

Public Health Emergency Leave: Agency Guidance

HUMAN RESOURCE COMMUNITY
MARCH 12, 2020



AGENDA

- Update from the VA Dept. of Health,
- Review Public Health Emergency Leave Policy
- Guidance from the Dept. of General Services
- Your Questions
- Resources



HRCS Webinar Series



Educate

Inform

Inspire

COMMUNICATION IS KEY

- Governor's e-mail message to employees
- Chief of Staff's e-mail message to Agency Heads
- Management's responsibility
 - to ENSURE employee safety and ASSURE employees that their concerns are understood and being addressed
- Agency communications

Introducing.....

Dr. Lillian Peake, MD, MPH
State Epidemiologist
Virginia Dept. of Health

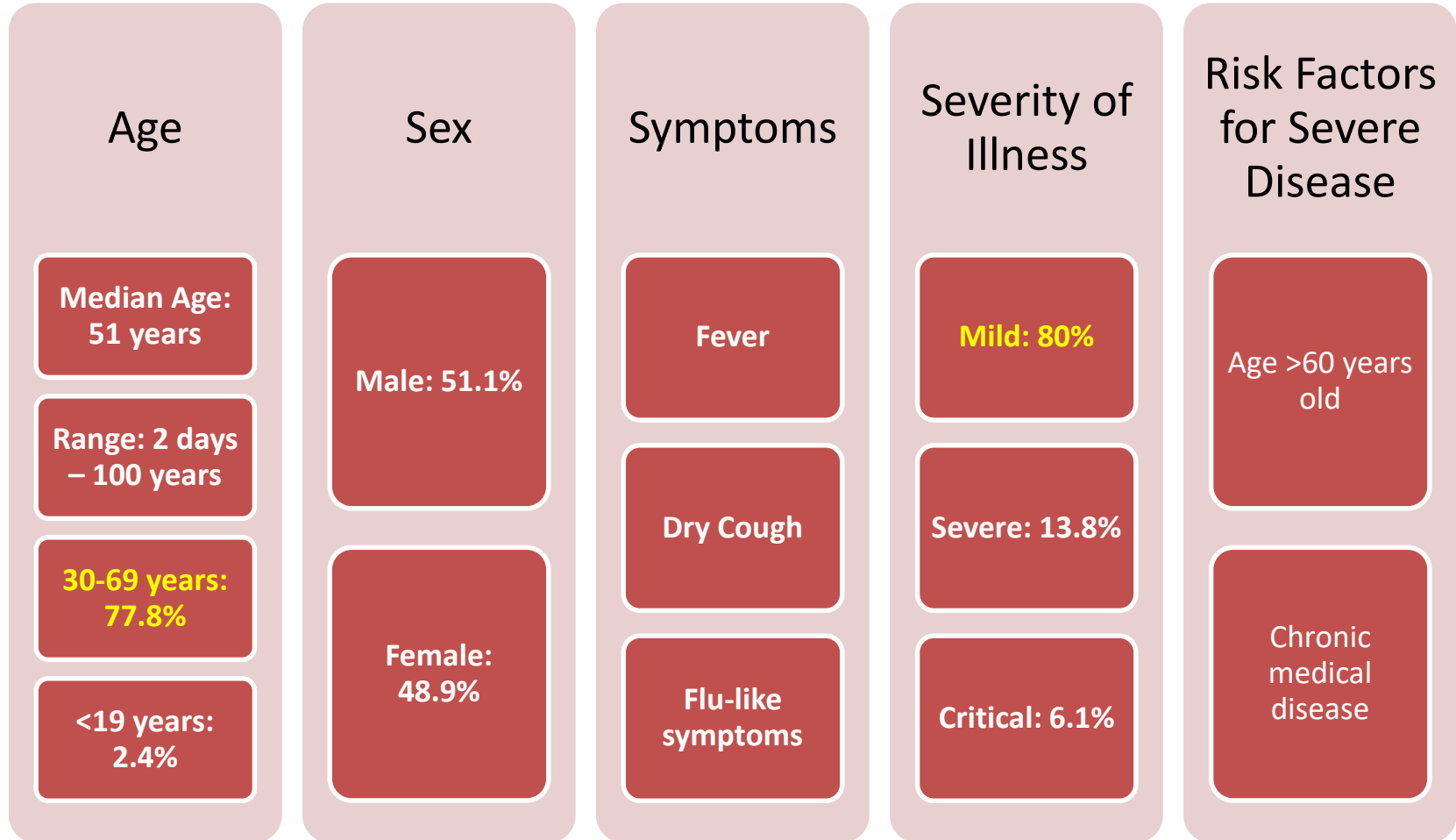
COVID-19 Update

DHRM Webinar

Lilian Peake, MD, MPH
State Epidemiologist
Virginia Department of Health

March 12, 2020

Epidemiology of China's COVID-19 Outbreak (As of 2/20/20)



