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Sarah H. Steelman
Commissioner

To: All State Departmental Employees
From: Sarah Steelman
Date: March 12, 2020
Re: Leave guidance related to Coronavirus Disease 19

To minimize the spread of illness during the Coronavirus Disease 19 (COVID-19) outbreak, we are asking all team members (including supervisors) to be flexible regarding leave for team members who are or may be sick.

1. Team members who are or may be sick. Influenza and other respiratory infections including COVID-19 have similar if not identical signs and symptoms. Team members who feel sick or who develop a cough and/or shortness of breath should take their temperature twice a day to accurately track their temperature. A team member who is sick should NOT report to work. "Sick" in this context means the team member has a fever at or above 100.4°. If a team member develops a fever at or above this level, they should not return to work until after their fever has reduced below this level for 24 hours after they have stopped taking fever reducing medicines. The team member should use their available leave so that the team member can recover and does not cause others to become sick. If the team member does not have any sick leave, the team member shall be authorized to use borrowed leave for the absence rather than taking leave without pay. If the team member's duties can be performed from home and the team member feels able, supervisors should request authorization through the division director for the team member to work from home. Team members should call their physician when they feel that would be appropriate.

2. Team members with pending COVID-19 test results. A team member who has been tested for COVID-19 should not report to work while results are pending. In this circumstance, team members should use their available leave. If the team member does not have any sick leave, the team member shall be authorized to use borrowed leave for the absence rather than taking leave without pay. Instead of taking leave, if the team member's duties can be performed from home and the team member feels able, supervisors should request authorization through the division director for the team member to work from home and be credited time for work actually performed until test results are received.

3. Team members who test positive for COVID-19. A team member who tests positive for COVID-19 cannot return to work until the team member has provided a note from a physician authorizing the team member's return to work. The note must state that the team member has had two negative tests for COVID-19 taken at least 24 hours apart. The physician's note shall be provided to Human Resources. In this circumstance, team members

should use their available leave. If the team member does not have any sick leave, the team member shall be authorized to use borrowed leave for the absence rather than taking leave without pay. Instead of taking leave, if the team member's duties can be performed from home and the team member feels able, supervisors should request authorization through the division director for the team member to work from home and be credited time for work actually performed.

4. Team members who test negative for COVID-19. A team member who tests negative for COVID-19 cannot return to work until their fever has reduced below 100.4° for 24 hours after they have stopped taking fever-reducing medicines. In this circumstance, team members should use their available leave. If the team member does not have any sick leave, the team member shall be authorized to use borrowed leave for the absence rather than taking leave without pay. Instead of taking leave, if the team member's duties can be performed from home and the team member feels able, supervisors should request authorization through the division director for the team member to work from home and be credited time for work actually performed.

5. Team members with an impacted household member. A team member may feel well but may have a household member who is sick. If a team member has a household member who is sick as defined above or who is in a situation described in categories 2 – 4 above, the team member should NOT report to work and should follow the instructions applicable to the household member's category. If the household member is a spouse, child, other relative or household member requiring the team member's personal care and attention, the team member may use sick leave. If the team member does not have any sick leave, the team member shall be authorized to use borrowed leave for the absence rather than taking leave without pay. Instead of taking leave, if the team member's duties can be performed from home and the team member is able to work in light of their care responsibilities, supervisors should request authorization through the division director for the team member to work from home and be credited time for work actually performed.

6. Borrowed Leave. Borrowed leave is leave made available to team members without accumulated sick leave for use only in the circumstances identified above. A maximum of 140 hours of borrowed leave can be approved. Borrowed leave will be repaid from sick leave, beginning when the team member returns to work, at their normal rate of accrual for sick leave.

7. Team members with portable equipment (e.g., laptops, iPads) that would allow them to work from home under the conditions set forth above should consider taking such equipment home with them each evening.

8. Guard against unlawful discrimination and stigma by learning the facts about COVID-19 from trusted sources such as the Centers for Disease Control and Prevention and the Missouri Department of Health and Senior Services.

<https://www.cdc.gov/coronavirus/2019-ncov/about/related-stigma.html>.

<https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/>.

9. Questions regarding this email should be addressed to your agency's office of human resources. We will monitor the progression of the outbreak and issue additional or different guidance or directives as may become necessary.