

DRAFT

TEMPORARY PUBLIC HEALTH EMERGENCY LEAVE POLICY

Agreement Regarding Emergency “Public Health Emergency Leave” Leave Relative to Bargaining Unit Employees that are unable to attend work because of actual or potential Covid-19 exposure.

Whereas the COVID-19 virus may require employees to be placed in quarantine or isolation;
and

Whereas to help support the isolation and quarantine of individuals who have been diagnosed with, actually exposed to, or potentially exposed to COVID-19,

Wherefore the following emergency Agreement is adopted for the next 60 days subject to renewal by mutual agreement of the parties:

Any employee in the bargaining unit who (1) has been diagnosed with COVID-19 or with documented symptoms of COVID-19; (2) has been exposed to a documented or suspected case of COVID-19; and/or, (3) has been ordered or requested to self-quarantine or isolate by a medical professional, the employer, or any other governmental health official, shall, if they cannot “work-from-home,” be entitled to the following “Public Health Emergency Leave” which shall be granted as follows:

- Employees will be granted paid “Public Health Emergency Leave” leave of up to eighty (80) hours of regular pay during a fourteen (14) day calendar period, which shall be renewed for successive fourteen (14) day periods if continued quarantine is required by the employee’s medical professional;
- Employees using the paid “Public Health Emergency Leave” shall, if requested by the employer, provide documentation sufficient to support the use of the leave under at least one of the criteria listed above;
- Employees using “Public Health Emergency Leave” must provide a return-to-work authorization from a medical professional; and
- When granted, such “Public Health Emergency Leave” shall be without loss of any other benefit available under the collective bargaining agreement, applicable laws related to injured on duty status and/or workers compensation or disability insurance.

All provisions of the CBA otherwise remain in effect and are not modified by this Agreement.