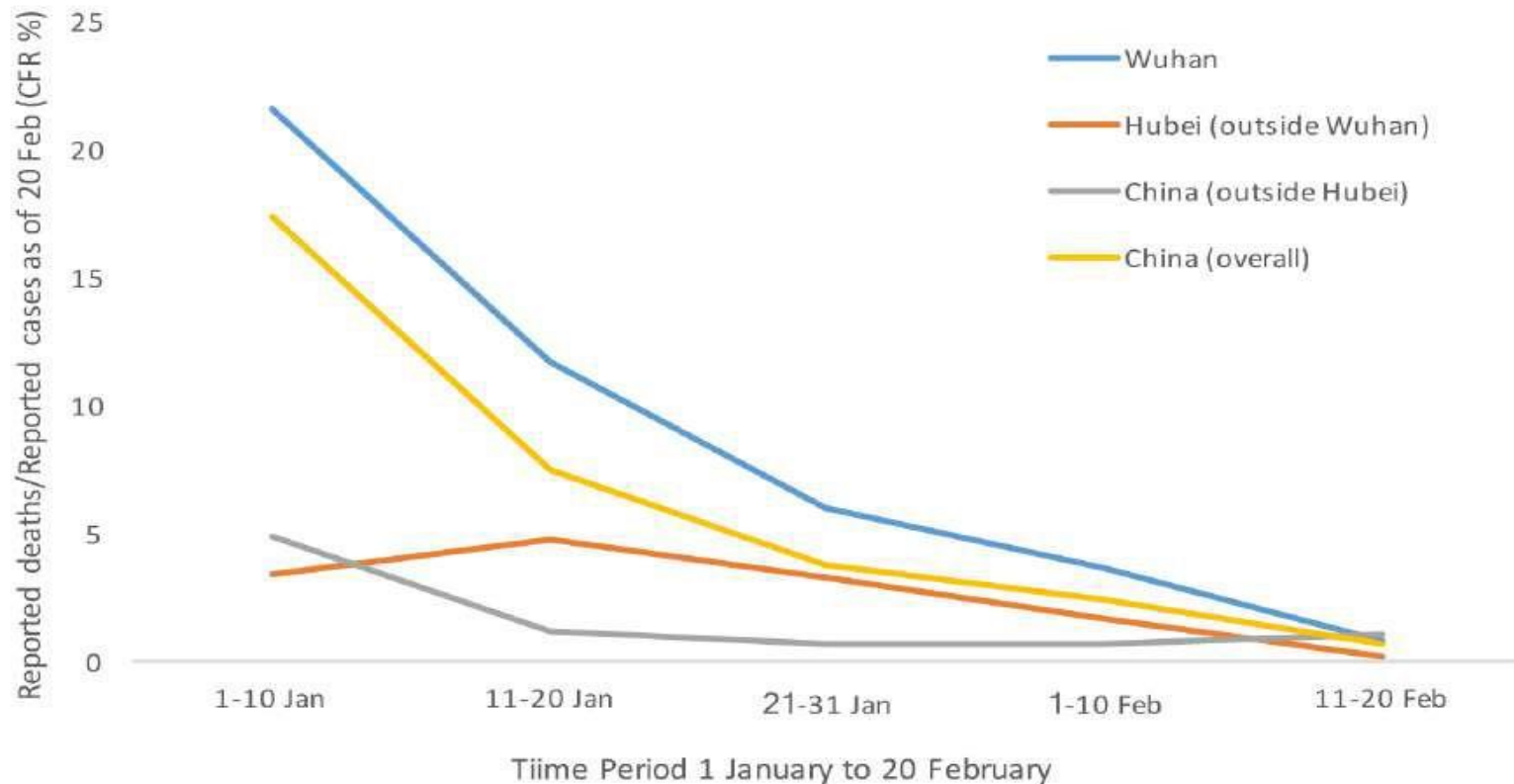
$R_0 = 2-2.5$ in absence of interventions

China's Response

- Public information and targeted education
- Identified, isolated and provide medical care for cases
- Identified and quarantined contacts of cases
- Tracked cases and contacts
- Expanded healthcare staffing and hospital bed capacity
- Cancelled mass gatherings
- Closed wet markets and wildlife markets
- Banned travel in and out of Wuhan and surrounding jurisdictions (Hubei province)
- Controlled transportation

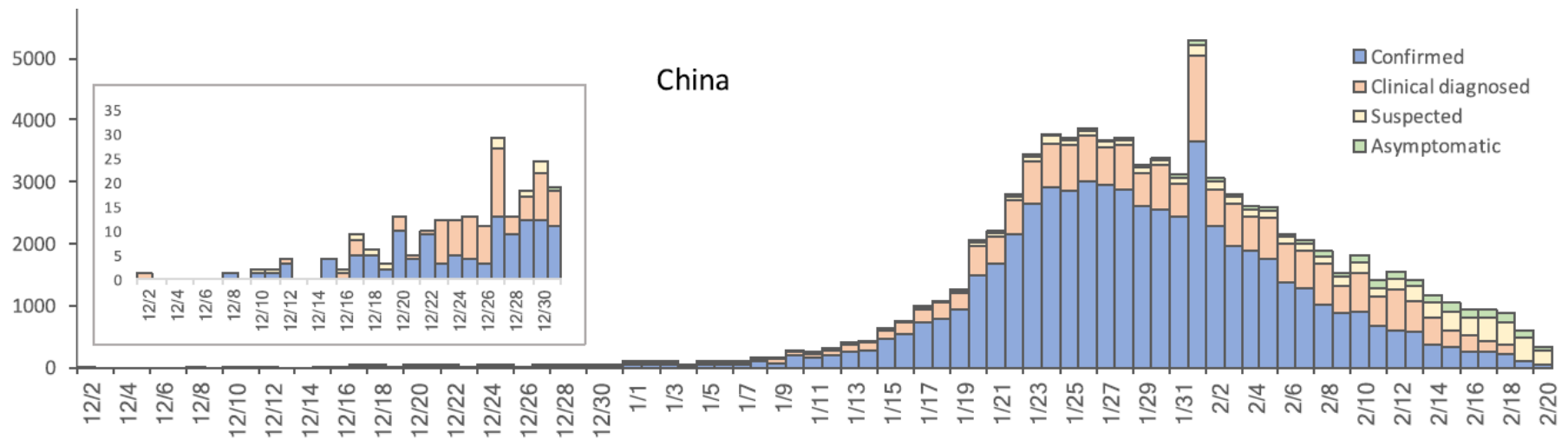
Case Fatality Ratio

(Reported Deaths among Total Cases)



