## **Operation Holiday Break**

Ramona Allen | Vice President for Human Resources Maria T. Zuber | Vice President for Research 8 am meeting 10.30.20

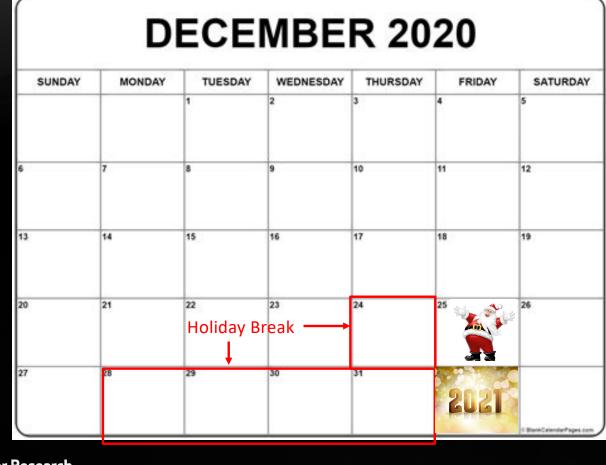


## Rationale for extended holiday break between Christmas & New Year's

- Competition for talent Harvard, BU, BC, Tufts, Broad offer this benefit; MIT lagging peers
- The community needs & deserves a break
- Staff aren't getting a salary increase this year so extra time away will indicate our appreciation for their efforts
- Equity -- most faculty don't come in between Christmas & New Year, it is mostly staff
- Extended break <u>does not preclude use of lab & office spaces</u> (per COVID guidelines), but reduced services in effect
- Animal care will continue normally; essential personnel will be required to come to work and will get comp time (same approach as for other Institute holidays)
- COVID testing over holidays -- @ E-23 10 am 4 pm; closed Christmas, New Year's; no one should lose campus access due to holiday testing cadence
- This is intended to be a permanent change to MIT's benefit portfolio

Office of the Vice President for Research

## Holiday calendar





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