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MEMORANDUM

DATE: July 10, 2020

TO: SCAPA Membership

FROM: Kim Gillingham, Labor Representative

RE: Return to Work and COVID 19 Issues

The County has tasked each department with developing a safety plan regarding COVID. Universally the plans provide for social distancing, self-monitoring health screening, mask requirements when in common areas and cleaning regimens.

The plans are not consistent regarding exposure assessment and largely rely on County Health to provide direction when a COVID positive employee or member of the public is identified. The County is applying HIPPA protection to COVID positive employees.

Objections to specific criteria for identifying exposure and quarantine have been raised and we are working to get the County to set reasonable standards.

Employees that are at high risk/pre-morbidities should seek documentation from their physician and in those cases the County is using the ADA process to provide accommodations.

Employees that have high risk/pre-morbidity family members in their household are being directed to the Family Medical Leave Act emergency leaves.

The Association is asking that employees be allowed to work from home when exposed and subject to quarantine, have a pre-morbidity or a household family member at high risk.

The situation is very fluid, and things seem to change on a weekly basis. In addition, every situation is unique and requires individual assessment and support.

Please contact me directly for support at 209-499-3499.