

CORONAVIRUS (COVID-19) PANDEMIC

NEWS UPDATE

The Association of San Diego County Employees

Crafts Bargaining Unit (CR)

Construction, Maintenance, Operations & Repair (CM) Bargaining Unit

DATE:

Monday

March 16th

2020

COMING SOON!

120 Hours of Pandemic Advanced Credit Leave

Friday, March 13, 2020-- ASDCE signed a **Letter of Understanding (LOU)** through June 23, 2020 with the County of San Diego to increase the amount of amount of **Pandemic Advanced Credit Leave from 80 hours to 120 hours** for County employees in the CR and CM Bargaining Units. The Board of Supervisors are calendared to meet Tuesday, March 24, 2020 to consider the adoption of this Letter of Understanding. Here's the agreement FYI:

- *During a pandemic, as declared by the Board of Supervisors and / or Chief Administrative Officer, employees who are ill with flu like symptoms, as defined by the Centers for Disease Control, and have exhausted all leave balances, may request and shall be advanced up to 120 hours of sick leave per fiscal year. At no time shall an employee have a negative sick leave balance that exceeds the maximum of 120 hours.*
- *The advanced sick leave credits are treated like regular sick leave and can be taken in units of 1/10th of an hour for either the employee or the care of an immediate family member as defined in the MOA Article 6, Section 4(c). (Includes child care needs for school closures)*
- *Advanced sick leave credits cannot be used in conjunction with Voluntary Time Off.*
- *Once an employee returns to work and begins accruing sick leave, the credit for new sick leave hours will reduce the negative sick leave balance before any positive hours are accredited.*
- *If an employee separates from County Service and it at a negative sick leave balance, the employee will be required to repay the sick leave credit from their final pay out.*
- *This leave shall not be available to any employee currently on an approved leave of absence.*

What Employees Can Do to Prepare for Coronavirus (COVID-19)

It's important for employees to be prepared for a COVID-19 outbreak in San Diego County. To limit the spread of infection, you should:

- Wash your hands often to help protect you from germs. Use soap and water, lather up for a minimum of 20 seconds and include scrubbing your fingernails.
- Use an alcohol-based hand sanitizer, if soap and water are not available. It should contain at least 60% alcohol
- Avoid touching your eyes, nose or mouth.
- Clean and disinfect frequently touched objects and surfaces.
- Avoid close contact with people who are sick.
- If you are sick, stay home and keep your distance from others to protect them from getting sick too.
- Cover your mouth and nose with a tissue when coughing or sneezing, then wash your hands.
- Practice other good health habits. Get plenty of sleep, be physically active, manage your stress, drink plenty of fluids and eat nutritious food.

If you have individual Coronavirus (COVID-19) questions, please talk to your healthcare provider.
For Community Resources, please call 2-1-1 San Diego or visit www.211sandiego.org or www.coronavirus-sd.com.

ASDCE

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The Outcome is Better if We Work Together