## Work Leave Provisions

<table>
<thead>
<tr>
<th>Status with End of Public Health Emergency (August 15, 2022)</th>
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| **Remote Work under COVID**
- *Ended June 30, 2021*: Remote work under the communicable disease emergency policy. Managers may continue on-going remote work arrangements under their institution’s regular flexible work arrangements procedures. |
| **Interchangeability of Leave**
| **Mandatory Employee Premium Pay / Compensatory Leave**
- *Ended June 30, 2021*: FLSA non-exempt mandatory employees must already have been paid out within 12 months of accrual. FLSA exempt mandatory employees had until *March 1, 2022* to use or be paid out for accrued mandatory employee special compensation leave. |
| **Employee Vaccinations/Boosters**
- *Ending August 31, 2022*: Paid work time for permanent and temporary employees for vaccinations occurring within regular work hours and with supervisory permission (up to 8 hours in one day for each shot if more than one is required). |
| **Vaccination Adverse Reaction**
- *Ending August 31, 2022*: COVID-19 paid administrative leave for adverse reactions to COVID-19 vaccines, only same-day as vaccination or next-day. |
| **Special Paid Leave for Vaccination Booster**
- *Ending August 31, 2022*: Permanent employees can receive a credit of 8 hours of paid leave (pro-rated for part-time) for demonstrating that they received at least one COVID-19 vaccination booster on or before *August 31, 2022*.  
- *Ending No Later Than March 31, 2023*: Employees must use this 8 hours of paid leave by *March 31, 2023* or it is forfeited. |
| **Other COVID-19 Paid Administrative Leave**
- *Ended August 15, 2022*: COVID-19 paid administrative leave for absences due to isolation orders or non-quarantine possible exposures or symptoms are no longer eligible; employees must use personal leave. |
| **COVID-19 Leave Banks**
- *Ended August 15, 2022*, if a chancellor extended expiration past *June 30, 2021*. |
| **COVID Leave Advances or Make-up Time**
- *Ended August 15, 2022*, if a chancellor extended expiration past *June 30, 2021*.  
- *Continuing Past August 15, 2022*: Two-year make-up/payback window remains from date of accrual. |
| **Other COVID-Related Special Pay / Temp Appts for Perm Staff / Temporary Salary Changes**
- *Ended August 15, 2022*: Hiring waivers may be used to cover emergency operations.  
- *Ending No Later Than September 15, 2022*: All acting promotions and/or temporary salary adjustments for permanent and temporary employees in positions that are deemed directly related to the public health emergency operations cannot extend past *September 15, 2022*. |
| **Temporary Employee Appointment Extensions**
- *Ending No Later Than September 15, 2022*: Temporary employees who have worked more than 11 continuous months without a break-in-service must separate from employment no later than *September 15, 2022* and are ineligible for rehire at the same institution for at least 31 calendar days. |
| **Community Service Leave – Added Volunteer Time**
- *Ended June 30, 2022*.  
- Any unused portion of the additional 80 hours was forfeited (these hours were not included as part of the employee’s normal 24/36 hour annual allotment). |
| **Community Service Leave – Mentoring Flexibility**
- *Ended August 15, 2022*. |