

Bulletin



Policy Updates for COVID-Related Absence

General Manager

Bulletin #2022-423
December 27, 2022

POLICY UPDATES FOR COVID-RELATED ABSENCE

A Message from the General Manager and Chief Engineer

Date: December 27, 2022

Effective January 1, 2023, new COVID-related absences will no longer be accommodated under the [State-mandated Supplemental Paid Sick Leave \(SPSL\) 2022](#), which is scheduled to sunset on December 31, 2022.

The City's local emergency declaration for COVID-19 is likewise scheduled to sunset on February 1, 2023. Furthermore, the Cal/OSHA Standards Board voted on December 15, 2022, to adopt the Non-Emergency COVID-19 Prevention Regulations, which eliminate language requiring employers to provide COVID-related exclusion pay. This means that employees who require time off due to exposure, a positive test, or symptoms will be required to utilize one of the many additional compensation mechanisms afforded to them through the use of:

- accrued sick leave bank
- accrued personal leave time bank (e.g. "B"-time)
- accrued vacation bank (pursuant to Administrative Manual, Section 60-05)
- accumulated overtime bank
- Family Care Leave of Absence (pursuant to Administrative Manual, Section 60-11)
- any other time off provisions provided under the applicable memorandum of understanding for their classification and labor unit

NOTE: Employees who exceed these banks of time may be eligible for no shift/no pay, or medical leave of absence.

Regulation still requires employees who have tested positive or are experiencing COVID symptoms to stay home so as to reduce workplace transmission. Employees should continue to inform their supervisor and report positive COVID-19 cases to the COVID-19 Resource Office via the COVID-19 hotline at (213) 367-6888 or by email at C19positive@ladwp.com. All other COVID-19 related inquiries, such as experiencing COVID-19-like symptoms or exposure to a positive person, should be made by calling (213) 367-4444.



MARTIN L. ADAMS
General Manager and Chief Engineer