Welcome to the Returning to Campus: Navigating the New Normal webinar. We’ll start soon.

Zoom Logistics
- Webinar is being recorded.
- Webinar and slides will be posted.
- Attendees are muted, with video off.
- Chat is disabled.
- Closed Captions & Live Transcripts available.

Submitting Questions
- Each panelist will address FAQs.
- Please submit your questions after the presentation for that section.
- Click Q&A to submit questions.
- Answers will be posted in Q&A panel when possible.
- Additional Q&A time at end of webinar.

Intended Audience
Today’s content is primarily designed for staff members at UC Davis.
Welcome & Agenda

• Welcome and introductions
• Panelists remarks to pre-submitted questions
• Stretch break
• Moderated Q&A
• Resources
• Final thoughts and farewell
Meet Our Panelists

- **Rob Starkey**, Psy.D., Academic & Staff Assistance Program (ASAP)
- **Terri De La Mora**, Employee & Labor Relations
- **Karega Paisley**, M.D., M.P.H., Occupational Health Services
Breathing Exercise
Share why you think people are feeling anxiety about returning to in-person workplaces.
How can workers either maintain and/or restore a sense of work-life balance as they return to their physical workplaces?
What are some tips or strategies to help overcome anxieties and manage the uncertainties and changes that come with returning to the in-person workplace?
Promoting Respect in the Workplace
Terri De La Mora
Employee Relations Consultant, Employee and Labor Relations
How do I appropriately engage with my colleagues around topics like masking, testing and vaccination status?
Do's and Don'ts

- **Do** inform staff and students that compliance with the COVID-19 vaccine policy means getting vaccinated or receiving an approved exception, by Sept. 8.
- **Do** politely remind co-workers and students when you see improper mask usage.
- **Do** ask meeting attendees and co-workers to see their DSS results, as appropriate.

- **Do Not** ask others if they are or will be vaccinated.
- **Do Not** ask others if they will file an exception request.
- **Do Not** ask others about any medical condition.
- **Do Not** engage in any discussion about the legitimacy or adoption of the COVID-19 policy.
What leave is available to an employee due to COVID-19 (e.g., daycare closure, testing, vaccination, sick leave)?
COVID-19 Leaves
Leave Availability, Timeline and Scenarios

Human Resources

COVID-19 Leaves & Job Protections

UC Davis is committed to supporting employees and their families during the COVID-19 emergency.

Davis Campus Leaves Update

Health Leaves Update

Download Davis Campus Leaves Update

Download Health Campus Leaves Update
What rights do employees have to work remotely based on personal health/safety concerns?
Embracing Work Flexibility

<table>
<thead>
<tr>
<th>Effective support of the <strong>university mission</strong> is the first priority.</th>
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<tr>
<td><strong>Physical, psychological and emotional health and safety</strong> concerns are foundational.</td>
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<td><strong>Actual and perceived fairness, equity and trust</strong> among staff need to be maintained.</td>
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<td><strong>Each functional area and its key positions should be assessed</strong> for the appropriateness of flexible work arrangements.</td>
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<td>Learn as we go, find best practices, <strong>be flexible</strong> and open to change.</td>
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Formalizing Flexible Work Arrangement

The Flexible Work Agreement and the Flexible Work Schedule are used to formalize a flexible work arrangement.

Follow these steps AFTER:
- Thorough consultation with the employee

Flexible Work Liaisons are designated contacts in each school, college and division that work with individual managers/supervisors to assess and plan for flexible work arrangements.

Contact your Flexible Work Liaison(s)
Health and Safety Concerns
Karega Paisley, M.D., M.P.H.
Occupational Health Services
What is UC Davis doing to keep staff safe at work, so they can safely return home to unvaccinated children or high-risk family members?
Multiple Layers Improve Success

No single intervention is perfect at preventing the spread of COVID-19

**Personal responsibilities**
- Physical distance, stay home if sick
- Hand hygiene, cough etiquette
- If crowded, limit your time

**Shared responsibilities**
- Ventilation, outdoors, air filtration
- Quarantine and isolation
- Masks
- Avoid touching your face
- Fast and sensitive testing and tracing
- Government messaging and financial support
- Vaccines

Source: Adapted from Ian M. Mackay (virologydownunder.com) and James T. Reason. Illustration by Rose Wong
Please address campus guidance on the use of masks and eating/drinking in cubicle spaces, shared office spaces, private office spaces.
Outlines requirements for affiliates and visitors to reduce the spread of COVID-19 on UC Davis property.

2. Participate in the university's testing program - COVID-19 Testing program.
3. Wear a face covering indoors and on public transportation.
4. Follow requirements for use of university property (e.g., adhere to signage, gatherings restricted).
5. Assist in the contact tracing process.
6. Avoid non-essential domestic travel and international travel.

FAQs

Who should I contact with questions about health & safety in my work area?

What are the distancing requirements for meeting rooms and shared offices?
Vaccination is our most effective tool for controlling this pandemic.

• UC Vaccine Policy covers UC Davis and UC Davis Health.
• Every student, employee and volunteer must:
  • Be fully vaccinated by Sept 8 (Davis) / Sept 1 (Health) or
  • Hold an approved exception or pregnancy deferral.

FAQs
If I wear a face covering and test regularly, then why do I need to get vaccinated?

If I am vaccinated, why must I continue testing?

Read more about the University of California COVID-19 Vaccine Policy.
Current Vaccination Rates
as of August 21

Davis Campus Combined

UC Davis Students: 79%
UC Davis Employees: 77%

UC Davis Health Combined

76%
What happens if someone working on-site tests positive for COVID-19? Will quarantining happen?
Davis Campus Contact Tracing Matrix
Following Report of COVID-Positive Person on Campus

UC Davis Contact Tracing Team reaches out to investigate:
Can the COVID-positive person identify other persons who were within 6 feet for more than 15 minutes over a 24-hour period?

YES

UC Davis Contact Tracing Team reaches out to close contacts - either directly or via e-message - to investigate their vaccination status and symptoms.

NO

There are no close contacts who need to quarantine, or stay off campus.

Notifications: campus affiliates will receive a daily report of potential exposure from Campus Ready.

VACCINATED NO SYMPTOMS

VACCINATED WITH SYMPTOMS

UNVACCINATED
Stretch Break
Stacey Brezing, M.S.
Connie Tan, M.P.H.
Staff and Faculty Health and Well-being
Resources

• Academic and Staff Assistance Program (ASAP)
  • hr.ucdavis.edu/departments/asap
  • (530) 752-2727

• Healthy UC Davis
  • healthy.ucdavis.edu
  • healthy@ucdavis.edu

• Ombuds Office
  • ombuds.ucdavis.edu
  • (530) 754-7233

• Staff and Faculty Health and Well-being
  • wellbeing.ucdavis.edu
  • wellbeing@ucdavis.edu

• WorkLife
  • hr.ucdavis.edu/departments/worklife-wellness
  • worklife@ucdavis.edu
Upcoming Webinar:
Flexible Work Planning with Health and Safety Update

• Tuesday, September 14
• 1 - 2:30 p.m.

• Webinar Topics will Include
  • Importance of flexible work planning to advancing UC Davis’ missions
  • Flexible work planning process and role of Flexible Work Liaisons
  • Formalizing a flexible work arrangement
  • Vaccine mandate for employees
  • Requirements for testing and face coverings

• Register at Workplace Reimagined Webinars and Training page
Final Thoughts & Farewell