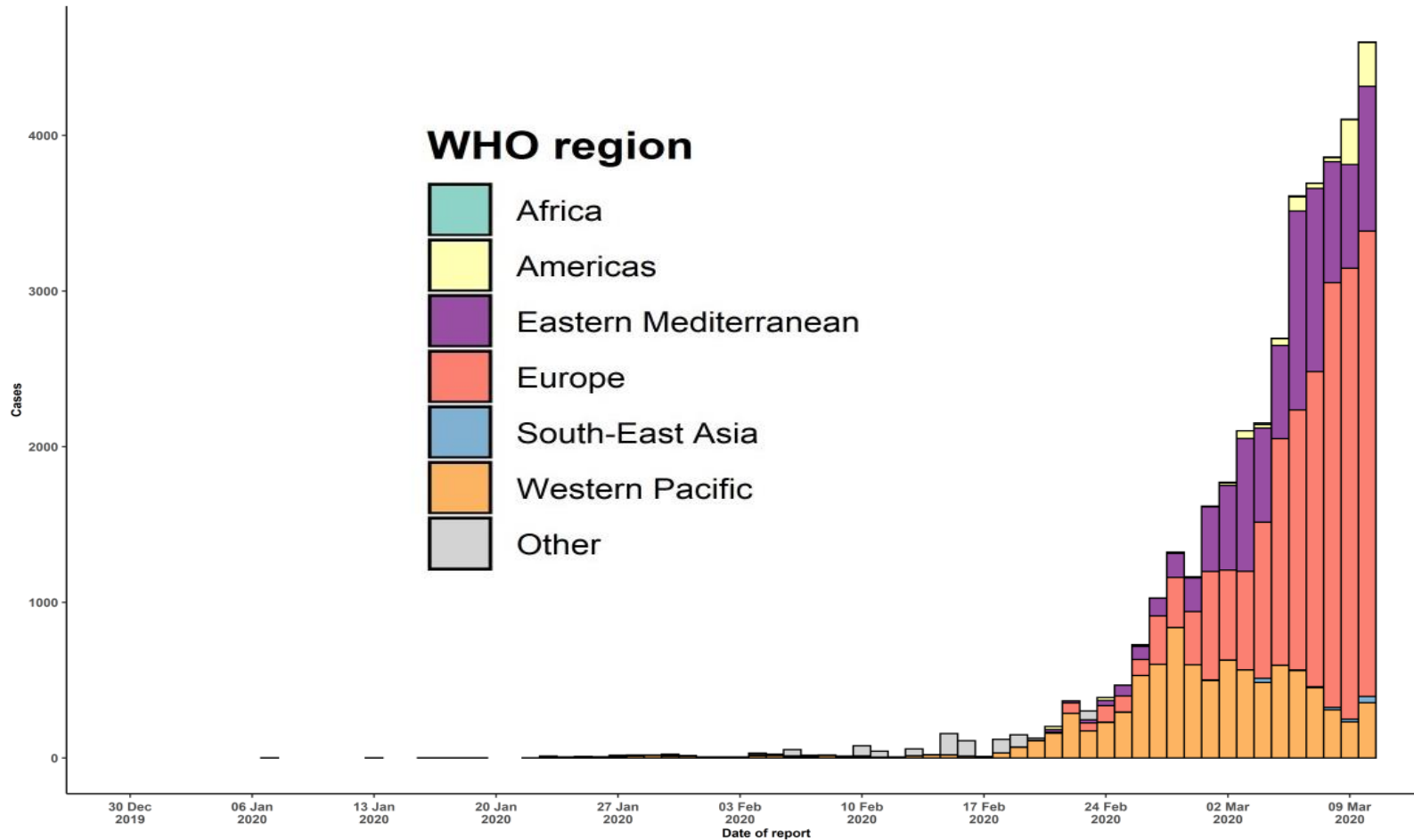
Case fatality ratio for COVID-19 in China over time and by location, as of 20 February 2020

