COVID-19 LEAVE GUIDELINES REVISED DECEMBER 22, 2020

The Louisiana State Civil Service Commission adopted changes to Chapter 1 and Chapter 11 of the Civil Service Handbook to amend sick leave usage by classified employees effective May 7, 2020. The Louisiana Legislature passed and the governor signed into law Act 241 to amend sick leave policies for unclassified employees effective June 11, 2020.

In response to the new State Civil Service Rules, and in conjunction with the Governor’s orders to extend Phase Two, the following guidelines outline leave provisions for all employees who are unable to report to the physical premises and who are unable to work remotely due to special scenarios outlined below.

The provisions of the Families First Coronavirus Response Act (FFCRA) are set to expire on December 31, 2020. Emergency Paid Sick Leave (EPSL) and Expanded Family and Medical Leave for COVID-19 illness and childcare disruptions due to closures will no longer be available after the December 31 sunset date. Therefore, beginning January 1, 2021, LSU will return to all leave rules as defined in PS-12 and all absences will be charged to personal accrued sick or annual leave as appropriate.

Please continue to monitor the HRM and EOC websites for the latest information related to LSU’s response to COVID-19.

- Under State Civil Service Rule 11.35, employees who are identified through the LSU EOC contact-tracing program as having been exposed to someone who is positive for COVID-19 and are not able to work remotely are eligible for up to 80 hours of special leave for the recommended quarantine period. Such special paid leave shall not extend beyond 14 calendar days and employees are eligible for one occurrence of special paid leave. Once the employee develops symptoms of illness or is confirmed with a positive COVID-19 diagnosis, he shall immediately be placed in an appropriate leave status, including leave without pay if the employee has exhausted accrued compensatory, annual and sick leave.

- If an employee has been exposed to COVID19 and is subject to a quarantine or isolation order, experiencing symptoms of COVID19, has been diagnosed with COVID19 or is caring for an immediate family member as a result of COVID19 or is caring for a child as a result of loss of care due to COVID19 and are unable to report to the physical premises for work or perform work remotely, may use their personal accrued sick, annual and/or compensatory time accordingly for full pay.

ADOPTED CHANGES TO CHAPTERS 1 AND 11 OF THE CIVIL SERVICE HANDBOOK AND ACT 241 SIGNED BY THE GOVERNOR TO AMEND SICK LEAVE POLICIES

The following expanded sick leave rules, underlined below, have been approved by the Louisiana Department of State Civil Service for Classified employees effective May 7, 2020:

1.15.2.4 ‘Immediate Family Member’ for the purposes of sick leave is an employee’s spouse, child or stepchild, foster-child, parent or stepparent.

11.13 Use of Sick Leave SCS General Circular Number 2020-031

(a) Sick leave may be utilized by an employee who has sufficient leave to his credit for necessary absence from duty because of:
1. His own illness or injury, which prevents him from performing his usual duties.
2. His own medical, dental, or optical consultation or treatment for the duration of time required for such appointments when it is not possible to arrange such appointments for non-duty hours.
4. Assertion, supported by medical certification, of his own need to be isolated from the workplace to avoid a health risk exposure during a health pandemic declared by the Governor because of his diagnosed high-risk immunological disorder.
5. The need to care for a son or daughter as defined by the Emergency Family and Medical Leave Expansion Act through December 31, 2020, because there is no other suitable person available to care for the child and the child’s school or place of care has been closed or the childcare provider is unavailable due to a COVID-19 related reason.

(b) In lieu of requesting annual leave, an employee who has sufficient leave to his credit may request sick leave for necessary absence from duty for the following reasons:

**Illness or injury of an immediate family member which necessitates the absence.**

1. Medical, dental, or optical consultation or treatment for immediate family members when it is not possible to arrange such appointments for non-duty hours.

The Louisiana Legislature passed and the governor signed into law Act 241 to amend sick leave policies for unclassified employees effective June 11, 2020. The legislation expands the use of accrued sick leave by unclassified employees as follows:

- Sick leave may be used to care for an immediate family member who is ill or injured or to accompany an immediate family member to a medical, dental, or optical consultation or treatment.
- An immediate family member is defined as a spouse, parent, or child of an employee.

**LSU leave policies PS-12 and PM-20** are currently under revision to reflect the expanded use of sick leave. In accordance with the Protocol for Development, Approval, Revision & Rescindment of Permanent Memoranda, the portions of the policies that conflict with new Act 241 and Chapters 1 and 11 of the Civil Service Rules are invalid, and provisions contained within the new rules will supersede. The remainder of the policies that are unaffected will remain valid and in effect.