

Frequently Asked Questions - for Employees

(When you miss work due to being quarantined)

If I am required to quarantine as a direct result of a confirmed work related exposure and am unable to work from home, do I have to use my sick and vacation leave for the time missed from work?

UAMS employees who meet the criteria for eligibility of quarantine pay will not have to use their sick and vacation leave accrual (in stated order) while on quarantine, up to the maximum pay allotment.

What is the total maximum pay allotment for confirmed quarantine cases, directly related to a UAMS COVID-19 patient?

A total of 4 weeks (160 hours) is the maximum time allowed with pay. Please note, it is not 4 weeks per episode, it is a total of 4 weeks. Therefore, employees who are quarantined for a period of time that totals longer than 4 weeks will need to use sick and vacation leave accrual (in stated order).

If I am required to quarantine and I am able to perform my work duties from home, am I eligible for quarantine pay?

Quarantine pay is designed to provide leave pay for those employees who have been exposed in the course of their work and are unable to work from home. Quarantine pay is not pay in addition to regular wages or sick/vacation leave. As such, if you work from home, you will be paid your regular wages during the quarantine period.

If I am quarantined, unable to perform my work duties from home, and my quarantine period is not related to a confirmed UAMS COVID-19 patient, can I use my leave accrual?

Yes. You can use your sick leave and vacation leave accrual (in stated order), prior to going into leave without pay (LWOP) status.

If I am quarantined and my exposure is related to a co-worker or an encounter away from UAMS, can I use my leave accrual?

Yes. You can use your sick leave and vacation leave accrual (in stated order), prior to going into leave without pay (LWOP) status. However, in instances where the co-workers exposure is related to a confirmed UAMS COVID-19 patient, you may be eligible for the quarantine pay.

If I am advised to quarantine by SEHS and test for COVID-19, but I fail to cooperate, am I eligible to receive the quarantine pay if my exposure is related to a confirmed UAMS COVID-19 patient, during the quarantine period?

No. If your quarantine period is directly related to a confirmed UAMS COVID-19 patient and you wore the proper PPE, but you did not follow SEHS' instructions for COVID-19 testing, you will be required to use your leave accrual during the quarantine period and may be subject to discipline.

Is my quarantine time away from work protected?

You must contact FMLASource at 1-833-786-8644. This period **may be** covered under the Family and Medical Leave Act (FMLA), as long as the employee meets the eligibility requirements.

If I am quarantined, do I qualify for paid leave under the Families First Coronavirus Response Act (FFCRA)?

You must contact FMLASource at 1-833-786-8644, to verify eligibility. If you qualify, FMLASources will provide written confirmation to you and Human Resources.

Will I qualify for Workers' Compensation if I have to quarantine due to a work related incident?

When you have a positive COVID-19 test, due to a UAMS work related exposure, you **may** qualify for Workers' Compensation. You must call The Company Nurse Injury Hotline at 1-855-339-1893 to initiate a claim. You must also complete a UAMS Injury and Incident Report (I&I). Click the link for additional information.

<http://www.uams.edu/campusop/depts/ohs/forms/Accident.aspx>.

If your quarantine period **is not** related to a UAMS work related exposure, you **DO NOT** need to call The Company Nurse Injury Hotline.

Who will let me know when I can return to work after I receive a negative COVID-19 test result, while quarantined?

Student and Employee Health Services (SEHS) monitors our quarantined employees (*work related exposures and non-work related exposures*). You must follow their guidance and receive clearance, prior to returning to work.

If you have additional questions, not referenced above, please send an email to HRBusinessPartnerServices@uams.edu or employeerelations@uams.edu.