

ORTHOPOXVIRUS (MPV) FAQs

Updated 8/11/22

LEAVE POLICY

Q: What leave is available to employees who test positive for MPV?

A: An employee who has tested positive for MPV will receive up to two weeks of MPV excused leave (upon submission of proof). If the employee is able to perform their work duties remotely, they may telework during this time.

- If an employee is not medically cleared to return to work based on their doctor's note, they may receive up to an additional two weeks of MPV excused leave or telework during this time.
- After four weeks: If an employee is still not medically cleared to return to work based on their doctor's note, they must use their own leave balances or apply to use other types of leave such as FMLA.
- Under no circumstances will an employee receive more than four weeks of MPV excused leave.

Q: What leave is available for employees who are exhibiting symptoms of MPV but have not tested/received test results?

A: An employee who has symptoms of MPV should not report to work and take a diagnostic test. The employee will receive excused leave for the time they begin isolating from work until they receive their test results (not to exceed one week for a negative test result). If the employee is able to perform their work duties remotely, they may telework during this time.

Q: What leave is available to care for someone with a Positive Diagnosis of MPV?

A: An employee may be eligible for Family and Medical Leave Act (FMLA) or Paid Family Leave (PFL) for care of a serious health condition of a covered family member. Agencies should follow standard procedures for evaluating FMLA and PFL eligibility.

Q: What are the options available to employees who do not have enough accrued time?

A: Sick Leave may be advanced at the discretion of the Agency Head.

Q: Will this leave be retroactive?

A: Yes, this leave will cover employees who contracted MPV prior to the release of the guidance.

REASONABLE ACCOMMODATION

Q: Should employees seek a reasonable accommodation to telework?

A: Employees who are able to perform their job duties remotely may telework while awaiting test results and/or after testing positive if they are well enough to do so. After the initial two weeks, agencies may exercise their discretion to allow employees to telework for the next two weeks (weeks 3 and 4) if their doctor's note indicates that the employee must continue to isolate. After four weeks, employees who are unable to return to work as per their medical doctor may apply for a reasonable accommodation to continue teleworking.

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CLEANING PROTOCOL

Q: Is there a cleaning protocol for offices where an employee has tested positive?

A: If there is a case of confirmed MPV at the workplace, agencies should disinfect the affected employee's and surrounding workspaces. For the U.S. Environmental Protection Agency's (EPA) list of cleaning products and disinfectants, visit bit.ly/epa-disinfectants-list.