



Rescinding Temporary Guidance that Recommended Institutions Provide Additional Pay to Certain Employees During Spring Semester 2020

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In response to the pandemic outbreak of covid-19 in Maryland, USM institutions temporarily and dramatically altered the way they traditionally operated. Following spring break, classes at all USM institutions transitioned fully to remote instruction. On-campus student activities, such as athletic competitions, music events, and others were cancelled or postponed. Residential students vacated dormitories and returned home, except for a small number of students who lacked an alternative to remaining on campus. The majority of employees across the USM shifted to working remotely from home or were placed on administrative leave. Only a small percentage of employees continued working on campus.

It was in this environment that the USM issued temporary guidance recommending that all institutions provide additional pay to certain employees. The USM guidance regarding “Temporary Suspension of Operations or Closure of Certain Buildings” recommended that nonexempt employees who were required to report to their regular campus location following spring break should receive additional pay or compensation time if other employees in their operation or unit were placed on administrative leave with pay. That guidance is being rescinded effective the end of the spring semester; institutions should return to their previous pay practices applicable to those employees.

All USM institutions have remained open this semester and have implemented on-campus staffing levels and practices sufficient to provide employees with a safe workplace. The number of persons on campus has been dramatically reduced. Institutions have directed employees who need to report to campus to follow the State of Maryland and CDC recommendations regarding social distancing, wearing face masks, and frequent, vigorous hand washing or use of hand sanitizer. The institutions’ decisions regarding when and how to increase the number of individuals on campus will be guided by directives from the State of Maryland and recommendations from a task force established by USM Chancellor Perman.