



Educator Rights: Addressing Personal Concerns during COVID

I am unable or do not feel comfortable returning to school or campus because...

What leaves, benefits or protections may be available to help address this concern:

I have an underlying health condition that puts me at greater risk for infection, serious illness, or death if I contract COVID-19.

Reasonable accommodations under the [Americans with Disabilities Act](#)

- includes health conditions as high-risk for workers as identified by the [CDC](#)
- may include telework, alternate work location, temporary reassignment
- will depend on the nature of your work and other factors
- seek doctor's note or medical documentation of condition
- work with local union support when making request

[Gov. Inslee Proclamation 20-46.](#)

- Requires employers to make accommodations for those in high-risk groups as identified by the [CDC](#)
- may include telework, alternate work location, temporary reassignment
- will depend on the nature of your work and other factors

If you exhaust your paid leave, the district must fully maintain your health insurance benefits.
If accommodations are not possible, you can use paid leave.

I am over age 65 that puts me at greater risk for infection, serious illness, or death if I contract COVID-19.

Someone in my household has a health condition that puts them at greater risk for infection or serious illness/death if they

While there is no clear legal right to work from home in these cases, you would be entitled to use paid sick leave and/or FMLA to care for an immediate family member who is sick with COVID-19 or has been advised to quarantine (see below).

Local Unions may be able to negotiate flexible work arrangements for employees with high-risk family members. Check your locally negotiated agreements and MOUs.

I cannot work due to needing to care for a family member who has COVID-19 or quarantined

You will be eligible for leave in accordance with your contract, this includes shared leave
If illness is prolonged and serious [Washington State Paid Family Medical Leave](#) may be available as is [Federal FMLA job protections](#). File with Employment Securities Department (ESD).

[Federal Families First Coronavirus Response Act](#) provides up to two weeks of paid sick leave in addition to your locally bargained leave. This additional leave is paid at a daily 2/3 rate up to \$200 when used for a family member. Paid through your employer

I am sick with COVID. Do I have to use my own leave or are other leaves available?

Local unions could negotiate additional administrative/emergency leave that are available for those who are exposed at school/work.
You will be eligible for leave in accordance with your contract.

[Federal Families First Coronavirus Response Act](#) provides up to two weeks of paid sick leave in addition to your locally bargained leave. This additional leave is paid at your daily rate up to \$511 when used for **your own illness**. Paid through your employer.

I have been told to quarantine by a health authority due to COVID exposure. Do I have to use my own leave or are other leaves?

[Federal Families First Coronavirus Response Act](#) provides up to 2 weeks of paid sick leave and 10 weeks of paid expanded family leave. Both are paid at 2/3 daily rate up to \$200 per day when used due to school or day care closure.

[L&I Workers Compensation](#) may be available for partial wage replacement, medical treatment, if illness can be directly traced to work. Be prepared to provide documentation of contacts. For other Workers Compensation claims and the impact of COVID go [here](#).

I don't have childcare because my child's daycare or school is closed due to COVID-19

You may be eligible for [Pandemic Unemployment Assistance](#)
Due to systems issues, you must apply for regular unemployment benefits (UI) first. After you are denied regular UI, you will see a link to the application for pandemic unemployment assistance.

Local unions could negotiate additional paid leave or remote work arrangements or other supports for employees in this circumstance. You will be eligible for leave in accordance with your contract.