



September 9, 2021

Team TCA,

New Orleans is often called the most resilient community in the world. But New Orleans is more than resilient, **we are persistent**.¹ We just don't wait out our challenges. We take action with intentionality to provide mutual aid and come back stronger. We are now navigating a health pandemic and hurricane recovery, and we will resiliently persist.

This letter is provided as the agency's official position relative to post Hurricane Ida operations. All active TCA employees will be compensated for seventy-two (72) hours disaster leave and eight (8) hours' holiday pay for the pay period August 30 – September 12, 2021. (09/16/2021 payday)

Our commitment to the Promise of Community Action begins with our commitment to our TCA family. **This Friday, September 10, 2021, from 9:00am -4:00pm** we will host a Resource Connection event in 1416 S Norman C. Francis Parkway. This event will provide TCA staff and families with access to all TCA services (LIHEAP, Rental Assistance, Emergency Assistance, Food Pantry and the GOOD 360 warehouse), as well as assistance in identifying other community resources, and completing assistance applications.

Monday, September 13, 2021, is TCA's official recall to work. Each TCA program center will offer modified service plans in response to our staffing and facility needs. However, it is critical that we resume services in support of our community, and in compliance with our federal guidelines.

Staff unable to report to work, who have annual leave may utilize their annual leave. Staff who do not have annual leave, but are still unable to complete work accountabilities will need to submit a letter of personal status to the President & CEO, and may be granted leave without pay. Please be aware that ***it is illegal to utilize sick leave for nonmedical situations.*** Team, we want to support you and I commit to doing everything legally feasible to retain our staff, but I need you to be transparent and honest in your communications.

It is critically important that all employees stay in communication with their managers and check the TCA webpage for continued updates. As updates occur, managers will be notified by text, and asked to notify their staff by text message alerts. Team, COVID 19 Delta variant is still in our community, please stay alert, follow all protocols and stay safe. We are ONE TCA, ONE LOVE.

Yours in leadership and service,

¹ Mayor Latoya Cantrell on Wednesday, September 1, 2021