

Whitney Briggs

From: Mike Heitmann
Sent: Tuesday, May 26, 2020 12:07 PM
To: ZZComplete e-mail list
Subject: COVID-19 Update 5-26-20

Hello employee-owners:

Below is an update on our COVID-19 response. The first part is additional information and the second part provides answers to the questions that have been submitted.

ADDITIONAL INFORMATION:

- Happy Tuesday! I hope you enjoyed the long weekend. I feel some major Garn-jo happening this week.

QUESTIONS SUBMITTED:

1. **Is the 80-hour sick leave to be used for COVID-19 illnesses only, or for being sick in general? Because with us being told to not come in period due to any sickness I do not see how this sick time could only be used for COVID-19 related sicknesses. And that puts a burden on the field workers if they are to become sick with other illnesses.**

ANSWER: This benefit is available when an employee-owner is unable to work due to any of the following circumstances:

- i. Currently sick with any illness.
- ii. Subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
- iii. Caring for an individual who is subject to a government quarantine order.
- iv. Has been advised by a health care provider to self-quarantine.
- v. Is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.
- vi. Is self-quarantined.
- vii. Must be absent due to substantially similar conditions as declared by the U.S. Secretary of Health and Human Services.

As always, please continue submitting your questions to covid19@garney.com.

Stay safe and have a great week!

Mike Heitmann

Employee-Owner Since 1990

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