Epidemic Curve of COVID-19 Cases in China



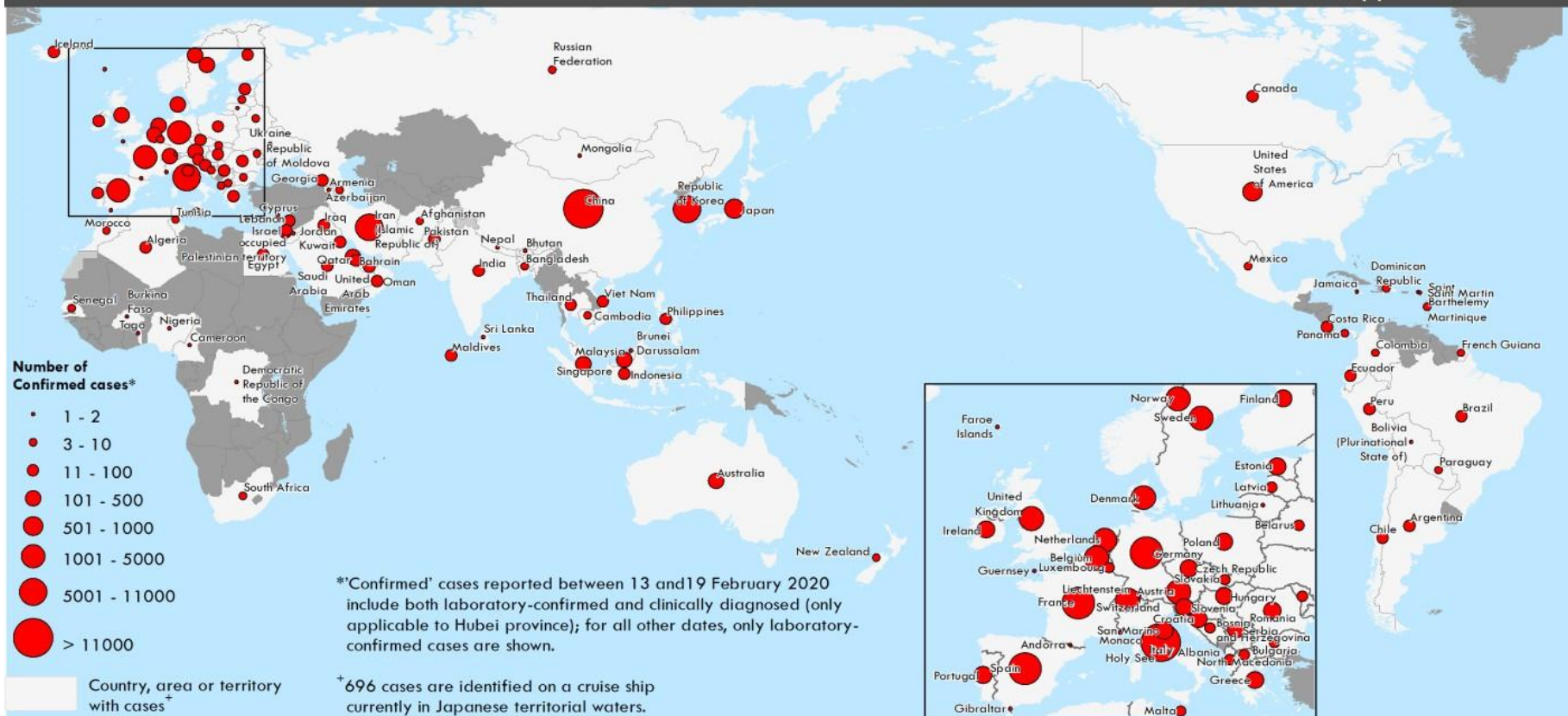
**Epidemic curve of COVID-19 cases reported in China
by date of onset of illness, as of 20 February 2020**

