

Model Proposal on Paid Leave for Absences Associated with COVID-19

As a result of the current COVID-19 outbreak, effective immediately and lasting until such time as the Union and the Company agree, employees will be granted excused, paid leaves of absence under the following circumstances:

1. The employee has been diagnosed with COVID-19 or is experiencing COVID-19 symptoms while seeking a medical diagnosis, until seven (7) days have passed until such symptoms have dissipated or the employee has been cleared to return to work.
2. The employee has been directed by a doctor to remain out of the workplace during the COVID-19 outbreak due to an underlying health condition (their own or that of a household member), provided that the employee is unable to work from home, and until such time as the employee is able to return to the workplace.
3. The employee is caring for a person medically diagnosed with COVID-19 who is unable to provide self-care and for whom another caregiver is not available, until such time as the employee is no longer caring for such an individual, the individual is able to provide self-care or another caregiver is available.
4. The employee has been advised by a health care provider to self-quarantine due to exposure or possible exposure to the coronavirus which causes COVID-19, provided that the employee is unable to work from home, and until such time as the employee is medically cleared to return to work.
5. The employee has been experiencing symptoms of COVID-19 and until 7 days have passed since such symptoms have dissipated.
6. The company has closed the employee's workplace due to COVID-19, or the economic recession associated with COVID-19, provided that the employee is unable to work from home, and until such time as the workplace is re-opened.
7. The relevant state or local government has issued a "stay at home", "shelter in place" or other order due to COVID-19 which closes the employee's workplace or requires the employee to remain at home, provided that the employee is unable to work from home, and until such time as the order is lifted.
8. The employee is caring for a child whose school or daycare has been closed due to COVID-19, until the child's school or daycare reopens or another childcare option is available.
9. Time lost from work due to any of the above will count toward vacation and/or other seniority or benefit requirement.

This leave will not count toward the employee's current allotments of paid time off, sick leave or other company-provided paid and unpaid leave. Employees will not receive attendance points or

occurrences, or progress through any discipline processes due to absences covered by this agreement.