

**UPDATED #9 Summary Table of COVID-19 Related Employee Leave 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).*

**Introduction to Summary Table #9:** officially, the emergency pandemic ended in Oregon on June 30, 2021 when the vast majority of COVID-19 prevention and protection rules were discontinued as a result of Governor Brown not renewing pandemic related executive orders. Masking requirements continue for airports, public transportation and healthcare facilities. At EOU:

- ✓ Employees and students must continue to complete the Daily Health Self-Check before arriving on campus each day.
- ✓ Campus buildings are open to the public for normal business hours, including campus visitors and prospective students.
- ✓ Face coverings are required in shared indoor spaces, as outlined in the [Face Covering Policy](#). Face coverings and distancing are not required outdoors.
- ✓ In-person groups of 8 or fewer people may meet without masks if everyone present shows proof of vaccination, as outlined in the [Face Covering Policy](#).
- ✓ Employees may travel for business reasons with approval from their division vice president.
- ✓ Regional Centers and Offices should continue to consult with their host campus or location regarding protocols and procedures.
- ✓ Enhanced cleaning protocols will continue to remain in place.
- ✓ Distancing rules have ended.
- ✓ Existing accruals of emergency “ACRL” paid sick leave benefit (up to 80 hours) will continue to be available for employees assigned to quarantine. (The emergency ACRL sick leave hours accrued once in 2020; they do not renew and do not accrue for new employees in 2021.)
- ✓ Other compensation (pay) and most leave of absence rules have returned to pre-pandemic status.

**The following pay and leave options are effective June 30, 2021.**

**Classified Pay-Option #11:**

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 or close contact exposure: use available 80 hours of EOU emergency COVID sick leave (ACRL), regular paid sick leave, other accrued leave, and/or LWOP.

**All Other Employees Pay-Option #15:**

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 or close contact exposure: use available 80 hours of EOU emergency COVID sick leave (ACRL), regular paid sick leave, other accrued leave, and then LWOP.

*Out of accrued leave and need financial support?* The NEON program is still providing benefits to people. See their Covid19 [webpage](#) 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	Work Location Situation	Leave and Pay Options	Other Information
Tested positive for COVID-19 with or without COVID-19 illness symptoms	Quarantine required. Do not physically come on campus.	Can do work at home: normal pay Cannot do work at home then: Classified: #11 All other Employees: #15	Return to campus is normally OK after 10 days from date of positive test. No early returns are permitted.
Not tested positive for COVID-19 but: ▪ Do have COVID-19 illness symptoms; and/or	Quarantine required. Do not physically come on campus.	Can do work at home: normal pay Cannot do work at home then: Classified: #11 All other Employees: #15	Length of quarantine normally depends on symptoms. Return to campus is normally OK after 10 days from when first symptom surfaced; or if asymptomatic, 14 days from the last close contact exposure. No early returns are permitted.

Circumstance	Work Location Situation	Leave and Pay Options	Other Information
Not tested positive for COVID-19 but: <ul style="list-style-type: none"> <li>Have had close contact with person confirmed or presumptive COVID-19 infection.</li> </ul>	Quarantine required for employees not producing proof of vaccination. Do not physically come on campus. No quarantine required for others.	If assigned to quarantine: Can do work at home: normal pay Cannot do work at home then: Classified: #11 All other Employees: #15	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	Quarantine required. Do not physically come on campus.	Can do work at home: normal pay Cannot do work at home then: Classified: #11 All other Employees: #15	Quarantine continues at least until test results are available. Negative result: return to campus OK. Positive result: see above
Illness – Other (no COVID-19 symptoms)	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 because of a medical condition.		An ADA accommodation request must be made by the employee and approved by the HR Dept. Supporting medical documentation is normally required. See your Mountie Hub/Webster for request forms.	
Child Care Duties at Home without Alternatives		Special pay and leave for families with pandemic-caused child care difficulties are no longer offered by the State of Oregon. Regular paid sick leave may be used for child care duties that result in unavoidable missed work time.	
<b>Post-Vaccination Illness and Close-Contact Reporting and Quarantine Rules (Proof of vaccination may be required.)</b>			
a. Employees who just received a vaccination shot and have common immune-response COVID illness symptoms.	Report illness to your supervisor using the online Self-Check or by directly contacting. Do not come to campus until illness symptoms have gone away. No quarantine is normally required as long as symptoms do not persist beyond three (3) days from the date of the vaccination.		
	Report illness to your supervisor using online Self-Check or by directly contacting. If symptoms persist beyond three days, then a quarantine of at least ten (10) days from the date of initial illness is required.		
b. Employees who are not yet fully vaccinated, are asymptomatic, and have had a close contact exposure incident.	Report incident to your supervisor using the online Self-Check or by directly contacting. A quarantine of at least 14 days from the date of exposure is required.		
c. Employees who are not yet fully vaccinated and have COVID illness symptom (excluding “a” above)	Report incident to your supervisor using the online Self-Check or by directly contacting. A quarantine of at least ten (10) days from the date of initial illness is required.		
d. Employees who are <u>fully</u> vaccinated and are either symptomatic or asymptomatic, and/or have had a close contact exposure incident.	No reporting or quarantine is normally required. However, employees who are ill must not come on the campus until they are no longer ill. Report illness to your supervisor as normal.		
e. Employees who are <u>fully</u> vaccinated and have a test-positive COVID infection.	Report test-positive results to your supervisor using the online Self-Check or by directly contacting. A quarantine of at least ten (10) days from the date of initial illness is required.		

Please feel free to contact the HR Department for questions and suggestions:

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