

## **EMERGENCY PAID SICK LEAVE**

This policy is developed in response to the COVID-19 Coronavirus Response Act and shall become effective on and after March 25th, 2020. Emergency Paid Sick Leave shall be in addition to the County's regular sick leave policy.

The County shall provide full-time employees (regardless of the employee's duration of employment) with 80 hours of paid sick leave for qualifying reasons due to COVID-19.

Full-time employees shall receive their 80 hours of emergency paid sick leave at the employee's *regular rate* for the following reasons (1-4 below) :

- (1) to comply with employer directive to leave work as a result of a temperature of 100.4 degrees Fahrenheit or higher or other at-risk factors as determined by the employer related to COVID-19;
- (2) employee is subject to a federal, state or local quarantine or isolation order related to COVID-19;
- (3) employee is advised by a health care provider to self-quarantine due to COVID-19 concerns;
- (4) employee is experiencing COVID-19 symptoms and seeking medical diagnosis;

Full-time employees shall receive their 80 hours of emergency paid sick leave at *two-thirds* the employee's regular rate (*and have the option to use accrued compensatory time/sick/personal/vacation in one-third (1/3) increments to supplement their pay*) for the following reasons (5-7 below) and any other substantially similar condition :

- (5) to care for an individual subject to a federal, state or local quarantine or isolation order or advised by a health care provider to self-quarantine due to COVID-19 concerns;
- (6) to care for the employee's child if the child's school or place of care has been closed or the child's care provider is unavailable due to public health emergency; or
- (7) employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

For purposes of this policy, symptoms of COVID-19 Coronavirus include: a fever of 100.4 degrees Fahrenheit or higher, shortness of breath, cough, and dizziness.

This temporary emergency paid sick leave shall run concurrently with emergency FMLA leave. This paid emergency sick leave will not carry over to the following calendar year.

As directed by the Center for Disease Control (CDC), employees with COVID-19 Coronavirus or who have been in isolation or quarantine due to COVID-19 Coronavirus may return to work under the following circumstances:

Employees not tested for COVID-19 Coronavirus must have had no fever for at least 72 hours (without the use of medicine that reduces fever); other symptoms must have improved; and must have been at least 7 days since the employee's symptoms first appeared.

Employees tested for COVID-19 Coronavirus must have had no fever (without the use of medicine that reduces fever); other symptoms must have improved; and received two negative tests in a row, 24 hours apart.