

CHADRON STATE COLLEGE

Several benefits for Chadron State College employees are changing temporarily in response to COVID-19.

According to Anne DeMersseman, Associate Vice President of Human Resources, Blue Cross Blue Shield of Nebraska is offering a limited special enrollment period for Chadron State College employees and their family members who previously waived the insurance. The effective date for coverage will be April 1. **April 19 is the deadline** to complete and submit the enrollment form, which was emailed to all employees April 6 from Ameer Diers.

The Families First Coronavirus Response Act (FFCRA) has created a separate block of up to 80 emergency paid sick leave hours, separate from sick, comp, or vacation leave balances, that can be used between April 1 and Dec. 31, 2020 based on any of the following criteria:

- Employees who are under an order or advice from the government or a healthcare provider to quarantine or self-isolate;
- Employees who are symptomatic of COVID-19 or a substantially similar condition and who are seeking a medical diagnosis;
- Employees who provide care for an individual who is under an order or advice from the government or a healthcare provider to quarantine or self-isolate;
- Employees who provide care for a child whose school or care provider is closed or unavailable due to COVID-19.

The request form is on the [Human Resources web page](#).

As of April 1, temporary changes to the Family Medical Leave Act (FMLA) in response to COVID-19 include an expansion of the current FMLA provisions to allow more employees to access 12 weeks of FMLA leave until Dec. 31, 2020.

Employees qualify for Emergency FMLA if they are unable to work or unable to work from home due to the need to care for a child under 18 years of age because the child's school or child care is closed or unavailable due to the COVID-19 emergency. FMLA, under FFCRA legislation, is paid at a two-thirds rate of pay, subject to daily limitations. Employees can use their sick or vacation leave to cover the remaining one-third.

"It's good to remember that the following benefits are always available to employees," DeMersseman said.

Although there are no changes to the Continuum Employee Assistance Program (EAP), it continues to offer problem-solving conversations designed to provide employees and their family members the opportunity to discuss childcare issues, financial burdens, or personal or family medical concerns.



CHADRON STATE COLLEGE

Continuum advisers can also help CSC employees create a plan of action to help reduce stress and anxiety associated with COVID-19. For details, call 402-476-0186, 800-755-7636 or email eespecialist@4continuum.com. The Continuum website can be accessed from the CSC [HR website](#). It contains articles, webinars, links to resources that employees can always access with the following login: NSCS then 7636.



1000 Main Street • Chadron, Nebraska 69337 • 1-800-242-3766 • csc.edu

A proud member of the Nebraska State College System and an EEO Employer