

<u>WORKSITE</u>	<u>Testing</u>	<u>Self-Quarantine</u>	<u>PTO Forgiveness</u>	<u>Childcare</u>	<u>PPE Use Recommendations</u>	<u>PPE Types Available</u>	<u>PPE Stockpile Expectations</u>	<u>Hazard Pay/ Pay Incentives</u>	<u>Staff Reassignment Options & Policies</u>	<u>Memorandum of Understanding (MOU)</u>
Aspirus Langlade	Following CDC guidance. Healthcare workers get priority if there are symptoms.	If you are home due to COVID-19 exposure or symptoms confirmed by employee health or are home due to underlying medical restrictions which you have a medical certification removing you from work, you may receive your full pay, benefits and FTE status through the month of April. You may not receive full pay and FTE status if you are out of work due to school or day care closures, are not at work due to a family member who is quarantined, are on an approved FML to care for a family member or request time off.	See "Self-Quaranteen" column.	Aspirus says they can help you find daycare and to contact your HR Representative for details.	Clearly posted on intranet. Contact HR if you need access.	N95, gowns, masks, gloves.	Steady and enough at time being. Designated point person if any staff need PPE. Contact Union rep/DON if needed.	No hazard pay. Aspirus paid their regular FTE through the end of April as a "thank you" but nothing has changed since.	Training nurses who have been displaced to take care of inpatient COVID cases. Started with surgery nurses. Sharing trainings for others to become familiar with COVID care. Low count and low census as normal.	May 11, 2020 Aspirus MOU (Furlough) https://bit.ly/3622s0J April 10, 2020 Aspirus MOU https://bit.ly/2TaU8Gx
Aurora Burlington				YMCA Partnership available at Luke's	Masks are being rationed, used for 12 hours	Masks; respirators; isolation gowns	no answer	Hazard Pay instituted for nurses working with patients infected with Covid-19. Employees should refer to document titled "Aurora COVID-19 Pay Practices" for specifics. If you have not received this document from Aurora please reach out to your union!	Labor pool being created. Details on how this will function will be provided soon, per management.	
Cumberland Hospital	Information not available at this time.									
Cumberland Care	Information not available at this time									
Milwaukee County	Information not available at this time	Milwaukee County expects that workers who have been deemed telework ready do engage in that process, however if for various reasons the employer is unable to engage in telework, the county will provide the following: • Full-time equivalent employees will receive the "Public Health Emergency Supplemental Paid Leave Bank" or "SPL Bank" consisting of 120 hours. • Employees classified as part-time who work less than 40 hours in a week will be granted an SPL Bank of time on a pro rata basis consistent with the manner in which they accrue other paid leave. • Hourly employees: (1)who worked more than 500 hours in the prior calendar year, will be granted SPL Bank on a pro rata basis consistent with the manner in which they accrue other paid leave; (2)who worked less than 500 hours in the prior calendar year, will receive 40 hours of SPL Bank. • Seasonal employees: (1)with sick time will be granted SPL Bank on a pro rata basis consistent with the manner in which they accrue other paid leave; (2)without sick time will be granted 40 hours of SPL Bank. • New employees shall be permitted to immediately use any banked sick time ordinarily unavailable to the employee due to the six-month waiting period under Milwaukee County Ordinance 17.18(2).	• Full-time equivalent employees will receive the "Public Health Emergency Supplemental Paid Leave Bank" or "SPL Bank" consisting of 120 hours. • Employees classified as part-time who work less than 40 hours in a week will be granted an SPL Bank of time on a pro rata basis consistent with the manner in which they accrue other paid leave. • Hourly employees: (1)who worked more than 500 hours in the prior calendar year, will be granted SPL Bank on a pro rata basis consistent with the manner in which they accrue other paid leave; (2)who worked less than 500 hours in the prior calendar year, will receive 40 hours of SPL Bank. • Seasonal employees: (1)with sick time will be granted SPL Bank on a pro rata basis consistent with the manner in which they accrue other paid leave; (2)without sick time will be granted 40 hours of SPL Bank. • New employees shall be permitted to immediately use any banked sick time ordinarily unavailable to the employee due to the six-month waiting period under Milwaukee County Ordinance 17.18(2)	Supplemental Paid bank is available to Employees who must care for a child or dependent in need of direct care and supervision whose school, daycare or other care center is closed;	Information not available at this time	Information not available at this time	Information not available at this time	Information not available at this time	Information not available at this time	Staff should work with supervisor to determine if they are telework ready or how to get them to being telework ready. This is not an option

