



# CONTACT

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## State COVID-19 Leave No Longer Available

The District was required by the State to grant COVID leave until September 30, 2021. SB 95 expired last month and Bargaining Unit members no longer have specific COVID leave.

*If you are quarantined by the District or County Quarantine Leave applies. Also, if your doctor tells you to quarantine because you have COVID –19( HR may ask for a positive COVID test.)*

Quarantine leave allows for ten days in any one year and needs not be consecutive. Quarantine leave does not come out of sick leave.

(Article XVI. Leaves Section L pp. 43-44)

**Quarantine Leave** (Article XVI. Leaves Section L pp. 43-44)

Any regular Bargaining Unit member may be paid full salary for up to a maximum of ten (10) school days during any school year when the only reason for absence is caused by an unavoidable quarantine, or when the absence is at the direction of the District because the Bargaining Unit member has been in contact with a contagious disease. Persons requesting pay because of quarantine shall file in the Human Resources Office an exclusion and re-admission card issued by the County Health Office.

Specifically, it is not the intent of this policy to cover Bargaining Unit members who are quarantined because of their own personal illness. That matter is taken care of on sick leave. For example, an employee away from work because he/she has contracted measles is presumed to be on sick leave until such time as the physician or health officer releases him/her to return to work regardless of whether or not part of such time is required by law and not by being confined to bed.

If your illness exceeds the Quarantine leave, you will use illness leave (first current, second accumulated, third differential pay days, and finally for those who donate up to 60 days from the Catastrophic Leave Bank).

*If a member of your family has COVID –19 or is quarantined you can take personal necessity days.* Each day will come from your illness days (differential and CLB do not apply)

(Article XVI. Leaves Section J.4.c3 p. 42)

*If you are out in order to take the vaccine or because you have a reaction to the vaccine, you will take illness days.*

## Exclusion Pay & Cal/OSHA's Emergency Temporary Standards (ETS)

- California's Division of Occupational Safety and Health (Cal/OSHA) passed Emergency Temporary Standards (ETS) related to COVID-19 that require employers to continue to provide full pay, benefits, and other employment rights (including job status) for employees who are excluded from the worksite due to a work-related COVID-19 exposure or positive COVID-19 test. Typically, the ETS require employers to exclude and continue to pay employees during the period of quarantine, which could be up to fourteen days.
  - Under the ETS, an employer is not required to exclude a fully-vaccinated employee who has a close contact with an infected individual unless the employee has a positive COVID-19 test or the employee develops COVID-19 symptoms.
- Employers are not required to provide these benefits if the employer can demonstrate that the employee's close contact with an infected individual was not work-related.
- Employees are not entitled to exclusion pay if they receive pay because they are reassigned to work from home or receive workers' compensation during the exclusion period.
- An employer may require employees to use employer-provided employee sick leave before providing exclusion pay.
- The ETS went into effect on November 30, 2020, were readopted on June 17, 2021, and are currently scheduled to expire on January 14, 2022.
- See [Cal/OSHA's COVID-19 Emergency Temporary Standards FAQs on Exclusion Pay.](#)