Epidemic Curve of COVID-19 Cases Outside of China by Date and WHO Region



As of March 11, 2020

Distribution of COVID-19 cases as of 11 March 2020



Data Source: World Health Organization

Map Production: WHO Health Emergencies Programme

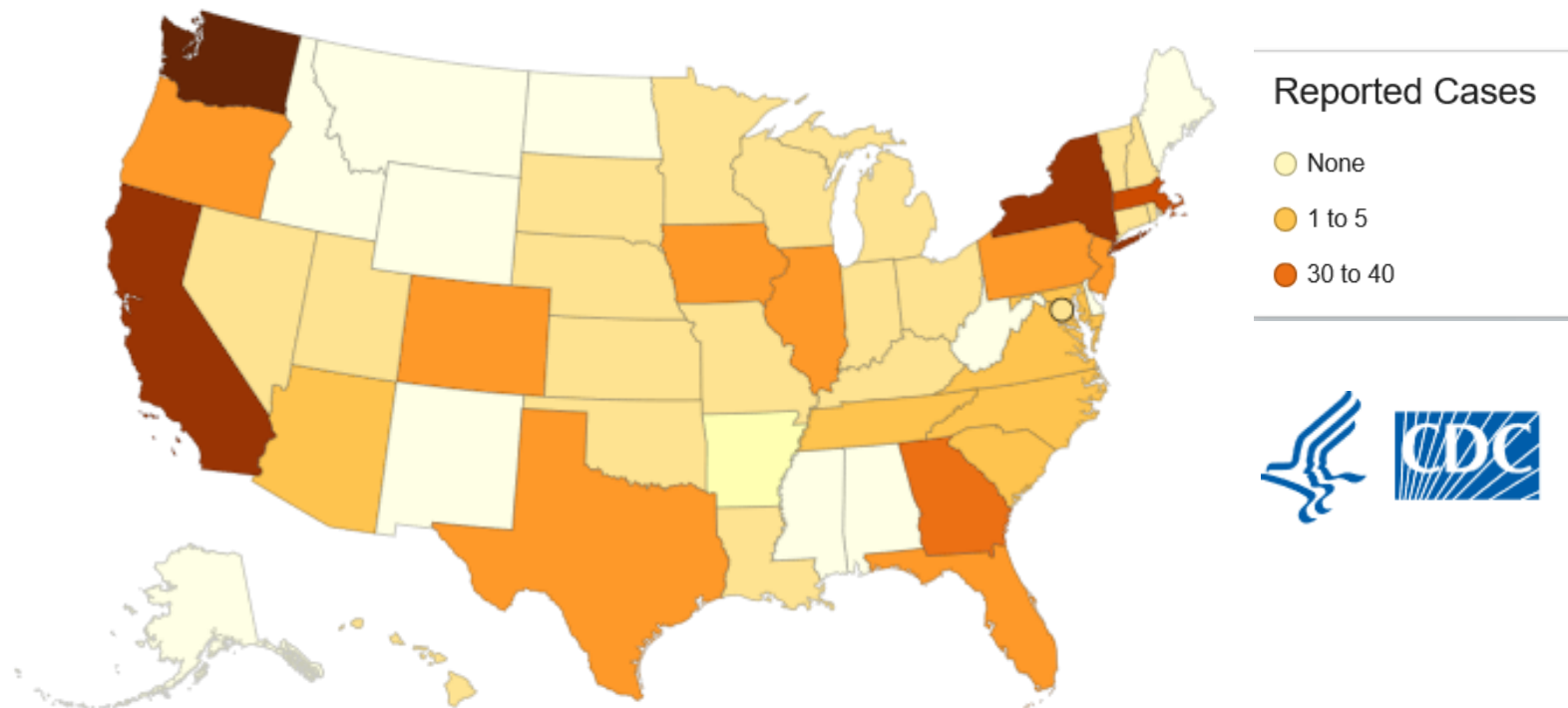
Not applicable

0 2,500 5,000 km
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The boundaries and names shown and the designations used on this map do not imply the expression of any opinion whatsoever on the part of the World Health Organization concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. Dotted and dashed lines on maps represent approximate border lines for which there may not yet be full agreement.

States Reporting Cases of COVID-19 to CDC

As of 3/11/20, Total U.S. Cases = 938; Total U.S. Deaths = 29



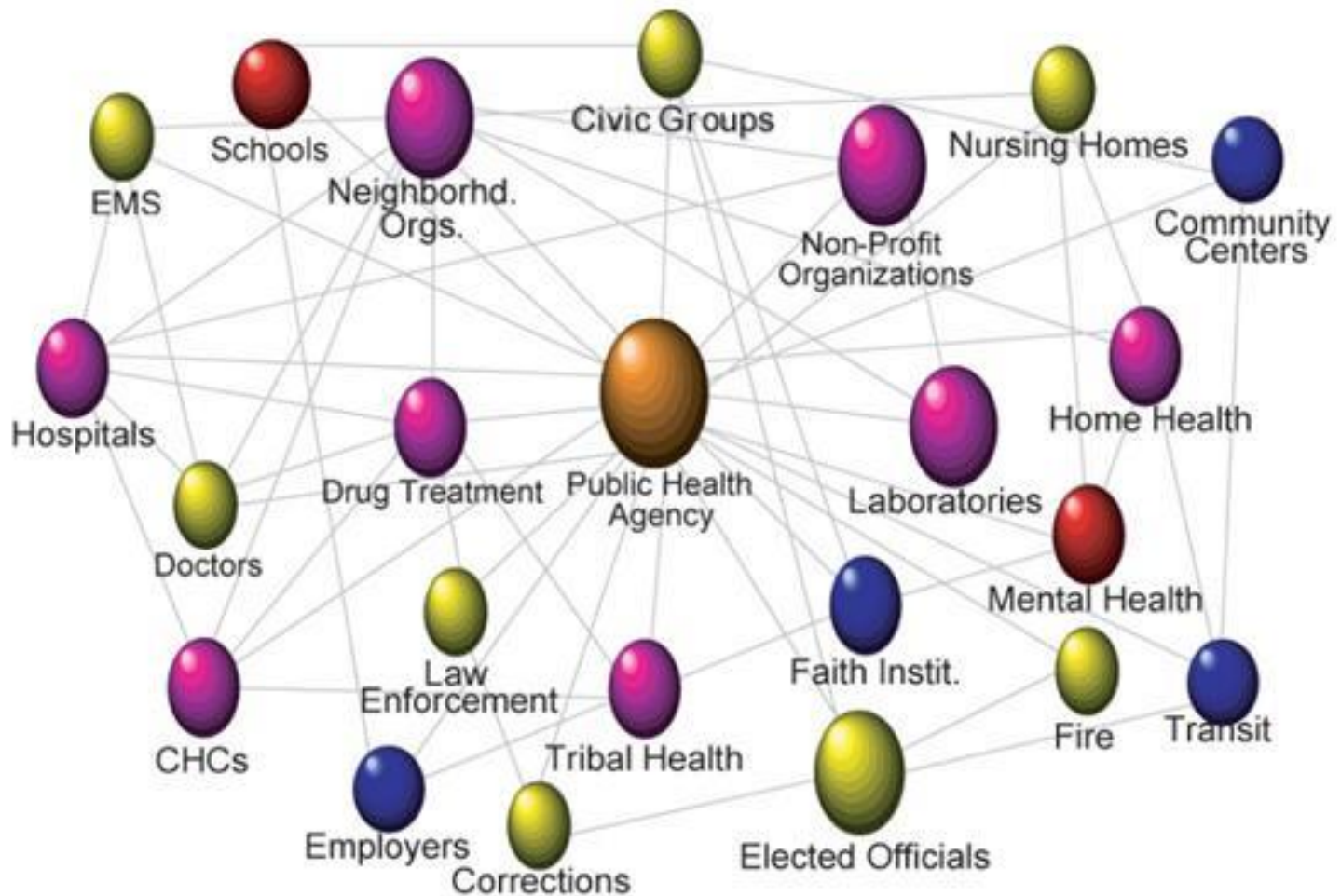
As of 3/11/20, Virginia has 9 cases of COVID-19

