

SECTION 1000

1001 Infectious Disease Policy

.25 Isolation and Quarantine

- .251 Vaccinated employees (or those exempt under federal law) are eligible to use up to ~~eighty (80)~~ forty (40) hours of Hazardous Condition Leave (HCL) for quarantine on a calendar year basis. This ~~80~~ 40 hours of HCL, in conjunction with any applicable expanded Federal or State benefits, is provided above and beyond hours required by law for use during a pandemic.
- .2511 If an employee has previously used ~~80~~ 40 hours of HCL under the Infectious Disease Policy and the City Physician determines, in his sole opinion, that the exposure was most likely job-related, the Personnel Director may approve additional HCL under this policy.
- .2512 If an employee is absent to provide care for a dependent with a pandemic illness or who is symptomatic and subject to quarantine, the employee or their supervisor must contact Human Resources at FMLA@cityoftulsa.org, who will then determine and advise of the employee's FMLA eligibility and proper leave designation.
- .2513 If the employee is required to miss work due to a dependent child who has been quarantined by their school or daycare but does not have a positive test result or symptoms of the pandemic illness, Vacation Leave or Compensatory Leave may be used.
- .2514 Sick Leave policy will be used in all other instances of leave taken for quarantine after the combined HCL and any applicable Federal or State benefits are exhausted.
- .2515 Some quarantine absences may qualify for FMLA. Notification of these absences and questions related to FMLA should be addressed to FMLA@cityoftulsa.org.
- .2516 Sick leave or Leave without Pay used due to quarantine orders with proper documentation through City Medical will not be held against a vaccinated employee for purposes of Progression, Promotion, PPR or SPI eligibility.
- .252 Any employee who has been exposed to an individual who has tested positive for Covid-19, or has been in close proximity to an individual who suspects they may have Covid-19 due to