

Compensating Employees with COVID Symptoms or Exposures *Workgroups A, C and F — Effective March 14, 2021*

| SYMPTOMS & EXPOSURES | GENERAL DESCRIPTION | NOTIFICATION | STATUS | TIME FRAME | WORKGROUP C | WORKGROUPS A & F |
|---|---|---|---|---|---|--|
| <p>Close contact exposure (potential or known)</p> | <p>Employee has been (or believes he or she may have been) within close contact as defined by the Center for Disease Control (CDC).</p> | <p>Update Healthcheck and complete exposure form.</p> | <p>Waiting for contact from UAB Employee Health regarding whether testing is needed</p> | <p>Typical waiting period is 24-48 hours.</p> | <p>Employee continues to work unless directed otherwise by Employee Health.</p> <p>If instructed to test by Employee Health, employee leaves the work area.</p> <p>If feasible, allow employee to work remotely. If remote work is not feasible, employee may use benefit time while awaiting test results.</p> | <p>Employee leaves work area and does not return until cleared by Employee Health.</p> <p>If feasible, allow employee to work remotely. If remote work is not feasible, employee may use benefit time while awaiting test results.</p> |

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|-------------------------------------|--|--|--|---|--|--|
| <p>Symptomatic employees</p> | <p>Employees who develop symptoms consistent with COVID-19</p> | <p>Update Healthcheck and complete exposure form.</p> <p>Employee does not return to work area until cleared by Employee Health.</p> | <p>Waiting on testing results from UAB Employee Health</p> | <p>Typical waiting period is 24-48 hours.</p> | <p>Employee leaves work area and does not return until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible, employee may use benefit time while awaiting test results.</p> | <p>Employee leaves work area and does not return until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible, employee may use benefit time while awaiting test results.</p> |

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| <p>COVID positive/ isolating employees</p> | <p>Employee tests positive for COVID through UAB or external testing facility or is directed to isolate by a medical professional or Employee Health.</p> | <p>Update Healthcheck and complete exposure form.</p> <p>Employee does not return to work area until cleared by Employee Health.</p> | <p>Employee must self-isolate and self-monitor.</p> | <p>10 or more days</p> | <p>Employee does not return to work area until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible or employee is too ill to work, employee may use benefit time until they are cleared to work or they may take FMLA, if eligible.</p> | <p>Employee does not return to work area until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible or employee is too ill to work, employee may use benefit time until they are cleared to work or they may take FMLA, if eligible.</p> |

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|---------------------------------------|--|---|--|---|------------------------|---|
| <p>Active Sentinel Testing</p> | <p>UAB campus employees in Workgroups A & F designated as on-site or hybrid who have no COVID-19 symptoms are eligible to participate.</p> | <p>Employees should go to healthy.verily.com to register and set an appointment at either UAB testing facility:</p> <ul style="list-style-type: none"> • Blazer Hall Residence Life Center • Volker Hall | <p>Employee should report to the appropriate testing facility. All efforts should be made to minimize the disruption to office operations.</p> | <p>Typical waiting period is 24-48 hours.</p> | <p>Not Applicable.</p> | <p>Employee is compensated for testing time. Quarantine not required while waiting for results.</p> |