Nonpharmaceutical Interventions



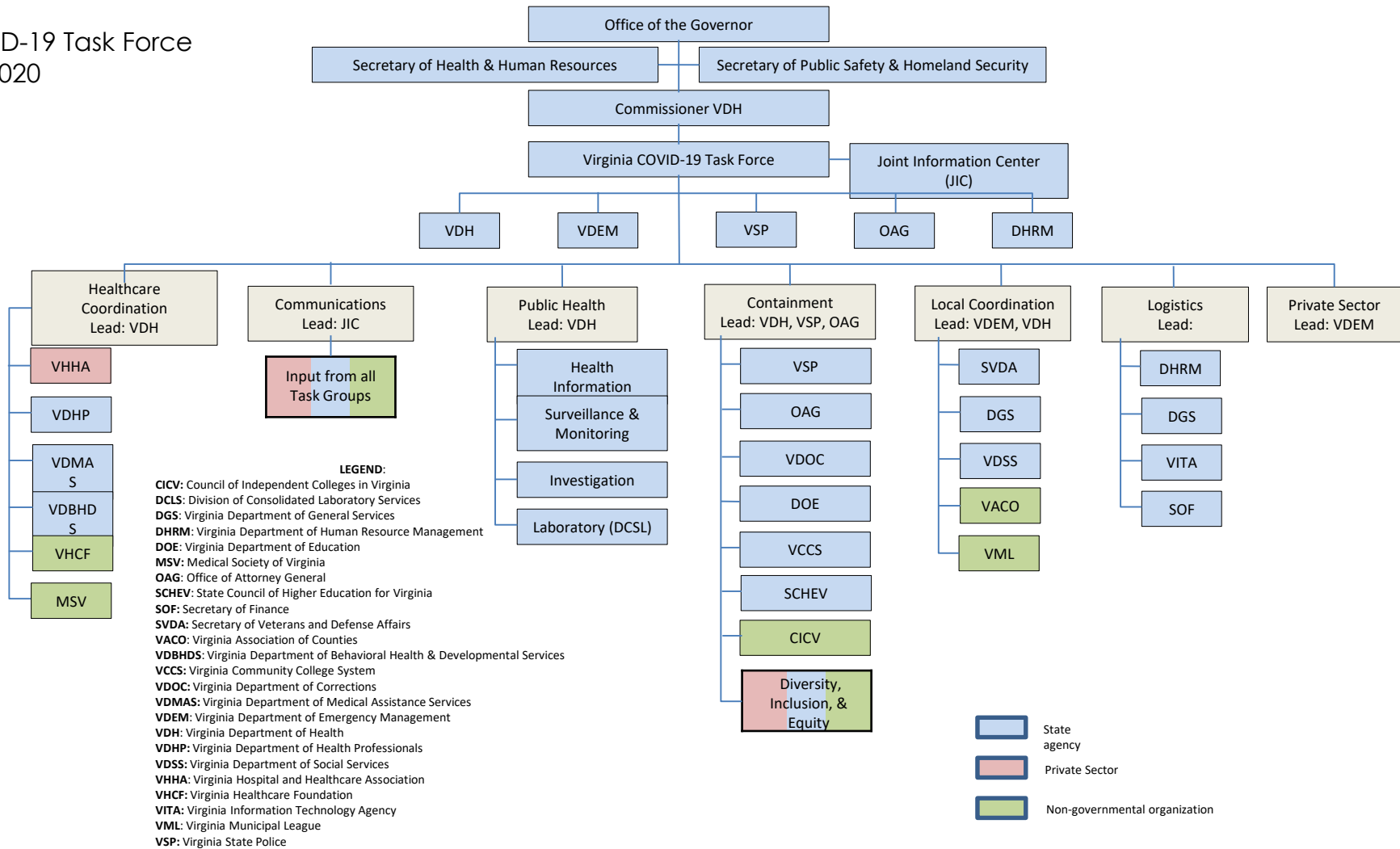
VIRGINIA'S RESPONSE

Public Health System



COVID-19 Task Force

3/5/2020





CORONAVIRUS DISEASE (COVID-19) UPDATES FOR VIRGINIANS

LEARN MORE

About Coronavirus Disease 2019 (COVID-19)

Businesses

Community Partners

Educational Institutions

Healthcare Professionals

Individuals and Households

Print Resources/Infographics

News Releases

Travelers

Large Events/Mass Gatherings

COVID-19 and Animals

Travel

- Conducts outreach to travelers
- Issues travel notices



Laboratory and diagnostics

- Develops diagnostic tests
- Confirms all positive test results submitted by states



Schools

- Provides guidance for schools including school closures and online education options



Businesses

- Provides business guidance including recommendations for sick leave policies and continuity of operations

Community members

- Shares information on symptoms and prevention
- Provides information on home care
- Encourages social distancing

Health departments

- Assesses state and local readiness to implement community mitigation measures
- Links public health agencies and healthcare systems



Healthcare professionals

- Develops guidance for healthcare professionals
- Conducts clinical outreach and education

