

WVU DINING SERVICES/ SODEXO FAQs

Q. The request for proposal stated that all WVU employees with three or more years of service to the University will have the option to remain WVU employees. Does this apply to non-classified employees as well as classified staff?

A. Yes. All WVU Dining Services employees – including classified and non-classified staff – with three or more years of service to WVU in a benefits-eligible position will have the option to remain University employees. This includes management and administrative positions.
Note: Benefits-eligible positions are those that have retirement contributions deducted from pay checks.

Q. Is it possible that my position could be eliminated? How will this change impact me?

A. Current Dining Services employees who have been in a WVU benefits-eligible position for three or more years will be given the choice to either remain a University employee reporting to Sodexo's management group or to receive an offer of employment with Sodexo. Any Dining Services employee who has less than three years of service to WVU in a benefits-eligible position will receive an offer of employment from Sodexo.

Q. Will employment opportunities be offered to staff who work in Essential Services and DS Administration and have an administrative position (e.g., billing and payment responsibilities)?

A. Yes. All Dining Services employees – including management and administrative positions – will be provided employment opportunities. However, opportunities may vary from an employee's current position or role within WVU.

Q. Will any separation incentive packages be offered to employees?

A. Separation packages would not apply to this effort since all Dining Services employees would be provided job opportunities with either WVU or Sodexo.

Q. How many years does the contract with Sodexo cover?

A. The agreement is for a multi-year contract with Sodexo and plans for significant investments to enhance our dining facilities.

Q. I was employed by WVU as a student worker. Does this time count toward years of service for the University?

A. No. Only your time as a benefits-eligible employee counts towards years of service.

Q. Will I receive an increase in pay if I transition to Sodexo?

A. Sodexo will honor your current WVU pay rate. Pay increases at Sodexo are reviewed on an annual basis for their employees.

Q. If I transition to Sodexo, will I receive a FY2019 WVU merit pay increase?

A. No. Eligible WVU employees will qualify for any compensation programs offered by the University. Employees who transition to Sodexo will be subject to Sodexo's compensation program.

Q. I currently am eligible for a longevity payment through WVU. If I transition to Sodexo, will I still be eligible for this payment?

A. Yes. Employees who transition to Sodexo will continue to be eligible for a longevity payment as long as they remain Sodexo employees on WVU's campus.

Q. What does Sodexo consider a full-time employee?

A. Sodexo's defines full-time employees as those who work more than 30 hours per week or 1,560 hours over the course of a year.

Q. Will I have to complete new-hire paperwork if I transition to Sodexo?

A. Yes. You will need to complete new-hire paperwork as part of your transition to Sodexo. Sodexo representatives will be available to support you throughout this process.

Q. If I transition, will my years of service with WVU count towards years of service within Sodexo?

A. Yes. Years of benefits-eligible service will count towards service anniversary awards, paid time off (sick and vacation time) and 401(k) vesting.

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Q. Will Sodexo honor my current work schedule and location?

A. Sodexo will schedule one-on-one meetings with employees to understand their current schedule, work location and skill set. Schedules and work locations will be determined by an employee's manager based on business needs and will consider an employee's preferences and skill sets.

Q. Will I retain my WVU ID if I transition to Sodexo?

A. Yes. You will be set up as a courtesy assignment in the WVU system, which will allow you to retain an ID that will identify you as a Sodexo employee at WVU and retain access to the benefits and systems of a WVU ID.

Q. Will my job title change with Sodexo?

A. All employees who transition to Sodexo will be evaluated based on their current job duties. Employees will be assigned to a Sodexo job title, which may be different than an employee's current title with WVU.

Q. If I elect Sodexo's benefits offerings, will I be excluded for my pre-existing condition?

A. Pre-existing condition limitations have been eliminated from all Sodexo medical plans.

Q. Is there a waiting period if I select medical or dental benefits from Sodexo?

A. No. For employees transitioning from WVU to Sodexo payroll during this initial transition, there is no waiting period. Benefits selected during the transition period will take effect immediately upon the effective transition date.

Q. How are holidays going to be administered for employees who transition to Sodexo?

A. For all employees who transition, Sodexo will honor the same holidays recognized at WVU. Any new Sodexo employees will follow the company's established holiday calendar.

Q. How will I request to take vacation time with Sodexo?

A. You will request vacation time through your manager. Approvals will be granted based on business needs and availability.

Q. If I transition to Sodexo, what happens if I already have vacation scheduled after the effective transition date?

A. Sodexo will honor all vacation requests previously approved by WVU.

Q. WVU offers a parking pass to employees who request one. Will this benefit be available to employees who transition to Sodexo?

A. Yes. Employees who transition to Sodexo and request a parking pass will be provided access and payroll deduction for a WVU parking pass.

Q. Will I still have access to the WVU Library, PRT, Mountain Line bus service and WVU Barnes and Noble bookstore discounts if I transition to Sodexo?

A. Yes. Your ID will provide you access to these services.

Q. If I transition to Sodexo, will I still be able to use the WVU Faculty Staff Assistance Program if I have appointments scheduled?

A. Yes. Employees who are currently utilizing the WVU Faculty Staff Assistance Program will have their appointments honored.

Q. I currently am taking classes at WVU. Will I lose my WVU tuition benefit if I transition to Sodexo?

A. No. All current WVU tuition benefits will be honored by the University for employees who transition to Sodexo.