

I am wondering with the executive order about deferring the social security taxes from September 1st how UCP is going to be handling it. Will we owe it all back after January 1st or is what is owed going to be taken out incrementally until it is paid back to the government?

We have determined that it is not in the best interest of the staff to defer the Social Security taxes. If we did, staff would pay less taxes for the period between September and December, but then would have to pay those taxes back (essentially paying double taxes) in the period of January through April.

Will we be doing anything organization-wide to celebrate Halloween for our individuals again this year?

This year we were planning a fall festival for our participants. However, with our modified environment, we need to be more cautious. One idea that has been suggested is a parking lot event where staff can decorate their cars (trunks) and participants can come through and see the outstanding creativity of our team!

Will Scrooge be raining on our Holiday decorating competition this year or does Fiscal get to automatically claim winner of the competition for 2 years?

We have not identified holiday decorating plans for our administrative offices at this time. However, we are collecting thoughts and ideas about what may be possible. The fiscal team is already contemplating something that could be outdoors and a drive through/walk through activity for participants at Utley.

If we have been working the entire time during this virus. Why are we be asked to be quarantine for 14 days? We are tested everyday coming into work.

We are not testing employees for COVID. We are monitoring staff for active symptoms of illness. We are following the Governor's orders for quarantine when staff visits states that are considered high-risk. There is a list of states presented by the Governor's Office that changes periodically, and depending on the status at the point of time the staff travels we determine an appropriate period of quarantine.

Do you anticipate the return of the ability to have more than 25% staff in the building of Utley Drive for our future? What criteria are you basing this decision on?

We are following the Governor's order for business reopening. We recently made changes to the schedules for administrative/office staff to allow for staff to work in the office up to three days a week. At this point, it is the staff's choice if they want to expand their time in the office. There may be occasions where business needs necessitate the staff working in the office more days than their typical schedule.

Some schools are switching to all online learning from home and we may continue to see more of that as the weather changes also going into flu season in addition to COVID, will you continue to allow flexibility to work from home as needed?

We are planning to be as flexible as business needs allow to accommodate the unique needs of our employees. There are positions and situations where we cannot be flexible because of the nature of a person's job responsibilities.

Will UCP be offering flu shots this year?

We are planning on offering an option for flu shots this year and we are still working out the logistics. If you are covered under a UCP health plan, you are eligible to get a free flu shot at a health care provider including local pharmacies such as Rite Aid and CVS.

Are we having any type of retreat?

We hope we can have the employee retreat in April 2021. We are eager to get together and celebrate with everyone!