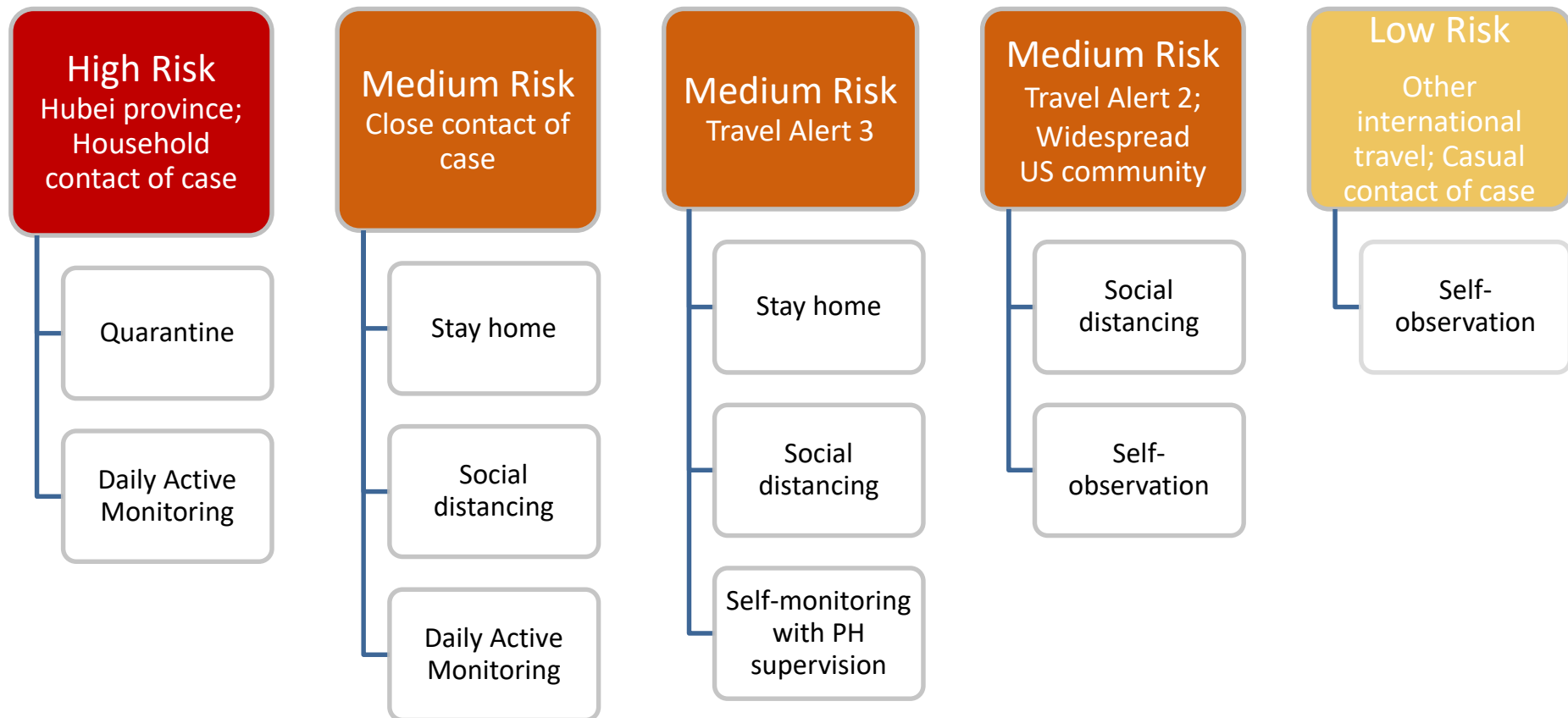


Healthcare systems

- Develops preparedness checklists for health systems
- Provides guidance for PPE supply planning, healthcare system screening, and infection control
- Leverages existing telehealth tools to redirect persons to the right level of care



Public Health and Self Monitoring



www.cdc.gov/coronavirus/2019-ncov/travelers/index.html

CDC Travel Notices

(As of 3/11/20)

