

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

Dated: March 20, 2020, Amended June 25, 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 college will need to assess campus community exposure and the employee, if health permits, will provide information necessary to conduct contact tracing by the appropriate officials

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 DPH and/or CDC. The term "exposed" shall be defined by the CDC. DPH/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 at least fifteen minutes or longer; 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 any foreign travel that occurs within fourteen (14) days of their return to campus and the locations of their travel.

- 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 foreign countries per the provisions above to notify the 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 allowing 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