
INTEROFFICE MEMO #3536

To: All W&F and A4 Access
From: Administration
Date: April 8, 2020
RE: Coronavirus Update – VLOA and Furlough RTW Extension

Decisions at the state and government level continue to aid in decisions that are necessary for our day to day operation. Yesterday, Michigan approved the State's Emergency declaration extension until April 30th. In light of that decision, Wright & Filippis has made a business decision to extend the return to work date for all staff that took the Voluntary leave of absence (VLOA) or were placed on a furlough through May 4th 2020. At that time the business needs will be evaluated and communicated. In the event a business need arises prior to this date you may be asked to return on an earlier date by your direct Manager or Director.

Our goals continue to focus on providing our essential services to our patients and keeping our employees safe while doing so. We are extremely fortunate to have such a strong and professional team to get the job accomplished every day. Sharon Myatt and David Vick continue to work on the Federal Payroll Protections loans with our Banks and the Small Business Association. When we have more concrete information to share we will provide a more detailed update on those loans. Currently the leadership team remains focused on maintaining our employee benefits for you and your families, regardless if you are working or at home on the VLOA or have been furloughed.

Recently there has been inquiries on the difference between taking a VLOA and being furloughed. The VLOA is a decision made by the employee due to their health risk to COVID-19, based on an individual's age or other health status placing them as higher risk. Furlough is a business decision made by the company to reduce staff due to the decrease in work. Once the employee has taken the VLOA or have been furloughed the laws and rules are the same. The employee can file for unemployment but retains their health benefits.