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St. Francis (Ascension)	Covered	If employee has any of 3 symptoms: difficulty breathing; fever of 100 or over; or a cough they should quarantine for 2 weeks. During those 2 weeks, they should either try to find opportunity to work remotely or just remain home. They will receive furlough pay for up to 40 hours a week. If during this time the employee tests positive, they should file for workers comp via Sedgwick and the Ministry Service Center.	Information not available at this time	Employee should discuss remote working options with their direct supervisor. If not employee may use PTO or get an advance on PTO (up to 80 hours). Once PTO is exhausted, employee may request unpaid personal leave of absence (LOA) via Sedgwick. Childcare subsidies have been announced for qualifying, benefit-eligible employees.	Ascension Michigan Incident Command Center has limited use of PPE to healthcare providers who are in contact with either patients under investigation (PUIs), confirmed cases of COVID-19 cases or those performing screening for patients with possible respiratory infections.	Standard Surgical Masks, Gowns; PAPRs, N95 masks, and goggles	Ascension can not sustain routine use of PPE outside of PUIs, confirmed cases and screeners	Information not available at this time	Non-essential service members are being asked to volunteer to go into the labor pool in essential services. If not enough volunteers, members are assigned by reverse seniority. Can take PTO or low-census no pay if they do not wish to go to the labor pool.	
Touchpoint	According to Touchpoint, this is the responsibility of Ascension.	According to Touchpoint, this is the responsibility of Ascension			According to Touchpoint, this is the responsibility of Ascension.	According to Touchpoint, this is the responsibility of Ascension.	According to Touchpoint, this is the responsibility of Ascension.			
VA (Milw Zablocki)	Unknown, although management refused to test at least one of our members	Those subject to quarantine or isolation in connection to exposure to COVID-19 are eligible for Weather and Safety Leave of up to 15 days. Memo from DVA states that, "This leave may be authorized for: employees who have known contact and direct exposure to COVID-19 who are not able to work or telework; employees who are not able to work due to state closures (daycare, school, etc.); state shelter in place or stay at home orders; or other situations where the local official determines that the employee is unable to safely travel to or perform work at the facility or telework from home." Local officials must approve of this leave before it is taken. Management clearly has a lot of discretion to approve of leave or not, and seems to be very conservative in granting approval. We know of at least one member not getting approval for Weather and Safety Leave despite having COVID-19 symptoms because they could not prove that they got it at work. This member was forced to use PTO.	Employees can supposedly use Weather and Safety Leave if approved by a manager instead of PTO. However, management clearly has a lot of discretion to approve of leave or not, and seems to be very conservative in granting approval. We know of at least one member not getting approval for Weather and Safety Leave despite having COVID-19 symptoms because they could not prove that they got it at work. This member was forced to use their PTO. See more info on Weather and Safety Leave in "Self-Quarantine" section.	See "Self-Quarantine" column - recent DVO memo states that "employees who are not able to work due to state closures (daycare, school, etc)" may be eligible for Weather and Safety Leave. However, management appears to be very conservative in granting Weather and Safety Leave to employees impacted by the virus.	A COVID-19 Toolkit is available on the ZVAMC intranet (refer to "COVID-19" button) which they say is updated daily. The Toolkit includes guidelines for PPE and isolation, among other things. They have authorized extended use/reuse and cleaning of PPE due to extremely low supply. Another issue of concern is that they are not laundering the scrubs of members working in COVID unit.		There's an extremely low supply and have authorized extended use/reuse and cleaning of PPE	OPM allows for flexibilities in pay in order to provide incentives for "recruitment, relocation and retention." Recently learned about a "special contributions award" that is reportedly determined by how many hours, rated against your FTE, you worked between 3/12 & 4/26. Workers who provided direct COVID care will get 1-15%. Staff who did non-direct COVID care will receive a general reward of 1-3%. Your union staff requested more information from your employer to confirm all of this and we are waiting to hear back.	New labor pool established known as "Staffing Response Team;" retiree annuitants allowed; may reemploy former employees; may use private sector temp workers	
WDL (Labs)	No cost, if exposed at work	14 days paid if exposed at work.	Yes, if exposed at work	N/A	General guidelines for healthcare workers in the ED, no specific guidelines for labs.	N/A	No answer	None	Departmental preferences to minimize exposure. Some working every other day, others only allowing managers to work alternating days. No social distancing at work.	