WARNING LEVEL 3

RECOMMENDATION

Avoid Nonessential Travel

AFFECTING

China, South Korea, Iran, Italy

ALERT LEVEL 2

RECOMMENDATION

Practice Enhanced Precautions

AFFECTING

Japan

WATCH LEVEL 1

RECOMMENDATION

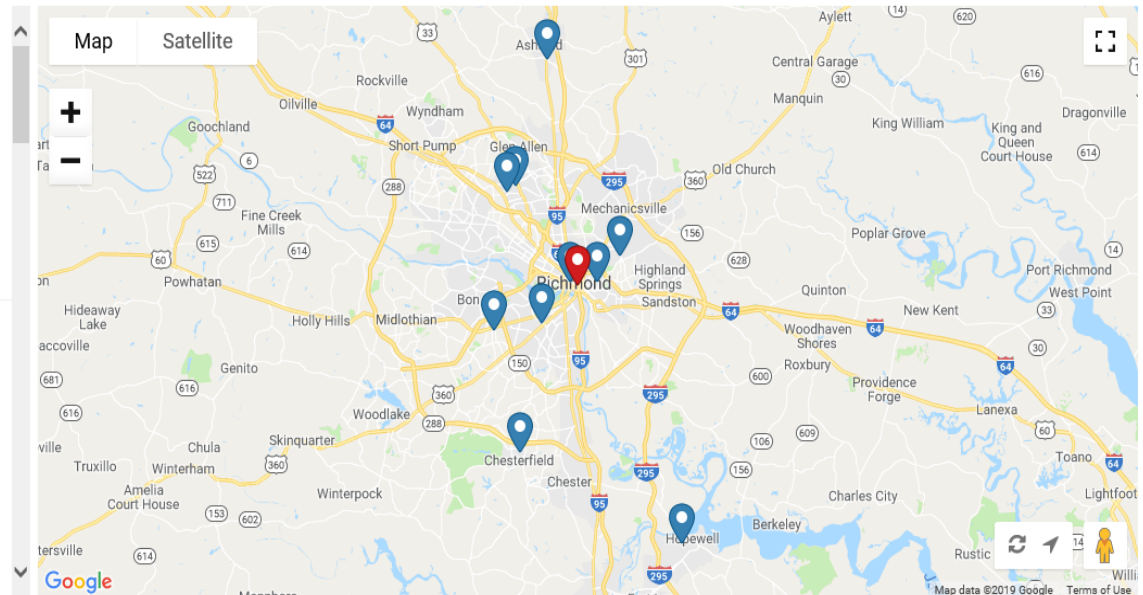
Practice Usual Precautions

AFFECTING

Hong Kong

www.cdc.gov/coronavirus/2019-ncov/travelers/index.html

Directions



General COVID-19 Resources

Virginia Department of Health (VDH)

- [35 Local Health Districts](#)
- www.vdh.virginia.gov/coronavirus

Centers for Disease Control and Prevention (CDC)

- COVID-19 Website: www.cdc.gov/coronavirus/2019-nCoV
- Health Alert Network (HAN):
<https://emergency.cdc.gov/han/2020.asp>

World Health Organization (WHO)

- www.who.int/emergencies/diseases/novel-coronavirus-2019

A background image showing several spherical coronavirus particles with characteristic surface spikes. The particles are rendered in shades of yellow, orange, and red against a blurred blue and green background.

Thank you!

Please send questions to:

respiratory@vdh.virginia.gov

Introducing.....

**Diane Anderson, Policy Manager
Dept. of Human Resource Management**

**Public Health Emergency Leave Policy
and
Related Issues**

PUBLIC HEALTH EMERGENCY LEAVE

What is the purpose?

To permit or require eligible employees to attend to:

- their own medical needs or
- those of their immediate family members
- Application for COVID-19



PUBLIC HEALTH EMERGENCY LEAVE

Who is eligible for this leave?

- All state employees, covered or not covered by the Virginia Personnel Act are eligible
- Up to 80 hours of paid leave per leave year
- Illness being treated should be related to the declared communicable disease threat

PUBLIC HEALTH EMERGENCY LEAVE

Paid leave for wage employees?

During this declaration:

- Agencies **MUST** award paid leave to wage employees and adjunct faculty
- Pro-rated based on number of hours normally scheduled to work, not to exceed that maximum
- **IMPORTANT:** ACA considerations & 1500- hour threshold

PUBLIC HEALTH EMERGENCY LEAVE

What procedures and documentation are required?

- Employees must follow usual leave request procedures
- May require documentation from health care provider or Public Health to confirm a diagnosis of the COVID-19.



PUBLIC HEALTH EMERGENCY LEAVE

What happens if an employee exhausts PHEL and has not recovered?

- Follow leave policies
- VSDP participants must file a short-term disability claim
 - PHEL may be used for waiting period
- An employee caring for a family member who has the virus may be eligible for FMLA

PUBLIC HEALTH EMERGENCY LEAVE

What are the agencies' responsibilities to prepare?

- **Review recommendations from Chief of Staff and PHEL policy as applicable to COVID-19**
- **Be sure to educate employees and address their concerns**
- **Reemphasize the Civility in the Workplace policy and culture**



AGENCY-IMPOSED SELF-MONITORING

Employee returning from Levels 2 or 3
Travel Advisory but showing no symptoms:

➤ May the agency require the employee to self-monitor?

The agency should dialogue with the employee and determine appropriate options.

VOLUNTARY/SELF-MONITORING

What are the options?

- Telework/schedule changes
- Charge personal leave
- Return to work and practice social distancing, if possible
- Other creative solutions
- Public Health Emergency Leave
- Supervisors should be as flexible as possible and approve related leave requests



TELEWORKING PRIVILEGES

Teleworking conditions for self-monitoring if employee does not already have a telework agreement?

- Ensure a telework agreement exists and the security of equipment and access to systems as you would for any teleworker.

Items for Consideration

- Concerns expressed by Co-Workers
- Employee Returning from Travel
- Employee Temperatures at Work
- Incubation Period & VSDP
- Returning to Work post-COVID-19
- Confidentiality & Notification

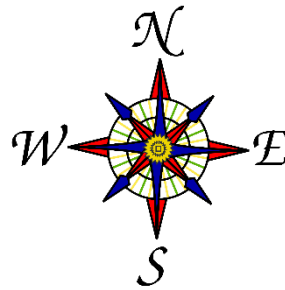
EMERGENCY CLOSINGS

Additional guidance is forthcoming on protocols for any needed office closings related to COVID-19.

CHANGING GUIDANCE

Is this guidance likely to change?

- Yes, appropriate guidance will likely change



INTRODUCING.....

Holly L. Eve
Director of Real Estate and Facility
Management
Department of General Services

ADDITIONAL QUESTIONS



RESOURCES

Please check the Resource slide provided by Dr. Peake.

THANK YOU

For your participation!