

Due to the recent approval of the Cal/OSHA emergency temporary standards on COVID-19 infection prevention, as codified in Sections 3205 through 3205.4 of Title 8 of the California Code of Regulations (“ET Standards”), MCTC has adopted the following supplemental policies to the Employee Manual that will be effective November 30, 2020 through May 29, 2021 or for as long as the ET Standards remain effective.

The following section supplements section “4002 Sick Leave”:

Cal/OSHA Paid Sick Leave

- (a) Cal/OSHA Paid Sick Leave applies to all eligible employees, both full-time and part-time, who are excluded from work or telework due to a work-related COVID-19 diagnosis or a work-related COVID-19 exposure, but who are otherwise able and available to work.*
- (b) Employees are entitled to Cal/OSHA Paid Sick Leave at their regular rate of pay if they are unable to work or telework for one of the following reasons:*
 - (1) The employee contracted COVID-19 at the workplace and is subject to an isolation period.*
 - (2) The employee had a close contact exposure to COVID-19 at the workplace and is subject to a quarantine period. “Close contact exposure” means being within six feet of a COVID-19-positive individual for a cumulative total of 15 minutes or greater in any 24-hour period, starting from 48 hours prior to that COVID-19-positive individual developing symptoms or, if that COVID-19-positive individual is asymptomatic, from 48 hours prior to testing.*
- Cal/OSHA Paid Sick Leave is not available if the COVID-19 diagnosis or exposure is not work-related.*
- (c) Cal/OSHA Paid Sick Leave is available only after the employee exhausts all of their accrued sick leave, and all other state- or federal-provided COVID-19-related sick leave benefits (such as emergency paid sick leave under the Families First Coronavirus Response Act). To the extent the employee is eligible for or covered by workers’ compensation or benefit payments from public sources such as state disability, the Commission will reduce the Cal/OSHA Paid Sick Leave payments to the employee on a pro-rata basis.*
- (d) Cal/OSHA Paid Sick Leave does not have a maximum accrual or usage limit, but can only be used during the employee’s exclusion from work or telework due to a work-related COVID-19 isolation or quarantine period. Upon recovery of the employee or end of the quarantine period, the employee shall no longer be permitted to utilize Cal/OSHA Paid Sick Leave.*
- (e) During the employee’s exclusion from work or telework due to a work-related COVID-19 diagnosis or exposure, the Commission will maintain the employee’s seniority and other rights and benefits.*