
From: HERTZ Chaim
Sent: Friday, April 10, 2020 2:25 PM
Subject: COVID-19 Update No 19 - Protected Leaves Information and Benefit Plan Changes
Attachments: FML and OFL for School Closure.pdf; COVID-19 Leave for Essential Service Employees .pdf; 2020.04.03 Protected Leave Request - COVID-19.pdf

City Employees,

The City's Executive Team remains committed to finding ways to provide stability and to support employees as much as possible during these uncertain times. We recognize the additional stress and hardships this pandemic is having on City employees and their families. We are especially appreciative for the brave service of our public safety employees as well as other essential service employees whose daily job responsibilities places them at a greater risk of exposure to COVID-19. We can't thank you enough for the service that you continue to provide to the residents of Springfield. We can, however, take steps to ensure those employees receive additional paid leave, in addition to the 80 hours of COVID-19 paid sick leave, if a potential workplace exposure should occur which results in a requirement to "self-quarantine" or if an employee is "experiencing symptoms of COVID-19 and seeking medical diagnosis or treatment." For more specific information please see the attached memorandum titled "COVID-19 Leave for Essential Service Employees."

Also, in mid-March the Families First Coronavirus Response Act (FFCRA) was passed and signed into law. The Family First Coronavirus Response Act put in to affect expanded leave protections for employees. The attached administrative regulations title "Protected Leave for School Closures" outlines the City policy regarding the Emergency Family Medical Leave Expansion Act (EFMLEA).

And finally, the City's benefit plan was recently amended with the following language and will provide the following services to covered members from January 31, 2020 through June 30, 2020:

- COVID-19 testing, diagnosis, and treatment: Deductibles, co-payments, and/or coinsurance will be waived for Coronavirus (COVID-19) testing, diagnosis related visits, and treatment.
- Early prescription drug refill: Allows a one-time early refill for prescription drugs, all applicable deductibles, co-pays and/or co-insurance will apply.
- Telemedicine: Deductibles, co-payments, and/or coinsurance will be waived for Coronavirus (COVID-19) related telemedical health services.

Sincerely,

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