



From Vice President for Human Resources Bryan Garey: Message regarding new Commonwealth of Virginia telework policy

To faculty, staff, and wage employees:

Higher education in Virginia, including Virginia Tech, led the way in the return to work during the pandemic when we reopened our campuses in fall 2020. At Virginia Tech, we returned to largely in-person instruction in fall 2021, and we have stayed the course, despite the delta and omicron challenges, throughout the academic year. We're grateful to all our employees, faculty, and staff, as well as students, for their flexibility and perseverance during a time of unprecedented challenge.

We also were among the first employers in the commonwealth, public or private, to recognize that the pandemic has changed many aspects of how we all live and work. Virginia Tech takes seriously our responsibility to look hard at the world around us and consider how best to deliver on our university mission, including attracting, retaining, and supporting our employees in the important work they do. That's why we undertook a comprehensive effort to launch a future of work pilot program (<https://vtx.vt.edu/articles/2022/03/hr-future-of-work032022.html>) and are prepared to move forward for the fall semester with many lessons learned and strong practices in place.

In reference to Gov. Glenn Youngkin's new telework policy at https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1_61.pdf, we share his commitment to working together, working safely, and working in the service of the people of Virginia. We will review the governor's communication (<https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/assets/returning-to-the-workplace-chief-of-staff-memo.pdf>) in an effort to most effectively serve our students and manage our workforce. In the meantime, please operate under current policies and procedures.

Thank you for your hard work and dedication to our experiential student mission and our motto, *Ut Prosim* (That I May Serve). Service to our students and each other is at the heart of what makes the Virginia Tech community strong.

Sincerely,

Bryan Garey
Vice President for Human Resources

Open enrollment for health insurance and flexible spending accounts ends May 16

Open enrollment for state-provided health insurance and flexible spending accounts (FSA) ends May 16.

No action is required if you wish to continue the same insurance; however, flexible spending accounts for medical and dependent care and the premium rewards discount must be renewed each year. Any changes made during open enrollment will be effective July 1.

Following is an overview of the changes for the 2022-23 plan year:

Employee premiums have changed.

COVA Care and COVA HDHP

Diabetics may purchase continuous glucose monitors (CGMs) ONLY at pharmacies. They will no longer be provided under the durable medical equipment (DME) benefit for these plans.

COVA Care and COVA HealthAware

Submit a health assessment during Open Enrollment (May 2 -16) to earn a monthly premium incentive effective July 1.

COVA Care, COVA HDHP and COVA HealthAware

The Healthy Smile Healthy You program will offer an additional dental cleaning and exam beyond the annual limit for patients with cancer, a weakened immune system, kidney disease, or undergoing kidney dialysis.

Health Flexible Spending Account (FSA)

The contribution maximum increases: You can put aside up to \$2,850 in the 2022-23 plan year.

For more information, review the Spotlight on Benefits newsletter on the open enrollment webpage at <https://www.hr.vt.edu/benefits/health-insurance/open-enrollment.html>.

Human Resources will be offering Zoom information sessions for employees to review health insurance and FSA changes. Registration is not required for these sessions. Computer labs will also be held.

Employees are strongly encouraged to submit open enrollment changes through Cardinal Employee Self Service (ESS), the Virginia Department of Human Resources Management's (DHRM) electronic submission portal. Changes must be submitted no later than 11:59 p.m. on May 16.

Not sure which health plan is the best for you? Talk to ALEX, an online benefits tool that evaluates your input and recommends a plan tailored just for you. Visit ALEX at <https://www.myalex.com/cova/2022>. On your smartphone, use ALEX-GO at <https://go.myalex.com/en/cova/2022>.

Enrollment forms and supporting documents can also be submitted to Human Resources using their secure e-drop box. Paper forms should only be used if online access is unavailable. Please direct any questions to the HR Service Center at hrrservicecenter@vt.edu or 540-231-9331.

Employee Appreciation Day and Hokie Wellness Health and Benefits Fair on May 18

Mark your calendar to attend Employee Appreciation Day and Hokie Wellness Health and Benefits Fair, from 10 a.m. to 2 p.m. Wednesday, May 18, at Lane Stadium.

Employees should bring their Hokie Passport or Employee ID number to check in at the event. Employees requiring ADA access should enter through Gate 2. All others can enter through Gate 3.

Lunch will begin at 11 a.m. and be located in the concessions at the South End Zone Concourse. Employees will receive a meal ticket at check in to select one hot dog, black bean burger, or pork BBQ; nachos or chips; cookie or brownie; and drinks.

Games and entertainment will be set up on Worsham Field. Relax and enjoy music by DJ Wayne Johnson II, get your own doodler caricature by Virginia Tech's Doodler Steven White, or show off your competitive side by playing cornhole and a variety of games from Venture Out. Also, access the Avery Tunnel that leads onto the field at Lane Stadium, watch the jumbotron showcasing photos of employees from past events, and more.

Hokie Wellness Health and Benefits Fair will be located on the second-level West Concourse. The fair will host a wide variety of benefits, health and wellness, and Virginia Tech exhibitors and is sponsored by Embrace Loans, Scott Bunn, Realtor.

Register (<https://sugeni.us/d5Gx>) for a 15-minute massage by a licensed massage therapist, Todd Whitehurst, and his team. Participate in a Hokie Wellness Walking Group. Visit Alternative Transportation to learn about the benefits of physical exercise, and make a smoothie while pedaling their smoothie bike and blending your own drink. Get a Covid vaccination and/or booster shot provided by The New River Health District. Receive information about our Recovery Community and enjoy a cup of morning coffee from the Hokie Wellness Recovery Community Coffee Bike.

Conversations are underway to explore potential future events at other locations around the commonwealth.

For more information, visit the Employee Appreciation Day website at <https://www.hr.vt.edu/our-workplace/employee-appreciation-day.html>. For questions, email employeeprograms@vt.edu.

Blacksburg campus offices to open at 10 a.m. on May 13

Virginia Tech's spring University Commencement ceremony is scheduled to begin at 8:30 a.m. on Friday, May 13, in Lane Stadium. The influx of graduates and their families arriving creates traffic congestion on the southern end of campus and along major arterial roadways.

To minimize congestion, Interim Senior Vice President and Chief Business Officer Chris Kiwus has approved a 10 a.m. opening for all university offices in Blacksburg on May 13. Employees who are not involved with commencement are urged not to travel to campus before the 10 a.m. opening.

Certain offices must be open for commencement or for operational reasons. Thus, supervisors should use judgment and staff appropriately.

Employees who work fully remote or hybrid schedules or whose offices are located outside Blacksburg are expected to work their normal schedule at their alternate or regular work site.

Employees are cautioned that traffic is typically heavy before and after the commencement events along Southgate Drive, Beamer Way, and Washington Street. Cassell Coliseum and the South End Zone lots will also be closed or restricted.

Employees should adjust travel and parking plans.

For more information visit the Commencement website at <https://vt.edu/commencement.html>.

Editor's note: Summer publication schedule for the Blue Sheet

Starting today, May 11 through Aug. 17, the Blue Sheet will be published every other week on Wednesdays.