

## General Manager's Report Item

Per the Board's request, following is how the Board's August 16, 2022 approval of Covid related sick leave was applied:

CVCSO will provide up to 80 hours of covid related sick leave to employees, retroactive to this last round of infections our staff experienced in July 2022. We are using the supplemental sick leave requirements pasted below as our guidelines in application of this leave; even though those only apply to employers of over 26 persons. If the employees had and used accrued sick leave during the most recent Covid outbreak, we will restore the amount of regular sick leave used and deduct that amount from the supplemental covid leave.

<https://www.dir.ca.gov/dlse/COVID19Resources/2022-SPSL-FAQs.html>

[2022 SPSL FAQs - California Department of Industrial Relations](#)

Also pasted below is the link for the FAQ on Exclusion Pay under the DIR Emergency Temporary Standard. VERY complicated and convoluted, but in summary employees must be excluded from work under certain circumstances, and if excluded due to confirmed covid exposure at work, we pay them out of this supplemental covid leave. The leave bank is split as detailed in paragraph 4 of the leave FAQ. If they are to exclude themselves from work for a covid related reason and can provide proof of such, their time off is covered by the supplemental. If we cannot prove the exposure but believe it to be true, for safety management has been authorized to approve the covid leave. If management is unsure of the validity of the exclusion, they will authorize the use of accrued normal sick leave.

If an employee is excluded from work for a non-work related covid exposure or other covid related reason (see paragraph 4 of the supplemental sick leave policy above), they are eligible for the supplemental leave if they provide solid evidence of the need for the covid related absence or risk to our staff if they were to come to work..

Finally, pasted below is the ETS FAQ which contains our guidance related to communication with employees and exclusion pay requirements among other things. See the table of contents.

<https://www.dir.ca.gov/dosh/coronavirus/COVID19FAQs.html>

[COVID-19 Emergency Temporary Standards Frequently Asked Questions - California Department of Industrial Relations](#)

[www.dir.ca.gov](http://www.dir.ca.gov)