

Temporary COVID-19 Emergency Paid Sick Leave Policy

In response to the COVID-19 pandemic, the federal government created the Emergency Paid Sick Leave Act which, among other things, provided for two (2) weeks of paid sick leave (at regular rate of pay) for qualified employees who were experiencing COVID-19 symptoms and required to isolate or advised by a health care provider to quarantine because of a close contact with an infected individual. The Emergency Paid Sick Leave Act sunsetted on December 31, 2020.

In support of the health and safety of campus, Eastern Illinois University has established this Temporary COVID-19 Emergency Paid Sick Leave Policy. This policy extends some of the benefits awarded through the Emergency Paid Sick Leave Act – specifically, when an employee experiences COVID-19 symptoms and is required to isolate or is advised by a health care provider to quarantine because of close contact with an infected individual.

Eligibility for this policy:

To be a qualified employee, the employee must have completed 30 days of employment and not exhausted any of the two (2) week paid benefit that they may have received under the Emergency Paid Sick Leave Act in 2020.

Current work schedule and status define the benefit payable under this Policy.

As with the Emergency Paid Sick Leave Act, employees of the Student Health Clinic are specifically excluded from eligibility under this policy.

Paid sick leave:

Qualified employees may receive up to two (2) weeks of paid sick leave for periods of time for which they are themselves experiencing COVID-19 symptoms and required to isolate or advised by a health provider to quarantine because of close contact with an infected individual. An employee's benefit under this Policy is offset by any time taken under the Emergency Paid Sick Leave Act in 2020.

This paid sick leave may only be taken in whole day, consecutive increments based on CDC and IDPH guidelines for isolation and quarantine. Intermittent leave is not available.

Policy Sunset:

This policy will sunset on June 30, 2021.

This benefit does not cover caring for other individuals who are experiencing COVID-19 issues as the original act covered. An employee caring for another individual will be required to use their personal sick/vacation leave. This benefit also does not cover caring for a child unable to attend day care or school.