMB's COVID-19 Telework Policy has been updated and can be found [here](#).

At the onset of the COVID-19 pandemic in March, UMB temporarily and dramatically altered the way it traditionally operates by transitioning the majority of the workforce to remote working status. Only a small percentage of employees continued working on campus, and based on that, the University System of Maryland (USM) issued temporary guidance recommending that all institutions provide additional pay or leave to certain non-exempt employees. That temporary guidance has been rescinded, and all institutions are directed to return to normal pay practices. Consistent with USM guidance, UMB will return to normal pay practices for its non-exempt employees effective May 30, 2020.

Through the dedication, flexibility, and hard work of University employees both on and off campus, UMB has remained open while taking measures to protect employees and control the spread of this disease on campus. The number of persons on campus has been significantly reduced, and employees working on campus have been directed to comply with UMB, state of Maryland, and Centers for Disease Control and Prevention recommendations regarding social distancing, wearing face masks, cleaning, frequent hand hygiene, and not working while ill. UMB remains committed to protecting the health and safety of its students, faculty, staff, and visitors.

We truly appreciate and value the work of every staff and faculty member at UMB.

Sincerely,

**Matt Lasecki, SPHR**

*Associate Vice President and Chief Human Resources Officer*