

Policy Title: Exposure to Novel Coronavirus (COVID-19)	Policy Number: NATL.HR.053
Owner Department: Human Resources	Effective Date: 2/10/20
Custodian: Chair, National HR Policy Roundtable	Page: 1 of 3

1.0 Policy Statement

When there is a risk that an employee has been exposed to the novel coronavirus (COVID-19), the employee must be evaluated in accordance with this policy and may be excluded from the workplace for a specified period of time.

2.0 Purpose

The purpose of this policy is to address work restrictions and pay provisions for employees who have been or may have been exposed to the novel coronavirus.

3.0 Scope/Coverage

- 3.1** This policy applies to all employees who are employed by any of the following entities (collectively referred to as "Kaiser Permanente"):
- 3.1.1** Kaiser Foundation Health Plan, Inc. and Kaiser Foundation Hospitals (together, KFHP/H);
 - 3.1.2** KFHP/H's subsidiaries;
 - 3.1.3** The Permanente Medical Group, Inc. (TPMG) [NOTE: This policy does not apply to physicians, podiatrists, vice presidents, or members of the TPMG Executive Staff, who are covered by separate TPMG policies]; and
 - 3.1.4** Southern California Permanente Medical Group (SCPMG) [NOTE: This policy does not apply to physicians of SCPMG].

4.0 Definitions

- 4.1 Incubation period** – For the novel coronavirus, this is a period of 14 days from the last possible exposure.

5.0 Provisions

- 5.1** When there is a risk that an employee has been exposed to the novel coronavirus outside of the KP workplace, the employee must notify their manager before returning to the workplace.
- 5.2** If there is a concern that an employee has been exposed to the novel coronavirus, either at work or outside of the KP workplace due to a return from travel to a country with widespread community transmission of coronavirus or due to unprotected potential significant exposure to a confirmed novel coronavirus case or patient-under-investigation for novel coronavirus, the employee's manager should refer their employee to their physician. The physician will make an assessment regarding whether the employee needs to be excluded from the workplace or whether other precautions would permit the employee to continue working. The employee will be given detailed instructions about any requirements.
- 5.2.1** When exposure to the novel coronavirus has occurred, an employee must be restricted from returning to the workplace during the incubation period.

Policy Title: Exposure to Novel Coronavirus (COVID-19)	Policy Number: NATL.HR.053
Owner Department: Human Resources	Effective Date: 2/10/20
Custodian: Chair, National HR Policy Roundtable	Page: 2 of 3

5.2.2 If it is determined through the assessment in 5.2 that an employee must be excluded from the KP workplace during an incubation period, the employee must notify his/her manager.

5.3 If the employee’s manager determines that it is possible for the employee to work remotely during the incubation period, this is permissible within KP’s sole and absolute discretion.

5.4 If it is not possible for an employee to work remotely during the incubation period, then the employee will receive Paid Administrative Time Off until the employee completes the incubation period and returns to work. The employee’s manager will code the employee’s time off as straight regular hours worked, using pay type code ADN (Admin-Non Productive). Paid Administrative Time Off pursuant to this policy is not charged against the employee’s paid time off balance.

5.5 The exposed employee is required to follow work restrictions and follow-up procedures as instructed (see section 5.2). If the employee fails to follow the procedures as directed, the employee may become ineligible for the Paid Administrative Time Off provisions of this policy.

5.6 If an employee contracts the novel coronavirus (COVID-19), disease, Paid Administrative Time Off ceases and the following governs the employee’s pay status should additional time away from work be required:

5.6.1 If the employee was exposed outside of the KP workplace, then the employee is required to use accrued, unused sick leave, Extended Sick Leave, or other appropriate leave, in accordance with time off procedures and applicable collective bargaining agreements.

5.6.2 If reasonable evidence exists that exposure occurred in the KP workplace, then Workers’ Compensation policies and provisions may govern the employee’s pay status.

6.0 References/Appendices

6.1 Regional sick leave and extended sick leave policies

6.2 Regional and/or local Aerosol Transmissible Disease policies/plans

7.0 Approval

This policy was approved by the following representative(s) of Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, and their subsidiaries.

Approver: Arlene Peasall, Senior Vice President and Interim Chief Human Resources Officer

Approved date: 02/10/2020

Policy Title: Exposure to Novel Coronavirus (COVID-19)	Policy Number: NATL.HR.053
Owner Department: Human Resources	Effective Date: 2/10/20
Custodian: Chair, National HR Policy Roundtable	Page: 3 of 3

Policy Revision History

Original Approvals	Update Approvals	Revision Approvals
Approval Date: 2/10/20	Approval Date: n/a	Approval Date: n/a
Effective Date: 2/10/20	Effective Date: n/a	Effective Date: n/a
Communicated Date: 2/10/20		Communicated Date: n/a