

UPDATED #8 Summary Table of COVID-19 Public Health Emergency Employee Work and Pay Options

These general guidelines apply to all EOU employees including those in their initial trial service period, and student workers (excludes student interns and work study). Faculty: continue normal pay arrangements and follow “All Other Employees” for illness/child care related needs. Classified employees need approved [Telework Agreement](#).

Introduction to Summary Table #8: the two central federal laws of the emergency pandemic (FFCRA and CARES Act) expired on 12/31/2020. However, EOU is voluntarily continuing the existing accruals of emergency “ACRL” paid sick leave benefit (up to 80 hours) for employees assigned to quarantine as well as continuing Oregon’s OFLA and Sick Leave emergency pandemic benefits. The following pay-options have all been updated and are effective January 1, 2021 and continue as of March 12, 2021.

Classified Pay-Option #9:

When unable to do work at home and have been instructed to **quarantine** by your supervisor, a government health authority or your medical provider due to a presumptive or test-confirmed COVID-19 infection: use available 80 hours of EOU emergency COVID sick leave (“ACRL”***), regular paid sick leave, other accrued leave, and/or LWOP*.

Classified Pay-Option #10:

Use when employee has qualifying **child care**** duties at home with no alternatives: use regular paid sick leave, or if that is depleted then other accrued leave, and/or LWOP*.

All Other Employees Pay-Option #14:

When unable to do work at home and have been instructed to **quarantine** by your supervisor, a government health authority or your medical provider due to a presumptive or test-confirmed COVID-19 infection: use available 80 hours of EOU emergency COVID sick leave (“ACRL”***), regular paid sick leave, other accrued leave, and then LWOP*.

All-Other Employees Pay-Option #15:

Use when employee has qualifying **child care**** duties at home with no alternatives: use regular paid sick leave, or if depleted then other accrued leave, and finally LWOP*.

** If LWOP occurs, the PEBB healthcare benefits-qualifying requirement of 80 hours of paid time each month is currently suspended.*

Accrued paid time off completely depleted? Here are two available options:

1. Oregon Health Authority offers temporary paid leave funded by the State of Oregon. See this website for details and to apply: oregon.gov/covidpaidleave.
2. See the NEON Covid19 webpage: <https://www.neonoregon.org/unioncovid19> or call 541-962-1610. This is a community-based organization offering funds to pay housing, utilities and food with a very painless paperwork process. There are no financial qualifications.

Circumstance	Regulation/Rules Authority	Work Location Situation	Leave and Pay Options	Other Information
Child* Care Duties at Home without Alternatives	EOU State of Oregon Governor’s Order(s)	Can do work at home	Normal pay	Classified need Telework Agreement
		Cannot do work at home (partially or entirely)	Employees with an eligible child* qualify for a protected leave of absence under OFLA. There is no emergency pay that accompanies the protected leave. Classified: #10 All Other Employees #15	Please contact the HR Dept. for important qualifying details, and leave of absence request forms.
Mandated Remote Work (Stay-At-Home Order) and Asymptomatic	State of Oregon	Can do work at home	Normal pay	Classified need Telework Agreement
		Cannot do work at home	Extended Benefits status	Contact the HR Department
Tested positive for COVID-19 with or without COVID-19 illness symptoms	EOU and/or CHD	Quarantine required. Do not physically come on campus.	Can do work at home: normal pay Cannot do work at home then: Classified: #9 All other Employees: #14	Return to campus is normally OK after 10 days from date of positive test. No early returns are permitted.

Circumstance	Regulation/ Rules Authority	Work Location Situation	Leave and Pay Options	Other Information
Not tested positive for COVID-19 but: <ul style="list-style-type: none"> ▪ Do have COVID-19 illness symptoms; and/or ▪ Have had close contact with person confirmed or presumptive COVID-19 infection. 	EOU and/or CHD	Quarantine required. Do not physically come on campus.	Can do work at home: normal pay Cannot do work at home then: Classified: #9 All other Employees: #14	Length of quarantine normally depends on the type of symptoms. Return to campus is normally OK after 14 days from when first symptom surfaced; or if asymptomatic, 14 days from the last close contact exposure. No early returns are permitted.
Tested for COVID-19 and waiting for results, with or without illness COVID-19 symptoms	EOU and/or CHD	Quarantine required. Do not physically come on campus.	Can do work at home: normal pay Cannot do work at home then: Classified: #9 All other Employees: #14	Quarantine continues until test results are available. Negative result: return to campus OK. Positive result: see above
Illness – Other (no COVID-19 symptoms)	EOU	Do not physically come to campus.	Can do work at home: normal pay	Return to campus when illness resolves. No return-to-work doctor-release required right now. Classified need Telework Agreement.
			Cannot do work at home: use regular sick pay	Return to work when able to return. No return-to-work doctor-release required right now.
NO illness or COVID-19 symptoms but do not want to be physically at work on campus for COVID-19 precautionary reasons (e.g. at-risk medical condition of self, or other approved precautionary condition.)	EOU State of Oregon	Can do work from home: contact supervisor	Normal pay. A Special Accommodation Request is required - see your Mountie Hub.	Classified need Telework Agreement.
		Cannot do work remotely: contact supervisor	Classified and All Other Employees: use regular sick leave pay. A Special Accommodation Request is required - see your Mountie Hub. (Note: taking leave for precautionary reasons is an option only when an applicable executive order is in effect.)	First inquire with your supervisor about any precautionary options available. If leave is necessary, use normal sick leave.
ADA qualifying medical condition or other COVID-19 related condition?			Contact the HR Department for assistance.	
Post-Vaccination Quarantine Rules (Proof of vaccination is required)				
<i>Symptomatic</i> employees who have just recently received a COVID vaccination dose.		No quarantine required as long as symptoms do not persist beyond three (3) days from the date of the vaccination.		
		If symptoms persist beyond three days, then a quarantine of ten (10) days from the date of initial illness is required.		

Post-Vaccination Quarantine Rules (Proof of vaccination is required) (continued)	
<i>Asymptomatic</i> employees who have had a close contact exposure incident.	<p>Employees in these two situations are required to quarantine for fourteen (14) days from the date of the close contact exposure incident:</p> <ul style="list-style-type: none"> Who have been partially immunized, or Who have been fully immunized with COVID-19 vaccine (according to the ACIP vaccination schedule) but are not yet 14 days beyond completion of the vaccine series at the time of their exposure.
	<p>Employees are <u>not</u> required to quarantine if they have been fully immunized with COVID-19 vaccine according to the ACIP schedule <u>and</u> are at least 14 days beyond completion of the vaccine series at the time of their exposure.</p> <p>These employees should still monitor themselves for symptoms of COVID-19 during the 14 days after exposure, and if symptoms develop they must isolate and seek testing.</p>

** Eligible Child: an immediate family member younger than 18 years and the child’s school or place of care has been closed, or the child-care provider is unavailable, due to the COVID-19 public health emergency.

*** The 80 hours of emergency ACRL sick leave are accrued only once in 2020; they do not renew or accrue in 2021.

There are a lot of details and complexities – please feel free to contact the HR Department for any questions and suggestions:

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