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 8040 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 8040 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