

HR Communications Regarding Coronavirus (COVID-19)



To help employees navigate these uncertain and challenging times, we are committed to providing timely information and helpful resources.

KEEPING MORALE STRONG BY SPREADING KINDNESS

Now more than ever, our employees throughout the organization are showing that they are not only #PineappleProud, they are #PineappleStrong. Because Baptist Health employees continually rise to the occasion in support of their colleagues, patients and the community, the #PineappleProud committee is helping to engage employees in recognizing one another and helping to spread kindness during this challenging and difficult time. [CLICK HERE](#) to check it out and get involved! ***We're All In*** for Kindness!

SOCIAL MEDIA DO'S AND DON'TS

As the emergency response to the COVID-19 pandemic continues, it's important for employees to remember how you present yourself to patients and their loved ones, and to the community, both in person and online, is a reflection of Baptist Health. It is each employee's responsibility to protect patient privacy and act professionally. Even employees' personal social media usage reflects that responsibility. It's extremely important during this pandemic that employees practice good judgment when using social media to share information. Posts that identify patients, disclose patients' protected health information or contain confidential business data violate Baptist Health's Social Media and HIPAA Privacy policies, which can be found on the intranet. Following are some Do's and Don'ts to help employees exercise good judgment and avoid swift disciplinary action.

Do:

- Like and share posts from Baptist Health South Florida to your own social networks to help spread important information to the community.
- Support each other by participating in Baptist Health social media campaigns, such as #StayStrongSouthFlorida, #HeartsForHealthcareWorkers and #PineappleProud + Strong.
- If taking group pictures with your co-workers or team, practice social distancing and have no more than six people in the group.
- Remember even careful attention to privacy settings on social media do not equal privacy and posts can be shared beyond your intended audience.

Don't:

- Identify patients or family members or their health information in posts, comments, photos or videos.

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- Post distasteful or inappropriate images or videos from patient-care or work areas, including outside screening locations.
- Engage in any form of harassment, including derogatory or inflammatory remarks, about patients, their loved ones, colleagues or Baptist Health.
- Post images or videos that show employees dancing or acting inappropriately on Baptist Health property.
- Share information, including photos or videos, that indicates Baptist Health's business practices, security measures, competitive data or future plans.

For more information, talk to your leader or contact your HR representative.

CAFES OFFER DISCOUNT FOR EMPLOYEES

Beginning **Monday, April 6**, employees working at facilities with cafés will receive a 50 percent discount on their food purchases during the COVID-19 emergency response.

ENGAGEMENT PULSE SURVEY POSTPONED

Our next Employee Engagement Pulse Survey, scheduled to run **April 20** through **May 3**, has been postponed as we continue to focus our efforts on the COVID-19 emergency response. As soon as a new date is determined, we will announce it.

WEBINARS TO HELP DEAL WITH COVID-19 IN THE WORKPLACE

In these unprecedented times, you may face new challenges created by an ever-changing work environment. To help you, Talent Management and Development, along with Pastoral Care, is offering 30-minute Zoom webinars that address the stress these new challenges produce. "Practicing Self Care for You & Your Loved Ones" and "Building Team Resilience" are being offered this month at various times to accommodate different shifts. [CLICK HERE](#) to see the scheduled times and to register. The webinars will provide additional tools to help successfully navigate the challenges COVID-19 has created. If you are not available during any of the designated times, recordings of the webinars will be posted to the "Helpful Resources During Time of Crisis" section of [Baptist Health on the go!](#) (within the Coronavirus tile) the day following each session. Boca Regional and BocaCare employees can [click here](#).

SELF-CARE RESOURCES FOR FRONT LINE EMPLOYEES

Baptist Health has compiled a list of articles, tips and guidance for employees on the front lines of the COVID-19 emergency response. Below are links to some of these resources.

- [Resources for Front Line Employees and Nurses](#)

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- [Tips for Surviving a Lockdown](#)
- [Social Distancing, but Make It Fun](#)

NEW FAQs

Please [CLICK HERE](#) to view the latest FAQs.

CREDIT UNION OFFERS RELIEF OPTIONS AND MODIFIED HOURS

Baptist Health South Florida Federal Credit Union is offering several Member Relief Plan options for members who have been impacted financially by the COVID-19 pandemic. To learn more about these options, [CLICK HERE](#) or call the Contact Center, **Monday-Friday, 8:30 a.m.-4:30 p.m.**, at **786-257-2300**. Also, all branches of the Credit Union will now be open **Mondays, Tuesdays, Thursdays and Fridays, 9 a.m.-4:30 p.m.** Homestead's branch closes **12 noon-1 p.m.** each day during lunch.

HELPFUL HR CONTACTS

If you have additional HR questions, please reach out to your leader, your HR representative or use one of the resources below:

- Pay and Perks/Benefits: benefits@baptisthealth.net or **786-662-7178, option 1**.
- Boca Regional Benefits: **561-955-5050**.
- HRIS (PeopleSoft/Self-Service): DG-COHRIS@baptisthealth.net or **786-662-7155**.
- General HR Questions: HRQuestions@BaptistHealth.net.
- General Boca Regional HR Questions: H@BRRH.com or **561-955-HRHR (4747)**.

AS A REMINDER...

You can get the **latest employee information** regarding Coronavirus (COVID-19) from **Baptist Health on the go!** – a mobile site that can be accessed from anywhere at any time. Just type baptisthealth.net/go on your phone, computer or tablet. [CLICK HERE](#) for more information. *Boca Regional employees should type boca.baptisthealth.net and can [click here](#) for more information.*