

Frequently Asked Questions - for Quarantined Employees

- 1) **Exposures confirmed by Student and Employee Health Services (SEHS) as directly related to work duties performed at UAMS and all policies for personal protective equipment (PPE) were followed**
 - a) Contact FMLASource at 1-833-786-8644 or www.fmlasource.com to determine FMLA eligibility
 - b) Absenteeism policy will **NOT** apply due to a confirmed work related exposure
 - c) Employees may be eligible for Workers' Compensation (*see #9 for more detail*)
 - d) Sick leave and vacation leave accrual **does not** have to be exhausted when approved for the Emergency Paid Leave (*see #7 for more info*)

When policies for PPE are not followed, progressive discipline will occur for violators

- 2) **What happens when the employee has an exposure, confirmed by SEHS, to be related to a co-worker?**
 - a) See all answers to #1 above
- 3) **Exposures confirmed by SEHS to not be work-related (exposure happened away from work).**
 - a) Contact FMLA Source at 1-833-786-8644 or www.fmlasource.com to determine FMLA eligibility
 - b) If eligible for FMLA, absenteeism policy **will not** apply
 - c) If ineligible, absenteeism policy **will** apply
 - d) Sick leave and vacation leave accrual does not have to be exhausted when approved for the Emergency Paid Leave (*see #7 for more info*)
- 4) **If employee fails to meet COVID-19 daily entrance screening requirements and is sent home by SEHS or supervisor**
 - a) If absence results in quarantine, *see #1 and #3*
 - b) If no exposure or quarantine, employee will return to work **only** when cleared by SEHS and Absenteeism policy **will** apply
 - c) Failure to receive return to work clearance from SEHS **may** result in a FMLA claim being auto generated with FMLASource.
 - d) Cooperation with SEHS is essential to ensure proper guidance is provided. Uncooperative instances will be reported to the employee's manager
- 5) **Who will let me know when I can return to work after I receive a negative COVID-19 test result, while quarantined?**
 - a) SEHS monitors **ALL** UAMS quarantined employees
 - b) You must follow the guidance of SEHS to receive clearance, prior to returning to work
 - c) Email *negative test* results to SEHS at StudentandEmployeeHealth@uams.edu
 - d) Access the [Covid-19 Management Protocol](#) for reference
 - e) Contact SEHS at 501-686-6565 with any questions

When quarantined, the completion of the online SEHS daily health screening survey is required. Non-compliance is reported to the employee's manager.

- 6) **Are ALL employees required to complete the online health screening daily, prior to the start of shift?**
 - a) Yes, every employee who enters a UAMS designated facility (main campus or any off campus location) must answer the brief health screening survey and have their temperature taken
 - b) Any instance of falsification to the screening survey or procedure will be reviewed individually by Employee Relations

- 7) **If an employee is quarantined, will they qualify for paid leave under the Families First Coronavirus Response Act (FFCRA)?**
- a) FFCRA expired December 31, 2020
 - b) If the employee did not exhaust all of the eligible 80 hours of FFCRA Leave or Emergency Paid Leave the employee may be eligible for up to 80 hours of “Paid Leave for COVID-19 Related Illness, Child Care or Quarantine”
 - c) Contact FMLASource at 1-833-786-8644 or www.fmlasource.com to obtain a claim form for the Emergency Paid Leave and to determine FMLA eligibility
 - d) Each case is reviewed individually by the Leave Administrator for eligibility of the 80 hours Emergency Paid Leave
- 8) **Did the Executive Order (EO) end that allowed UAMS to pay quarantine pay to staff, due to a confirmed work related exposure?**
- Yes, the governor signed a new EO that concluded this payment option on May 30, 2021
- 9) **Will the employee qualify for Workers’ Compensation if required to quarantine due to a work related incident?**
- a) Positive COVID-19 test results, due to a UAMS work related exposure, **may** qualify for Workers’ Compensation
 - b) The employee must call The Company Nurse Injury Hotline at 1-855-339-1893 to initiate a claim
 - c) The employee must also complete a UAMS Injury and Incident Report (I&I)
<http://www.uams.edu/campusop/depts/ohs/forms/Accident.aspx>
 - d) **DO NOT** call The Company Nurse Injury Hotline, when quarantine period is **not related to a UAMS work related exposure**
 - e) Contact FMLA Source at 1-833-786-8644 or www.fmlasource.com to determine eligibility
- 10) **Are employees required to wear a mask if the employee does not work on the main UAMS campus, but works at an off-site location?**
- Yes, **ALL** UAMS employees are required to wear their masks in the presence of other employees on the main campus or at any locations off-site, except when eating.

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