



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA of Greater Charlotte Team Members:

Based on continued recommendations from the CDC, state and local health officials and area health departments, the YMCA of Greater Charlotte suspended operations and closed facilities on March 18, 2020 to prevent the spread of COVID-19 (coronavirus). On March 23, Governor Roy Cooper also issued an executive order mandating the closure of gyms and fitness centers effective March 25 for a minimum of 30 days.

You are the life of our mission. As we face uncertainty due to the coronavirus, the staff action plan outlined below is our way to safeguard our Y in times of hardship. These decisions are not made lightly and I recognize the strain this puts on you and your families. Please know the Ys in NC are rallying together to advocate for the much needed support of our staff and communities.

Full-time and part-time employees who are not working during the temporary closure will not be paid beginning March 18, 2020. Work assignments or requests will come directly from team members' supervisors, and no work should be performed in any payroll period without expressed prior approval. Full-time team members who have PTO available are encouraged to use these benefits to receive wages during this time, particularly if you have healthcare benefits costs through the YMCA which must be maintained.

You may be eligible for unemployment benefits under these circumstances. You can apply for unemployment and find additional information through NC Dept. of Employment Security [here](#). Camp Thunderbird team members can apply through SC Dept. of Employment and Workforce [here](#). Present this letter to your local unemployment office as evidence of your employment status.

YMCA of Greater Charlotte will communicate with you regularly during this period. If your personal phone number, email or mailing address has changed recently, please provide your current contact information to human resources immediately. Please feel free to contact your Human Resources Manager with any questions (HRM contact information is available on our team member [resource hub](#)).

Again, these are difficult decisions to make and even harder to communicate. I know we are all hopeful that we are able to reopen as soon as possible. By taking these actions now, we position our Y to begin efforts to help our community and our Y team heal as soon as possible.

Thank you,

Brooke Reddington

Senior Vice President/Chief Human Capital Officer
YMCA of Greater Charlotte