

Situation – effective January 1, 2021 for CU Boulder. For most employees, current guidance remains - if the employee can work remotely, the employee should continue to work remotely.	Leave and Pay - University Staff and Research Faculty (12-month faculty including PRA)	Covid Leave Form Required	FMLA	Documentation required (see HR website for details)
Employee identifies as high risk due to medical condition (CDC) and cannot work from home. Per Safer at Home Executive Order D 2020-044 , no vulnerable individuals can be compelled by their employer to return to work if their work requires in person work near others.	1) Workplace accommodation (Refer to ADA Compliance); 2) Employee completes the COVID Leave and Accommodation request form, and uses sick (SCK) leave for up to 80 hours of leave. If Employee does not have 80 hours of sick leave, employee uses supplement sick leave (ACP) up to 80 hours (SCK and ACP added together) for usage. 3) After the initial 80 hours of leave, employee can use vacation (VAC) leave 4) Leave without pay until Safer-at-Home order is lifted	Yes	If condition would otherwise qualify under FMLA	Yes; ADA Medical Info Request Form
Employee identifies as high risk due to being 65 or older. Per Safer at Home Executive Order D 2020-044 , no vulnerable individuals can be compelled by their employer to return to work if their work requires in person work near others.	1) Employee completes the COVID Leave and Accommodation request form, and uses sick (SCK) leave for up to 80 hours of leave. If Employee does not have 80 hours of sick leave, employee uses supplement sick leave (ACP) up to 80 hours (SCK and ACP added together) for usage. 2) Vacation (VAC) and sick (SCK) leave usage; 3) Leave without pay until Safer-at-Home order is lifted	Yes	No	No
Employee identifies as high risk, cannot work from home and has not provided documentation or has been denied accommodation by ADA Compliance. <i>Workplace accommodations require medical documentation.</i>	1) Workplace accommodation (<i>Refer to ADA Compliance</i>); 2) Discipline, separation if employee refuses to perform requested/required work duties (case-by-case assessment of facts)	No	If condition would otherwise qualify under FMLA	Yes - Workplace accommodation requires documentation.
Employee has a family member who is high risk and does not feel safe being at work	1) FMLA (if eligible) using sick (SCK) and vacation (VAC) leave accruals; 2) Discipline, separation if employee refuses to perform requested/required work duties (case-by-case assessment of facts)	No	If condition would otherwise qualify under FMLA	FMLA paperwork if eligible
Employee is not comfortable returning to work	1) Vacation (VAC) leave accruals; at supervisors discretion 2) Discipline, separation if employee refuses to perform requested/required work duties (case-by-case assessment of facts)	No	No	No
Employee tested positive for COVID-19	1) Employee completes the COVID Leave and Accommodation request form, and uses sick (SCK) leave for up to 80 hours of leave. If Employee does not have 80 hours of sick leave, employee uses supplement sick leave (ACP) up to 80 hours (SCK and ACP added together) for usage. 2) FMLA (if eligible) using sick (SCK) and vacation (VAC) leave accruals; 3) Leave without pay/ ADA process	Yes	Potentially, if additional medical leave is required after 2 weeks	Not for the first 80 hours. If additional time is required documentation is required
Employee has symptoms of COVID-19 and is seeking a medical diagnosis	1) Employee completes the COVID Leave and Accommodation request form, and uses sick (SCK) leave for up to 80 hours of leave. If Employee does not have 80 hours of sick leave, employee uses supplement sick leave (ACP) up to 80 hours (SCK and ACP added together) for usage. 2) FMLA (if eligible) using sick (SCK) and vacation (VAC) leave accruals; 3) Leave without pay/ ADA process	Yes	Potentially, if additional medical leave is required after 2 weeks	Not for the first 80 hours. If additional time is required documentation is required
Employee needs to care for a family member who has COVID-19	1) Employee completes the COVID Leave and Accommodation request form, and uses sick (SCK) leave for up to 80 hours of leave. If Employee does not have 80 hours of sick leave, employee uses supplement sick leave (ACP) up to 80 hours (SCK and ACP added together) for usage. 2) FMLA (if eligible) using sick (SCK) and vacation (VAC) leave accruals; 3) Leave without pay	Yes	Potentially, if additional caretaking is required after 2 weeks	Not for the first 80 hours. If additional caretaking is required after 2 weeks documentation is required
Employee needs time off to care for a child under the age of 18 due to COVID-19 school/daycare closure	1) Employee completes the COVID Leave and Accommodation request form, and uses sick (SCK) leave for up to 80 hours of leave. If Employee does not have 80 hours of sick leave, employee uses supplement sick leave (ACP) up to 80 hours (SCK and ACP added together) for usage. 2) Employee can use remaining sick accruals. Supervisor will have discretion to allow employees to use Vacation accruals, or Leave without pay. 3) Discipline, separation if employee refuses to perform requested/required work duties (case-by-case assessment of facts)	Yes	Yes	Yes
Employee chooses to take time off to care for a child while their child care continues to be open or employee chooses to end childcare arrangements	Discipline, separation if employee refuses to perform requested/required work duties (case-by-case assessment of facts)	No	No	No
Employee is unable to work at home due to nature of position	1) Reassignment* within department if available; 2) Furlough (temporary); 3) Separation/layoff (permanent)	No	No	Work with HR
If no work is available for employee	1) Reassignment* within department if available; 2) Furlough (temporary); 3) Separation/layoff (permanent)	No	No	Work with HR

This document is for guidance purposes and it does not supersede University policies, rules or legal requirements; this guidance is subject to change pending updated legal, regulatory or University policy changes.

*Reassignment in this context is not the ADA reassignment process nor a formal process through HR. This would be handled within a department/college/school/institute to cover workload

**Leave without pay for faculty will maintain benefits eligibility

Employees will only have their sick leave supplemented one time during the duration of the public health emergency