

## COVID-19 Exclusion Pay Side by Side Chart

| Provisions                                       | Exclusion Pay  |  |
|--|--|--|
|  | CSUEU (Units 2, 5, 7, 9)<br>Teamsters (Unit 6) and<br>Non-Represented Employees  | All Other Employee Groups  |
| <b>Mandatory</b>                                 | Yes (Cal/OSHA)   |  |
| <b>Effective Date</b>                            | January 1, 2021  | November 20, 2020  |
| <b>End Date</b>                                  | May 29, 2021   | May 29, 2021   |
| <b>Type of Provision</b>                         | Paid Leave   |  |
| <b>Eligibility</b>                               | <ul style="list-style-type: none"> <li>Employees who are exposed at the work site and must quarantine, are eligible for Exclusion Pay</li> <li>New employees hired after effective date are eligible</li> </ul>  | <ul style="list-style-type: none"> <li>Employees who are exposed at the work site and directed to quarantine must use employer provided sick leave benefits first. Exclusion Pay would be afforded when sick leave is unavailable or exhausted.</li> <li>Includes positive pay, student employees and retired annuitants</li> <li>New employees hired after effective date are eligible</li> </ul> |
| <b>Ineligible</b>                                | <ul style="list-style-type: none"> <li>Employees who are able to telework during the required quarantine are ineligible for Exclusion Pay</li> <li>Employees whose exposure occurred outside work are ineligible for Exclusion Pay</li> <li>Employees already receiving lost wages through workers' compensation are ineligible for Exclusion Pay</li> </ul> |  |
| <b>Total Time Available</b>                      | N/A  |  |
| <b>Reason for Provisions</b>                     | <ul style="list-style-type: none"> <li>For employees who are able and available to work but are being excluded from work due to potential exposure to COVID-19 at the work site and must quarantine, as prescribed by the California Department of Public Health (CDPH)</li> </ul>   |  |
| <b>Pay</b>                                       | <ul style="list-style-type: none"> <li>Exclusion pay includes all pay employees would have received had they not been excluded from the work site, including but not limited to shift differential and stipends.</li> </ul>  |  |
| <b>Reasonable Notification and Documentation</b> | N/A  |  |
| <b>Family Member</b>                             | N/A  |  |
| <b>Child</b>                                     | N/A  |  |
| <b>Daycare</b>                                   | N/A  |  |
| <b>School</b>                                    | N/A  |  |
| <b>Authority</b>                                 | The Chancellor and the Vice Chancellor of Human Resources shall have the authority to issue further guidance about the parameters and use of this paid administrative leave  | Cal OSHA General Industry Safety Orders, Section 3205  |