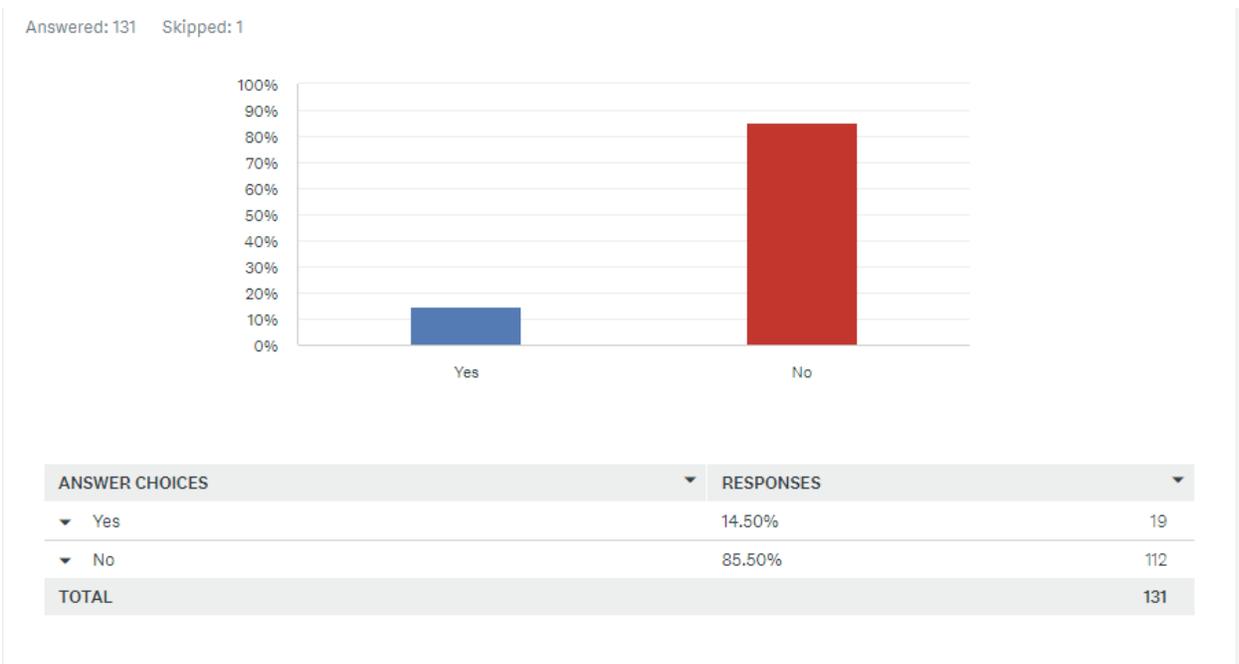




## COVID Policy January 16<sup>th</sup>, 2023

**Total Participants:** 132 participants in Missouri, Illinois, and Indiana Areas

### 1. Are organizations still offering COVID Pay (outside of where it is required) for 2023?

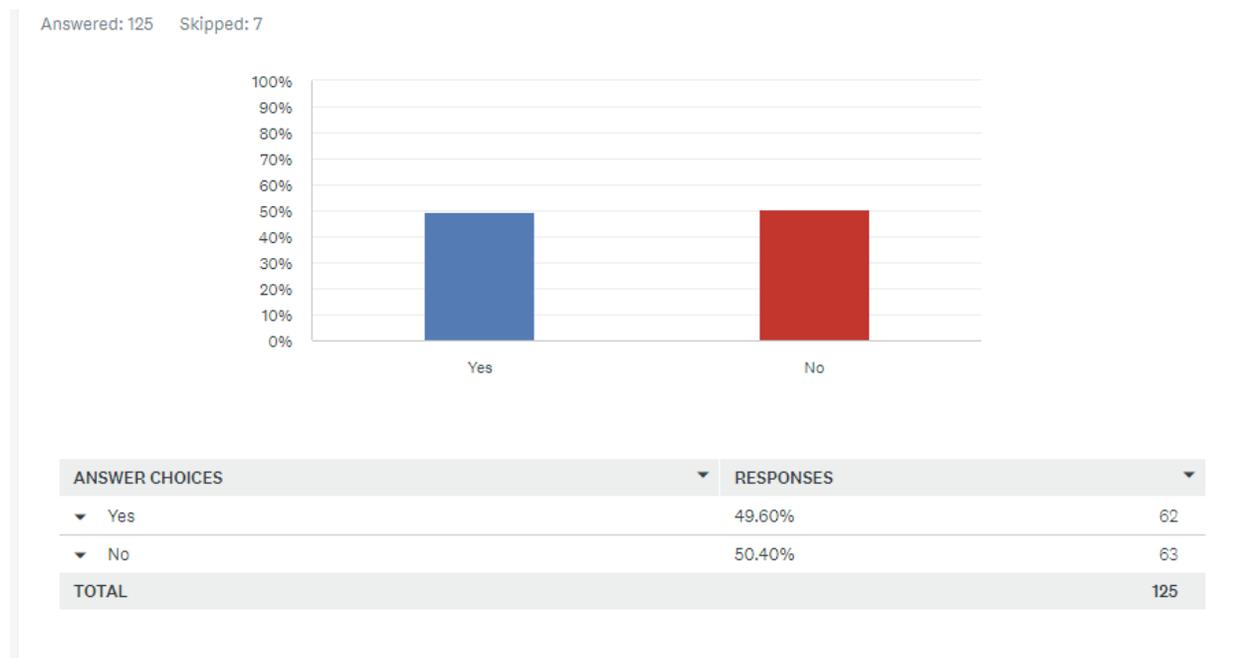


## 2. If so, how many hours/days are being covered?

Answer Choices	Responses
10 hours	1
12 hours	1
40 hours	3
3 days	2
5 days	8
8 days	1
No Limit	2
Other (listed below)	3

- Varies depending on the job
- We are allowing employees to use leave bank accumulated time for COVID
- Whatever is needed for isolation

## 3. Are you requiring proof of a positive COVID test?

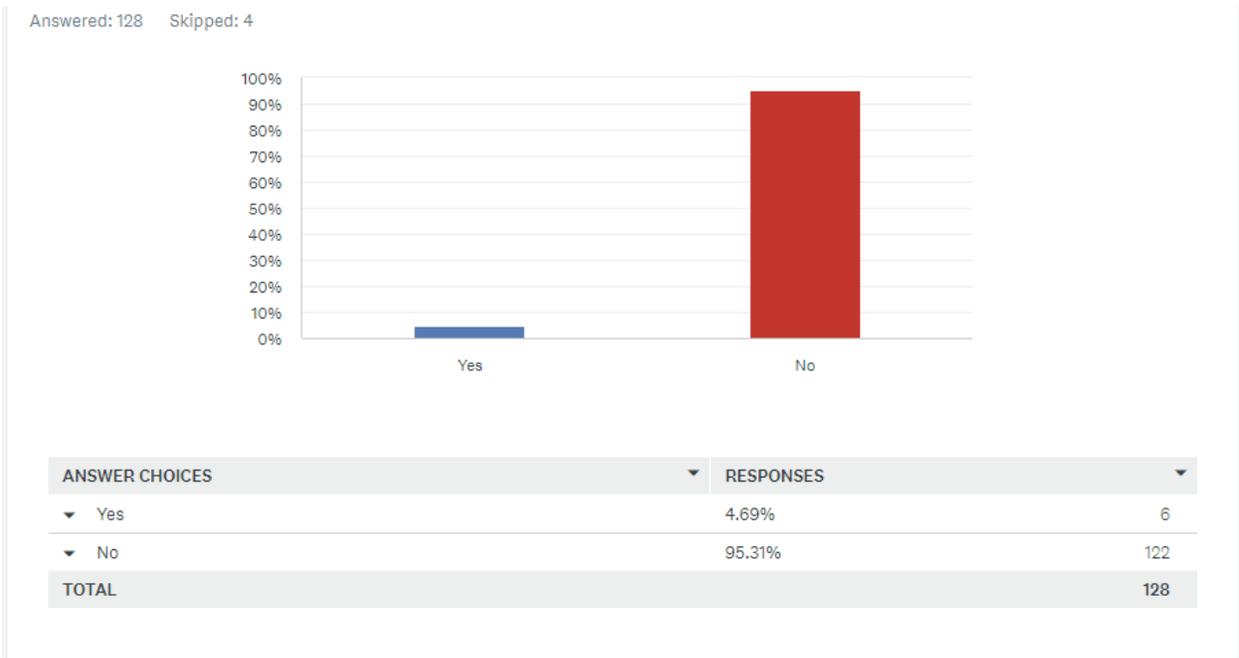


#### 4. If so, is it for employee only or family/household members as well?

Answers	Responses
Employee Only	46
Employee & Family/Household Members	10
Other (listed below)	3

- Any reason the employee requests time off from work
- Employee plus child under 14
- We typically require supporting paperwork to come back as more than 2 consecutive absences require documentation, but again, we do not pay COVID pay. They use PTO or it goes unpaid unless the individual is capable of and chooses to work from home.

#### 5. Are you implementing any guidelines outside of the CDC recommendations?



## **6. If so, please provide examples.**

- 100% CDC guidelines
- If a family member is positive, we allow the employee to come to work as long as he/she is not symptomatic. We also do not encourage testing.
- If someone tests positive, we are having them work remotely the full 11 days before returning to the building.
- If you are symptomatic, but negative we require symptoms to resolve before returning.
- Less stringent - Employees may return to work when 24 hours without symptoms
- Our policy is to follow all current CDC guidelines.
- Still doing days 1-5 out, 6-10 back and mask anytime within 6ft. But considering going to fever free for 24 hours to return to work (like flu).
- STL County recommendations

*Let us know the HR questions you would like surveyed by emailing your question to [solutions.team@aaimea.org](mailto:solutions.team@aaimea.org). It is a great way to benchmark your company with other area companies!*