

Agreements and Understandings between the BHE/MCCC On Covid-19 Sick Leave and Travel Related Issues

As of March 20, 2020

For the MCCC DAY Unit use of sick leave and other accrued leave is per Article 9 of the Day Unit CBA. For MCCC DCE employees, use of sick leave is per the DCE CBA's Article 16.03. MCCC DCE employees should they become ill may request approval of alternative methods to complete obligations pursuant to Article 13.04.

USE OF LEAVE ISSUES

What if an employee calls in sick?

- MCCC DAY members required to be quarantined due to exposure to contagious disease **in the regular performance of their duties** will be placed on leave of absence with pay for quarantine period pursuant to Article 9.01 E.3. Notwithstanding the provisions of the DCE CBA, the Colleges agree that any similar situated MCCC DCE member will be placed on paid leave if quarantined due to exposure to a contagious disease **in the regular performance of their duties**
- If an employee indicates that he/she was diagnosed with COVID-19, the university/college will need to assess campus community exposure.

What happens when an employee calls in report that he/she has been exposed to COVID-19 but is not displaying symptoms?

- Employees must notify their college if they have been or potentially have been exposed to COVID-19 as defined by the CDC. The term "exposed" shall be defined by the CDC definition of Close Contact as may be amended from time to time. It is currently defined as follows:
Close contact is defined as:
a) being within approximately 6 feet (2 meters) of a COVID-19 case for a prolonged period of time; close contact can occur while caring for, living with, visiting, or sharing a healthcare waiting area or room with a COVID-19 case
– or –
b) having direct contact with infectious secretions of a COVID-19 case (e.g., being coughed on)

Inquiring about travel.

- Employees shall disclose to the College whether they have traveled to Level II and III countries as determined by the CDC. Please consult the CDC website for a list of such countries. It is changing and growing rapidly.
- In rare circumstances, if an employee is deemed essential to continue college operations and is able to work remotely, the employee may be instructed to work from home and shall be paid.
- The college should instruct employees who have traveled to Level II and III countries to notify the university/college if they begin to experience symptoms consistent with COVID-19 while on leave.

Article 9.01 A 3c- Use of Sick Leave to Care for a Sick Family Member

- Colleges, for the duration of the COVID-19 emergency, shall waive the seven (7) day limit on the use of sick leave for the care of family members quarantined and/or ill with COVID-19.

Article 9.01 A 4- Sick Leave Bank

- Colleges, for the duration of the COVID-19 emergency, shall waive the five (5) day waiting period after exhausting all accrued leave to make a request for access to the sick leave bank for MCCC DAY members because of their quarantine or illness due to COVID-19 or to care for an ill family member quarantined or diagnosed with COVID-19 or deemed presumptively positive for the virus.

Fitness for Duty Doctor's Note for Return to Duty

- Employees who were ill with COVID-19, and on leave as a result, may be required to have an exam/present a Fitness for Duty Doctor's Note before be allowed to return to work per the contract.

Family Leave, Art. 9.02

The provisions of Article 9.02 B Family Leave are available to MCCC DAY employees.

DCE CBA

Sick Leave Art. 16.04 D-Extension of Sick Leave Benefits

The provisions of Article 16.04 D are available to DCE employees