

AEE Novel Coronavirus (COVID-19) Letter of Agreement Addendum #4

This Addendum shall supersede any conflicting provisions in the collective bargaining agreement for the duration of the Addendum.

If the federal government extends the FFCRA or relevant benefits, this Addendum will be revised to reflect those benefits for the relevant time period.

Paid Child Care Leave

Effective February 1, 2021 through June 30, 2021, an employee who has been employed for more than 30 days taking leave for care for a child whose school or child care provider has been closed in conjunction with a statewide public health emergency declared by a public health official, shall receive paid leave for hours taken at their regular rate of pay. The number of paid child care leave hours an employee is entitled to is based on the calculation for FMLA entitlements. Employees employed for less than 12 months receive 40 hours per week for full-time, pro-rated for part-time.

Employees eligible for OFLA sick child may have OFLA protection run concurrently with Paid Child Care Leave.

The agreement for the paid child care leave will not establish any precedent, nor will this agreement be used as a basis to seek or justify similar paid leave beyond June 30, 2021 or in future public health emergencies.

Emergency Paid Sick Leave

Effective February 1, 2021 through June 30, 2021, full-time employees may be eligible to receive 80 hours of emergency paid sick leave at their regular rate of pay. Part-time employees may be eligible to receive the amount of leave equal to the number of hours the employee works on average over a two-week period of emergency paid sick leave.

Leave may be taken if the employee:

1. Is subject to federal, state, or local quarantine or isolation order.
2. Has been advised by a health care provider to self-quarantine.
3. Is experiencing symptoms and seeking diagnosis for symptoms of COVID-19.
4. Is caring for an individual, who does not have to be a family member, that is:
 - a. Subject to federal, state, or local quarantine or isolation order; or
 - b. Advised by a health care provider to self-quarantine.
5. Is caring for their child whose school is closed, place of care is closed, or child care is unavailable due to COVID-19 precautions.
6. Is experiencing substantially similar health symptoms of COVID-19 specified by the Department of Health and Human Services in consultation with the Secretary of Treasury and the Secretary of Labor.


If the employee is caring for a child whose school is closed as described above, leave may be taken intermittently in any increment.

If the employee is teleworking, leave may be taken intermittently in any increment for all other reasons.

If the employee is not taking leave for their child due to school closures as described above, or if the employee is not working, emergency paid sick leave must be taken in one continuous block of time until the leave is exhausted or the reason for the leave is no longer needed. Any remaining leave may be used at a later date.

If leave listed above does not apply or is exhausted, employees may take leave as provided for in the AEE Novel Coronavirus (COVID-19) Letter of Agreement.

FOR THE EMPLOYER:

 Digitally signed by Nettie Pye
Date: 2021.03.23 15:50:48 -07'00'

Date

FOR AEE:

/s/ Pete Castro

Pete Castro,
AEE Second Vice President (Salary Chair)
Association of Engineering Employees

29MAR21

Date