

Quarantine Pay Expectations

UAMS employees are fulfilling our mission of improving the health, health care, and well-being of Arkansans during the present COVID-19 public health emergency. The governor signed an Executive Order (EO) on March 17, 2020 that allows UAMS to compensate employees who are quarantined due to performing work duties related to confirmed COVID-19 patients.

Student Employee Health Services (SEHS) and Human Resources are working jointly with leadership to ensure proper payment is received for qualified quarantined employees. Below are expectations that must be followed in instances of confirmed cases in order for the employee to qualify:

- Employees must be in the course of performing work duties to receive the quarantine pay. The work duties must be related to a confirmed UAMS COVID-19 case.
- Employees must have on proper PPE in order to receive the quarantine pay. If employees do not have on proper PPE or do not follow current UAMS COVID-19 protocol, they may be subject to progressive discipline and will not be eligible to receive the quarantine pay.
- Employees can use their sick leave and vacation leave accrual (in stated order) if his/her quarantine does not meet the stated guidelines for quarantine payment. *Leave without pay* is a last option, per policy.
 - There **may be** certain instances where work duties can be performed at home. **Please refer to the Administrative Guide. 4.4.22, Remote Work, for guidance.**
- If employees are not able to pass the daily screening entrance and their absence is not related to a confirmed UAMS COVID-19 case, the absenteeism policy will apply. Department protocol/procedures must be followed.
- While quarantined, employees are expected to respond to the daily SEHS questionnaire or phone calls. Communication must be appropriate and meet present policy expectations.
- In instances of falsification to the daily entrance screening questions and required daily questions during the quarantine period, Employee Relations will review the case for proper action.

Please send any questions to HRBusinessPartnerServices@uams.edu or employeerelations@uams.edu.